TAKE 5 FOR SAFETY

INSTRUCTOR'S NOTES

5-MINUTE SAFETY DRILL

Civil Rights: Working Together Creates A Family

Date:_____

Shift:_____

Dept:_____

Station:_____

Training Code:_____

NOTES:

FOCUS: As the fire service becomes more diverse, we must make room for those who differ from ourselves. Diversity creates challenges but also produces excellent learning opportunities in conflict resolution.

CHALLENGE

Diversity is a fact of life today. This is becoming more of a fact in the fire service. People from many walks of life are required to work closely together on a daily basis. Our value systems and lifestyle may often be in conflict.

We are all individuals and should be allowed to maintain our identities , cultures and Work styles. Diversity can create a stronger team if we utilize the strengths of every member. It's a challenge to become more flexible in our viewpoints regarding differences.

However, our personal beliefs should not interfere with our ability to work with any person employed by the department. We must make adjustments as necessary to accomplish our mutual goal of serving our community!

When people haven't been able to do this, a hostile workforce has been created. This unwelcome environment has led to complaints and even law suits. These negative situations are destructive to the morale and image of the department.

History has proven that the better we get to know a person, the less important differences become. Working well together means showing respect for each individual on our team! After all, we are a family.

DISCUSSION

- Do we genuinely welcome new members of the department and get to know them?
- Have we had to deal with diversity issues within our department?
- How well were they resolved?
- Is mutual respect a "value" in our department ?
- How do we resolve conflicts?
- Does our communication process reflect mutual respect?
- How has the district handled communication issues?
- Do you feel this was adequate?
- Was there any retaliation against the person filing the complaint?
- What's the district's policy on harassment

The greatest asset of the fire service is our people; protect them!

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