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| ***REPLACE WITH YOUR MASTHEAD*** |
| **VFIS logo black JPG** | **SOG Title:** |
| **SOG Number:** |
| **Original Date:** | **Revision Date:** |
| **ABC Fire Department General Operating Guideline** |

**Diversity**

***This is a sample of a standard operating guideline (SOG) on this topic. You should review the content, modify as appropriate for your organization, have it reviewed by your leadership team and if appropriate your legal counsel. Once adopted, make sure the SOG is communicated to members, implemented and performance monitored for effective implementation.***

**Policy:**

The \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ has a diverse workforce. We have members from all walks of life who have one thing in common—to serve our community as compassionately, efficiently, and effectively as possible. Our mission and core values ensure our work environment enhances the potential and contribution of all members by promoting inclusion, equality, and respect.

Each member will play a key role in the success of the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Fire Department. Our people are our greatest strength. Their creativity, commitment, experience, and collaboration make the difference between helping our community or just belonging to a club.

Our mission, reputation, leadership, and culture are defined primarily by the abilities and performance of our people. Our employees' drive for excellence is apparent every day across our community and around the region, in every call to which we respond and in every goal we accomplish. We are there on the worst day of someone’s life so knowing we can do our part to make things just a little bit better is what we strive for.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is personally committed to ensuring our Department provides an environment that values and embraces the contributions and potential of every member of our diverse organization. Our core values \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ are fundamental to our individual and collective success. We live by them, keep them always in our mind, and reflect them in our actions at all times, whether in uniform or not.

***This is a sample guideline furnished to you by VFIS. Your organization should review this guideline and make the necessary modifications to meet your organization’s needs. The intent of this guideline is to assist you in reducing exposure to the risk of injury, harm or damage to personnel, property and the general public. For additional information on this topic, contact your VFIS Risk Control representative.***

**Reference:**

Austin Texas Fire Department, <https://joinafd.com/diversity-position-statement>