

FIRE 20/20™

UNDERSTANDING LEADS TO SAFETY

WWW.FIRE2020.ORG

CHIEF TONY PINI (1947 – 2009)



A Lifelong Commitment to Diversity

Chief Tony Pini retired from the Santa Rosa Fire Department in September 2003, after 33 years in the California fire service.

Throughout his career, Chief Pini emphasized the need for greater diversity and inclusion in the fire service. He was a founder and an active member of the International Association of Fire Chiefs' Human Relations Committee, helping to craft its vision, mission, and values. He was a member of the IAFC Ethics Task Force, and a past chair of the California Fire Chiefs' Cultural Diversity Committee.

In 2005, Chief Pini was a founding member of the FIRE 20/20 Board of Directors. He was influential in establishing the core values and scope of work for this nonprofit committed to helping fire and EMS departments recruit and retain a new generation of qualified, diverse, inclusive, safety-conscious men and women firefighters.

In recognition of Chief Pini's unwavering dedication to building a diverse, inclusive fire and emergency service, we've named this prestigious award, to be presented annually to four departments that excel in diversity and inclusion initiatives, in his honor.

The Tony Pini Fire Service Diversity & Inclusion Awards

AWARD SPECIFICATIONS | 2011

FIRE 20/20 announces the first annual *Tony Pini Fire Service Diversity & Inclusion Awards*, to be presented in 2011. Named in honor of the late Santa Rosa Fire Chief Tony Pini, a lifelong advocate for diversity and inclusion in the fire service, the awards honor fire departments that are working to build and nourish a diverse, inclusive culture; and that foster proactive relationships with their multicultural communities.

THE FIRST ANNUAL TONY PINI AWARD

HONOREES

The Tony Pini Diversity and Inclusion Award will be presented annually to four departments—two career and two volunteer—that demonstrate leadership and success in diversity and inclusion initiatives.

NOMINATION CRITERIA

Nomination criteria is in two categories: 1) initiatives or programs within a department that build and foster a diverse and inclusive culture, and 2) initiatives or programs that build and foster proactive working relationships between a fire department and the multicultural communities it serves.

ELIGIBILITY

The award acknowledges the efforts of departments, rather than those of individuals. Initiatives need to have been in place for

at least one year, demonstrate sustainability, and show measurable results.

SELECTION COMMITTEE

The award-winning departments will be selected from the pool of nominees by a selection committee comprised of: members of our partnering organizations, our Host Sponsor, the International Association of Fire Chiefs (IAFC), and FIRE 20/20.

RECOGNITION

Each of the four award recipients will be presented with etched-glass plaques at FRI on August 25, 2011. They will be acknowledged in press releases to their local media; in the print and online publications of IAFC, FIRE 20/20 and our partners; and fire service print and online media.

FIRE 20/20 MISSION

FIRE 20/20 is a 501(c)(3) non-profit organization. We help Fire/EMS connect with their multicultural communities to increase the reach and effectiveness of recruitment and prevention programs. Learn more about our programs and services at www.fire2020.org.

THE TONY PINI AWARDS SEEK TO:

- ▶ *Acknowledge the efforts of fire and EMS departments that are leading the charge to create and sustain a culture of diversity and inclusion, and provide incentive for others to follow their lead*
- ▶ *Create opportunities for departments to collect and disseminate best practices*
- ▶ *Raise awareness and visibility of the importance of diversity and inclusivity in the fire service, and what is necessary to make it possible*

▶ ***“The fire service is truly appreciative to FIRE 20/20 for their initiative and commitment to help fire departments recruit and retain a qualified, diverse, inclusive and safety-conscious workforce.”***

Chief Kelvin J. Cochran
Fire Chief, Atlanta, GA & Former United States Fire Administrator

NOMINATION AND SELECTION

NOMINATION PERIOD

The nomination period will begin February 28, 2011, and will be open through April 30, 2011. Both an online nomination form and a downloadable PDF will be available through the FIRE 20/20 website: www.fire2020.org.

SELECTION OF HONOREES

Nominees will be evaluated using a rating scale that considers: sustainability, number of people impacted, and measured impact. Up to three department finalists will be selected in each of the four categories. Each department finalist will be interviewed by two members of the selection committee. These interviews will serve as the final factor in determining award recipients.

AWARD PARTNERS

International Association of Women in Fire & Emergency Services (iWomen)

International Association of Black Professional Fire Fighters (IABPFF)

International Association of Fire Chiefs Human Relations Committee (IAFC)

National Association of Hispanic Firefighters (NAHF)

National Native American Fire Chiefs (NNAFC)

National Volunteer Fire Council (NVFC)

Volunteer & Combination Officer Section (VCOS)

AWARD SPONSORS

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The Tony Pini Fire Service Diversity & Inclusion Awards

AWARD SPECIFICATIONS | 2011

ELIGIBILITY, NOMINATION, AND SELECTION CRITERIA

ELIGIBILITY

- ▶ The award will be given to departments, rather than individuals.
- ▶ The initiatives/programs need to have been in place for at least one year, demonstrate sustainability, and show measurable outcomes.
- ▶ Nomination criteria will fall into either of the following two categories:

1. Initiatives/programs within a department that build and foster a diverse and inclusive culture
2. Initiatives/programs that build and foster working relationships between the fire department and multicultural communities they serve. (This might include, but is not limited to recruitment, prevention/community risk reduction, school mentoring programs, etc.)

- ▶ Each nomination will require the approval of the chief of the department or a jurisdictional head with authority related to the department (e.g. mayor, county manager, etc.). Those submitting nominations based on community programming will also require a letter of support from the leadership of a community-based organization impacted by the program.
- ▶ Clients of FIRE 20/20, IAFC, Emergency Services Consulting International, Inc. (ESCI) and Global Public Safety Solution (GPSS) are NOT eligible to be nominated for two full years after services are rendered complete.
- ▶ Departments represented by board members from FIRE 20/20, IAFC, ESCI, and GPSS and committee members from IAFC Human Relations Committee are not eligible for nomination.

NOMINATIONS

Nominations will be launched on February 28, 2011 and will conclude April 30, 2011. Both an online nomination form and a PDF version will be available. Visit www.fire2020.org for more information.

WINNER SELECTION PROCESS AND CRITERIA

The Selection Committee will include two representatives each from the International Association of Fire Chiefs and FIRE 20/20, and one representative from each of the partner organizations, which include IABPFF, NAHF, iWomen, NNAFC, VCOS, and NVFC. The Selection Committee members will not include anyone who has consulted for, or sold services or products to, any of the nominee organizations in the last two years. All Selection Committee members will sign a form recusing themselves from voting for departments with which they are affiliated.

The selection process includes:

- ▶ Review of nominations received by the deadline to verify minimum eligibility criteria has been met and form has been properly filled out.
- ▶ Rating of verified nominations in the following three categories on a seven point scale:
 1. Sustainability: Are the diversity or inclusion activities designed to be a viable long-term approach?
 2. Number of people involved and/or percent of total target group: How much of the community, or the organization did the diversity or inclusion activities impact?
 3. Measured impact: What data shows the positive impact on the community or the organization?
- ▶ Interviews by at least two members of the Selection Committee of the top three rated departments in each category.
- ▶ Finalist ratings and the winners will be determined by a combination of ratings and interviews, to be finalized by the Selection Committee.
- ▶ The selection committee's recommendations will be reviewed by the executive director of both FIRE 20/20 and the IAFC. Each director will submit approval. If either cannot approve the recommendations, it will be relayed back to the Selection Committee for an alternate recommendation.