

## 6.5 Research Question #5 – Diversity by Rank

*“What is the current multicultural make-up by rank of the firefighters in metro departments in the United States?”*

Researchers designed research question #5 to establish a baseline record of multicultural statistics within the largest fire departments in the United States.

Supported by the IAFC, Metro Chiefs Section and DHS Fire Prevention and Safety Research and Development Grant, the research team created an online survey to collect diversity-by-rank numbers for 108 Metro fire departments.

On November 1, 2006, researchers alerted 110 metro fire departments to the survey and provided web-based access to answer the 15 baseline questions. The goal of the survey was to collect and document ethnic and gender diversity numbers in the following categories:

- Firefighter/paramedic
- Company Officers—Sergeant, Lieutenant, Captain
- Chief Officers—Battalion Chief, Division Chief, Deputy Chief, Assistant Chief
- Fire Marshal
- Fire Chief

The 90-day period between November 1, 2006 and February 1, 2007 established an intentionally narrow response window. Because of the fluid nature of demographic data, researchers plan to use the same period for future tri-annual updates, thereby establishing a consistent informational “snapshot” over time.

The following tables establish the baseline data for the 108 departments that responded to the survey. Research question #5 involved gathering baseline data, so the research team made no attempt at interpretation. The raw data for this survey is contained in Appendix C.

The information in Table 6.5.1 contains an overview of the diversity by rank data gathered from the 108 Metro Departments in the United States.

<b>TABLE 6.5.1: Diversity by Rank Survey Statistics</b>	
<b>Category</b>	<b>Total</b>
Number of Metro Departments that responded to the survey	108
Paid Metro Departments	100
Combination Metro Departments	8
Uniformed Personnel Full Time Equivalentents (FTEs) including vacancies*	101,180
Uniformed Personnel (FTEs) reported in all ranks	98,586

*\*Some departments reported volunteer positions*

Note: Chesterfield, Daytona Beach, Detroit, Houston, Nashville, St. Petersburg, Salt Lake and Tucson reported, but were not Metro members. Three departments only partially completed information about chief and/or company officers (San Diego, Metro Sacramento, Honolulu). Two Metro Member departments were unable to respond (St. Louis, Clark County). Three departments didn't report firefighter vacancies, and six departments reported no Fire Marshal position.

The information in Table 6.5.2 contains data by geographical region.

<b>TABLE 6.5.2: All Department Figures by IAFC Region</b>		
<b>Division</b>	<b>States</b>	<b>Uniformed Personnel</b>
Eastern Division	Delaware, Maryland, New Jersey, New York, Pennsylvania, District of Columbia	22,327
Great Lakes Division	Illinois, Indiana, Michigan, Minnesota, Ohio Wisconsin	12,954
New England Division	New Hampshire, Vermont, Connecticut, Maine, Massachusetts, Rhode Island	3,539
Southeastern Division	Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia, Puerto Rico, US Virgin Islands	23,579
Missouri Valley Division	Colorado, Iowa, Kansas, Missouri, North Dakota, Nebraska, South Dakota, Wyoming	3,233
Southwestern Division	Arkansas, Louisiana, New Mexico, Oklahoma Texas	14,138
Western Division	Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington	18,816
<b>Total</b>		<b>98,586</b>

Table 6.5.3 is a look at the whole fire service by percentage for the 108 departments reporting:

<b>TABLE 6.5.3: Metro Department Summary by Race/Ethnicity and Gender</b>		
<b>108 Metro Departments</b>	<b>Total Uniformed</b>	<b>Percentage of Total</b>
<b>Ethnicity</b>		
White	70,620	71.63%
Black or African American	14,590	14.80%
Hispanic or Latino (of any race)	11,017	11.18%
American Indian and Alaska Native	558	0.57%
Asian	1,290	1.31%
Native Hawaiian and Other Pacific Islander	153	0.16%
Some Other Race	299	0.30%
Two or More Races	59	0.06%
<b>Total</b>	<b>98,586</b>	<b>100.00%</b>
<b>Gender</b>		
Male	94,121	95.47%
Female	4,465	4.53%
<b>Total</b>	<b>98,586</b>	<b>100.0%</b>

Tables 6.5.4 – 6.5.19 below represent the diversity by rank statistics for IAFC divisions; collectively and individually:

- Table 6.5.4/6.5.5 – All Fire Service
- Table 6.5.6/6.5.7 – Eastern Division
- Table 6.5.8/6.5.9 – Great Lakes Division
- Table 6.5.10/6.5.11 – New England Division
- Table 6.5.12/6.5.13 – Southeastern Division
- Table 6.5.14/6.5.15 – Missouri Valley Division
- Table 6.5.16/6.5.17 – Southwestern Division
- Table 6.5.18/6.5.19 – Western Division

**TABLE 6.5.4: All Fire Service Departments Reporting by Rank, Gender and Ethnicity**  
*108 Departments - 98,586 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	67	4	58	7	2957	124	16151	585	48232	2435
Black or African American	25	0	21	2	421	23	2457	126	10826	689
Hispanic or Latino (of any race)	9	1	12	0	249	6	1932	48	8475	285
American Indian and Alaska Native	0	0	1	0	16	0	121	4	398	18
Asian	0	0	0	0	27	2	154	5	1030	72
Native Hawaiian and Other Pacific Islander	0	0	0	0	25	0	24	0	100	4
Some Other Race	1	0	0	0	3	2	28	0	250	15
Two or More Races	1	0	1	0	6	0	6	0	37	8
<b>TOTAL</b>	<b>103</b>	<b>5</b>	<b>93</b>	<b>9</b>	<b>3704</b>	<b>157</b>	<b>20873</b>	<b>768</b>	<b>69348</b>	<b>3526</b>
	<b>108</b>		<b>102</b>		<b>3861</b>		<b>21641</b>		<b>72874</b>	

\* 102 Departments reported having Fire Marshals

**TABLE 6.5.5: All Fire Service Departments Reporting by Rank, Gender and Ethnicity - Percentages**  
*108 Departments - 98,586 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	62.00%	3.70%	56.80%	6.90%	76.60%	3.20%	74.60%	2.70%	66.20%	3.30%
Black or African American	23.30%	0.00%	20.60%	1.90%	10.90%	0.60%	11.40%	0.60%	14.90%	0.90%
Hispanic or Latino (of any race)	8.30%	0.90%	11.80%	0.00%	6.40%	0.20%	8.90%	0.20%	11.60%	0.40%
American Indian and Alaska Native	0.00%	0.00%	1.00%	0.00%	0.40%	0.00%	0.60%	<.10%	0.50%	<.10%
Asian	0.00%	0.00%	0.00%	0.00%	0.70%	0.10%	0.70%	<.10%	1.40%	0.10%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.60%	0.00%	0.10%	0.00%	0.10%	<.10%
Some Other Race	0.90%	0.00%	0.00%	0.00%	0.10%	0.10%	0.10%	0.00%	0.30%	<.10%
Two or More Races	0.90%	0.00%	1.00%	0.00%	0.20%	0.00%	<.10%	0.00%	0.10%	<.10%
<b>TOTAL</b>	<b>95.40%</b>	<b>4.60%</b>	<b>91.20%</b>	<b>8.80%</b>	<b>95.90%</b>	<b>4.10%</b>	<b>96.30%</b>	<b>3.70%</b>	<b>95.20%</b>	<b>4.80%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.6: IAFC Eastern Division Departments Reporting by Rank, Gender and Ethnicity**

*11 Departments - 22,327 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	7	0	4	0	722	9	3,633	39	13,250	430
Black or African American	4	0	4	0	44	0	402	12	2,272	275
Hispanic or Latino (of any race)	0	0	1	0	6	2	81	0	938	22
American Indian and Alaska Native	0	0	0	0	2	0	7	0	28	2
Asian	0	0	0	0	4	0	5	1	98	5
Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	1	0	6	0
Some Other Race	0	0	0	0	0	0	2	0	7	2
Two or More Races	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>11</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>778</b>	<b>11</b>	<b>4,131</b>	<b>52</b>	<b>16,599</b>	<b>736</b>
	<b>11</b>		<b>9</b>		<b>789</b>		<b>4,183</b>		<b>17,335</b>	

**TABLE 6.5.7: IAFC Eastern Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**

*11 Departments - 22,327 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	63.64%	0.00%	44.44%	0.00%	91.51%	1.14%	86.85%	0.93%	76.43%	2.48%
Black or African American	36.36%	0.00%	44.44%	0.00%	5.58%	0.00%	9.61%	0.29%	13.11%	1.59%
Hispanic or Latino (of any race)	0.00%	0.00%	11.11%	0.00%	0.76%	0.25%	1.94%	0.00%	5.41%	0.13%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	0.25%	0.00%	0.17%	0.00%	0.16%	0.01%
Asian	0.00%	0.00%	0.00%	0.00%	0.51%	0.00%	0.12%	0.02%	0.57%	0.03%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.00%	0.03%	0.00%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%	0.04%	0.01%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>100.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>98.61%</b>	<b>1.39%</b>	<b>98.76%</b>	<b>1.24%</b>	<b>95.75%</b>	<b>4.25%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.8: IAFC Great Lakes Division Departments Reporting by Rank, Gender and Ethnicity**  
*13 Departments - 12,954 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	4	0	8	0	349	8	2,156	71	6,467	286
Black or African American	7	0	3	0	79	5	507	26	1,987	70
Hispanic or Latino (of any race)	1	1	0	0	13	1	92	2	609	17
American Indian and Alaska Native	0	0	0	0	1	0	14	1	67	4
Asian	0	0	0	0	0	0	11	0	72	1
Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	2	0	4	2
Some Other Race	0	0	0	0	0	0	0	0	5	0
Two or More Races	0	0	0	0	1	0	0	0	0	0
<b>TOTAL</b>	<b>12</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>443</b>	<b>14</b>	<b>2,782</b>	<b>100</b>	<b>9,211</b>	<b>380</b>
	<b>13</b>		<b>11</b>		<b>457</b>		<b>2,882</b>		<b>9,591</b>	

**TABLE 6.5.9: IAFC Great Lakes Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**  
*13 Departments - 12,954 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	30.77%	0.00%	72.73%	0.00%	65.11%	1.49%	74.32%	2.45%	67.43%	2.98%
Black or African American	53.85%	0.00%	27.27%	0.00%	14.74%	0.93%	17.48%	0.90%	20.72%	0.73%
Hispanic or Latino (of any race)	7.69%	7.69%	0.00%	0.00%	2.43%	0.19%	3.17%	0.72%	6.35%	0.18%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	0.48%	0.03%	0.70%	0.04%
Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%	0.75%	0.01%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.07%	0.00%	0.04%	0.02%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.05%	0.00%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.19%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>92.31%</b>	<b>7.69%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>97.39%</b>	<b>2.61%</b>	<b>95.90%</b>	<b>4.10%</b>	<b>96.04%</b>	<b>3.96%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.10: IAFC New England Division Departments Reporting by Rank, Gender and Ethnicity**  
*7 Departments - 3,539 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	6	0	5	0	139	0	657	8	1,634	31
Black or African American	1	0	0	0	9	0	77	1	568	17
Hispanic or Latino (of any race)	0	0	1	0	6	0	52	0	302	3
American Indian and Alaska Native	0	0	0	0	0	0	0	0	7	0
Asian	0	0	0	0	0	0	0	0	2	2
Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	1	0	2	0
Some Other Race	0	0	0	0	0	0	0	0	0	0
Two or More Races	0	0	0	0	0	0	3	0	4	1
<b>TOTAL</b>	<b>7</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>154</b>	<b>0</b>	<b>790</b>	<b>9</b>	<b>2,519</b>	<b>54</b>
	<b>7</b>		<b>6</b>		<b>154</b>		<b>799</b>		<b>2,573</b>	

**TABLE 6.5.11: IAFC New England Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**  
*7 Departments - 3,539 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	85.71%	0.00%	83.33%	0.00%	90.26%	0.00%	82.23%	1.00%	63.51%	1.20%
Black or African American	14.29%	0.00%	0.00%	0.00%	5.84%	0.00%	9.64%	0.13%	22.08%	0.66%
Hispanic or Latino (of any race)	0.00%	0.00%	16.67%	0.00%	3.90%	0.00%	6.51%	0.00%	11.74%	0.12%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.08%	0.08%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.13%	0.00%	0.08%	0.00%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.38%	0.00%	0.16%	0.04%
<b>TOTAL</b>	<b>100.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>98.87%</b>	<b>1.13%</b>	<b>97.90%</b>	<b>2.10%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.12: IAFC Southeastern Division Departments Reporting by Rank, Gender and Ethnicity**  
*35 Departments - 23,579 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	28	2	22	0	710	68	3,916	238	10,799	845
Black or African American	4	0	8	2	152	9	783	40	3,241	214
Hispanic or Latino (of any race)	1	0	3	0	64	2	426	19	1,628	108
American Indian and Alaska Native	0	0	0	0	3	0	15	2	46	5
Asian	0	0	0	0	2	1	6	1	111	12
Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	2	0	11	0
Some Other Race	0	0	0	0	0	0	2	0	23	2
Two or More Races	0	0	0	0	2	0	0	0	1	0
<b>TOTAL</b>	<b>33</b>	<b>2</b>	<b>33</b>	<b>2</b>	<b>933</b>	<b>80</b>	<b>5,150</b>	<b>300</b>	<b>15,860</b>	<b>1,186</b>
	<b>35</b>		<b>35</b>		<b>1,013</b>		<b>5,450</b>		<b>17,046</b>	

**TABLE 6.5.13: IAFC Southeastern Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**  
*35 Departments - 23,579 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	81.08%	5.41%	62.86%	0.00%	70.09%	6.71%	70.21%	4.62%	63.35%	4.96%
Black or African American	10.81%	0.00%	22.86%	5.71%	15.00%	0.89%	15.20%	0.78%	19.01%	1.26%
Hispanic or Latino (of any race)	2.70%	0.00%	8.57%	0.00%	6.32%	0.20%	8.27%	0.37%	9.55%	0.63%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	0.30%	0.00%	0.29%	0.04%	0.27%	0.03%
Asian	0.00%	0.00%	0.00%	0.00%	0.20%	0.10%	0.12%	0.02%	0.65%	0.07%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.06%	0.00%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.04%	0.00%	0.13%	0.01%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.00%	0.00%	0.01%	0.00%
<b>TOTAL</b>	<b>94.59%</b>	<b>5.41%</b>	<b>94.29%</b>	<b>5.71%</b>	<b>92.10%</b>	<b>7.90%</b>	<b>94.17%</b>	<b>5.83%</b>	<b>93.04%</b>	<b>6.96%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.14: IAFC Missouri Valley Division Departments Reporting by Rank, Gender and Ethnicity**

*5 Departments - 3,233 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	2	0	3	0	100	2	673	27	1,680	77
Black or African American	0	0	0	0	11	0	58	2	180	7
Hispanic or Latino (of any race)	3	0	2	0	13	0	68	1	234	5
American Indian and Alaska Native	0	0	0	0	2	0	6	1	25	1
Asian	0	0	0	0	0	0	6	0	21	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	10	0	0	0	0	0
Some Other Race	0	0	0	0	0	0	0	0	5	0
Two or More Races	0	0	0	0	0	0	0	0	8	0
<b>TOTAL</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>136</b>	<b>2</b>	<b>811</b>	<b>31</b>	<b>2,153</b>	<b>90</b>
	<b>5</b>		<b>5</b>		<b>138</b>		<b>842</b>		<b>2,243</b>	

**TABLE 6.5.15: IAFC Missouri Valley Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**

*5 Departments - 3,233 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	40.00%	0.00%	60.00%	0.00%	72.46%	1.45%	79.93%	3.21%	75.30%	3.45%
Black or African American	0.00%	0.00%	0.00%	0.00%	7.97%	0.00%	6.89%	0.24%	8.07%	0.31%
Hispanic or Latino (of any race)	60.00%	0.00%	40.00%	0.00%	9.42%	0.00%	8.08%	0.12%	10.49%	0.22%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	1.45%	0.00%	0.71%	0.12%	1.12%	0.04%
Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%	0.00%	0.94%	0.00%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	7.25%	0.00%	0.00%	0.00%	0.00%	0.00%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.22%	0.00%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.36%	0.00%
<b>TOTAL</b>	<b>100.00%</b>	<b>0.00%</b>	<b>100.00%</b>	<b>0.00%</b>	<b>98.55%</b>	<b>1.45%</b>	<b>96.32%</b>	<b>3.68%</b>	<b>96.50%</b>	<b>3.50%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.16: IAFC Southwestern Division Departments Reporting by Rank, Gender and Ethnicity**

*14 Departments - 14,138 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	6	0	7	1	445	8	2,370	80	5,866	202
Black or African American	4	0	3	0	52	7	331	26	1,538	46
Hispanic or Latino (of any race)	4	0	2	0	58	0	534	10	2,194	53
American Indian and Alaska Native	0	0	1	0	1	0	44	0	105	2
Asian	0	0	0	0	0	0	4	0	45	0
Native Hawaiian and Other Pacific Islander	0	0	0	0	0	0	2	0	10	1
Some Other Race	0	0	0	0	2	0	12	0	58	1
Two or More Races	0	0	0	0	0	0	0	0	2	1
<b>TOTAL</b>	<b>14</b>	<b>0</b>	<b>13</b>	<b>1</b>	<b>558</b>	<b>15</b>	<b>3,297</b>	<b>116</b>	<b>9,818</b>	<b>306</b>
	<b>14</b>		<b>14</b>		<b>573</b>		<b>3,413</b>		<b>10,124</b>	

**TABLE 6.5.17: IAFC Southwestern Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**

*14 Departments - 14,138 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	42.86%	0.00%	50.00%	7.14%	77.66%	1.40%	69.40%	2.34%	57.94%	2.00%
Black or African American	28.57%	0.00%	21.43%	0.00%	9.08%	1.22%	9.69%	0.76%	15.19%	0.45%
Hispanic or Latino (of any race)	28.57%	0.00%	14.29%	0.00%	10.12%	0.00%	15.64%	0.29%	21.67%	0.52%
American Indian and Alaska Native	0.00%	0.00%	7.14%	0.00%	0.17%	0.00%	1.29%	0.00%	1.04%	0.02%
Asian	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%	0.44%	0.00%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.06%	0.00%	0.10%	0.01%
Some Other Race	0.00%	0.00%	0.00%	0.00%	0.35%	0.00%	0.35%	0.00%	0.57%	0.01%
Two or More Races	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.02%	0.01%
<b>TOTAL</b>	<b>100.00%</b>	<b>0.00%</b>	<b>92.86%</b>	<b>7.14%</b>	<b>97.38%</b>	<b>2.62%</b>	<b>96.54%</b>	<b>3.46%</b>	<b>96.98%</b>	<b>3.02%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

**TABLE 6.5.18: IAFC Western Division Departments Reporting by Rank, Gender and Ethnicity**  
*11 Departments - 18,816 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	14	2	9	6	492	29	2,746	122	8,536	564
Black or African American	5	0	3	0	74	2	299	19	1,040	60
Hispanic or Latino (of any race)	0	0	3	0	89	1	679	16	2,570	77
American Indian and Alaska Native	0	0	0	0	7	0	35	0	120	4
Asian	0	0	0	0	21	1	122	3	681	52
Native Hawaiian and Other Pacific Islander	0	0	0	0	15	0	16	0	67	1
Some Other Race	1	0	0	0	1	2	12	0	152	10
Two or More Races	1	0	1	0	3	0	3	0	22	6
<b>TOTAL</b>	<b>21</b>	<b>2</b>	<b>16</b>	<b>6</b>	<b>702</b>	<b>35</b>	<b>3,912</b>	<b>160</b>	<b>13,188</b>	<b>774</b>
	<b>23</b>		<b>22</b>		<b>737</b>		<b>4,072</b>		<b>13,962</b>	

**TABLE 6.5.19: IAFC Western Division Departments Reporting by Rank, Gender and Ethnicity - Percentages**  
*11 Departments - 18,816 Uniformed Personnel Reported*

	Fire Chief Male	Fire Chief Female	Fire Marshal Male*	Fire Marshal Female*	Chief Officer Male	Chief Officer Female	Company Officer Male	Company Officer Female	FF/Medic/Engineer Male	FF/Medic/Engineer Female
White	60.87%	8.70%	40.91%	27.27%	66.76%	3.93%	72.43%	3.22%	61.14%	4.04%
Black or African American	21.74%	0.00%	13.64%	0.00%	10.04%	0.27%	7.89%	0.50%	7.45%	0.43%
Hispanic or Latino (of any race)	0.00%	0.00%	13.64%	0.00%	12.08%	0.14%	17.91%	0.42%	18.41%	0.55%
American Indian and Alaska Native	0.00%	0.00%	0.00%	0.00%	0.95%	0.00%	0.92%	0.00%	0.86%	0.03%
Asian	0.00%	0.00%	0.00%	0.00%	2.85%	0.14%	3.22%	0.08%	4.88%	0.37%
Native Hawaiian and Other Pacific Islander	0.00%	0.00%	0.00%	0.00%	2.04%	0.00%	0.42%	0.00%	0.48%	0.01%
Some Other Race	4.35%	0.00%	0.00%	0.00%	0.14%	0.27%	0.03%	0.00%	1.09%	0.07%
Two or More Races	4.35%	0.00%	4.55%	0.00%	0.41%	0.00%	0.08%	0.00%	0.16%	0.04%
<b>TOTAL</b>	<b>91.30%</b>	<b>8.70%</b>	<b>72.73%</b>	<b>27.27%</b>	<b>95.25%</b>	<b>4.75%</b>	<b>95.78%</b>	<b>4.22%</b>	<b>94.46%</b>	<b>5.54%</b>
	<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>		<b>100.00%</b>	

### 6.5.1 Summary

The FIRE 20/20 research team launched the Diversity By Rank survey in partnership with IAFC, the Metro Chief's Section and NFFF between November 1, 2006 and January 31, 2007. One hundred eight of 110 Metro fire departments responded. The findings represented a picture of diversity in metro fire departments during that period of time.

Three major ethnic groups comprised the 108 departments that responded to the Diversity By Rank Survey. These included White (71.63%), African American (14.80%) and Latino or Hispanic (11.18%). Asian American, American Indian or Alaska Native, Native Hawaiian or Other Pacific Islander, Two or More Races and Other Races made up less than 2.5% of the uniformed Metro fire department uniformed workforce. Males made up 95.47% of uniformed personnel in all ranks and females comprised 4.53%.

The survey data was also analyzed the seven IAFC Divisions: New England, Eastern, Southeastern, Great Lakes, Southwestern, Missouri Valley and Western. Missouri Valley and the Southwestern Divisions had the highest percentages of American Indian or Alaska Native (1.08%); the Western Division had the highest percentage of Asian Americans (4.68%); the Great Lakes Division had the highest percentage of African Americans (20.72%); the Southwestern Division had the highest percentage of Latinos (20.19%); and the Eastern Division had the highest percentage of Whites (81.04%). The Southeastern Division had the highest percentage of females (6.74%) and the New England Division had the highest percentage of males (98.22%).

The Diversity By Rank survey results can be replicated nationally, by division or within a department, and serve as a baseline for recruitment, strategic planning and leadership development.