



VANCOUVER FIRE RESCUE SERVICES

ADVISORY COMMITTEE

MINUTES

Tuesday, October 15th 2019
Fire Hall #1 Board Room
900 Heatley Avenue

In Attendance:

Ray Greenwood
Anthony Kupferschmidt
Dave Pasin

Ross Greenwood
Lisa Hall
Geoff Pegg, Chair

Regrets: Greg White

Ex Officio Member:

Darrell Reid, Fire Chief
Sewa Pangalia, Assistant Chief

Recorder:

Charmaine Susanthan

CALL TO ORDER

Meeting called to order at 1740 hrs. by Chair Geoff Pegg.

ADOPT AGENDA

Adopted as presented with the following additions:

- House Numbers
- First Responder health issues, training and education
- Honour House

ADOPT MINUTES

Minutes of the May 21st meeting adopted as presented.

CORRESPONDENCE

None

Motion to accept Lisa Hall to the committee was proposed, seconded and accepted unanimously.

OLD BUSINESS:

- **Committee Mandate & Activities Sub-committee**
 - Strategic Plan – Will be distributed to the committee, this would be a topic of discussion at next month's meeting.
- **New Sub Committee Report**
 - Anthony reported that the organization/agency is applying for some funding
 - Overcome transportation barrier – residents joining to support
 - Public Education piece
 - VEMA – Anthony to send Fire Chief more details

NEW BUSINESS:

- **Overview of Recruiting, Outreach, Diversity Inclusion – Assistant Chief Sewa Pangalia**

Assistant Chief Pangalia provided a broad overview of all areas of his portfolio.

 - Approach is relationship and recruitment, coaching and mentoring; pre and post interviews with all those interested in firefighting as a career, focus on personal connection, working with the candidate – set people up for success
 - Outreach- high schools, different backgrounds, visible minorities, women-better representation of the community we serve

- Firefighting Workshop for women; perform all the tasks that a firefighter engages in, partnership with the Justice Institute, ultimate goal is to expand to anyone who is interested in firefighting. Regional approach; partner with other fire departments, Camp Ignite
 - Recruitment process- different approach has been adopted, licenses, certification, post secondary credits, continued learning, 10-01 Fire School. Start everyone at the same level. One does not need to have all the certification and licenses till one has a job offer.
 - Diversity & Inclusion- equal opportunity, move the dial on diversity and inclusion, more and better training, top down/bottom up approach, townhalls with staff – very receptive
 - Community based fire halls – in schools; advertising women’s workshop – social media, JI.
- **Fire Chief’s Report**
 - The department has won a Korn Ferry Global Performance Award for best in class performance in Staff Engagement. The team has been recognized for the outstanding and collaborative efforts made towards staff enablement. We have now been asked to showcase this success through case studies, webinars and interviews.
 - Successful trip to Mongolia – set up Fire Drills and EMS. The work done has now generated interest in Moldova and Maldives.
 - Growth plan: 122 (Suppression and Prevention). Expansion of the Mental Health and Wellness division: Captain, 4 Lt. and 1 Psychologist
 - Progress with working relationship with BCAS – training FFs as EMRs
 - Participation in Global News Leadership Series
 - Fire deaths – 2018 – 8, zero deaths so far in 2019.
 - Oppenheimer – working with Parks Board, VPD. A different approach (refrained from issuing Fire Chief’s orders – non enforcement). Joint correspondence to Parks Board from Fire Chief and Police Chief.
 - Fire Hall #5 – opening planned for November

New Business

- House Numbers – this issue has now been addressed. Joint program with other departments of the CoV. Numbering is now being done at the front and rear of the residence.
Outdoor emergencies – laneways are also being allocated an address.
- First responder health issues, training and education
Department is a leader in Mental Health, Cancer reduction and Cardiology (full cardiac screening at work starting in June 2020 – collaboration with UBC and Sports Cardiology BC)
- Honour House
Ray Greenwood provided an update as he attended the event at Ashcroft.

Adjourned – 1930 hrs.

NEXT MEETING: Monday, November 18th @1730 hrs.
Fire Hall #1 Board Room, 900 Heatley Avenue