

June 3, 2025

LOS ANGELES FIRE DEPARTMENT



RONNIE R. VILLANUEVA
INTERIM FIRE CHIEF

May 22, 2025

BOARD OF FIRE COMMISSIONERS
FILE NO. 25-032

TO: *RW* Board of Fire Commissioners

FROM: Ronnie R. Villanueva, Interim Fire Chief

SUBJECT: DIVERSITY, EQUITY AND INCLUSION REPORT BACK

FINAL ACTION:	<input type="checkbox"/> Approved <input type="checkbox"/> Denied	<input type="checkbox"/> Approved w/Corrections Received & Filed	<input type="checkbox"/> Withdrawn <input type="checkbox"/> Other
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SUMMARY

This report discusses the Los Angeles Fire Department (LAFD) Diversity, Equity and Inclusion (DEI) plan after the elimination of the Equity and Human Resources Bureau (EHRB) as part of the LAFD budget funding in the upcoming fiscal year.

RECOMMENDATION

That the Board:
Receive and file.

DISCUSSION

In the new fiscal year, the Equity and Human Resources Bureau will have five of the nine positions eliminated effectively eliminating the Bureau. The remaining positions will be moved into different Divisions/Sections within the department. The four positions remaining will be the Battalion Chief who oversees the Workforce Effectiveness Section (WES), one Ombuds Captain, the DEI Captain, and the Management Analyst (MA).

The Workforce Effectiveness Section will move under the Training and Support Bureau (TSB) and will oversee the Firefighter Recruitment Unit and the Selections Unit. The Ombuds and DEI Captains along with the MA will move under the Health & Safety Division under the Administrative Operations Bureau.

EHRB Background

EHRB was created based on the results of the 2021 Deloitte Organizational Study to help the department formalize training, mentorship and leadership while making it accessible and equitable to all members. It was funded over a three-year phase in period and had been slowly gaining momentum. Most of the initial focus of training was related to work environment issues presented at officer training. In addition, EHRB was tasked with working on documentation and program updates that are required by the

City, such as the Language Access Program and the Racial Equity Plan. EHRB was also tasked with reviewing policies and programs for equity and inclusion that were being created or updated by the department.

Department Impact

The Ombuds and DEI officers along with the MA positions that will move under the Health & Safety Division, overseen by Assistant Chief Crowley to continue the work that was started in EHRB but will have to be reimagined with less staff and shifting budget priorities.

EHRB created the Ombuds Unit from scratch working with the Los Angeles Police Department (LAPD) to understand how they utilize their Ombuds program and what documentation and tracking mechanisms they have. The two captains assigned to the Ombuds Unit wrote the operational manual, guidelines and procedures, and took courses in mediation and conciliation to be able to assist members within the department with low level disagreements/issues. This Unit has had a few successful mediations, which has been well received when presented to members in the field. The value of this Unit is based on the members themselves working towards a common resolution to a problem before escalating to the level of an official complaint that would create additional work for the staff at the Professional Standards Division. In addition, this program is voluntary and confidential to increase the trust of the members participating. This will now be handled by one captain, but will need another trained or detailed member to facilitate future mediations.

The DEI captain position is currently vacant. The DEI captain worked with In-service Training to develop a cadre of members to do work environment training at the Geographic Bureau level but due to funding the program was not able to move forward. This position is also the liaison with other City departments related to LAFD policies or procedures being in alignment with City policy. The DEI captain also helps review LAFD materials for equity and inclusivity. Until this position is filled, the MA is assisting with ongoing projects.

The MA position was the last position filled within the Bureau and will maintain all the data to be tracked and assist with staff work as needed or required. This position will assist with any new projects that fall within the Health & Safety Division umbrella related to work environment, equity and inclusion. In addition, the MA position will liaison with other City departments for questions on policies or procedures as the relate to equity and inclusion.

EHRB collaborated with other Bureaus, Divisions, Sections, and Units to assist with training delivery, project and policy review and this will continue and grow over time. There are many new projects on the horizon that the remaining members will be a part of reviewing.

Board Report prepared by Kristine Larson, Deputy Chief, Equity and Human Resources Bureau.