

Question 3 Reflection:

Diversity has been identified as a goal to strive for in wildland fire culture. If you think this is working well, tell us why. If you think it's not working well, tell us why not.

Top-Ranked Thought Overall:

"Diversity of experience and knowledge is a benefit and makes groups stronger. Groups must create a culture of acceptance of diversity and differing opinions in order for diversity to be an asset."

#1 Theme – There are various definitions of "diversity" without clear direction

"What does success look like? Have we defined it? We're just saying words until we have planning, tactics, measures for diversity in all its forms. We have 215s, WFDSS, etc to manage risk and strategies for our values at risk... coming up blank for diversity of thought, cultures, and ideas."

#2 Theme – We need to hire the right person for the job

"We need to hire the right person for the job regardless of gender, race, religion or age. I agree that diversity is important however it seems to be treated as a box to check instead of a meaningful goal."

#3 Theme – There are significant recruitment, hiring, & retention issues

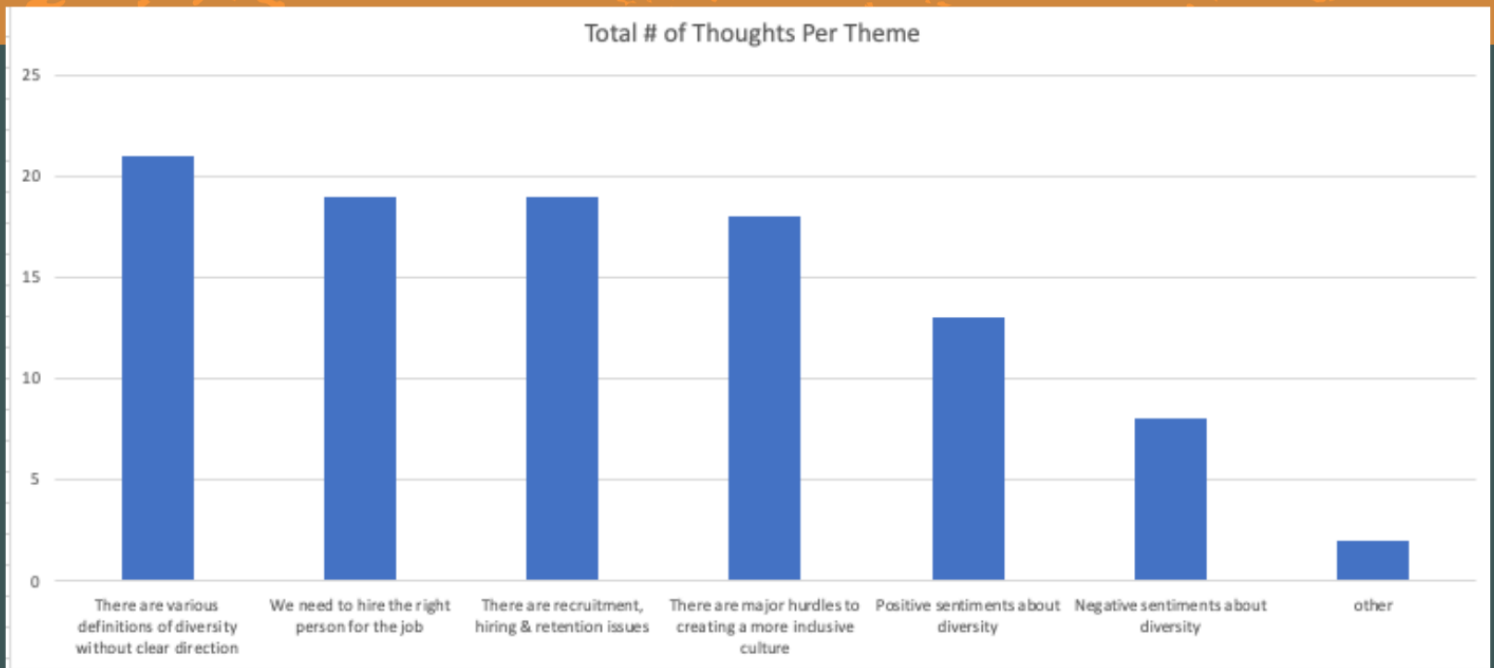
"We are starting to see a large gap in successional planning. Employees leaving with 10+ yrs and their job is filled with someone who is not qualified. People today can make more money flipping burgers than risking their life and health. Manual labor is a thing of the past."



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Top Theme Categories:



128 Participants

100 Thoughts

1557 Ratings

What gender do you identify as?



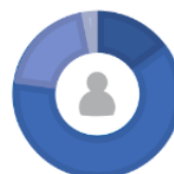
%	#	Answer
25%	(32)	Female
73%	(94)	Male
1%	(1)	Non-binary/genderqueer
1%	(1)	Other

How long have you worked in the field of wildland fire?



%	#	Answer
16%	(21)	0-5 years
13%	(16)	6-10 years
32%	(41)	11-20 years
39%	(50)	21+ years

What is your GS level?



%	#	Answer
15%	(19)	3 to 5
62%	(79)	6 to 11
20%	(25)	12+
3%	(4)	Other