

OFFERED BY COUNCILORS MINIARD CULPEPPER AND BRIAN WORRELL



## **CITY OF BOSTON**

**IN THE YEAR TWO THOUSAND TWENTY SIX**

### **ORDER FOR A HEARING TO EXAMINE DIVERSITY AND REPRESENTATION WITHIN THE BOSTON FIRE DEPARTMENT, INCLUDING LEADERSHIP POSITIONS**

**WHEREAS,** The Boston Fire Department plays a critical role in protecting public safety and serving residents across all neighborhoods of the City of Boston; *and*

**WHEREAS,** A workforce that reflects the racial, ethnic, and cultural diversity of the communities it serves is essential to building trust, improving service delivery, and ensuring equitable public safety outcomes; *and*

**WHEREAS,** Historically, the Boston Fire Department has faced challenges related to diversity and inclusion, particularly in recruitment, hiring, and advancement opportunities for firefighters of color; *and*

**WHEREAS,** While minor progress has been made in diversifying the overall workforce, concerns remain regarding the representation of people of color in leadership roles, including command staff and senior positions within the department; *and*

**WHEREAS,** Individuals of color remain underrepresented in top leadership positions within the Boston Fire Department relative to the diversity of the City of Boston; **NOW, THEREFORE BE IT**

**ORDERED:** That the appropriate committee of the Boston City Council hold a hearing to examine diversity and representation within the Boston Fire Department, including recruitment, hiring, promotion practices, and representation in leadership positions, and that the Boston Fire Department, Boston Fire Commissioner, Office of Diversity and Inclusion, Human Resources Department, Civil Service Commission, relevant labor unions, and other interested parties shall be invited to attend.

Filed on: March 25, 2026