

The City of Madison Fire Department relies on the RESJI program to ensure fair and equitable practices. MFD uses all five RESJI tools: the Comprehensive Equity Analysis, COVID-19 Equity Questions, Equitable Hiring Tool, Equitable Workforce Plan, and the Fast Track Equity Analysis.

Recently, MFD has used these RESJ tools to inform several key decisions:

- Community Feedback on Desirable Qualities of Firefighters: MFD worked with community members to identify positive traits that firefighters should possess, and to develop candidate interview questions that would help identify those qualities in prospective firefighters. Community members also sat on interview panels where the questions were posed and scored.
- The Lieutenants Points Process: This process examined the career development process for prospective lieutenant's candidates. A point guide was developed and published within the organization for future candidates to assist in professional development.
- Firefighting Gloves: It is important that safety gear fit the wearer. This process examined glove size and fits and identified an equipment supplier who could provide products conducive to a variety of different hand sizes and special needs, such as accommodating firefighters who are missing a digit from a hand.
- MFD Clerk 1 Typist: The hiring process was reviewed to broaden the list of candidates and to reduce unnecessary barriers in the process.

MFD relies on the RESJI program at all levels of the organization. The MFD RESJI process is often guided by our Leadership Team and our MFD Equity Team, with assistance from the MFD's Civil Rights Coordinator. The RESJI tools help provide a structure to ask important questions and improve processes. Racial and gender equity is a priority for MFD and we continue to strive provide more equitable service to the citizens of Madison.