Women in Fire International Conference 2024 Event Schedule

Wed, Sep 11, 2024

7:00 AM

Nozzle Forward

② 7:00 AM - 5:15 PM, Sep 11

NOZZLE FORWARD - 2 Day class; Wednesd...

This is a 2-Day Class. Participants must attend both days.

▼ Speaker



Aaron Fields

Nozzle Forward

8:00 AM

Forcible Entry for Residential and Commercial (Session A)

② 8:00 AM - 12:00 PM, Sep 11

HOT - Session A (Wednesd..

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♥ Speakers



Jessica Clermont

Acting Captan Toronto Fire Services



Monica Switick

Firefighter/Paramedic San Diego Fire-Rescue

VEIS & Victim Removal (Session A)

② 8:00 AM - 12:00 PM, Sep 11

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VEIS (vent, enter, isolate, search). VEIS is a very under utilized skill on the fire ground. This class will be a review of the technique and how to preform it. Often times, we go through the skills of VEIS but never practice actually removing the victim from the structure. This class will go over multiple different ways to remove a victim, as well as the mechanical advantages firefighters can use to make removing a victim easier.

LEARNING OBJECTIVES:

VEIS and removing victims from a structure

♥ Speaker



Kate Freshman Firefighter/Paramedic Florissant Valley Fire Protection District

Rescuing the Downed Firefighter - Drags, Tools and Tips (Session A)

② 8:00 AM - 12:00 PM, Sep 11

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LEARNING OBJECTIVES:

To build confidence in a variety of environments to extricate not only a downed firefighter, but themselves safely and efficiently. To train on a subject matter that is often undertrained on within the fire service. To learn new tips and techniques, not just from the instructors, but from each other, to take back to their own departments. And most importantly, have fun while working in an environment conducive to empowerment.

▼ Speakers



Ashley Bacher
Firefighter Paramedic
Fremont Fire Department



Emily ScottFire Engineer
Fremont Fire

Ladder Skills (Session A)

② 8:00 AM - 12:00 PM, Sep 11

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This hands-on class is designed to take the firefighter who is the least competent with ladders and coach them into a confident and skilled ladder-throwing machine. Body mechanics, physics, and technique far outweigh the need for brute strength, size, and stature when learning methods of throwing a 24ft extension ladder.

LEARNING OBJECTIVES:

Students start with a less intimidating and lighter 14ft ladder to grow confidence in the mechanics behind the high shoulder carry, balance point, and throw before graduating to the 24ft extension ladder on grass, concrete with a building safety, and eventually concrete with no building. Students also gain exposure in ladder techniques like the steeple raise and rescues over trenches/waterways.

♥ Speakers



Jasmine Wall

Community Services Firefighter Henrico Fire



Cathy Broderick

San Diego Fire

Rope Rescue - Modern Rescue Techniques (Session A)

② 8:00 AM - 12:00 PM, Sep 11

HOT - Session A (Wednesd...

▼ Speakers



Donald Chen

Firefigher Paramedic Technical Rescue Team San Diego Fire-Rescue



Helen Sylvia

San Diego Fire-Rescue Department

Vehicle Extrication & Stabilization (Session E)

② 8:00 AM - 5:00 PM, Sep 11

HOT - Wednesday Full Day (S...

This course provides in-depth hands-on training for fire and rescue personnel in size-up, stabilization, hazard control, patient disentanglement, and extrication techniques at single and multi-vehicle accidents. The first part of the class will cover single vehicle extrication, dash displacement, vehicle stabilization, and other specialized techniques. The afternoon will be filled with multi-vehicle scenarios utilizing all skills from the morning exercise with some challenging surprises. We will have vehicles of all makes & models for practicing cutting & spreading. The class emphasis is placed on proper choice, placement, and use of extrication equipment. From hand tools such as pry bars for clearing to reciprocating saws and heavy battery-powered tools. Participants need to minimally be certified FF1 (this is required for liability) trained in basic vehicle extrication.

LEARNING OBJECTIVES:

The goal of this course is to improve fundamental skills by providing various vehicle extrication evolutions that allow the participants to direct and conduct an effective rescue of entrapped patients. This class is also designed to provide a safe learning environment where participants gain confidence with tools, feel heard when working in a team and are challenged to grow in their skill competencies.

♥ Speakers



Dre Dominguez

San Diego Fire



Kristi Asplund

Firefighter Bellevue Fire Department

Fire Ground Ventilation: The Tools and Tactics for Ventilation on a Fire Scene (Session A)

② 8:00 AM - 12:00 PM, Sep 11

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This H.O.T workshop introduces participants to Ventilation Tactics on the Fire Ground. We present different tactical objectives based on specific building construction types; delving further into each tactical decision by discussing the techniques and tools that are required to ventilate a structure safely and effectively. The workshop proceeds in two blocks. The first being in the classroom; participants will receive a PowerPoint presentation highlighting the types of building and roof construction that are most encountered by Fire Suppression companies. The second block will consist of hands-on training and familiarization with ventilation tools and tactics: i.e. chainsaws, circular saws, axes, pike poles, sledgehammers and halligans etc. This includes tool tips and efficiency as well as proper body mechanics while using. Participants will rotate in small groups to three stations: flat roof ventilation using circular saws, peaked roof ventilation using chainsaws, and basic saw care and maintenance.

♥ Speakers



Stephanie Johnson

Battalion Chief Minneapolis Fire Department



Chelsea Lyons

Firefighter Minneapolis Fire Department

Search & Rescue (Session A)

② 8:00 AM - 12:00 PM, Sep 11

HOT - Session A (Wednesd...

♥ Speakers



Nancy Castro

Firefighter San Diego Fire Department



Brea Kirklen

Firefighter Paramedic San Diego Fire Department

Engine Operations (Session A)

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HOT - Session A (Wednesd...

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Emily Latham

San Diego Fire



Chloe Cole

San Diego Fire

First Due Size-Ups (SESSION A)

② 8:00 AM - 12:00 PM, Sep 11

HOT - Session A (Wednesd...)

♥ Speakers



Jill Fullerton

Clackamas Fire District



Ila Borders

Clackamas Fire District

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Jessica ClermontActing Captan
Toronto Fire Services



Monica Switick Firefighter/Paramedic San Diego Fire-Rescue

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② 1:00 PM - 5:00 PM, Sep 11

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Florissant Valley Fire Protection District



Bre MorelandSan Diego

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Emily Scott Fire Engineer Fremont Fire

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Cathy Broderick

San Diego Fire

Henrico Fire

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San Diego Fire



Chloe Cole

San Diego Fire

First Due Size-Ups (SESSION B)

② 1:00 PM - 5:00 PM, Sep 11

HOT - Session B (Wednesd...

Happy Hour

② 6:30 PM - 7:30 PM, Sep 11

♀ Bronze Bird



Join us for a Happy Hour sponsored by Workrite Fire Service!

▼ Speaker



Carmen Holder

Tradeshow Coordinator Workwear Outfitters

Thu, Sep 12, 2024

7:00 AM

Nozzle Forward

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♥ Speaker



Aaron Fields

Nozzle Forward

8:00 AM

Mitigating Risk for Musculoskeletal Injuries in Female FFs: Leveraging the Latest in Sports Science and Technology To Today's Female Firefighter

② 8:00 AM - 12:00 PM, Sep 12

♀ California C

Workshop - ...

In the U.S., firefighters have the highest injury rates (8.5 injuries per 100 full time equivalent workers) among all US occupations (Reichard et al Am J Ind Med 2010). 44% of all US firefighters have suffered sprains and strains while on duty (Peate et al J Occ Med Tox 2007). Although female firefighters only represent 4% of the total number of injuries recorded among all US firefighters (Campbell et al NFPA, 2022), this does not represent the percentage of injuries relative to the number of female firefighters in US fire services.

The movement patterns that put firefighters at risk for preventable musculoskeletal injuries to the lower extremity and low back can be assessed in baseline physicals (Nessler et al Cur Rev Musculoskelet Med 2017) to enable institutions to develop better programming based on individual variances. Programming developed based on individual variances has been shown to be more effective at improving abnormal movement patterns and mitigating risk for injury (Lopes at al Am J Sport Med 2018). Two movement patterns that put active individuals at risk for injury are dynamic valgus (Owusu-Akyaw et al Am J Sport med 2018) and lack of pelvic stability in single limb performance (Taniguchi et al BMC Sport Sci Med Rehab 2022). When these mechanics are improved, this has been shown to reduce frequency of loss of balance in firefighters (Our et al J Ergo 2013) and decreased risk for injury with slips, trips and falls.

Gender differences in biomechanics are well known and documented in the research and place female firefighters at a 3 to 8 times greater risk for knee injuries (Griffin et al Am J Sport Med 2006). As a result in variances in pelvic width, the resultant Q angle at the knee and narrowed intercondylar notch in the femur, this places active females at higher risk when compared to their male counterparts. These biomechanical risk factors (movement patterns) for developing knee and low back pain in recruits and active females can be identified by assessing motion during single leg and jumping tasks. This information can be used to impact not only injury risk but also performance (Garner et al In J Kines Sport Sci 2020).

In this presentation, Dr. Nessler will present biomechanical influences that put active individuals at risk, anatomical gender differences and influence on these biomechanical risk factors and how this can be assessed in female firefighters and how targeted exercise programming can improve. This will include a 1 hour lab portion where participants have the opportunity to see how they move and exercises designed to improve.

- 1. Participants will have a good understanding of all the latest research related to musculoskeletal injuries in female firefighters
- 2. Participants will gain an appreciation for all the intrinsic factors that increase risk for musculoskeletal injuries and how gender differences impact
- 3. Participants will understand how mass data can be leveraged to create a more comprehensive program to address the complexity of musculoskeletal injuries
- 4. Participants will understand how application of movement specific exercises impact risk

♥ Speaker



Trent Nessler
Doctor, PT, MPT, DPT
The Athlete Lab

Science to the Station - AM Workshop

② 8:00 AM - 12:00 PM, Sep 12

♀ Del Mar

Workshop - ...

- 4 Subsessions
 - Social Media as an Occupational Stressor for Firefighters

② 8:00 AM - 12:00 PM, Sep 12

Del Mar

● Behavioral Health Research for Women in Fire Service: Lessons Learned and Opportunities to Seize

② 8:00 AM - 12:00 PM, Sep 12

♀ Del Mar

● Moral Injury- Peeling Back the Layers of PTSD

② 8:00 AM - 12:00 PM, Sep 12

♀ Del Mar

Rethinking First Responder Mental Wellness

② 8:00 AM - 12:00 PM, Sep 12

Q Del Mar

Training from the Front: How to be an effective Instructor

② 8:00 AM - 12:00 PM, Sep 12

♀ California A

Workshop - ...

This class is for a training officer/instructor or anyone that may find themselves instructing something as small as station drills, to an academy, or even a certification level course. We will cover the basics I have learned in being an effective instructor whether you are training a brand-new recruit or seasoned veteran. How do you earn respect as an instructor, not only as a female, but also as someone that may have less years of experience than one of your students? How do you come up with effective training drills? This class will focus on these topics and tips for being a more confident and effective instructor and also allow time for discussion on drill and training for various firefighter disciplines.

▼ Speaker



Jennifer Gonzales

Trining Officer / Lieutenant Birmingham Fire and Rescue Service

Forcible Entry for Residential and Commercial (Session C)

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Firefighter Paramedic
Fremont Fire Department



Emily ScottFire Engineer
Fremont Fire

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♥ Speakers



Jasmine Wall

Community Services Firefighter Henrico Fire



Cathy Broderick

San Diego Fire

Challenging Racism and Sexism in the Fire Service

② 8:00 AM - 12:00 PM, Sep 12

♀ Plaza

Workshop - ...

This session will lean heavily on relevant content enhanced by real-world testimony and life experiences from the facilitators and fellow fire service personnel. Activities and exercises will be utilized to engage with the learners and to create an emotional connection to the subject matter while emphasizing the vast benefits to the individual learners and the fire service as a whole. All content and exercises will be appropriate and respectful to each and every learner. They will equip them with the knowledge and tools to make a profound impact on themselves, their fellow personnel, and the fire service.

LEARNING OBJECTIVES:

- 1. Analyze and assess how and why racism exists within organizations and structures
- 2. Describe how racism intersects with other forms of oppression and power
- 3. Apply concepts of individual action
- 4. Describe the historical and social context of the systemic sexism and what it causes
- Identify the various effects of sexism and recognize the ramifications that it has on the fire service
- $6.\ Discover\ the\ skills\ and\ strategies\ that\ can\ initiate\ an\ effective\ plan\ to\ combat\ sexism$

▼ Speaker



Tiffanye Wesley

Deputy Fire Chief Arlington County Fire Department

Engine Ops: You're First Due

② 8:00 AM - 12:00 PM, Sep 12

Santa Fe

Workshop - ...

This course will better prepare firefighter's for the functions of engine company operations in the modern fire service. Many fire department organizations are responding with limited staffing, limited resources, and may "jump apparatus" that is appropriate for the call. With these and many more variables every firefighter must be prepared to perform the primary function of the engine company, fire attack.

LEARNING OBJECTIVES:

- 1) Develop an understanding of an engine companies' function
- 2) Integrate other fireground functions including:
- a. Size up
- b. Building construction
- c. Specialty equipment ie Quint Pumper/tanker
- d. Forcible entry
- e. Search
- f. Save your own/RIT

▼ Speaker



Jordan Hempker

Lieutenant

Western Buckeye Training & Harrison Twp Division of Fire

Rope Rescue - Modern Rescue Techniques (Session C)

② 8:00 AM - 12:00 PM, Sep 12

HOT - Session C (Thursd...

Speakers



Donald Chen

Firefigher Paramedic Technical Rescue Team San Diego Fire-Rescue



Helen Sylvia

San Diego Fire-Rescue Department

Vehicle Extrication & Stabilization (Session F)

② 8:00 AM - 5:00 PM, Sep 12

HOT - Thursday All Day (S...

This course provides in-depth hands-on training for fire and rescue personnel in size-up, stabilization, hazard control, patient disentanglement, and extrication techniques at single and multi-vehicle accidents. The first part of the class will cover single vehicle extrication, dash displacement, vehicle stabilization, and other specialized techniques. The afternoon will be filled with multi-vehicle scenarios utilizing all skills from the morning exercise with some challenging surprises. We will have vehicles of all makes & models for practicing cutting & spreading. The class emphasis is placed on proper choice, placement, and use of extrication equipment. From hand tools such as pry bars for clearing to reciprocating saws and heavy battery-powered tools. Participants need to minimally be certified FF1 (this is required for liability) trained in basic vehicle extrication.

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♥ Speakers



Dre DominguezSan Diego Fire



Kristi AsplundFirefighter
Bellevue Fire Department

Creating Inclusive Environments

② 8:00 AM - 12:00 PM, Sep 12

♀ California B

Workshop - ...

This session is a highly interactive simulation game called StarPower. StarPower created by R. Gary Shirts (1969) was designed to give participants insight regarding power within institutions and society. The exercise is designed to increase the awareness of structural influences on individual behavior and outcomes for marginalized individuals. It also demonstrates how systems of power replicate themselves regardless of the intentions of others. The goal of the exercise is to build support and leadership for programs and practices that increase social equity within organizations emphasizing the need for inclusion in decision making, policy creation, and accountability measures.

LEARNING OBJECTIVES:

Increase awareness of structural influences on individual perceptions and outcomes.

Foster active learning and critical examination of power and inequality in institutions and society.

Build support and leadership for programs and practices that address social equity issues.

▼ Speaker



Mary KovalOwner
Koval Consulting

Fire Ground Ventilation: The Tools and Tactics for Ventilation on a Fire Scene (Session C)

② 8:00 AM - 12:00 PM, Sep 12

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Chloe Cole

San Diego Fire

First Due Size-Ups (SESSION C)

② 8:00 AM - 12:00 PM, Sep 12

HOT - Session C (Thursd...

Resuscitation Academy

Resuscitation Aca...

The Maryland RA is a one-day intensive course dedicated to improving survival rates of patients suffering out of hospital cardiac arrest, and is suitable for Medical Directors, Fire/EMS Chiefs, EMS supervisors, EMS personnel of all levels, Communications Center supervisors and dispatchers, and hospital staffs, and is based on the curriculum of the Global Resuscitation Academy Foundation in Seattle WA.

Through your attendance, you will increase your understanding of the interventions important to pre-hospital cardiac arrest survival and learn ways to improve survival rates in your community. This Academy features acclaimed faculty who are accomplished in the field of cardiac arrest survival, with a focus on the science of CPR, the importance of time, measuring performance through data, the critical role of dispatch and T-CPR. Additionally, the academy includes an in-depth, practical train-the-trainer session where all class participants will learn and become confident in delivering High Performance CPR, a practice proven to increase survival. Each participant will also leave with a standardized curriculum (including instructor guide and standardized videos) to begin to teach this practice in your organization.

12:00 PM

Lunch

② 12:00 PM - 1:00 PM, Sep 12

Q Garden Terrace

1:00 PM

Finding Calm in Chaos

② 1:00 PM - 5:00 PM, Sep 12

California B

Workshop - ...

This 4-hour workshop is specific to firefighters and other first responders, with special emphasis on women in the fire service. The class is experiential, in nature, providing in depth wisdom along with self-reflection and dialogue. The class provides in depth knowledge about Traumatic Stress and Grief, especially working in the Fire Service; along with class interaction, exercises, and dialogue specific to becoming more trauma-informed.

We discuss the importance of understanding the impacts that continual stress have on our sensitive nervous systems and the best modalities to help you heal, especially as a female in this occupation. Women tend to hold trauma and grief much more than our male counterparts, and this class provides a safe and trusting environment to reflect and have open dialogue about our experiences. We cannot heal trauma and grief without the help of others, our peers, in a safe community. This will be a great first step in helping us all heal.

Having been diagnosed with complex post-traumatic stress, complicated grief and Hashimoto's thyroiditis in 2016, I know the rigors of the job, especially as a woman. I also know what it feels like, in the somatic body, heart and mind to be devastated by these symptoms and what it takes to move forward in your healing, while being a beacon of light to others. I don't ever want any other woman in the fire service to ever have to deal with the injustice that I did, when first diagnosed. My purpose and passion is to provide this information to others.

Learning Objectives:

To better understand the effects of Traumatic Stress and Grief as a Woman in the Fire Service; to recognize and understand the symptomology of Post-Traumatic Stress and Complex Post-Traumatic Stress in yourself or others, as it pertains to the Somatic Body; To know what it means to be Trauma-Informed, as a leader, and a co-worker; to better understand the effects of Traumatic Stress on relationships; to realize the healing modalities that are most effective in dealing with and healing Traumatic Stress, as a first responder; and to have a safe and trusting environment in which to reflect and share our personal experiences.

▼ Speaker



Bequi Livingston

Retired Wildland Fire Specialist/Owner of BodySense Wellness BodySense Wellness

First In and Understaffed

② 1:00 PM - 5:00 PM, Sep 12

Santa Fe

Workshop - ...

This course focuses on maximizing effectiveness of the initial arriving company staffed with three firefighters or less. First In and Understaffed brings to light realistic circumstances found on the fireground that are rarely addressed in the fire service and initiates discussions on how to overcome these challenges with 2-3 firefighters. This is done through discussions on cultural implications, understanding two in two out, balancing safety with aggression, short handed tactics and strategy, and much more.

Learning Objectives:

Gain a cultural understanding of short staffed aggressive tactics

Develop a detailed understanding of two in two out

Identifying tactical priorities for a minimally staffed first arriving engine

Establish tactics and strategy based on the participant's response model and department

📢 Speaker



Eric Skinner

Firefighter Paramedic, Lieutenant Bloomington Fire Department, Hopkins Fire Department, Twin Cities Fire Tactics, LLC

Science to the Station - PM Workshop

① 1:00 PM - 5:00 PM, Sep 12

Q Del Mar

Workshop - ...

4 Subsessions

- Supporting Pregnant Fire/Ems Personnel And New Parents In The Fire House– What You Need To Know And How You Can Help
- ② 1:00 PM 5:00 PM, Sep 12

♀ Del Mar

- Women Firefighter Study Updates
- ① 1:00 PM 5:00 PM, Sep 12

• Del Mar

- Reproductive Health, Pregnancy Policy, and Words of Wisdom
- ① 1:00 PM 5:00 PM, Sep 12
- Pregnancy and Postpartum: Navigating These Seasons as a Firefighter

① 1:00 PM - 5:00 PM, Sep 12

♀ Del Mar

Forcible Entry for Residential and Commercial (Session D)

① 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

This is my Halligan Bar. There are many like it, but this one is mine! A Halligan bar is truly a firefighter's best friend. The purpose of this course is to understand the Mechanical Advantage of the Halligan bar, and how it benefits us as firefighters during forcible entry. We will go through the theory of mechanical advantage and then we will practice what we have learned on the forcible entry door. We will also discuss techniques to generate force as the axe firefighter. I look forward to sharing with you how the Halligan bar can make us stronger!

▼ Speakers



Jessica Clermont

Acting Captan Toronto Fire Services



Monica Switick

Firefighter/Paramedic San Diego Fire-Rescue

VEIS & Victim Removal (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

VEIS (vent, enter, isolate, search). VEIS is a very under utilized skill on the fire ground. This class will be a review of the technique and how to preform it. Often times, we go through the skills of VEIS but never practice actually removing the victim from the structure. This class will go over multiple different ways to remove a victim, as well as the mechanical advantages firefighters can use to make removing a victim easier.

LEARNING OBJECTIVES:

VEIS and removing victims from a structure

▼ Speakers



Kate Freshman

Firefighter/Paramedic Florissant Valley Fire Protection District



Bre Moreland

San Diego

Rescuing the Downed Firefighter - Drags, Tools and Tips (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

This class is designed to go over rescue techniques that can be applied for extricating a downed firefighter using a variety of tools and tricks that can be applied for real life scenarios. We will briefly go over Maydays and RIC Deployments, followed by hands on practice using SCBA conversions, utilizing webbing to make harnesses and what tools can be applied to assist in removal of a firefighter in a stairwell. After practicing hands on techniques, firefighters will be deployed to a variety of practice scenarios to utilize their skills in a diverse environment in order to safely extricate the downed firefighter and themselves. Our objective is to create a learning environment that is fun, safe and where confidence can be built on a skill that more often that not, we just don't train on enough.

LEARNING OBJECTIVES:

To build confidence in a variety of environments to extricate not only a downed firefighter, but themselves safely and efficiently. To train on a subject matter that is often undertrained on within the fire service. To learn new tips and techniques, not just from the instructors, but from each other, to take back to their own departments. And most importantly, have fun while working in an environment conducive to empowerment.

▼ Speakers



Ashley Bacher

Firefighter Paramedic Fremont Fire Department



Emily Scott

Fire Engineer Fremont Fire

Ladder Skills (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

This hands-on class is designed to take the firefighter who is the least competent with ladders and coach them into a confident and skilled ladder-throwing machine. Body mechanics, physics, and technique far outweigh the need for brute strength, size, and stature when learning methods of throwing a 24ft extension ladder.

LEARNING OBJECTIVES:

Students start with a less intimidating and lighter 14ft ladder to grow confidence in the mechanics behind the high shoulder carry, balance point, and throw before graduating to the 24ft extension ladder on grass, concrete with a building safety, and eventually concrete with no building. Students also gain exposure in ladder techniques like the steeple raise and rescues over trenches/waterways.

♥ Speakers



Jasmine Wall

Community Services Firefighter Henrico Fire



Cathy Broderick

San Diego Fire

Rope Rescue - Modern Rescue Techniques (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

♥ Speakers



Donald Chen

Firefigher Paramedic Technical Rescue Team San Diego Fire-Rescue



Helen Sylvia

San Diego Fire-Rescue Department

Small Bites - A tactical, step by step, approach to Firefighter well-being and mental health through the understanding of Community Risk Reduction

② 1:00 PM - 5:00 PM, Sep 12

Q California C

Workshop - ...

Small Bites - A tactical, step by step, approach to Firefighter well-being and mental health through the understanding of Community Risk Reduction

My course has been peer reviewed at the NFA and has been presented to upper management of my organization.

LEARNING OBJECTIVES:

By the end of the course, participants will be able to:

- Better identify problems and utilize effective communication to proactively and therapeutically seek an approach for change and resolution in the matter.
- Participants will have the skills to break down and assess a conversation into smaller goals/segments to give manageable solutions to individuals in crisis.
- Define and identify his or her community and assess his or her role to said community on a micro- and macro-level
- Implement action steps to be an asset to said Community.
- Identify course rationale and explain the meaning of the Small Bites course
- Acknowledge his or her role in identifying risks/symptoms of problems early
- Demonstrate how to proactively resolve identified issues through professional dialogue, planning and action.
- Visualize and understand his/her/their role as a community
- Accept personal responsibility for leading risk reduction and inclusion at the company level.
- Describe the methods to be used to implement this change into an agency
- Understand course completion requirements and student responsibilities.
- Explain the importance of leadership in the strategic risk-reduction process
- Demonstrate how to successfully initiate difficult conversations
- Use causal chain analysis to explore the root causes of incidents
- Discover innovative strategies for delivering risk reduction within the service area
- Determine interventions that are appropriate for their community using the five $E\mbox{\sc 's}.$
- Articulate the role of strategic community risk reduction in fostering safe, healthy, and resilient communities.
- Develop a problem statement and goal for a prioritized risk issue.
- Develop a risk reduction action plan targeting a specific risk issue within the fire station and identify its potential impacts on the community.
- Distinguish how proactive risk reduction supports provider health, wellness and safety.
- Assess attitudes about self, personnel and their organization toward mental health/suicide/diversity and inclusion.
- Analyze how organizational culture impacts mental health.
- Explore potential challenges to the risk reduction efforts specific to the target community.

Propose solutions to potential future challenges.

▼ Speaker



Sheena Glover
Captain
Omaha Fire Department

Fire Ground Ventilation: The Tools and Tactics for Ventilation on a Fire Scene (Session D)

HOT - Session D (Thursd...

This H.O.T workshop introduces participants to Ventilation Tactics on the Fire Ground. We present different tactical objectives based on specific building construction types; delving further into each tactical decision by discussing the techniques and tools that are required to ventilate a structure safely and effectively. The workshop proceeds in two blocks. The first being in the classroom; participants will receive a PowerPoint presentation highlighting the types of building and roof construction that are most encountered by Fire Suppression companies. The second block will consist of hands-on training and familiarization with ventilation tools and tactics: i.e. chainsaws, circular saws, axes, pike poles, sledgehammers and halligans etc. This includes tool tips and efficiency as well as proper body mechanics while using. Participants will rotate in small groups to three stations: flat roof ventilation using circular saws, peaked roof ventilation using chainsaws, and basic saw care and maintenance.

♥ Speakers



Stephanie Johnson

Battalion Chief Minneapolis Fire Department



Chelsea Lyons

Firefighter Minneapolis Fire Department

Search & Rescue (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

▼ Speakers



Nancy Castro

Firefighter San Diego Fire Department



Brea Kirklen

Firefighter Paramedic San Diego Fire Department

Engine Operations (Session D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

♥ Speakers



Emily Latham

San Diego Fire



Chloe Cole

San Diego Fire

Dealing with Difficult People and Their Organizational Impactsational Impacts

② 1:00 PM - 5:00 PM, Sep 12

California A

This class focuses on managing complex and challenging personnel issues, improving interpersonal skills, and elevating your organization to become a winning team. Share in the instructor's journey, who, as a new chief hired from the outside, quickly learned that his education and experience did not prepare him for the complex personnel issues he would face—'difficult people.' His story made headline news, and his life could have ended as he came face-to-face with a difficult employee. Learn the definition of a 'difficult person' and how our generational differences (beliefs, work ethic, and so on) necessitate frequent adjusting to tune the elite team we need to become. Students will learn how to resolve conflict and bad behavior through role-playing scenarios involving several typical personality types encountered inside the fire station.

LEARNING OBJECTIVES:

Understand the role of a fire service

Recap the history of the fire service

Define a "Difficult person."

Define an Elite Team

Define a Mission, Vision, and Core Values

Define the role of the firefighter, fire officer, and Chief officer

Define culture, harassment, bullying, threats, biases, and beliefs

Talk about stress and its effects on the human body

Identify stress at work and the personal toll difficult people can have

Talk about the tangible and intangible impacts of difficult people

Review 5-10 types of difficult scenarios and how to handle them

Talk about recruitment and retention

Identify YOUR role in managing the organization

Talk about employment law

Talk about PTSD, suicide, and prevention

♥ Speaker



Jerry Streich
Fire Chief / Emergency Manager (Ret.)
Capstone LLC

First Due Size-Ups (SESSION D)

② 1:00 PM - 5:00 PM, Sep 12

HOT - Session D (Thursd...

Work-Life Balance Transformation

② 1:00 PM - 5:00 PM, Sep 12

♀ Plaza

Workshop - ...

This workshop explores the health and wellness qualities that make for successful women firefighters and staff at work and home. Participants will learn how and why they need to put their physical, psychological, social, and spiritual needs first. They will learn that the more they care for themselves, the better they will be able to serve their communities and their families. Participants will take part in interactive activities and discussions to identify who and what are important in their lives and how to begin aligning their day-to-day behaviors with their priorities.

Learning Objectives:

Participants will learn work-life balance is about being successful at work, home and with their health and well-being.

Participants will learn how to align their day-to-day behaviors with their priorities in life.

Participants will use the provided workbook throughout the workshop and finish with creating a tactical project plan to take home and begin putting this new knowledge into action.

♥ Speakers



Donnie Hutchinson

PhD, CEO Work-Life Balance & Self-Care Instructor and Researcher. First Responder Center for Balance & Wellbeing



Hannah Hutchinson

Student and volunteer researcher with NDRI University of Tampa and NDRI-USA

6:00 PM

Networking Event

② 6:00 PM - 9:00 PM, Sep 12

Networking Ev...

Fri, Sep 13, 2024

8:00 AM

Opening Ceremony

② 8:00 AM - 10:15 AM, Sep 13

10:45 AM

Forging Our Future Women In Fire

① 10:45 AM - 12:15 PM, Sep 13

♀ California B

Classroom Ses...

This presentation is specifically designed for personnel who are actively engaged in the efforts to recruit women into the fire service to serve their community. This program will strengthen the abilities of attendees to create a stronger bond of diversity within their departments and reflects on the benefits of attracting more women into the fire service. By using a 5 objective approach, this presentation will provide proven elements needed to design, deliver and supervise a strong program which will be beneficial to meeting the challenges departments face, when trying to attract more women into the fire service.

Learning Objectives:

At the end of this presentation the attendee will:

- 1. Understand the history and current statistics of women in the fire service
- 2. Understand the benefits of women in the fire service
- 3. Learn timelines for recruiting young women and women to the fire service
- 4. Comprehend the benefit of incorporating focused outreach when recruiting young women
- 5. Recognize common recruitment challenges and proven recruitment tactics

These objectives provide takeaway information which is immediately available for attendees to create a customizable recruitment plans to help create stronger, more diverse departments. This presentation will be unique to Women in Fire and will provide immediate benefit to all attendees, no matter their individual rank or skill level.

♥ Speaker



Lisa Burton

Captain
Castine Fire Rescue Department

So you want to be Fire Chief...

② 10:45 AM - 12:15 PM, Sep 13

Plaza

Classroom Ses...

The position of Fire Chief is THE BEST position in the fire department! But being "The" Chief is more than just budgets, staffing, discipline and apparatus. I'll talk about my experiences as a new chief and all the things I wish someone would have told me BEFORE I took the job.

LEARNING OBJECTIVES:

Humor, motivation, leadership, grit, ambition

▼ Speaker



Trisha Wolford

Chief

Anne Arundel County Fire Department

Nurturing Leadership Confidence: Empowering Female Firefighters

② 10:45 AM - 12:15 PM, Sep 13

♀ California C

Classroom Ses...

Join us for an encouraging training session designed to support female firefighters in embracing leadership roles with newfound confidence. This session aims to address any hesitations and provide practical insights to enhance self-assurance and preparedness for leadership responsibilities. Through interactive discussions and approachable tips, participants will gain valuable tools to thrive as effective leaders within the firefighting community.

LEARNING OBJECTIVES:

Prepare new or reluctant leaders for leadership. Encourage self-reflection and guide attendees through the steps to becoming an authentic leader.

▼ Speaker



Kimberly Fry
Director of Product Development
Bullard

Becoming the Storm

② 10:45 AM - 12:15 PM, Sep 13

Santa Fe

Classroom Ses...

They whispered in her ear "You can't survive the storm" She whispered back "I am the Storm". How do you navigate as a woman in a male dominated field? This workshop will examine and discuss ways to survive and thrive in the fire service. Michele Fitzsimmons will discuss things she has learned in her 22 years rising through the ranks to Battalion Chief in the FDNY.

LEARNING OBJECTIVES:

- 1. Examine the challenges that are imposed on women and those we impose on ourselves.
- 2. Explore ways to build and enhance resilience
- 3. Identify tools and skills that help us succeed
- 4. Staying calm in the midst of chaos and challenges

♥ Speaker



Michele Fitzsimmons
Battalion Chief
FDNY

Wellness Designed for Women in Firefighting

② 10:45 AM - 12:15 PM, Sep 13

Oel Mar

Classroom Ses...

Firefighters face a myriad of health challenges throughout their career. Women in fire arguably face even more, particularly when it comes to taking care of their health and wellness. Staying fit, starting a family, and menopause are just a few challenges that female firefighters face over the course of their career. Notably, in a career that caters to men. This presentation is designed to address these challenges and provide tangible suggestions for eating well and staying fit. "Awkward" questions like "how do I get my core strength back after pregnancy" and "what do I eat to reduce hot flashes" will be addressed. This presentation will inspire better choices without letting career and family life catch up.

LEARNING OBJECTIVES:

- Identify health and wellness challenges female firefighter face.
- Review an ideal nutrition foundation during different phases of the female firefighter's career.
- Provide realistic interventions designed to improve female firefighter health.

♥ Speaker



Megan Lautz
Registered Dietitian
Fairfax Fire and Rescue Department

12:15 PM

Lunch

② 12:15 PM - 1:15 PM, Sep 13

Q Garden Terrace

1:15 PM

Overcoming the Tightrope Bias

② 1:15 PM - 2:45 PM, Sep 13

Santa Fe

Classroom Ses...

Tired of being called bossy when you're just doing your job? Learn how to navigate the tightrope women often face between being perceived as too "masculine" (and therefore respected, but not liked) and too "feminine" (and therefore liked, but not respected). Building on her experience as a Lean In Circle Leader and based on the teachings of University of California profession Joan C. Williams, Preet will share how to spot tightrope bias in the workplace and share strategies for successfully navigating this form of bias. Lean In is a global community dedicated to helping foster leadership, advancement, and inclusion for women in the workplace.

LEARNING OBJECTIVES:

- Understand the tightrope bias concept
- Identify instances of tightrope bias in the workplace
- Develop strategies for navigating tightrope bias

▼ Speaker



Preet Bassi

Chief Executive Officer Center for Public Safety Excellence (CPSE)

Cultivating Resilience: A Masterclass in Therapy Dog Programs

② 1:15 PM - 2:45 PM, Sep 13

♀ California C

Classroom Ses...

Discover the transformative power of dog therapy in the fire service. We will explore how integrating dogs into the fire service can profoundly impact the mental and emotional well-being of our firefighters, ultimately saving our own.

First, we will discuss the therapeutic benefits of canine companionship. Dogs offer a comforting presence that instills a sense of safety, trust, and unconditional love. They provide vital support to firefighters who face challenging situations, as well as those who may be unaware of the emotional challenges they are experiencing.

Next, we will delve into the practical aspects of implementing dog therapy programs within fire departments. We will address concerns related to cost, training, and logistics.

LEARNING OBJECTIVES:

Understanding the therapeutic benefits of dog therapy in the fire service. gain knowledge of successful case studies and examples showcasing the transformative outcomes of integrating dog therapy into the fire service. Explore ethical considerations and guidelines for the responsible selection, training, and care of therapy dogs in fire service context. Identify the obstacles and legal aspects of implementing a successful dog therapy program within a fire department.

Speakers



Shannon Zielonka

Firefighter Paramedic Orange County Fire Rescue



Kim Bissing

Multigenerational Collaboration: Bridging The Generational Gap Through Leadership

② 1:15 PM - 2:45 PM, Sep 13

♀ California B

Classroom Ses...

PowerPoint presentation discussing the topics, traits, and values that it takes to successfully bridge the gap in generational culture in today's fire service. To be an effective leader you must be able to manage a diverse age group, each of which has their own skillset and learning style. You do not need a title to be a leader. This presentation will build onto any level of fire service experience from the newbie up to the fire chief and help mold quality leaders from all ranges. We will cover how to lead from the top, middle, and bottom and how to affect change in building a healthier fire service for us, and the future. By understanding various learning styles and different generations we can create a culture that implements effective leadership through accountability, motivation, communication, and trust.

LEARNING OBJECTIVES:

By understanding various learning styles and different generations we can create a culture that implements effective leadership through accountability, motivation, communication, and trust. We can lead the change with teamwork and team building to bridge the generational gap and create a better service and future for the ones who follow us. The information in this course will help members of all ranks to gain a better understanding of effectively managing other personalities in the workplace. It will bridge the gap between the different generations of todays fire service to create a healthier culture.

▼ Speaker



Kelly McGowan

Firefighter

City of Raleigh Fire Department / Town of Red Springs Fire Departments

Elevating the Alarm: Sleep as a Lifesaving Tool for Firefighters

② 1:15 PM - 2:45 PM, Sep 13

Oel Mar

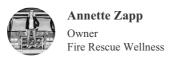
Classroom Ses...

This course will delve into the realities of sleep deprivation faced by firefighters. Despite being a badge of honor in the profession, inadequate sleep impacts mental and physical health. It increases the risk of cancer, cardiometabolic disease, industrial accidents, motor vehicle crashes, PTSI, and suicidal ideation. Through this session, firefighters will learn the importance of prioritizing sleep for their overall well-being. They will gain the knowledge and tools to improve and accumulate restorative sleep. Sleep is the key to maximizing firefighter health, safety, and performance on and off duty. We need to elevate the alarm.

LEARNING OBJECTIVES:

- *Understand the importance of sleep for mental and physical health and wellness.
- *Examine sleep architecture.
- *This course helps identify sleep-related issues, increases knowledge of the importance of sleep, and provides guidance on developing healthy sleep habits.

♥ Speaker



What You Permit, You Promote: Leading in the 21st Century

② 1:15 PM - 2:45 PM, Sep 13

Plaza

Classroom Ses...

Now is the time to realize that our organizations and the cultures they produce are living, breathing environments that change with the people who inhabit them. The policies, procedures, and "norms" that worked in past generations will not be sustainable for the generations in the future. We must change our perspective on leaders and leadership to change our cultures. What are you allowing or encouraging that no longer supports the mission and vision of your organization, community, or your personal leadership philosophy? Will your organization pass the media test?

This class will encourage healthy dialogue, real-life case scenarios, and interactive tools to challenge the status quo of your organization effectively.

LEARNING OBJECTIVES:

- 1. Why it's the responsibility of the leader to challenge the status quo
- How to set unapologetic boundaries in leadership
- 3. Stepping out of your leadership "comfort" zone
- Creating an environment of courage and support to enforce the core values of your organization

♥ Speaker



Tiffanye Wesley

Deputy Fire Chief Arlington County Fire Department

What's On Your Mind: The Incident Commander Mindset

② 1:15 PM - 2:45 PM, Sep 13

California A

Classroom Ses...

What's On Your Mind is a course that looks at important, urgent, and critical information in the management of an incident. It focuses on the Incident Commander and what they should be thinking.

With the advancement of information technology and the proliferation of communication devices, many Incident Commanders feel overwhelmed or fear they may miss something. ICS has been around for decades and yet we still see misapplication, at times.

It's starts with preparation and ends with termination of the incident.

LEARNING OBJECTIVES:

- Students will get an overview of the important information items involved in an active incident.
- · Students will discuss the evolution of various types of emergency responses
- Students will identify key elements of the Incident Command structure
- Students will identify the difference between important, urgent & critical information
- Students will review the incident command sequence to identify benchmarks which must be met every time.

♥ Speaker



3:00 PM

Reducing Cancer in the Fire Service (A No-Nonsense Approach)

② 3:00 PM - 4:30 PM, Sep 13

California B

Classroom Ses...

This engaging and dynamic course delves deeply into the critical concern of cancer within the fire service. By embracing the 11 fundamental principles elucidated in the Lavender Ribbon Report, participants gain a powerful toolkit to substantially diminish cancer rates among our dedicated members.

Through the lens of real-world cases, the course vividly illustrates the profound impact of these principles. Moreover, it offers comprehensive guidance on the actionable measures undertaken in Washington DC—a pioneering effort in this pivotal domain.

Chief Downs, a respected authority in the field, is committed to ensuring every attendee comprehends, internalizes, and seamlessly integrates the course content. His skillful delivery promises a curriculum that is not only easy to grasp, but also effortlessly applicable. Join us in this transformative educational experience to safeguard the health and well-being of our firefighting community.

LEARNING OBJECTIVES:

Identify why cancer rates are high in the fire service. Identify what our members are exposed to. Discuss real world case studies and learn from them. Identify the 11 principles in the Lavender Ribbon Report. Identify what steps can be taken to reduce cancer in every department. Instruct stewards of the service to go forth and share the message.

♥ Speaker



Shawn Downs

DFC DC Fire

Negotiation Skills - How To Better Represent Yourself And Your Organization

② 3:00 PM - 4:30 PM, Sep 13

Plaza

Classroom Ses...

The importance of negotiation is present in every aspect of life, both business and personal. And the ability to negotiate is a highly coveted leadership skill that sets high performing leaders apart from others. Whether asking for a raise, managing a purchase on behalf of your department, or mediating a dispute between two colleagues, negotiation skills are fundamental to leadership success. But why is negotiating so intimidating and overwhelming?

In this workshop, participants will learn easy to apply tips for how to develop a positive, constructive approach to negotiations with an eye for not only capturing value but also creating value that may pay-off in the future. Participants will learn the skills and methods to separate people from the problem, to focus on interests, and to generate options. Ultimately, participants will learn the "art of the ask" and how to get to YES!

LEARNING OBJECTIVES:

Understand the importance of negotiation. Learn and practice negotiation techniques. Gain confidence in representing yourself and your organization.

Speaker



Nina Faber Chief Diversity, Equity & Inclusion Officer MSA Safety, Inc

Health and Wellness of Women in the Fire Service

② 3:00 PM - 4:30 PM, Sep 13

♥ California C

Classroom Ses...

This course is based on the USFA study "Emerging Issues for Women in the Fire Service," and resources from the in-progress USFA document that serves as a follow-up to the previous document. The course has also been updated with resources from FEMA funded project partnered with Women in Fire and the Center for Fire, Rescue & EMS Health Research. The numbers of women in the Fire Service have increased over time, yet there has been very little data regarding their health, safety, and wellness. In order to establish an inclusive, healthy fire service we must consider the vast amount of factors which affect the crews.

Cardiac health is among the top causes of fatalities in firefighter line of duty deaths. The second leading cause for female firefighters. Heart health is important. Resources based on the NVFC Heart Healthy campaign provide a well-rounded approach to preventative cardiac health. There is still much need for information about cancer types, occurrence rates, and prevention. The Women's Biomonitoring Collaborative provides information, based on recent studies. Their efforts include informative, attention grabbing resources meant to inspire firefighters about the importance of post-incident decon.

Behavioral and mental health has been receiving a great amount of attention in the fire service. Attendees will be presented with information and resources regarding the impacts of culture, harassment and bullying, mental health and suicide among women in the fire service. These are topics that everyone can learn from, regardless of gender.

Added information includes resources regarding information for pregnant firefighters, aimed towards the individual, department, and involved physician. Resources provided will include information about risks, impacts, and best practices.

Class information to be updated with current document information prior to winter 2024, no major differences expected.

LEARNING OBJECTIVES:

Back ground and strategies will be reviewed on the following:

- Cardiac Health
- Cancer
- Recruitment and Retention
- Roadway Incidents
- Emergency Vehicle Operations
- Discrimination, Harassment, and Bullying
- Mental Health Concerns and Suicide
- · Maternal Health for Firefighters

Resources provided by leading fire service organizations will be available for all attendees. The goal of this course is to allow for growth, development of safe practices, and inclusive leadership throughout the fire service.

▼ Speaker



Amy Hanifan Operations Chief/Immediate Past-president McMinnville Fire District/Women in Fire

Cardiac Risk: How does it Present Differently for us Women?

② 3:00 PM - 4:30 PM, Sep 13

♥ Del Mar

Classroom Ses...

Heart disease does not discriminate and, in fact, cardiovascular disease (CVD) is the leading cause of mortality in the world. The American Heart Association reports that >92% of adults have at least one CVD risk factor. Unfortunately, many women do not realize that heart disease is different for them. Women present with a different phenotype of CVD where atherosclerosis is the leading cause of mortality. Women are less likely to be offered optimal medical therapy, are slower to receive life-saving treatments, and are less aware of disease-related risk factors.

Clinical cardiac screening programs are a form of both primary (in apparently healthy women) and secondary (in women with existing risk) CVD prevention. Risk assessment allows opportunities for education, counseling, and lifestyle modification. Early detection of heart disease could lead to diagnosis confirmation by physicians, prescribed medical therapy and perhaps long-term monitoring. CVD is an umbrella term that refers to a cluster of conditions affecting the heart. These diseases include valvular issues, obstruction of coronary arteries, conduction issues, BP, and cardiac incidents.

Firefighting is one of the most hazardous and dangerous jobs, and there is an association between work stress, inflammation, and blood pressure. Despite this, very little research exists that examines inflammation or blood pressure levels in the firefighters. We know that the prevalence of CVD and impaired cardiovascular health is higher in firefighters than in the general population. We know that a high percentage of firefighter deaths are cardiac related.

We also know that the percentage of women firefighters remains low.

This class will outline female-specific risk factors for heart disease. In addition: recent literature will be examined in firefighters that reports on cardiac risk in relation to occupational risk and also to lifestyle change. We will discuss my recently published studies that report how medical calls elicit higher blood pressure surge in response to the 911 alarm, compared to fire calls. We will discuss my recently published studies that report on blood pressure improvements with exercise and diet.

LEARNING OBJECTIVES:

Participants will learn how to recognize cardiac risk in women, understand how women present differently with symptoms, and learn evidence-based tools to potentially mitigate cardiac risk.

♥ Speaker



Deborah Feairheller

Assistant Professor Kinesiology, Director HEART laboratory California State University San Marcos

C.A.R.E.S. (Child Abuse Recognition and Reporting for the Emergency Services) TRACK: Health & Wellness

② 3:00 PM - 4:30 PM, Sep 13

♀ California A

Classroom Ses...

All first responders are in a unique position to encounter abused, neglected, or trafficked children. At First Responders Care we want to ensure that all first responders are educated to recognize these signed and are equipped to report them correctly. This course covers types of abuse, signs of neglect and trafficking, the role of the first responder, as well as what makes a mandatory vs. permissive reporter in each state.

LEARNING OBJECTIVES:

- Audience members will better understand their role when it comes to recognizing and reporting child abuse, neglect, and trafficking
- Audience members will be educated in the ACES study, which will enlighten them as to the long-term impact of child abuse to inspire them further to report any signs they might see
- Audience members will feel empowered to make reports based on the increase of confidence due to better understanding the reporting protocols

▼ Speaker



Ali Rothrock Executive Director First Responders Care

Leadership of the Sexes & Decision Making: applying the fire service frame of reference

② 3:00 PM - 4:30 PM, Sep 13

Santa Fe

Classroom Ses...

Originally the presentation was going to focus on the differences in leadership between males and females however that seemed to binary. The topic was broadened with explaining how the brain makes decisions. Basically "hiding" unconscious bias topic using the frame of reference/analogies of the fire service.

Once the table is set, we move on to stereotypes in leadership discussing the evolution of the male traits of leadership and how those impacts leaders & the organization's expectations. We touch upon the historical vertical organization chart which is great for emergency scenes however our departments have become flatter and requires more of the female stereotypical traits for day-to-day operations. I present research that supports how women have been passed over although more competent, but organizations have chosen more charismatic and competent males and other case studies. Much of the case studies further emphasize my journey as a female in the fire service.

I try to focus on masculine and feminine traits because I do not want students to feel that they must fit in a specific box. The goal is to understand that we need a balance, access, and understanding of the traits depending on the situation. Lastly, the fire service needs champions to move forward. We need males in the conversation since they are dominant. We need LGBT to share their journey and needs. We need people of all kinds to come together.

When I gave this lecture in July 2023, I was amazed at how many males came up to me and "did not realize" some of the unconscious things that occur and were asking how we can help. It was amazing. That is truly the objective of this presentation is to get everyone involved.

LEARNING OBJECTIVES:

Understand how we make decisions

How the amygdala creates bias unknowingly

Stereotypes in Leadership

Recruitment of champions

▼ Speaker



Gina DeVito-Staub

Chief Woodmere Fire Department

6:00 PM

Banquet & Auction

② 6:00 PM - 11:00 PM, Sep 13

Garden Terrace & San Diego Ballroom

Networking Ev...

Sat, Sep 14, 2024

5K Fun Run & Walk

2 7:00 AM - 9:00 AM, Sep 14

5K Fun Run & W...

Join us for our 5K Fun Run & Walk while we raise money for the San Diego Burn Institute

9:00 AM

Polish Your Stone

② 9:00 AM - 9:00 AM, Sep 14

Plaza

Classroom Ses...

▼ Speaker



Rachael Staebell

Vice President and Lieutenant (ret.) Women in Fire

9:30 AM

Leading From Where You Are

② 9:30 AM - 11:00 AM, Sep 14

California C

Classroom Ses...

Leadership is dynamic. It's fluid. It changes from person to person, from moment to moment. But that doesn't mean it doesn't follow a pattern. And it doesn't mean you can't develop a level of mastery, even if you don't possess abundant natural leadership gifts.

Influence is gained with people in levels—five levels to be exact. Every person who leads others has to start at the bottom level with another person and work his or her way up to higher levels one at a time. We can, over a period of time, increase our leadership potential if we can understand and accept the five levels of leadership.

LEARNING OBJECTIVES:

Evaluate the five levels of leadership. Discuss how to increase your level of influence with others. Evaluate your current leadership development.

♥ Speaker



Travis Ford

Richmond Fire and Emergency Services

So you hired women in your fire department- now what?

② 9:30 AM - 11:00 AM, Sep 14

California B

Classroom Ses...

How can you retain the diversity you just worked so hard to hire? Do you have PPE that fits? A maternity policy? Lactation space in the stations? Training instructors that understand female athletes? What can be done to make your department a place for all your employees to thrive?

LEARNING OBJECTIVES:

Attendees will leave with a checklist of items to improve the structure of their department, physically, administratively, and operationally, such that it fully supports all employees.

♥ Speaker



Sara Rathbun

Battalion Chief Los Angeles County Fire Department

A Firefghter's Journey Through PTSD

2 9:30 AM - 11:00 AM, Sep 14

Santa Fe

Classroom Ses...

A Firefighter's Journey Through PTSD

Through a raw and authentic lens I tell my story of being first a paramedic, then joining the fire service and ultimately being diagnosed with PTSD. This injury caused me to have to retire early and almost cost me my life. My talk/class is about bringing an awareness and a what-to-do of this injury that costs people their careers, families and all to often their lives. I also believe there is an extra burden on being a women in the fire service to not show any emotion or talk about when we are not ok. I will also have a question and answer session where participants can ask me anything, I am an open book in regards to my career and PTSD journey. This class is based off my book, Flash Point: A Firefighter's Journey Through PTSD which was just published in June of 2023.

LEARNING OBJECTIVES:

Signs and symptoms of PTSD

You are not alone!

PTSD is a physiological injury, not a weakness

How/Where to ask for help for yourself or others

The importance of finding culturally competent help

Post Traumatic Stress Growth

▼ Speaker



Christy Warren

Captain (Ret.) Berkeley Fire Department

Ignite the Passion: Creating your Girls Camp

② 9:30 AM - 11:00 AM, Sep 14

Q Del Mar

Classroom Ses...

The intent of "Ignite the Passion" is to educate, inspire and assist members of the fire service with developing and implementing a girls firefighting empowerment camp. The 90-minute classroom session will provide fire service members with methods on how to develop and implement a girl's camp.

LEARNING OBJECTIVES:

Learning objectives include how to propose the idea to administration/your department, breakdown a needs analysis, address camp schedule options, budgeting, organization/structure of camp, safety considerations, contingency plans and the overall planning and preparation for camp.

▼ Speaker



Tyler BarrettAdvanced Firefighter Savannah Fire Department

Initial Size-Up Reports for First Due Incident Commanders

② 9:30 AM - 11:00 AM, Sep 14

Q California A

Classroom Ses...

This 1 hour and 30-minute course covers the initial on-scene size-up for the first arriving officer at all incidents that they respond to. This class sets up the framework for the entire fireground experience from assessing the incident scene arrival information and setting up an IMS organization. Thru lecture and individual scenario assessment, the student will use a systematic mental checklist using the CASH acronym, (Command, Actions, Size-Up, and Help) for on-scene size-up reports which can be used at all incidents. Topics include the establishment of command, the 13-point size-up factors, first due company assignments, and additional resources that will be needed. A plus for promotional exams.

Terminal Objective:

• After the completion of this class, the student will be able to give a radio report using the CASH acronym based on the PowerPoint lecture

Enabling Objectives

- After the completion of the lecture, the student will be able to establish and discuss the elements for Command
- After the completion of the lecture, the student will be able to discuss the 13-point size-up factors.
- After the completion of the lecture, the student will be able to give orders for incoming companies.
- After the completion of the class, the student will be able to discuss additional resources that would be required.
- After the completion of the class, the student will be able to demonstrate the CASH acronym with a simulated scenario

▼ Speaker



Leonard Carmichael, Jr.

Deputy Fire Chief of Operatioons (Ret.) Trenton Fire Department

11:05 AM

OPEN

② 11:05 AM - 12:45 PM, Sep 14

♀ California A

Classroom Ses...

11:15 AM

Ignite the Fire Service: Promoting Inclusion and Equity through ERGs

② 11:15 AM - 12:45 PM, Sep 14

California B

Classroom Ses...

An interactive lecture that discusses the path the Cincinnati Fire Women took in becoming

actively involved in decision making and procedural reviews at the administration level

of the Cincinnati Fire Department. This work has been and will continue to be achieved in other departments with the use of employee resource groups to advocate for the necessary change at all levels. This session will engage attendees to begin their own groups and begin to impact their department without requiring members to be promoted to become involved in the decision-making processes. This lecture will address starting groups in attendees' local department, hurdles faced, and the use of chief staff members as the group sponsors to ensure its success.

Learning Objectives:

- 1. Illustrate the benefits of an affinity group
- 2. Learn best practices to form & a group
- 3. Predict barriers & hurdles to operating the group
- 4. Implement strategies for buy in

♥ Speaker



Alexis Mundy
Fire Captain
Cincinnati Fire Department

Creating a Psychologically Healthy Fire Department

② 11:15 AM - 12:45 PM, Sep 14

Santa Fe

Classroom Ses...

This course from the National Volunteer Fire Council and the American Psychological Association's Center for Organizational Excellence is designed to empower fire department leadership to promote and support healthy, high-performing fire/EMS departments. Based on the framework from the Psychologically Healthy Fire Departments initiative, this course focuses on six key practices – member involvement, health and safety, member growth and development, work-life balance, member recognition, and effective communication – to facilitate member well-being and department functioning. This curriculum will help leadership and champions become better equipped to recognize, mitigate, and support behavioral health issues within departments while overcoming cultural stigmas that have plagued the fire/EMS service for far too long.

LEARNING OBJECTIVES:

- Understand current behavioral health issues, stigmas, and barriers within the fire service
- Identify key practices, tools, and resources to help support members and create healthy departments
- Learn action steps to create a psychologically health fire department culture

♥ Speaker



Jill HollandNVFC

Leadership: When Your Opportunities have Terrible Timing

① 11:15 AM - 12:45 PM, Sep 14

♀ California C

Classroom Ses...

Own your choices. Bullard CEO Wells Bullard takes a hard look at how to approach your career choices when new opportunities may come at inconvenient times. Discuss strategies for navigating the challenges of carving your own path in tough leadership environments.

LEARNING OBJECTIVES:

Understand how to identify and advocate for all choices available to women in their career.

♥ Speakers



Kimberly Fry
Director of Product Development
Bullard



Wells Bullard CEO Bullard

@ 11:15 AM - 12:45 PM, Sep 14

Del Mar

Classroom Ses...

Through interactive discussion participants will understand normal age related changes in the body. Specific and effective tactics to take control of weight, reduce age related muscle loss, and reduce risk of cardiovascular disease and diabetes resulting from a shift in fat storage will be addressed. Nutrition will be linked with managing hormonal changes, achieving optimal sleep, changes in metabolism, and promoting optimal physical and mental wellbeing for a productive and fulfilling career to a happy, healthy retirement.

LEARNING OBJECTIVES:

- 1. Understand how normal hormonal changes affect us mentally and physically.
- 2. Understand strategies to maintain a healthy weight and prevent age related muscle loss.
- 3. Understand ways to reduce risk of cardiac related disease and diabetes resulting from a shift in fat storage.
- 4. Understand ways to improve physical and emotional outlook for a healthy and fulfilling career, leading to a happy, healthy retirement.

▼ Speaker



Rhonda Cohen

Master Firefighter, EMT, RD, Certified Sports Nutritionist (CSN) First Responder Center for Excellence

1:45 PM

Suicide: Off the Record

② 1:45 PM - 3:15 PM, Sep 14

♀ California A

Classroom Ses...

CLASS DESCRIPTION: Suicide: Off the Record is a straight-forward approach to suicide awareness through personal experience and identifying the gaps in current teachings. This course is part testimonial and part educating on breaking the stigma around mental health and prioritizing personal resilience while living through, or helping others through, times of crisis. This one-of-a-kind training sheds light on the ugly topics that are typically approached in a very diplomatic, textbook manner. Students will hear first-hand accounts of the brutality of suicide loss from a speaker with a highly unique viewpoint. This is a suicide awareness class unlike anything you've ever seen before.

LEARNING OBJECTIVES:

Students will walk away from this class feeling more comfortable with the topic of suicide in general. They will have a better understanding of how to approach the conversation of suicide, and what they should expect from themselves and others during these difficult times. Students can expect to learn about stigma, and how they can contribute to breaking down the stigma of suicide. Students can expect to learn how to manage their own mental health during times of stress.

♥ Speaker



Sarah Ames

Firefighter EMT Schoeneck Fire Company

Personal Branding for Leadership - Trends You Need to Know Now

② 1:45 PM - 3:15 PM, Sep 14

♀ Plaza

Classroom Ses...

Developing your personal brand, both online and off, is essential for the advancement of your career and development as a leader. Personal branding is about making a full-time commitment to the journey of defining yourself as a person, and as a leader. It's your reputation.

In this inspiring, thought-provoking, and "what to do next" session, I will share simple and straightforward strategies that you can use to immediately start growing your influence and building your personal brand.

Your brand personas shape the opinions of whether or not people will trust you, follow you, hire you or buy from you.

This is your crash course in learning how to become known in your targeted space.

Personal Branding is the future of marketing and your success.

LEARNING OBJECTIVES:

The #1 secret to build an influential personal brand

Learn current trends in personal branding and how people use it in making decisions.

Determine the problem you solve for your clients, customers or team.

Discover your unique value proposition.

Formulate your brand position message.

Project your personal brand with confidence and ease.

♥ Speaker



Treva GravesCEO & Founder
Bloom Personal Branding

How To Thrive In The Fire Service

① 1:45 PM - 3:15 PM, Sep 14

Q California B

Classroom Ses...

Female firefighters or anyone else in the workforce that is different than the average firefighter sitting around the station kitchen table needs to develop coping strategies to ensure a long, productive and enjoyable career. Through storytelling and class discussions, the students will gain an appreciation for and a strategy for developing their plan for their future.

LEARNING OBJECTIVES:

The student will:

- Gain an understanding and more importantly an appreciation for the fire organization they work in.
- Develop a list of strategies for coping and thriving in the workplace.
- Learn about different kinds of communications styles and recognize their own.
- Recognize how working in the fire service can change them.

▼ Speaker



Bobbie Scopa Chief, Retired Bobbie On Fire Enterprises

Internal Affairs Investigations

② 1:45 PM - 3:15 PM, Sep 14

Santa Fe

Classroom Ses...

What you should know as a supervisor and/or the subject of the investigation.

LEARNING OBJECTIVES:

The course will cover the following aspects:

Who we are: Seekers of the truth.

Administrative investigation vs. Criminal investigation.

What is an inquiry and why is it different than an investigation.

Department directives relating to investigations, what staff and supervisors need to follow.

The Rights of the accused: Are they always guilty.

Firefighters and EMT procedural guarantee act.

Interrogations: what you should know.

Breach of procedures, by the investigator.

Paperwork needed:

1)Procedural Guarantees.

2)Statement of Advisement.

3)Confidentiality Order.

National Internal Affairs Investigators Association. The National Standard.

Garrity warning vs Miranda warning.

What is a Kalkines warning.

Career vs volunteers.

Time for questions.

₹ Speaker



Michael Reilly Internal Affairs Investigator Loudoun County Fire and Rescue

Girl, Get Your Roots Done: How to Create A Deeply Rooted Sense of Confidence in Ourselves

② 1:45 PM - 3:15 PM, Sep 14

Q California C

Classroom Ses...

The confidence related workshop helps attendees identify and shift the deeply rooted negative beliefs they have about themselves so that they can enjoy a strong, unshakeable sense of confidence in themselves. The navigating difficult conversations topic teaches applicable tools and tips for facing conflict and uncomfortable conversations head-on, but with tact and grace.

▼ Speaker



Amanda McPherson Life Coach Life Coach Amanda

How Understanding Cognitive Bias Can Make the Fire Service Better For Everyone (Including Ourselves!)

Classroom Ses...

Did you know that during the time of segregation, very few people supported the concept, but many people perceived that the majority supported it, so they were afraid to speak out? This is an example of Pluralistic Ignorance, and it may have been one factor that delayed the end of this practice. It's not difficult to see how cognitive biases like this could be incredibly destructive if we aren't aware they are present. This is just one of many biases that are potentially shaping how you treat people, how you make decisions, and whether or not you're doing your best leading your department or interacting with your community.

It's been said that if you have a human brain, you have bias. The bad news is that very few of us recognize exactly how much bias is actually affecting us. For example, 65% of Americans think they have above average intelligence (The Dunning-Kruger Effect). It doesn't take a math major to realize that all of those people can't be right! When the fire service is lagging behind other career paths regarding diversity and opportunities, cognitive bias in its many forms can be one of our biggest enemies. Here are just a few examples:

- The Sunk Cost Fallacy-We tend to continue to waste time and resources on a decision that is clearly not working based on how much we have already invested in it.
- Negativity Bias-The tendency to focus on the negative aspects, convincing ourselves that things are worse than they actually are.
- The Halo Effect- The tendency to ignore the negative and over-estimate the good in those who gave us a positive impression previously.
- The Self-Serving Bias- The tendency to take credit for successes and blame others for failures.

To make things worse, we are often susceptible to Naïve Realism, through which we think we actually see the world as it is, and aren't affected by biases! In reality, the influences are everywhere. For example, most attractive people are treated better than those who may be seen as less attractive. People tend to have more positive feelings for those who are similar to them. Our hunger, sleep, issues at home, and recent experiences may impact how we view and treat our firefighters and our community. We are basically swimming through a swamp of biases competing to influence our perceptions and actions throughout our shifts at work, so how can we ever know that we're treating our personnel and our community fairly and equitably?

The good news is that the more we know about different types of biases, the easier it is to catch them in the act. We even find ourselves examining our past thoughts and actions and holding them against our newfound knowledge to determine if we might have been under the influence of fallacious assumptions that led us to poor or even unjust decisions. Just like knowing more about fire behavior makes us able to recognize potential threats, knowing more about biases can make us recognize the signs that we might need to consider that we can do better. This presentation arms the participant with the tools to filter through the noise of biases to make the best decisions possible for us, for our departments, and for our communities. We'll never be free of the influence of biases, but the more we know of them, the more likely we are stop at least some of them in their tracks.

LEARNING OBJECTIVES:

Following the presentation, the participant will be able to:

- Define unconscious bias.
- Recognize different ways in which bias may have impacted them previously.
- Identify situations where bias may affect their decisions or actions.
- Define the most common types of bias involved in ethical decision making.
- Avoid making assumptions that arise from logical fallacies.
- Teach others to be aware of potential biases and how they can inadvertently hinder fair and equitable treatment of firefighters and community members.

▼ Speakers



Gary MenardCaptain
City of Decatur Fire Rescue



Laurie VandeSchootDeputy Fire Chief (ret.)
NDRI-USA