



August 4, 2020

From: WFC Board of Directors

RE: *If Not Now, When?*

WFC Members,

Over the past few months, we have all seen the most recent civil rights movement unfold right in front of our eyes. From news articles to social media, every day a story or an opinion is discussed. These are challenging times for all of us and it is fueled by a long and unfortunate history of racism and inequality in our country. The Washington Fire Chiefs Association is taking a stand against these injustices and commits to working for positive change in the greater Washington fire service.

Although our Country and State have advanced in so many ways, areas we can improve include tolerance, equality, and justice. Looking back through our history from the Civil War to the civil rights acts of more recent years, it is clear that we have fallen short and still have work to finish. We can see this in incarceration rates, poverty, access to education and healthcare, and violence and discrimination against people of color. When we honestly take a closer look at home, we see room for significant improvement in growing a culturally diverse work force.

Systemic racism is real and the lack of focus on change has had a negative impact on all emergency services - including the Fire Service. Now is the time to begin having honest conversations, and work to educate and inform ourselves, as fire service leaders on this topic, and begin breaking down these barriers. Conversations will allow us to be more informed and aware of issues involving racism, diversity, equality, tolerance, and justice which will ultimately make our organizations and communities stronger.

The Mission of the WFC is *Providing leadership through service, education and advocacy*. We are committed to advocating for equality and to ensure racism does not exist in the Washington fire service. We seek to work with our fire service partners in providing dialog, education, and professional development on this topic so we are all better informed and can be leaders for change. We hope you will all stand with us and join us on this journey. **Now is the time.**

Respectfully,

Handwritten signature of Steve Wright in black ink.

Steve Wright, EFO CFOD
Executive Director
Washington Fire Chiefs

Handwritten signature of Mark Correira in black ink.

Mark Correira
President
Washington Fire Chiefs

Handwritten signature of Hank Teran in black ink.

Hank Teran
Vice President
Washington Fire Chiefs



Keith Wright
Immediate Past President
Washington Fire Chiefs

Ben Andrews
Position #1
Washington Fire Chiefs

Matt Morris
Position #2
Washington Fire Chiefs

Aaron Markham
Position #3
Washington Fire Chiefs

Lonnie Rash
Position #4
Washington Fire Chiefs

Kevin O'Brien
Position #5
Washington Fire Chiefs

Kristan Maurer

Kristan Maurer
Position #6
Washington Fire Chiefs

Dave LaFave
Position #7
Washington Fire Chiefs

Rocky Eastman
Position #8
Washington Fire Chiefs

Steve Brooks
Position #7
Western Fire Chiefs Association
Washington Fire Chiefs