

BARRIERS TO ENTRY AND ADVANCEMENT BY MINORITY FIREFIGHTERS

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MOVING AMERICA
TOWARD
JUSTICE

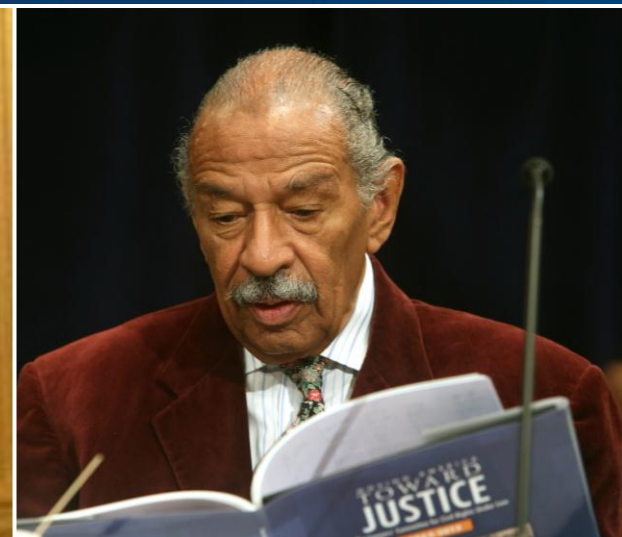
LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

- In June, 1963, in the East Room of the White House, President John F. Kennedy confronted leaders of the legal profession with the question: “Where are the lawyers?”
- The Lawyers' Committee for Civil Rights Under Law is a nonpartisan, nonprofit organization, formed in 1963 as the response of the legal profession to President Kennedy's challenge.
- The principal mission of the Lawyers' Committee is to secure equal justice for all through the rule of law, targeting in particular the inequities confronting African Americans and other racial and ethnic minorities, work that continues to be vital today.



LAWYERS' COMMITTEE FOR CIVIL RIGHTS UNDER LAW

- Last year, pro bono attorneys working with The Lawyers' Committee donated tens of thousands of hours, with an estimated value of \$47 Million to the civil rights efforts of the Committee.
- President Obama and Attorney General Holder helped the Lawyers' Committee mark its 50th Anniversary with remarks at a reception last week in the same East Room where the Lawyers' Committee was born.
- Among others joining us at the reception was Congressman John Conyers, one of the founding members of the Lawyers' Committee.





LAWYERS' COMMITTEE PUBLIC SAFETY OFFICER CASES

Pending cases

United States v. City of Jacksonville
NAACP & Jacksonville Brotherhood of
Firefighters (IABPFF)
United States v. City of Buffalo
NAACP v. New Jersey

Challenging promotion selection

Challenging hiring selection

Monitoring hiring process (firefighters)

Monitoring hiring process (state troopers)

Prior Cases

Houston IABPFF v. City of Houston
(& two other cases)

Promotions for 65 minority firefighters to Chauffeur
& Junior Captain; other injunctive and back pay relief

Promotions for 106 minority police to Sergeant and
Lieutenant

Arnold v. Ballard (Akron, Ohio)

Hiring and Promotion timetables for African American
applicants

Connor v Harris County (Texas)

Hiring test revised, 200 remedial hires, \$950,000 back pay

Gonzales v. Galvin (Toledo, Ohio)

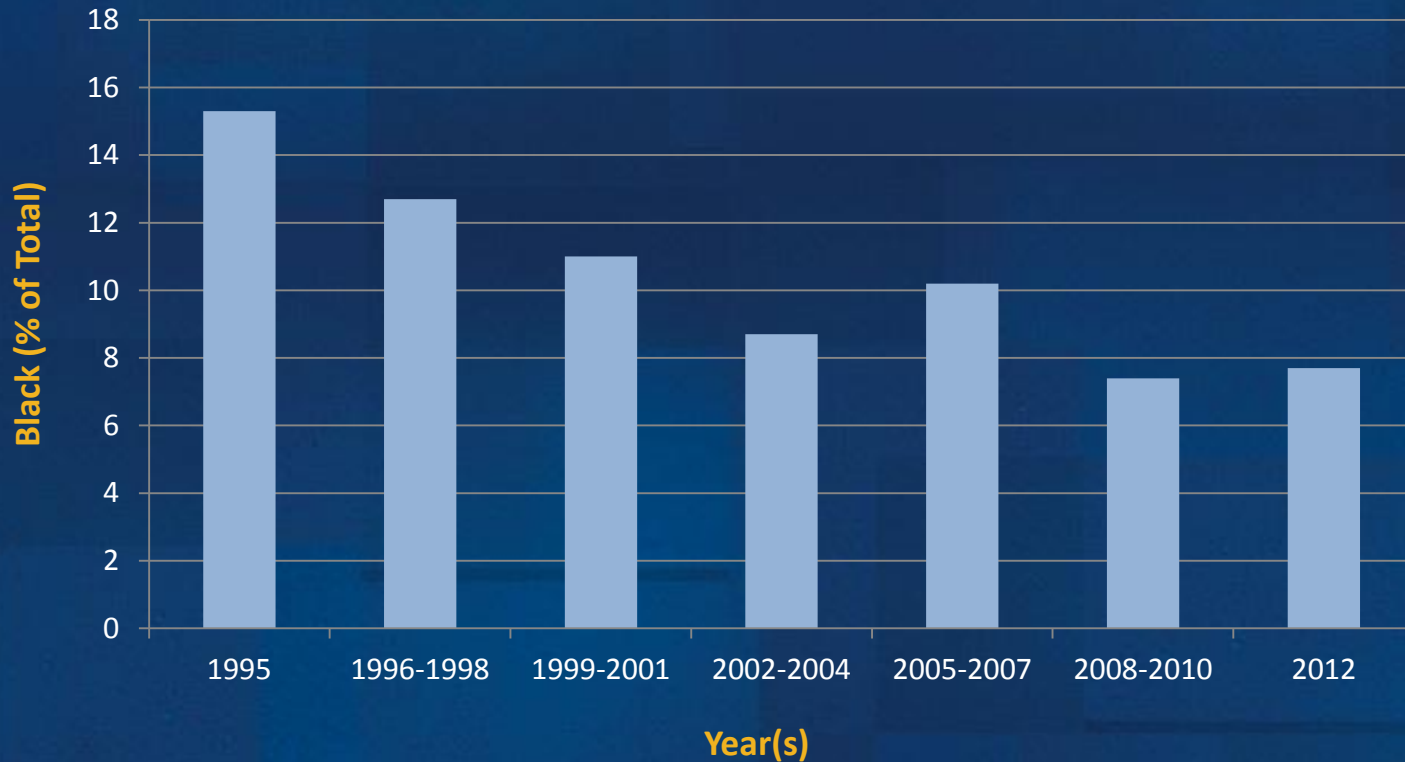
Monitoring of hiring through 2011

Nassau County Guardians v. County of
Nassau

Hiring tests challenged successfully



DECLINE IN AFRICAN AMERICAN SHARE OF FIREFIGHTER JOBS

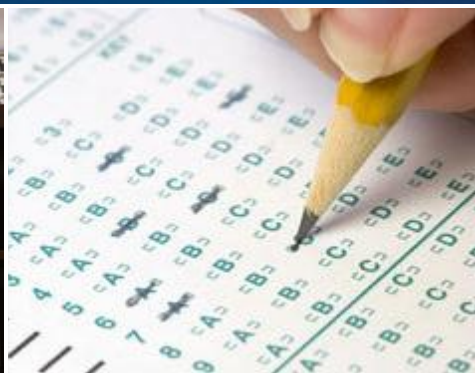
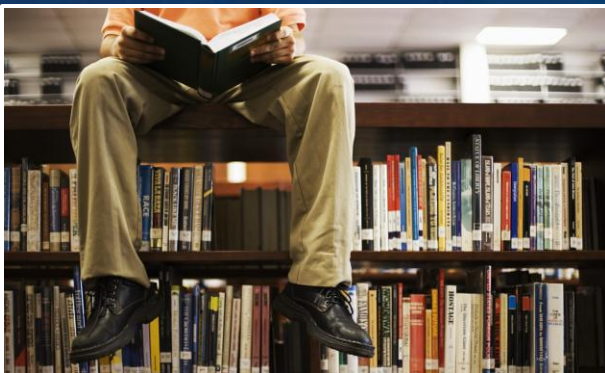


Source: American Community Survey

BARRIERS TO ENTRY

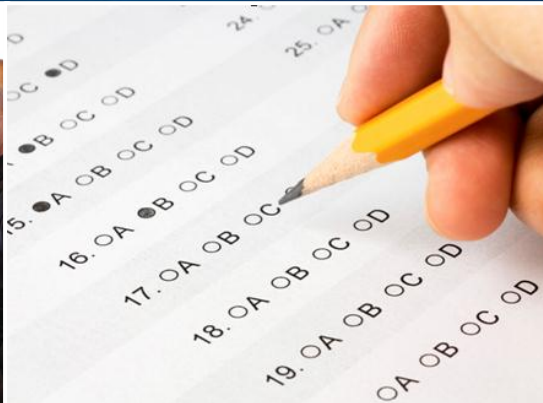
HIRING REQUIREMENTS

- Verbal Abilities Test
- Cognitive Abilities (Paper and Pencil) Test
- Physical Ability Skills Test and/or Agility Test
- Residency Requirements
- Certification Requirements (Certification or associate's degree in fire science or related field)
- Completion of fire academy before hiring
- Paramedic or EMT certification
- Criminal Records History check
- Personal Credit History check
- Other Background Check investigation
- Oral Interview



BARRIERS TO ENTRY PROMOTION REQUIREMENTS

- Cognitive Abilities (Paper and Pencil) Test (knowledge of duties and/or performance standards)
- Oral Assessment
- Professional performance assessment (evaluation of candidate's prior performance record)
- Seniority, or specified number of years required in department or in current position
- Rank order promotion from list of candidates who achieve promotion eligibility





MOVING THE FIRE SERVICE TOWARD JUSTICE

- The Lawyers' Committee has worked with several IABPFF chapters, and we have committed our organization to helping reverse the decline of minority firefighter participation in the profession.
- With President James Hill and your Executive Board, we have developed a survey that can help us identify those departments where renewed legal action is most likely to be effective.