

**MOTION**

I HEREBY MOVE that Council AMEND the Public Works and Gang Reduction Committee report relative to fabricating honorary street signs at the approximate location for Los Angeles Fire Department (LAFD) personnel who have been killed during an active fire incident to add the following recommendation:

INSTRUCT the Los Angeles Department of Transportation to:

d. Use the historic job classification of the fallen LAFD personnel.

PRESENTED BY \_\_\_\_\_

MITCHELL ENGLANDER  
Councilmember, 12<sup>th</sup> District

SECONDED BY \_\_\_\_\_

PAUL KREKORIAN  
Councilmember, 2<sup>nd</sup> District

\_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7<sup>th</sup> District

\_\_\_\_\_  
NURY MARTINEZ  
Councilmember, 6<sup>th</sup> District

May 22, 2018

CF 14-0560-S1

STATE CAPITOL  
P.O. BOX 942849  
SACRAMENTO, CA 94249-0043  
(916) 319-2043  
FAX (916) 319-2143

DISTRICT OFFICE  
300 EAST MAGNOLIA BOULEVARD, SUITE 504  
BURBANK, CA 91502  
(818) 558-3043  
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# Assembly California Legislature



**LAURA FRIEDMAN**  
ASSEMBLYMEMBER, FORTY-THIRD DISTRICT

COMMITTEES  
APPROPRIATIONS  
ARTS, ENTERTAINMENT, SPORTS,  
TOURISM, AND INTERNET MEDIA  
RULES  
TRANSPORTATION  
WATER, PARKS, AND WILDLIFE

June 21, 2018

The Honorable Herb Wesson  
Los Angeles City Hall  
200 N. Spring Street, Rm 430  
Los Angeles, CA 90012

Re: Support gender neutral titles on Firefighter Memorial street signs

Dear City Council President Wesson,

I would like to commend and express my support for the spirit of your proposal to honor our fallen firefighters with memorial street signs. However, I would like to request that, in accordance with the Consent Decree made between the Department of Justice and the Los Angeles Fire Department (LAFD) in 1974, you do not support the use of the historical job classifications that indicate gender, such as "Fireman" or "Auto Fireman".

For over 44 years, LAFD has operated using the gender neutral title of "Firefighter". There is no less weight in the present-day standard, gender neutral, title today than in the archaic and discriminating terminology utilized in the past. In fact, there is a greater weight and importance put upon the decades-long use of a non-discriminatory title, as it reflects one of the six core values of the LAFD – Respect. The LAFD defines their core value of Respect as "Embracing diversity and recognizing individual worth".

I believe that the use of gender neutral terminology for public signage is in alignment with the department and the city's ongoing commitment to promoting equality. It is also consistent with the Los Angeles Police Department historic street sign initiative which classifies all fallen officers in the gender neutral term - police officer. Language reflects culture. The culture that we need to foster now more than ever is inclusive, supportive and diverse. It's imperative that our public signage reflect our priorities and the priorities we support are inclusive of all residents of the City.

I strongly support the motion, put forth by Councilmember Nury Martinez and Councilmember Monica Rodriguez, to move forward with the memorial street signs using only the gender neutral titles.

Sincerely,

A handwritten signature in black ink, appearing to read "Laura Friedman".

LAURA FRIEDMAN  
Assemblymember, 43<sup>rd</sup> District

Cc: City Leaders





# FEMINIST MAJORITY

*Working for Women's Equality*

Eleanor Smeal  
*President*

Peg Yorkin  
*Chair of the Board*

Katherine Spillar  
*Executive Vice President*

June 21, 2018

Dear Councilmembers and City Leaders,

On behalf of Feminist Majority I am writing to urge you to support Council motion CF14-0560-S1. We support honoring fallen firefighters with memorial street signs, but do not support the use of historical job titles such as "fireman." Per the 1974 consent decree, the job titles "Fireman" and "Auto Fireman" were found to be discriminatory as they excluded women. This archaic terminology has no place in today's society as it only does harm by perpetuating stereotypes and discrimination. The term Firefighter has been a City and Department standard for 44 years and we approve of that title or any gender neutral title.

We believe that the use of gender neutral terminology for public signage is in alignment with the City's ongoing commitment to promoting equality. It is also consistent with the LAPD historic street sign initiative which classifies all fallen officers in the gender neutral term – "police officer." Language reflects culture. The culture that we need to foster now more than ever is inclusive, supportive and diverse. It's imperative that our public signage reflect our priorities and the priorities we support are inclusive of all residents of the City.

Thank you for your support.

Sincerely,

Katherine Spillar  
Executive Director

West Coast Office  
433 South Beverly Drive  
Beverly Hills, CA 90212  
310 556 2500  
310 556 2509 fx

Washington D.C. Office  
1600 Wilson Boulevard  
Suite 801  
Arlington, VA 22209  
703 522 2214  
703 522 2219 fx

Web Site:  
<http://www.feminist.org>

E-mail:  
[femmaj@feminist.org](mailto:femmaj@feminist.org)



## From the Office of the Fire Chief ...

February 16, 2018

TO: ALL MEMBERS

SUBJECT: FIRE CHIEF EXPECTATIONS OF WORKPLACE BEHAVIOR

***“I firmly believe that our mission to protect lives, property  
and each other, is a much stronger bond among us...  
than any issue that may divide us”***

One of the most important responsibilities all Officers have, is to recognize small issues, which if not addressed immediately, can grow into larger issues. One such issue, is the importance of appropriate workplace behavior.

Recently, I have become aware of a few situations which have caused me concern over the workplace environments currently being experienced by our members. These include:

- On-duty heated discussions regarding the perception of a lack of patriotism by NFL players kneeling during the national anthem.
- A perceived lack of sensitivity in addressing members of color during an investigation.
- A near physical altercation due to a late relief issue between members of different ethnicities.

These types of issues and incidents are divisive and can erode our ability to accomplish our collective mission to protect the lives and property of the people of Los Angeles. For the sake of our members and those we serve, that is something we cannot afford. These occurrences can be attributed to a number of factors and theories such as:

- An individual's inability to understand the cultural, societal or historical experiences of different ethnic, gender, generational, and philosophical groups.
- The constant exposure to various media sources expressing varying opinions relating to current perceived acts of defiance towards our government, lack of respect for our flag or love for our country.
- An unrealistic belief that we must all have the same level of tolerance and acceptance for behaviors and comments which may be in conflict with our own.

To proactively address the issues I have previously described, I want to make clear my expectations of our members. **It is my expectation...**

- That all Officers, Managers and Supervisors perform their duties in a manner that fosters a professional and respectful workplace free of discrimination, harassment, retaliation and hazing.
- That all members work towards maintaining a respectful work environment, by behaving in a manner that is in line with our policy of zero tolerance towards discrimination, harassment, retaliation and hazing.
- And especially important, that all members use the title "**Firefighter**" rather than "Fireman" as defined in the Consent Decree between the LAFD and the Department of Justice in 1974.

For more detailed information regarding these expectations and proper conduct, members are encouraged to review the following documents:

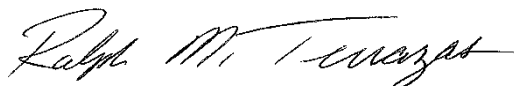
- LAFD Rules and Regulations
- LAFD Discrimination Prevention Policy and Complaint Procedures
- LAFD Sexual Harassment Prevention Policy and Complaint Procedures

To reinforce my expectations and to address any questions or concerns expressed by our members, I have directed all Battalion Commanders to personally deliver this message to their areas of responsibility.

To further assist our members in meeting my expectations, we are currently creating a comprehensive personal and professional development plan. This plan will include various training classes and methods, developing a departmental unit focused on assisting our Officers, Managers and Supervisors with difficult workplace issues and the implementation of surveys to better gauge our effectiveness.

It is critically important that we recognize that we are not a team only because we work together. We are a team because we respect, trust and care for each other as we accomplish our collective mission of protecting the lives and property of the people of Los Angeles.

Stay safe,



RALPH M. TERRAZAS  
Fire Chief



June 16, 2018

JASMINE SEGURA  
PRESIDENT

SARA RATHBUN  
VICE PRESIDENT

LEIGH-ANNE ORR  
TREASURER

ERIN REGAN  
DEVELOPMENT OFFICER

JOMELISSA JACKSON  
COMMUNICATIONS OFFICER

KATHERINE WHITBY  
ADMINISTRATION OFFICER

SHIELA KELLIHER  
HEALTH/WELLNESS OFFICER

Los Angeles City Councilmembers  
200 N. Spring Street  
Los Angeles, CA 90012

Dear Councilmembers,

We understand that the Los Angeles City Council has recently passed a motion with the intention of honoring firefighters that died in the line of duty (CF 14-0560-S1). As members of the Los Angeles County Women's Fire League, you have our heartfelt gratitude for ensuring the legacy of those firefighters who paid the ultimate price for their service. We believe the proposed signs will be a comfort to their families, friends, and fellow firefighters alike. The Los Angeles County Fire Department recently joined in honoring Hotshot Firefighter Kevin Woyjeck, an LACoFD fire explorer and son of Fire Captain Joe Woyjeck, in much the same way on a small stretch of the 22 freeway in Seal Beach. It was a moving tribute to not only a brave member of the Granite Mountain Hotshot Crew, but also to the other nineteen members who tragically perished fighting a fire in Yarnell, Arizona in 2013.

Given the grave subject matter, and the very public nature of the display honoring these firefighters, we join the Los Angeles Women in the Fire Service, the Los Angeles Fire Department, Public Works, and of course the Council in desiring that it be done as accurately and as respectfully as possible. It has been brought to our attention that on some memorial signs the title "Fireman" may be used. Our request is that you ensure that the title used to describe these heroic individuals is "Firefighter", the same title that appears on Kevin Woyjeck's sign, and the 9/11 Memorial, which is also written as such. We feel certain everyone can acknowledge that the term "Firefighter" is a more accurate reflection of the male and female firefighters who make up today's fire service.

In fact, LAFD Fire Chief Ralph Terrazas recently spoke during a chief's panel at the Los Angeles County Fire Department's ARISE Summit, during which he specifically recognized women in the fire service throughout the years, as well as emphasizing the importance of the elimination of the title "Fireman" for the more accurate title of "Firefighter." He strongly stated it would not be tolerated in his department in view of the characteristic exclusivity of the term.

While we recognize that this may appear to be a minor detail, it has had far reaching repercussions. As a matter of fact, we have seen the impact of the change in nomenclature, and its effect is bigger than anyone could have ever imagined. Clearly, language can be both powerfully limiting or all-encompassing; it can discourage--or it can inspire. The choice is ours. Consistently using the correct title of "Firefighter" over the outdated term of "Fireman" not only goes a long way towards inclusivity, but clearly more accurately represents and reflects the true makeup of our fire departments in the 21st century.

Respectfully yours,

The Los Angeles County Women's Fire League Executive Board



# Los Angeles Women Police Officers and Associates (LAWPOA)

*Promoting the status of women in the public safety profession for 92 years*

P.O. BOX 862263 – LOS ANGELES, CA 90086 – (213) 228-9199

[www.lawpoa.org](http://www.lawpoa.org)

June 20, 2018

## **BOARD OF DIRECTORS**

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1<sup>st</sup> Vice President

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**Ruby Flores**  
Sergeant at Arms

**Cheryl  
Newman-Tarwater**  
Public Safety Director

To Our Respective Councilmembers,

The Los Angeles Women Police Officers and Associates recently met with respective members of the Women in the Fire Service, on an important topic regarding the memorial signs that honor our fallen heroes.

In 2014, a motion was passed to have our Police Officers memorialized and honored by posting memorial signs on the streets of Los Angeles. It was then, that our department, along with the men and women of the Los Angeles Police Department, supported the use of Police Officer as the rank and title.

The Los Angeles Women in the Fire Service are now working towards bringing equality to the City of Los Angeles.

We would like to remind our great city that to work toward the goal of inclusion, we need to keep in mind the use of “Fireman” as oppose to the correct and current use of “Firefighter”. It is evident to anyone trying to abide by the Mayor’s Initiative, of the gender equity initiative that the use of “Fireman” is not inclusive.

Respectfully,

Alma Burke  
President

The Los Angeles Women Police Officers and Associates Board



June 13, 2018

## Board of Directors

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**Linda Cessor**  
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*Secretary*

Councilmember Monica Rodriguez  
200 N. Spring Street, Ste 455  
Los Angeles, CA 90012

Councilmember Rodriguez:

In May of 2014, the Los Angeles Police Department (LAPD) installed the first of 207 memorial street signs honoring Police Officers who were killed in the line of duty. This was known as the Memorial Street Sign Project. In doing so, the LAPD ensured that all 207 of their signs posted honored their fallen through the use of the term "Officer" regardless of rank held when that Officer gave their life.

On January 24, 2018, a motion (CF 14-0560-S1) was brought forward through the Public Works and Gang Reduction Committee, to request approval for similar signs to be installed honoring the fallen members of the Los Angeles Fire Department (LAFD). Members who, like the fallen LAPD Officers, paid the ultimate sacrifice serving to protect the citizens of Los Angeles.

This motion did not include any provision for how the fallen LAFD members would be identified, other than its descriptive use of the term "Firefighter", which is used 7 times in the motion. The motion also included statements such as, "it is appropriate to establish a similar program for LAFD personnel to pay tribute to fallen firefighters who have died during an active fire incident," and, "the Los Angeles Historical Society will provide the names and locations of the fallen Los Angeles City firefighters."

On April 18, 2018, the Public Works and Gang Reduction Committee approved the "original" motion and, the "original" motion was scheduled to go before full City Council on May 22, 2018. The Los Angeles Women in the Fire Service supported this "original" motion, with the understanding that all the signs would display the term "Firefighter."

On the morning of May 22, 2018, prior to the vote of full Council, the "original" motion was amended to include, line d. Use the historic job classification of the fallen LAFD Personnel. This occurred immediately prior to the Council vote.



Councilmember Nuri Martinez  
June 13, 2018  
Page 2

Unlike the LAPD signs, the use of historic job classifications would include the ranks of "Fireman", and "Auto Fireman." These are outdated gender exclusive terms that will be permanently displayed in public view, where they will reinforce the notion and public perception that firefighting is exclusive to men only.

The approval of posting these signs using outdated, gender exclusive terms is contrary to Mayor Garcetti's Gender Equity Initiative and other measures taken by the City Council in support of elevating the status of women in the City of Los Angeles. It also undermines the steps taken by LAPD to ensure that the "Officers" memorial signs were gender neutral.

Additionally, it contradicts the directive dated February 16, 2018, issued to all members of the LAFD by Fire Chief Ralph M. Terrazas, titled "Fire Chief's Expectations of Workplace Behavior", which states that it is "especially important that all members use the title "Firefighter" rather than "Fireman" as defined in the consent decree between the LAFD and the Department of Justice in 1974".

The Los Angeles Women in the Fire Service proudly honor our fallen members, and support the motion to erect memorial street signs, but we cannot support the deviation from the original motion which honors "all" fallen members by identifying them as "Firefighter", a title that has been in effect since 1974.

Respectfully,

The LAWFS Executive Board

Attachments

To proactively address the issues I have previously described, I want to make clear my expectations of our members. **It is my expectation...**

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RALPH M. TERRAZAS  
Fire Chief

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Stay safe,



RALPH M. TERRAZAS  
Fire Chief


## MOTION

On November 19, 1895, Fireman Sam Haskins was crushed to death in a horse-drawn fire engine accident. He was the first Los Angeles firefighter killed during an active fire incident. A total of sixty-two firefighters have died working to protect the residents of the City of Los Angeles. The entire City grieves when these incidents occur and it is important to show our collective gratitude to these fallen firefighters. Their courage, dedication, and sacrifice make it possible for all Los Angeles residents to feel safe, secure, and protected in times of crisis.

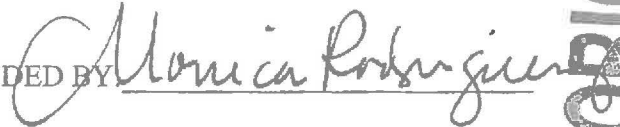
In 2014, the Council authorized a program to honor fallen Los Angeles Police Department (LAPD) officers by erecting honorary street signs at or near locations where officers were killed. It is appropriate to establish a similar program for LAFD personnel to pay tribute to fallen firefighters who have died during an active fire incident. The United Firefighters of Los Angeles City (UFLAC) has agreed to fund the fabrication of the signs, and the Los Angeles Fire Department Historical Society will provide the names and locations of fallen Los Angeles City firefighters. The Department of Transportation should support the project and install the honorary signs at the appropriate locations.

I THEREFORE MOVE that the Council instruct the Department of Transportation to work with the Los Angeles Fire Department (LAFD), the United Firefighters of Los Angeles City (UFLAC), and the Los Angeles Fire Department Historical Society to fabricate honorary street signs for all LAFD personnel who have been killed during an active fire incident, to install the signs in the approximate location of each incident to serve as an ongoing memorial to these brave individuals, and to repair any signs that are damaged within 48 hours.

PRESENTED BY:

  
MITCHELL ENGLANDER  
Councilmember, 12<sup>th</sup> District

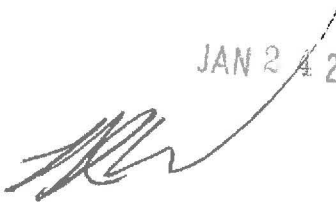
SECONDED BY:

  
MONICA RODRIGUEZ

ORIGINAL

mst

JAN 24 2018



MOTION

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INSTRUCT the Los Angeles Department of Transportation to:

- d. Use the historic job classification of the fallen LAFD personnel.

PRESENTED BY \_\_\_\_\_  
MITCHELL ENGLANDER  
Councilmember, 12<sup>th</sup> District

SECONDED BY \_\_\_\_\_  
PAUL KREKORIAN  
Councilmember, 2<sup>nd</sup> District

\_\_\_\_\_  
MONICA RODRIGUEZ  
Councilmember, 7<sup>th</sup> District

\_\_\_\_\_  
NURY MARTINEZ  
Councilmember, 6<sup>th</sup> District

May 22, 2018

CF 14-0560-S1



## **STENTORIANS**

### **The Association of African Americans in the Fire Service**

June 20, 2018

**TO: All City Leadership**

**RE: Support for Gender Inclusive Terminology When Honoring Fallen LAFD Personnel**

Dear Los Angeles City Leadership,

It is the position of The Los Angeles City Stentorians, a 501c3 non-profit organization to fully support the Los Angeles Women in Fire Service (LAWFS) in dispute of utilizing the gender exclusive term of “Fireman” as opposed to the term “Firefighter” while honoring fallen Los Angeles Fire Department (LAFD) Personnel. This opposition is in response to the adopted terminology of “Fireman” to be placed on signage through the approved Memorial Street Sign Initiative for Fallen LAFD Personnel.

The organization was founded on the premise of promoting equitable treatment, respect and dignity for all individuals. We believe that usage of the specific term “Fireman” will undermine the department’s stance of total inclusiveness and the display of diversity to the constituents of this great city. Our organization endorses any initiative that aims to honor fallen comrades of the department.

For these reasons, The Los Angeles City Stentorians supports the adoption of the term “Firefighter” on signage to memorialize all personnel that have given their lives in service to the LAFD.

**Sincerely,**

*Gerald Durant*

**Gerald Durant, President  
The Los Angeles City Stentorians**

P.O. Box 62127 Los Angeles, CA 90062 (323) 294-4143 (323) 294-1223 Fax e-mail: [lacstent@sbcglobal.net](mailto:lacstent@sbcglobal.net)  
[www.stentorians.org](http://www.stentorians.org)

**Gerald Durant, President**  
**Kenneth Russell, Treasurer**  
**Jack Baham, Sergeant-at-arms**

**Gerard Jordan, Executive Vice President**  
**Kevin Johnson, Secretary**  
**Sir Habersham, Parliamentarian**

**Melford Beard, Assistant Vice President**  
**Kevin Kemp, Corresponding Secretary**  
**Doug Lewis, Historian**



WHS Southern California  
3655 Torrance Blvd., Suite 430  
Torrance, California 90503

Email: [admin@whssocal.org](mailto:admin@whssocal.org)  
Web: <http://www.whssocal.org>  
Social: <https://www.facebook.com/whssocal>

June 20, 2018

Council Member Mitchell Englander  
200 N. Spring Street, Ste 405  
Los Angeles, CA 90012

Council Member Englander:

Women in Homeland Security Southern California supports the use of the term "Firefighter" for motion CF 14 - 0560 - S1. This motion involves the installation of signs honoring fallen members of the Los Angeles Fire Department (LAFD). As currently written, the motion calls for the use of historic job classifications which would include "Fireman" and "Auto Fireman." Using these historic terms do not accurately depict that both men and women can serve in the fire service.

We believe that the use of terminology that reflects both men and women in the fire service for motion CF 14 - 0560 - S1 signage is in alignment with the City's ongoing commitment to promoting equity. Given the heightened awareness of parity for men and women professionals across all sectors, now more than ever there is a call to acknowledge women first responder professionals who have dedicated their career to ensuring the safety of our community.

Council Member Englander, we appreciate your continued commitment to public safety for the City and your consideration regarding this important issue.

Very Respectfully,

**Michelle Constant**

**President**

**Women in Homeland Security Southern California**

Women in Homeland Security Southern California is a nonprofit, bipartisan organization dedicated to providing an opportunity for women in our industry to network, learn, and give back. We reach 270+ women throughout Southern California who work in fire, law enforcement, crisis management, cyber security and more.

## MOTION

On November 19, 1895, Fireman Sam Haskins was crushed to death in a horse-drawn fire engine accident. He was the first Los Angeles firefighter killed during an active fire incident. A total of sixty-two firefighters have died working to protect the residents of the City of Los Angeles. The entire City grieves when these incidents occur and it is important to show our collective gratitude to these fallen firefighters. Their courage, dedication, and sacrifice make it possible for all Los Angeles residents to feel safe, secure, and protected in times of crisis.

In 2014, the Council authorized a program to honor fallen Los Angeles Police Department (LAPD) officers by erecting honorary street signs at or near locations where officers were killed. It is appropriate to establish a similar program for LAFD personnel to pay tribute to fallen firefighters who have died during an active fire incident. The United Firefighters of Los Angeles City (UFLAC) has agreed to fund the fabrication of the signs, and the Los Angeles Fire Department Historical Society will provide the names and locations of fallen Los Angeles City firefighters. The Department of Transportation should support the project and install the honorary signs at the appropriate locations.

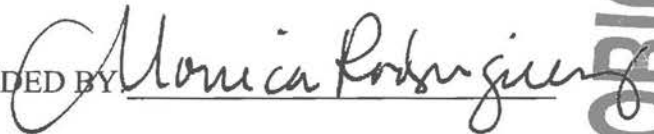
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PRESENTED BY:



MITCHELL ENGLANDER  
Councilmember, 12<sup>th</sup> District

SECONDED BY:



ORIGINAL

msr

JAN 24 2018

