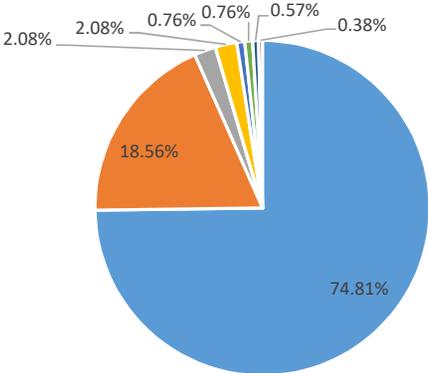


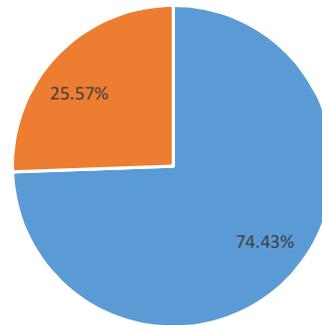
EMS Sworn Personnel Ethnicity



- White 74.81%
- Hispanic or Latino 18.56%
- Asian 2.08%
- Black or African American 2.08%
- Choose Not To Disclose 0.76%
- Native Hawaiian/Pacific Isl 0.76%
- Two or more races 0.57%
- American Indian/Alaska Native 0.38%



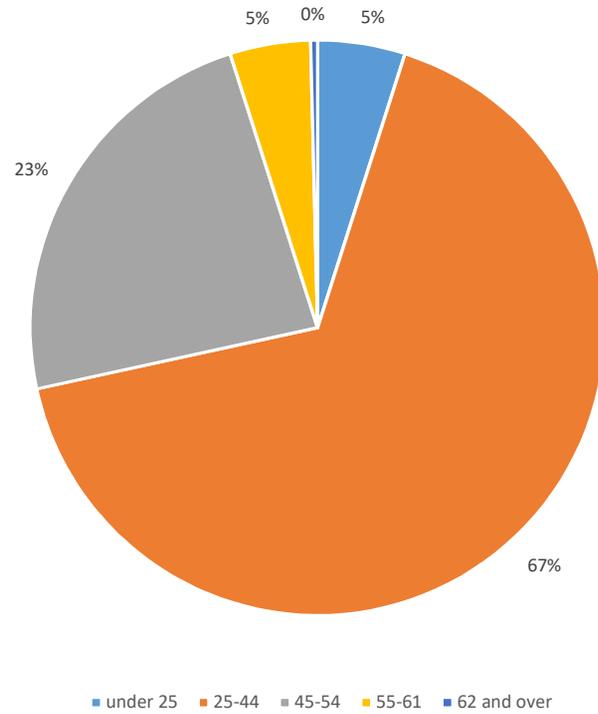
EMS Sworn Personnel Gender



■ Male ■ Female



EMS Sworn Personnel Age



EMS Diversity Challenges

- Currently hire only EMS certified personnel
- Industry-wide problem recognized by national associations
 - National Association of EMT created diversity scholarship last year
- [Demography of the National Emergency Medical Services Workforce: A Description of Those Providing Patient Care in the Prehospital Setting: Prehospital Emergency Care: Vol 25, No 2 \(tandfonline.com\)](#)
 - In 2017-2018, 101,363 EMS professionals recertified and 87,471 (86%) completed the profile; in 2018-2019, 106,893 EMS professionals recertified and 92,640 (87%) completed the profile. **Of the 142,751 EMS professionals who met inclusion criteria, the population was primarily male (76%) and age increased by certification level. By race/ethnicity, 85% were white, 5% were Hispanic/Latino, 5% were Black/African American, 2% were American Indian/Alaskan Native, 2% were Asian and 1% were Native Hawaiian/Pacific Islander.**
- [Females and Minority Racial/Ethnic Groups Remain Underrepresented in Emergency Medical Services: A Ten-Year Assessment, 2008-2017 - PubMed \(nih.gov\)](#)
 - **Conclusions:** The underrepresentation of females and minority racial/ethnic groups observed during this 10-year investigation of EMTs and paramedics earning initial certification suggests that EMS workforce diversity is unlikely to undergo substantial change in the near future. The representation gaps were larger and more stable among paramedics compared to EMTs and suggest an area where concerted efforts are needed to encourage students of diverse backgrounds to pursue EMS.



EMS Vacancy Staffing Plan

- Plan to address diversity and vacancies
 - Council-directed initiative
 - Final plan due end of April
- Create recruitment strategies to attract diverse certified personnel
 - Target communities of color
 - Identify industry conferences, trade shows, other opportunities for engagement
- Explore direct hiring from the community and provide EMT training
 - Local high schools
 - Community groups and associations

