



# THE REVIEW

Central Arizona Fire and Medical - 8603 E. Eastridge Dr., Prescott Valley, AZ 86314 – Sept 18, 2020

### This Edition:

The Chief's Desk ..... Page 2  
A united front: Coordinated efforts are essential during mass violence events .....Page 3  
Sexual Harassment Prevention Training Should Involve Real Conversations .....Page 3

“Someone asked me if I had plans for the fall. It took me a moment to realize they meant “autumn,” not the fall of civilization.

Just funny



Day one Engineer's Academy Display. Pictured in the middle are the two new Type 1's – Engines 61 and 58.

---

## The Chief's Desk

I was driving home from work one night this week and noticed a horse hanging out in a field. Not unusual where I live, but I do not normally see something like a horse standing inside a ring made out of nothing more than some moveable stands and a white fabric strip of something. The horse seemed to be standing there looking at the barrier thinking "well, I guess I'm stuck here." I don't know anything about horses, but I was struck by such a large animal yielding to such a flimsy barrier.

The sight of this made me think of several things. First, we can't even keep firefighters out of an area surrounded by yellow caution tape on a fire scene. Come on, you can admit it. To us yellow caution tape simply means duck under and keep going. In the last area I worked, we started using red hazard tape. Did it keep the firefighters from walking through? HA, absolutely not, however it did cause them to pause for a second to assess any potential hazards before moving forward.

Second, it caused me to ponder how often we yield to artificial barriers both in our own lives, and within organizations. On an emergency scene very little stops us, even when it's us that creates the barrier. However, when we are back in the station, at home, or in normal day to day situations seemingly minor barriers tend to stop us from moving forward. At times, we create our own barriers that we use as excuses as to why we have not or cannot accomplish something. For example:

**Me** -Why haven't you completed your degree?

**Answer** - Well, I have a family and don't have time.

**Me** - Are the kids at school during the day?

**Answer** - Yes

**Me** - Then can't you take on line classes while they're at school.

**Answer** - Insert next excuse here

The above is just one example, there are plenty more that each of us use on a regular basis to answer why we haven't accomplished one thing or another. You know what they say about excuses – they're like @\$\*&%!\$, everybody has one.

As an organization, there is little that has stopped our forward progress. Money is always a barrier to some of the things we'd like to accomplish, but generally speaking we tend to find ways to make things happen. This is where I would like to offer a compliment to all of you for your commitment to our community, organization, and to each other. Your drive, your initiative, and your thirst for progress is noticed by others outside of our organization. Continued on Page 4

### Upcoming Events:

Sept 21 – Zoom Meeting DHS

Rules, Zoom Meeting

Firefighter Cancer, CON

Prehearing – filed as

interveners with Prescott

Sept 22 – Morning meeting,

work with Tech and Staff on

Podcast Studio

Sept 23 – Meeting, another

meeting, practice AFCA

webinar

Sept 24 – AFCA annual meeting

via Zoom Webinar, Meeting

with Stifel and PSPRS

---

### Board Meetings:

September 28

CAFMA – 1700-1830

---

## **A united front: Coordinated efforts are essential during mass violence events**

By: Keith Padgett

The alarm comes in as a possible fight with injuries. You and your crew board your engine and respond as requested.

While en route, dispatch notifies you that they have now received several 911 calls reporting that there is a large crowd at the location, many are injured, and law enforcement has been dispatched as well.

As you approach the intersection of the alarm address, you see a massive group of people gathered and blocking the road. Law enforcement is arriving at the same time and begins to exit their vehicles and approach the group.

As you instruct your driver where to stage the engine, a young woman appears at your door with her boyfriend who is bleeding from a laceration to the side of his head. She is screaming for you to help them.

A loud noise draws your attention from the woman to the windshield of your engine that now has a crack in it from top to bottom. At the same instant, your driver yells that some guy just threw a brick at the truck. You hear the sirens of two private EMS transport units arriving behind you, and your mind races to decide what to do next.

While some may believe this sounds farfetched, I assure you that this scenario could play out for any fire and EMS agency, particularly as we face dynamic challenges involving disputes over coronavirus and, more recently, civil unrest.

[firerescue1](#)

---

## **Sexual Harassment Prevention Training Should Involve Real Conversations**

By: Kathy Gurchiek

Isaac E. Dixon was conducting training about sexual harassment for an all-male audience when he realized they were no longer paying attention. So the associate vice president for HR at Oregon's Portland State University gave them an assignment: Each man was to ask the women in his life if they had ever experienced sexual harassment and, if so, to tell their story.

The next day, many of the men wept as they shared the stories they'd heard.

"Several men talked about the anger they felt, but they also realized how their own behavior had fed into the culture that the women in their lives had to deal with," Dixon told SHRM Online in an e-mail.

As media attention and public outcry shine a spotlight on sexual harassment in the workplace, it's a lesson for employers scrambling to address the issue: Make sexual harassment education hit home.

So, are employers stepping up training? It depends on who you ask.

Only 10 percent of 1,512 adults working in the U.S. said their organizations added more anti-sexual harassment training or resources since senior leaders in multiple organizations were publicly accused of sexual harassment and the #MeToo and Time's Up movements started. Findings are from a Harris poll conducted in February and March.

Asked what their organizations have done in response to increased media and public attention on sexual harassment, most respondents (18 percent) said they were being reminded by their employer of existing sexual harassment training or resources.

[shrm.org](http://shrm.org)

---

## **Chief's Desk Continued**

This week Monday was day one of the Engineer's Academy. As a reminder, that program was spearheaded by Captain Kuykendall with assistance from others both inside and outside our organization. Tempe Fire Chief Greg Ruiz traveled from the valley to present the first section of the program. While sitting in the back of the room catching up, Chief Ruiz shared how impressed he was with our organization, the learning opportunities we've created and offered, as well as our focus on regionalization.

Chief Ruiz is someone who I respect greatly, and someone who is respected across the state. His compliment regarding what you all have accomplished is well deserved! He was not speaking just of the Engineer's Academy, he was complimenting all of the programs in which he's been able to participate as an instructor at CARTA.

Each time this organization has developed an academy or a training program we have had to work through barriers. Some very minor, and some larger. However, those barriers have never halted our forward progress. At times, those barriers have only fueled the fire so to speak and drove us to show what we can accomplish.

We are not and should not be an organization hamstrung by anything that would stand in the way of our forward momentum. Especially artificial barriers erected by others. When we run into an issue that requires legislative action, we dive in working with partners from throughout the state towards change. It may not be as fast as we'd like, but we eventually get where we need to be. If we run into a barrier because someone is in disagreement, we can usually negotiate a reasonable resolution that allows us to accomplish our goal. We rarely take no for an answer, and we are pretty good at the concept of adapt and overcome.

As an organization, I think we have been pretty successful. But what about you in your personal life? Are you allowing artificial barriers established by others to prevent you from accomplishing your goals? Or,

have you established your own artificial barriers that prevent you from accomplishing one thing or another?

If you recognize that you are your own barrier, then you have taken the first step towards recovery. Now take the second step and move in the direction you need to go – the mental barrier has been moved, now physically move forward. If it's someone else that has established your barriers, you have to ask yourself why. Maybe it is like the red caution tape we started using i.e. we need to get your attention so you proceed cautiously, or not at all. Evaluating the why is vitally important. If it is a barrier established by someone else because they do not want to succeed, you should probably decide if that is someone you need in your life. Sounds harsh, but why would someone want to hold you back from achievement? People in your life should support your efforts and celebrate your accomplishments not diminish them or work to keep you from achieving.

Artificial barriers exist all around us every day; it's how we respond to them that is important. You may upset someone by toppling what they've built to block your path, but that's okay. It's no secret that I have made a "few" people unhappy as I've challenged barriers they've erected in front CAFMA. If we do not challenge, if we do not do what's right, or if we do not push for progress, we are doing a disservice to everyone we serve.

Some barriers exist to protect us – that is true. However, that is not what I'm talking about this week. I'm talking about you as an individual or we as an organization striving to excel. If we do not push ourselves past our preconceived limits whether self-imposed or imposed by an outside force, we will never realize our true potential as an organization or as individuals. So, start moving things out of the way if you need, and press on.

I wanted to walk over to the horse and tell him to just push the barrier with his nose and he'd be free to roam the rest of the fenced property. Pretty sure that would have been trespassing so I opted to let him figure it out on his own. No dog would have allowed something like that to slow them down – just saying 😊