



## Director's Report to the Board of Forestry

715 P Street  
Sacramento, California

May 9-11, 2023



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## **Resource Management**

### **Forest Practice Program**

- The annual Forest Practice Enforcement training class for CAL FIRE Forest Practice Inspectors and Law Enforcement Officers is occurring this week in the City of Fort Bragg with field days at Jackson Demonstration State Forest.

The annual Basic Forest Practice training class for CAL FIRE and Review Team agency staff is scheduled for June 5-9, in Anderson with field days at Latour Demonstration State Forest.

### **Forest Practice Administration/Forest Practice GIS/CalTREES**

- External stakeholder and Review Team agency review of the Draft Timber Harvesting Plan Checklist required by Public Resources Code Section 4592.5 [AB 2889] is nearing completion. Once review and any editorial revisions are complete, the revised draft document will be elevated to CAL FIRE Executive review for final review and authorization.

### **Watershed Protection Program**

- 62% of the second round of post-fire salvage Emergency Notice sampling is complete, and access to monitoring sites has improved with changing weather conditions.
- Staff have completed a draft monitoring approach to the 1038(d) "Drought Mortality/Unmerchantable Sawlog on Substantially Damaged Timberland Exemption," and now are soliciting input on the draft protocols from other Review Team Agencies and Board staff.
- Staff continue to assist the Fire and Resource Assessment Program in the development and analysis of the Water Resources chapter for the upcoming statewide Assessment update.
- CAL FIRE provided a comment letter to the USFWS regarding the listing status determination for California Spotted Owl. The letter is posted to the Federal Register at: <https://www.regulations.gov/docket/FWS-R8-ES-2022-0166/comments>.
- On April 12, staff presented a well-attended webinar titled "Mitigating Potential Sediment Delivery from Post-Fire Salvage Logging", based on the recently published California Forestry Report No. 7.
- Staff finished installing acoustic instruments in treatment blocks at Jackson Demonstration State Forest for a bird and bat monitoring study.



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**Forest Practice Enforcement and Timber Operator Licensing (LTO)**

- The following tables summarize Enforcement and LTO Program activities since the last report:

Table 1: Forest Practice Civil Penalty Collection

Case Status	# of Cases	Amount Collected	Total Amount Due
Adjudicated	26	\$134,750	\$398,800
Default	63	\$305,700	\$1,083,580
Paid per CPO	20	\$168,000	\$168,000
Settled	105	\$875,455	\$914,505
<b>Totals</b>	<b>214</b>	<b>\$1,483,905</b>	<b>\$2,564,885</b>

Forest Practice Enforcement Program penalty collection from January 1, 2016, to present. Adjudicated are cases that were decided by hearing. The difference in Amount Collected and Total Amount Due indicates respondent is making payments or a judgement is needed. Penalties collected are deposited in the State's General Fund per (PRC§4601.1(d)).

Table 2: LTO License Status

Status	#
New Applications Rec'd	39
Renewal Applications Rec'd	21
New Licenses Issued	27
Licenses Renewed	20
Incomplete Applications Rec'd	9
Applications Returned	15
Refunds Issued	0
Insurance Certificates Rec'd	139
<b>Total Active Licenses</b>	<b>1,249</b>

Table 3: Active Civil Penalties Case Status

Status	# of Cases
Under Review	5
Developed for Signature	3
CPO Signed, Mailed, Served	22
Hearing(s) to be Scheduled	5
Settlement Mitigation	5
Payments	20
Probation	2
Judgement Needed/Granted	33
Default/Final Order	14
<b>Total</b>	<b>109</b>



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### **Resource Protection and Improvement Program**

#### **Urban and Community Forestry**

- The USDA Forest Service, through the Inflation Reduction Act, has awarded \$43,200,000 for Urban and Community Forestry in California. Funding will build staff capacity, improve statewide partnership programs administered by the Arbor Day Foundation and other organizations, and select sub-grants to serve disadvantaged communities.
- The Green Schoolyards grant request for proposals closes on April 28, 2023. To date more than 160 proposals have been received.
- CAL FIRE was selected to host two California Climate Fellows for an eleven-month term. The Fellows will create and implement an Urban Forestry Camp for the next generation. The Urban and Community Forestry Program will work closely with the Office of Diversity, Equity, and Inclusion/Equal Employment Opportunity to ensure Fellows and camp participants have a meaningful experience.

#### **Forest Entomology and Pathology**

- CAL FIRE staff members are bringing the Western International Forest Disease Work Conference to California this year. The conference will be June 5 – 9 in Rohnert Park with field tours looking at pitch canker disease, sudden oak death disease, wildfires and pests and Mediterranean oak borer complex in different parts of Sonoma County.
- Staff will be providing training on forest insect and disease recognition and management along with the US Forest Service. 5 trainings are being planned for 2023 to make up for the lack of trainings during COVID. Trainings are to be held in May in San Bernardino and Redding, June in Susanville, and two trainings in October in Redding. Trainings are open to CAL FIRE and USFS foresters and environmental scientists with any unfilled spaces available to industry, consulting foresters, or other agency personnel.
- A new bacterial disease of blue oaks has been identified in the Hollister area. Other potential sites for the bacterium have been found in places as far apart as Castaic in Los Angeles County and Cameron Park in El Dorado County indicating the disease may be widespread. *Rahnella victoriana* has been shown to be associated with the disease called Acute Oak Decline of common oak in England and a cause of eucalyptus mortality in Iran. The exact role of the bacterium is still not fully understood.



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### Forest Biometrics

- The follow-up Request for Proposals for the Forest Inventory Analysis (FIA) Temporal Intensification Project resulted in several additional bids. The program is working through the review process with Business Services.

### Demonstration State Forests

#### • *Jackson*

- Senior Environmental Scientist Roberta Lim and Biologist Michael Baker from Sacramento HQ set up acoustic monitoring equipment within the Greenhouse Gas Fire Fuels Mitigation treatment areas the week of April 10. Forestry Assistant II Edwin Diaz helped to facilitate their work. This equipment will record bird calls and bat sounds before and after mastication treatments and prescribed burning treatments. Information on changes in bird and bat use of the treated areas can be garnered through this acoustic monitoring.
- Cal Poly Humboldt forestry students visited the forest on Saturday, April 22, for a tour centered on re-establishment of large, late-seral forests.
- Also on Saturday, April 22, CAL FIRE in partnership with the Department of Fish and Wildlife (CDFW), Trout Unlimited, and UC Cooperative Extension provided a public juvenile salmon survey tour. Participants observed CDFW's three monitoring stations and discuss salmon life cycles, habitat restoration, and populations.
- Sustainable forestry operations have re-started on the Red Tail THP and are expected to continue through the end of July. These operations support the first experimental designation of Potential Elder Trees (PETs) on JDSF.

#### • *LaTour*

- Snow fell on the forest from March 28 through March 30 adding 30 inches of new snow to the previous base of 110 inches. This created the maximum snow depth of this winter season of 140.5 inches. Warm days above freezing have helped with the snow melt and the snow depth is 106 inches at the end of the reporting period.
- Forest manager Jason Poburko assisted with the UC Cooperative Extension Forestry Program's Forestry Stewardship Workshop in Weaverville, on April 1. Topics included mapping, inventory, getting professional help, and cost-share opportunities.



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### • ***Soquel***

- The forest remains temporarily closed (since January 3, 2023), with additional damage and new landslides from March storms with wind and rain.
- Representatives from CGS, CDFW, and CAL FIRE Forest Practice visited the Forest on April 6 to survey conditions and develop recommendations for repairs to forest roads, crossings, and streambank sites. These designs will be used in the scope of work for emergency contracting. Forest Staff continue to work with CGS on finalizing designs for emergency road repairs.
- The weather station located at the lower helipad recorded 81.9" of rain since July 1, 2022. Weather data is available to the public at: [Soquel Demonstration State Forest Weather Website \(westernweathergroup.com\)](https://www.westernweathergroup.com).
- The Santa Cruz Mountain Trail Stewards published an article on their website [Meet the Maker: Drew Perkins, Designer of Flow Trail \(santacruztrails.org\)](https://santacruztrails.org) about the history and construction of the Flow Trail.
- Forest Manager Angela Bernheisel coordinated with VIA Magazine (AAA's travel magazine) for their upcoming article "The Top Mountain Bike Trail Centers in the West" that will feature SDSF and the Flow Trail in the Santa Cruz portion of the article.

### **Prescribed Fire and Environmental Protection**

#### **Prescribed Fire**

- The SB 926 pilot program to establish a prescribed fire burn boss claims fund is close to accepting applicants for enrollment into the program.
- The new program will be used for increasing the use of prescribed and cultural burning. California's Strategic Plan for Expanding the Use of Beneficial Fire sets a target of deploying beneficial fire on 400,000 acres annually by 2025. Beneficial fire is used by practitioners to restore habitats, maintain cultural practices, and reduce the risk of catastrophic fire.
- One of the primary obstacles to increasing two of these essential types of fire use (prescribed and cultural) in California is the difficulty for practitioners to obtain adequate liability coverage.



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- The pilot claims fund program will provide liability from damage claims from prescribed and cultural fire projects from a certified burn boss or equivalent. Each project will have up to \$2,000,000 in coverage. More information will be available when the program becomes active. Look for an announcement soon.

### **Vegetation Management Program**

- The California Vegetation Treatment Program Environmental Impact Report (CalVTP) continues to be used. Currently, CAL FIRE has 8 VTPs in the Northern Region and 6 VTPs in the Southern Region. There is a total of 40 VTPs listed on the [Board of Forestry and Fire Protection website from all lead agencies](#).
- There are currently 104 Chaparral Management Plans (VMPs) that are open for CAL FIRE.

### **Environmental Protection**

- Nothing new to report.

### **Tribal Affairs/Cultural Resources**

#### **Tribal Affairs**

- The Tribal Water Summit took place on April 11-13, at the New Natural Resources Building, 715 P Street Sacramento CA 95838. The Summit convened Tribal, State, and Federal leaders to discuss water issues and strategies towards watershed resilience of California's sacred waters. This Summit helped inform State water policy and advance issues of equity, access and incorporation of Tribal Ecological Knowledge in the California Water Plan Update 2023.

#### **Cultural Resources**

- The CAL FIRE Certified Archaeological Surveyor Refresher course was conducted at the Gaia, in Anderson on April 25 and 26.

### **Wildfire Resilience**

#### **Reforestation Services Program**

##### **Seed Bank**

- The L.A. Moran Reforestation Center will host an open house open to all parties, from 9am-12pm on Wednesday, May 17. For more information and to RSVP please visit the program web page. [Reforestation Services Page](#).

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- Completed seven seed orders from six Seed Zones with total weight of 47.07 lbs. valued at \$8,490.55.
- Completed the first Assessment of Need for seeds for private forest lands in California. Available here: [Seed Needs Assessment 2023](#).
- Staff have finalized Cone Camp 2023, a series of three 2-day trainings on cone monitoring across the state. The camp is organized by CAL FIRE, US Forest Service Region 5, and American Forests. Each training will have a classroom session on the first day, and a field session the second day. Cone Camp sessions are planned for the following dates at the following locations:
  - Southern Sierra: Mountain Home Demonstration State Forest, May 31-June 1
  - Northern Sierra: Georgetown, June 14-15
  - North State: Mt. Shasta, June 28-29

### **Nursery**

- Staff will complete the distribution of 194,600 seedlings for planting by the end of April 2023.
- Completed sowing of 279,928 seedlings (gross production) to produce the net seedling production of 234,410 by the end of the calendar year.

### **California Forest Improvement Program (CFIP)**

- CAL FIRE released \$2.087 million in CFIP grant funds for the March 1 batch. The May 1 batch will be released after review is completed.
- The program is continuing to release \$2-3 million in grants every two months.

### **Forest Legacy Program (FLP)**

- The Trinity Timberlands project has been awarded \$3 million in federal funds by the US Forest Service. CAL FIRE will hold the resulting conservation easement.
- Plans are being finalized to offer a Forest Legacy Grant solicitation in early summer of 2023 with \$9.25 million, plus a new opportunity for applicants to request due diligence funding only. This new funding is provided by the US Forest Service and allows applicants to request funding that would be used solely for the purpose of making potential projects ready for an application.
- The project selection process for the Federal Forest Legacy Program (Fiscal Year 25) was released. CAL FIRE is accepting applications to the federal program for the upcoming Federal Forest Legacy grant solicitation.

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**Climate and Energy Program**

**Wood Products & Bioenergy**

- On March 24, attended event at the Big Creek Ecological Reserve hosted by the grantee, Chico State, to discuss their prescribed fire and forest projects.
- The Business and Workforce Development Grant solicitation closed on March 31, and received a record number of applications in this cycle. See the table below with summary data.

Project Type	# of Applications Received	Total \$ Requested	Total \$ available	Subscription Rate
Business- Transportation Subsidy	8	\$ 36,768,600.50	\$ 5,000,000	735%
Business Development	36	\$ 24,520,884.61	\$ 8,110,000	466%
Business - R&D	8	\$ 3,229,002.15		
Workforce Development	8	\$ 10,032,053.27		
<b>Total</b>	<b>60</b>	<b>\$ 74,550,540.53</b>	<b>\$ 13,110,000</b>	<b>569%</b>

**Forest Health**

- Tribal Wildfire Resilience application review continues. Step 2 presentations are scheduled for May with CAL FIRE Tribal Liaison Len Nielson and CNRA Assistant Secretary for Tribal Affairs Geneva Thompson.
- Forest Health grant solicitation awards for Fiscal Year 2022-2023 were announced on Monday, April 24. A total of 27 grant projects were awarded, including 17 Forest Health projects and 10 Post-Fire Reforestation and Regeneration projects. Please see the [CAL FIRE Press Release](#) and [Forest Health Award List](#) for additional information.

**Climate Change**

- The California Air Resources Board released its California Climate Investments [Annual Report](#) on April 17, highlighting the impact of CCI funding. The report included profiles of four Forest Health projects in [Humboldt](#), [Mariposa](#), [San Diego](#), and [Siskiyou](#) Counties.









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- Completed our coordination of the annual Military Helicopter Manager (MHEM) training April 19-23. A total of 11 aircraft from three states, 13 aircrews, 25 MHEM and 10 Call When Needed Manager (HCWN) Trainees participated in the course.
- Hollister Helitack Base received their initial Night Vision Goggle training week of April 24 and will be working towards completing their minimum flight training hours for qualification in the following weeks.
- Battalion Chief Pete York is now official on the Interagency Fire Unmanned UAS (IFUAS) Subcommittee, Aerial Ignition Working Group.

### **Mobile Equipment Program**

- 50 pickups have arrived of at least 300 that will be delivered directly to Davis and more than 120 cab & chassis are beginning to arrive at body vendors. These are part of the 630 assets from 22/23 BCP's.
- We have received over 30% of dozers purchased since the last contract was established for a total of 35.
- 135 engines are on order and being delivered. These are separate from the 630 previously mentioned.
- New safety features are being incorporated into our fire engines and Emergency Crew Transports such as 360-degree cameras, seats designed to provide specific protection in the event of a rollover and Stabil Trak which adjusts the vehicle dynamics based on its actions.
- Supply chain issues have prompted requests for appropriation extensions or reappropriation due to Purchase Order cancellations and or delays in delivery times.

## **Cooperative Fire Protection**

### **Local Government Program**

- The 2023 series of four Local Government workshops were completed on April 20, in the Madera-Mariposa-Merced Unit. This year 82 employees attended.
- The Borrego Springs Fire Protection District blanketing of 14 employees was approved on the April 13, State Personnel Board meeting. The decision was approved unanimously.



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- The Local Government program attended two guided tours at the CAL FIRE Training Center (CTC). Each separate tour included two members of the Napa County Board of Supervisors, members of CAL FIRE Local 2881, and CAL FIRE employees from various programs.

### **State/Federal Programs**

- FEMA Declaration DR-4863 is currently being worked on with FEMA to have all CAL FIRE facility damage entered the FEMA Portal.
- DR-4610 (Dixie Complex) and DR-4619 (Caldor) final project completion reports have been submitted to CAL FIRE for review.
- California Cooperative Wildland Fire Management and Stafford Act Response Agreement" (CFMA) rewrite committee met on March 13 and 14. Subgroups reported on potential updates and changes to the recitals and exhibits. CFMA Committee is in a holding pattern until USFS has direction on what format they will follow for the agreement document.
- State Fire Assistance Grant provided through the USFS has been given an additional \$108,350 for a total of \$508,350.
- An agreement between CAL FIRE and CalOES Fire and Rescue has been completed and sent to CalOES Fire and Rescue for signature. This agreement will allow CAL FIRE to use CalOES Fire and Rescue fire engines for training at its training facilities.
- Talks between CAL FIRE Aviation and the Colorado Division of Fire Prevention and Control (CDPS). CDPS is starting its Fire hawk helicopter program and would like to have the ability to shadow CAL FIRE.

### **Camps and Crews Program**

- The current statewide strength of Type I Hand Crews is 94 of the 231 funded. This includes 58 California Department of Corrections and Rehabilitation (CDCR) crews staffed out of a total of 152 funded, 24 California Conservation Corps (CCC) Crews staffed out of 32 funded, 3 of the 34 funded CAL FIRE Firefighter I Crews, and 9 of the funded 13 California National Guard Crews.
- The current CDCR inmate crew strength is 868 inmates out of the allocated 2584, leaving the Conservation Camp Program with a shortage of 1716 inmates. The total CDCR Camp population is at 50% with a crew capacity of 34%.



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- All of CAL FIRE's hand crews are in the process of the annual Readiness Exercise drills. These exercises are the determining factor in becoming a Type I hand crew. Once the hand crews gain their Type I status, they will be available for statewide response.

### **Safety/EMS Program**

- The EMS Program continues to work on a standard scope of practice for our EMTs statewide. CHP will be joining CAL FIRE in working to obtain this goal. The recent appointment of a new CHP Commissioner has them focused on new EMS goals that align us in making changes to Title 22.
- The San Bernadino Unit (BDU) is adding the ability to use Epi-pens as a Basic Life Support skill thanks to a joint effort between the Unit and the EMS Program. BDU is the only agency in the county approved the Inland Counties EMS Agency that can use this skill.
- The Safety Program is working with Mystery Ranch to address a potential warranty issue with their web gear. The issue is related to the ease of removing the fire shelter from the pack.
- The new HFEO helmets have been distributed to the field. These new helmets will provide head protection in the event of a bulldozer rollover.
- The Safety and Statewide Training Program are working to schedule two classes covering the new Cal/OSHA structural PPE cleaning and maintenance requirements adopted from National Fire Protection Association (NFPA) 1851. The sections of the Cal/OSHA regulation that this class covers will be effective on January 1, 2024.
- The new 1700 Handbook policies that incorporate the changes brought on by Cal/OSHA's adoption of NFPA standards for PPE selection, care, and maintenance have been posted.
- A Safety Communication on the 2023 Radio Frequency Changes has been released to coincide with the 2023 radio load release. There are significant changes to CDF Air to Ground and CDF Tactical Net naming and numbering conventions. It is imperative that everyone receives these programming updates.
- The Safety Program continues to work with Cal/OSHA on the development of a wildland firefighter respirator. Field studies with UCLA and LA County Fire are tentatively scheduled for June. CAL FIRE will hold a second field study burn with UCLA after the one in LA. Other federal safety agencies like NIOSH are getting involved which is expanding the complexity of the project.



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### Statewide Training Program

- Working through the hiring process filling vacant positions.
- Transitioned Joint Apprenticeship Committee (JAC) over to Statewide Training during the CAL JAC Conference in Palm Desert the week of April 17.

### Academy Training Program

- The 11-week Heavy Fire Equipment Operator Academy course was approved on March 14, 2023, along with updates to the 4000 Training Handbook Exhibits: 4021 Employee Development Guides for the Heavy Fire Equipment Operator classification and 4039 Position Development Guide for Heavy Equipment Boss.
- The 11-week Heavy Fire Equipment Operator Academy (HFEOA) began on Monday, March 27, 2023, with 13 students. They will graduate on Friday, June 9.
- The Training Center has received the initial 9 of 10 dozer complements to be used for the HFEOA course. These will be made available to the local units during the remainder of the year.
- Training Center North in Redding, located at Shasta College will open with a Firefighter Academy (4-week) on Monday, May 8.

## Office of the State Fire Marshal

### Wildfire Mitigation Advisory Committee

- Met on April 18, where the Committee received an update from the Division, as well as presentations by CAL FIRE on the development of the 2024 Strategic Plan and Rancho Mission Viejo with a presentation on wildfire safety measures for today's master planned communities.
  - Next meeting will be held on May 16 both in person and virtually via Zoom.
  - These meetings are held on the third Tuesday of every month from 1 – 3pm.
  - For information on this monthly meeting, visit our website at:  
<https://osfm.fire.ca.gov/boards-committees/wildfire-mitigation-advisory-committee/>



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### **Wildfire Risk Reduction**

#### **Wildfire Preparedness Defensible Space (D Space)**

- Hosting Defensible Space /Damage Inspection (DSI/DINS) training in San Luis Obispo the week of April 24.
- Presenting at Realtors group in Fresno for Defensible Space.
- Continuing to build the Defensible Space Qualified Entity training plan. Looking to schedule the first qualified entity class in May or June.
- Attending a DSI Class in El Dorado County for their Fire Safe Council.
- Working on the qualified entity assessment tool
- Adding to D Space website's self-survey for fire safe landscaping.
- Working on new pamphlets for Forestry Technician, Forestry Aid and Forestry Assistant.

#### **Home Hardening (HH)**

- Teaching HH for the DSI Class in Los Osos.
- Working on updating the Home Hardening self-assessment application.
- Working on scheduling the next WUI Fire Safety Building Standards Compliance Training meeting.

#### **Burn Permits**

- Public outreach started April 17 for the May 1 kickoff, including a news release and a social media campaign.
- All existing permit holders will receive an email reminding them to renew their burn permit on May 1 each year.

#### **Utility Wildfire Mitigation**

- Participated in the CPUC Joint Investor-Owned Utility (IOU) PSPS post season workshop on April 19. The IOUs presented on last year's PSPS events, lessons learned, any improvements in forecasting, notifications, communications, and interactions between PSPS and Fast trip.
- April 20, staff met with Subject Matter Expert meetings with Energy Safety. The idea is to get together and discuss in small groups subject specific material of Wildfire Mitigation Plans (WMPs).



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- Working on the completion of PUC326 workshop presentation for next week's 2-day public workshop on recommendations for utility wildfire regulations.
- Received input/feedback from State Agencies (PUC, OEIS) and IOUs (PGE, SCE, SDGE) on drafted Powerline Fire Prevention Field Guide, need to circulate with USFS and then ready to be routed for approval.

### **Wildfire Planning and Statistics**

#### **Pre-Fire Plan (Fire Plan)**

- Fire Hazard Severity Zone (FHSZ) public comment period closed April 4, 2023. Currently reviewing over 1000 public comments received.
- Working with Communications and other programs on the development of a standardized success story program to highlight successful outcomes on incidents related to fuel reduction and other fire prevention activities.
- Developing a Community Wildfire Protection Plan (CWPP) tool kit and updated website to assist local jurisdictions and community organizations with CWPP development.

#### **California Incident Data & Statistics Program**

- Started Unit/Region review of the 2022 Redbook using a new Dashboard for 2022 SRA fires.

#### **Wildland Fuels Reduction Reporting**

- CalMAPPER Imagery Contract moving forward. Pilot test capturing monthly 3-meter imagery of vegetation management project activities to help verify activity areas, provide transparency to the public, and provide data for monitoring.
- New contract in place to continue the development of CalMAPPER mobile.

### **Community Wildfire Mitigation Assistance**

#### **Land Use Planning**

- Continued support for the FHSZ LRA map roll-out process.
- Staff taught a DINS course this April 20 & 21 in Los Osos with 40 students.

#### **Subdivision Review (SDR)**

- Staff continue surveys throughout the state finished in Santa Barbara last week.





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### **Firewise**

- Assistance throughout the state with new applications continues.
- Currently 671 communities in good standing.
- 13 new applications awaiting approval.

### **Fire Safe Regulations**

- Hosted a Fire Safe Regulations “Strategic Ridgelines” informational training on April 27.
- FSR Statewide continues work on developing training and support to local Units.
- Local Planner Training courses continue.

### **Wildfire Prevention (WP) Grants**

- FY 22-23 WP Grants applications currently undergoing Local Unit and Region Review.
- Received nearly 250 applications totaling approximately \$400 million.
- Local Unit Review will be completed by April 28.
- Headquarters core group review of applications will be completed in late May.
- FY 22-23 WP Grants executive review projected for early June.
- FY 22-23 Grant Awards to be announced in early July.

## **Equal Employment Opportunity (EEO)/ Diversity, Equity and Inclusion Program (DEI)**

### **CAL FIRE + LinkedIn**

- In collaboration with Workforce Planning and Recruitment, the DEI program is in the process of developing and submitting content to be posted on the CAL FIRE + LinkedIn Career Page; with the objective to build upon and promote CAL FIRE’s mission and DEI initiatives and providing an additional resource for the dissemination of our resources and career opportunities.



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### **Partnership Equity Coordinators**

- The DEI program is partnering with the CNRA Environmental Justice program in recognizing and celebrating Asian American and Pacific Islander Heritage (AAIP) month in May. A Career Panel Discussion is set for May 3 with more information to follow on how to participate and join in on the discussion and additional events scheduled throughout the month.
- CAL FIRE has been selected to host the 2023-24 California Climate Action Corps. Led by California Volunteers and implemented by Bay Area Community Resources, this 11-month program is dedicated to advancing climate actions that engage community members, cultivate change, and leave a lasting impact. Fellows will gain meaningful professional experience with the opportunity to shadow CAL FIRE's DEI program. We are excited to work with RPI and upcoming Fellows in sharing on our DEI initiatives, resources, and career opportunities throughout CAL FIRE.

### **UAC Ad Hoc: Class M Uniform Line**

- The Diversity Equity and Inclusion (DEI) Program, in partnership with the CAL FIRE Uniform Advisory Committee Ad Hoc working group, has been approved to move forward with a "Class M" optional wear uniform line for expecting persons. A CAL FIRE approved vendor has been selected to produce a tailored uniform (shirt and pant) that resembles "Class B" uniforms in structure and color. The material used will not contain DuPont, Kevlar, or Nomex fibers. Class M uniforms will be used for non-emergency, light duty assignments only. In addition, language will be added to the 1500 Issuance Handbook to include guidelines for obtaining and wearing "Class M" uniforms.

### **UAC: 1500 Handbook – Gender Language**

- The DEI Program has recommended that standard gender-neutral language be included in the 1502 Handbook, under the 'Uniformed Employee' section. To align with Government mandated equity action plan and provide more inclusive options for uniformed staff, the DEI program has submitted proposed gender-neutral language to address the outdated labels used through vendor purchasing, which include "male/female" options. Proposed language is pending approval.

















