

2025 EMPLOYEE SURVEY RESULTS

93.8%

FEEL PROUD TO WORK AT FIREHOUSE

87.5%

SAY FIREHOUSE IS COMMITTED TO
CREATING AN INCLUSIVE WORKPLACE

87.5%

FEEL THEY CAN BRING THEIR
AUTHENTIC SELF TO WORK

93.8%

FEEL VALUED FOR UNIQUE
PERSPECTIVES AND CONTRIBUTIONS

100%

AGREE PEOPLE FROM DIFFERENT
BACKGROUNDS COLLABORATE
EFFECTIVELY

WHAT WE'RE DOING WELL

ADDITIONAL FOCUSES IN 2026

WELCOMING AND FRIENDLY
WORKPLACE ATMOSPHERE

MORE AGENCY-WIDE PARTICIPATION
IN 2025 VS PREVIOUS

EDUCATIONAL & FUNDRAISING
OPPORTUNITIES ARE VALUABLE

NEW TRAINING COURSES FOR
MANAGERS

NEW AUDIT PROCESS FOR AGENCY
POLICIES TO ENSURE INCLUSIVITY

CONTINUED FOCUS ON FUNDRAISING
AND COMMUNITY INVOLVEMENT
INITIATIVES

2025 RECRUITING REPORT

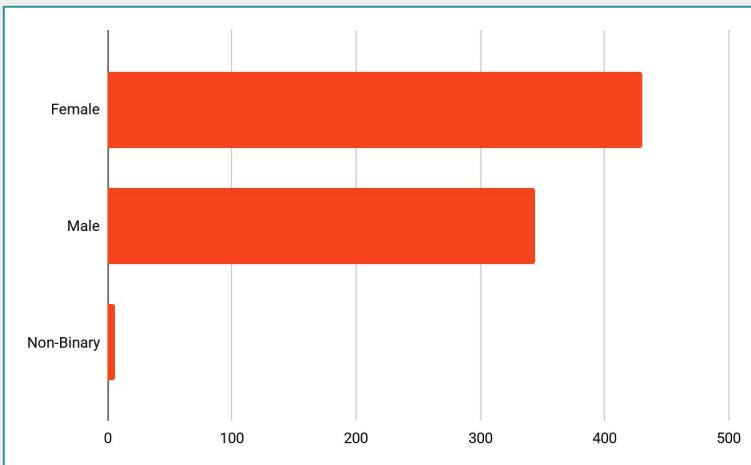
733 CANDIDATES CONSIDERED



19 CANDIDATES INTERVIEWED

99%

CANDIDATES SOURCED VIA LINKEDIN
(remaining provided via recruiters)



25%

Female candidates out-number male candidates by 25%.



The shift comes mainly from female Black (+21) and Hispanic (+16) applicants.

Caucasian candidates continue to hold the largest representation.

Black and Hispanic candidate representation improved vs. 2024.

Asian candidate representation held steady.

