

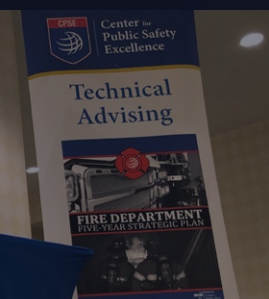


Center for  
Public Safety  
Excellence®

# CPSE 2022 Annual Report

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## Resiliency and Reinvention





**Center for Public Safety Excellence, Inc.**

4501 Singer Court, Suite 180

Chantilly, VA 20151

703-691-4620

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



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## Dear Colleagues,

It is my honor as CPSE's President to be writing the introductory letter for our 2022 Annual Report. As I begin my first year as President, I am grateful and inspired by the tremendous work of our staff, volunteers, and governance members.

2022 is full of remarkable moments – from achieving 300 CFAI accredited agencies and having our highest Excellence Conference attendance, to launching our sixth CPC designation, Public Information Officer (PIO) and being invited by the US Fire Administrator to participate in the inaugural USFA Summit. I am especially proud of CPSE taking our first steps on our Diversity, Equity, and Inclusion journey by establishing our DEI Values Statement and Principles and Framework for Inclusive Dialogue and developing 15 recommendations for further action.

At the end of 2020, we adopted our current strategic plan with six areas of focus (Greater and Broader Engagement and Collaboration; Diversity, Equity, and Inclusion; Meaningful Brand Awareness; Robust Digital Strategy; Launching a Center of Innovation; and Development of a Multi-Step Path to Accreditation). In 2021, we researched our stakeholder needs and developed recommendations. In 2022, we approved an ambitious reinvestment plan to implement the recommendations. In this report, you will read about the numerous initiatives we completed in 2022 to address those areas of focus.

In early 2022, we welcomed Thomas Breyer to the CPSE Board and bid farewell to Jim Brinkley. At the end of 2022, Terry Ford and Tom Harmer stepped down from the board. Thank you to Jim, Terry, and Tom for their tremendous contribution to CPSE.

Jeff Pomeranz is a known and respected member of the CPSE Community having served for almost twenty years with the organization between his time on CFAI and the CPSE Board. For the last two years, he has led the Board as President through some unpredictable but truly innovative times. I am so grateful to Jeff for his many contributions to CPSE and the faith he has placed in me as the new President.

As we kickoff 2023, we are joined by three new Board Members: Derek Bergsten, CFO, CEMSO, CTO, PIO, Alec Oughton, CFO, and Melissa Stevenson Diaz. They join an existing group of board members committed to governance excellence and CPSE's core values: Progressive Leadership, Outcomes, and Continuous Improvement.

I wish to convey my appreciation as President to the leadership and staff of CPSE for their abilities, dedication, and professionalism. And to the hundreds of men and women that contribute their time and talents to CPSE, it is through their commitment to continuously improving the fire and emergency service that CPSE succeeds.

I hope you enjoy reading this annual report, and until we can meet again in person, stay safe.

### **Mary Cameli, CFO**

CPSE Board President

## Board of Directors

### **Mary Cameli, CFO**

Fire Chief, Mesa Fire and Medical Department  
President, Director-at-large

### **Reginald Freeman, CFO**

Fire Chief, Oakland Fire Department  
Vice President, Director at-large

### **Darin Atteberry**

Market President, Elevations Credit Union  
Treasurer, City Manager Representative

### **Derek Bergsten, CFO, CEMSO, CTO, PIO**

Fire Chief, Poudre Fire Authority  
Director, Fire Chief Representative

### **Thomas Breyer**

Assistant to the General President, IAFF  
Director, IAFF Representative

### **Melissa Stevenson Diaz**

City Manager, City of Redwood  
Director, City Manager Representative

### **Sara Jahnke**

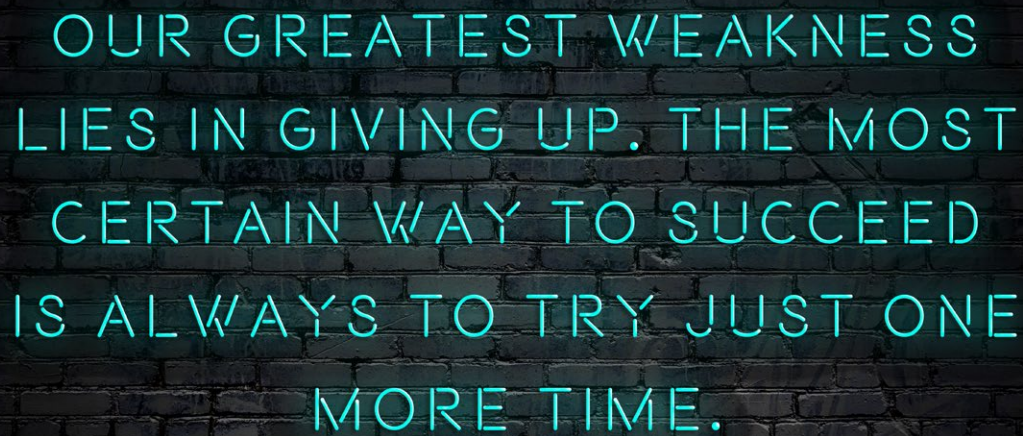
Director and Senior Scientist, NDRI-USA  
Director-at-large

### **Ben May**

Ret. Dir. of Global Business and Alliances, Walt Disney Co.  
Director-at-large

### **Alec Oughton, CFO**

Fire Chief, Henrico County Division of Fire  
Director, Fire Chief Representative



OUR GREATEST WEAKNESS  
LIES IN GIVING UP. THE MOST  
CERTAIN WAY TO SUCCEED  
IS ALWAYS TO TRY JUST ONE  
MORE TIME.

## Message from the CPSE Staff

Thomas Jefferson noted, "Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time." This past year has certainly been one of giving it just one more try.

This was the year of the next normal, finding that the in-person and virtual worlds could be molded together to achieve high level experiences, conversations, and training.

One of the highlights of 2022 was the return to an in-person Excellence Conference. We all enjoyed the networking opportunities and seeing not only familiar faces but many new ones too.

We continued to see expansion within CPSE as the number of accredited agencies reached 300 for the first time and a sixth designation was developed – Public Information Officer (PIO).

Whether in our office in Chantilly, from our homes throughout the country, at consortium meetings, or at conferences, the CPSE team remains dedicated to our mission of leading the fire and emergency service to excellence. We had so many great opportunities to work with our global agencies, designees, and partners on collaboratively improving the health, safety, and wellness outcomes in all communities.

As we walk into 2023, we and you will again be challenged to make a difference in our communities. You will need to step out of your comfort zone to make a difference. But remember a comment made by Harriet Tubman, "Life begins at the end of your comfort zone."

Thank you and be safe!

**Chris, Cynde, Debbie, Karl, Katie, Mike, Preet**



# Commission on Fire Accreditation International

## Accredited Agencies by the Numbers

**301** Accredited Agencies

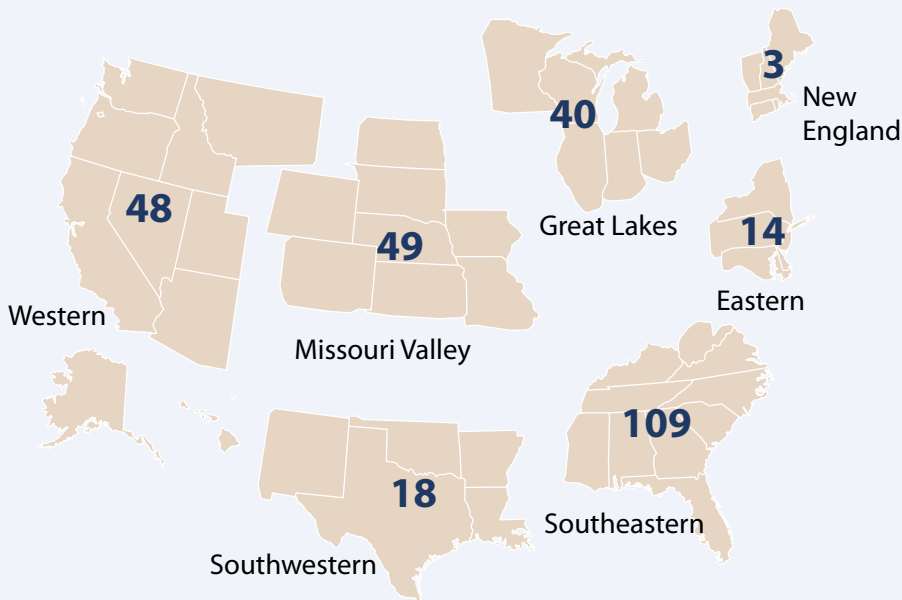
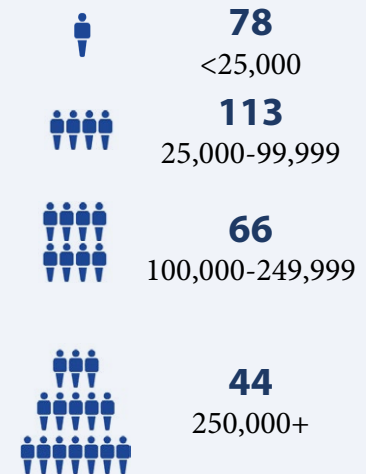
**194** Career **72** DoD **30** Combination **2** Volunteer **3** Industrial



### Percent Protected by a CFAI-Accredited Agency

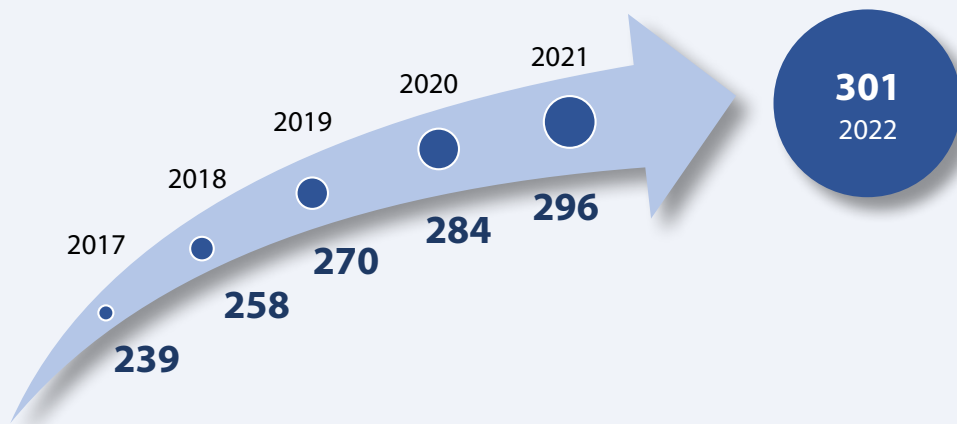
**18%** Canadian Population  
**12%** U.S. Population

### Population Protected by Agency



### Department of Defense





CFAI Chair Steve Dirksen, CFO, shared that in 2022, the Commission on Fire Accreditation International® (CFAI) saw a return to more normal operations. The Commission held two in-person hearings for the year with a few agencies still choosing to appear before the Commission virtually. In total, 53 new and renewing agencies appeared before CFAI. CFAI peer assessors continued to volunteer and conducted site visits in person and hybrid. Worldwide, 301 agencies held accredited status with CFAI at the end of 2022. In April 2022, we celebrated reaching 300 accredited agencies for the first time.

In 2022, CFAI said goodbye to two members, Commission Vice-Chair Jesse Lightle and Commissioner Thomas Breyer. Commissioner Lightle served on the Commission for two years representing the International City/County Management Association (ICMA) as a City Manager. Jesse is taking on a new role as Senior Vice President and Chief of Staff for Sinclair Community College. Commissioner Breyer represented labor as a member of the International Association of Fire Fighters (IAFF). Thomas served for three years and has moved to the CPSE Board of Directors.

Replacing the two outgoings, the Commission welcomed Chief Otto Huber, CFO from the Loveland-Symmes Fire Department in Ohio and

Robert McClintock from the IAFF. Chief Huber represents fire agencies serving populations of 25,000 to 99,999. Mr. McClintock represents labor and is the Director of Fire and EMS Operations at the IAFF.

Last year, CFAI Program Director Karl Ristow announced his intention to retire in March 2023. The Commission is thankful for all the work that Karl has led CFAI through over the past 10 years. We wish Karl well in his retirement but are confident we will see him around CPSE helping in other capacities. Following a national search, Jim White, CFO, was selected to fill the position of CFAI Program Manager. Welcome aboard Jim, we look forward to working with you.

One of the goals of the CPSE Strategic plan was to identify/consider a multi-step path towards accreditation. As an outcome of this goal, a working group was formed in 2022 to design a certificate program centered around the Community Risk Assessment/Standards of Cover (CRA/SOC). The commission approved the program for beta testing and is scheduled to start in early 2023. Stand by for further news.

I am grateful to have served as the Chair of CFAI for the past year. I want to thank my fellow commissioners, the team leaders, peer assessors, technical reviewers, and the CPSE staff for all their effort and support over the past year. I look forward to 2023 and what is in store.

## CFAI Commissioners

### Chair, Steve Dirksen, CFO

Fire Chief, Fargo Fire Department  
100,000-249,999 Representative

### Vice Chair, Bradley Arnold

County Administrator, Sumter County  
ICMA Representative

### John Butler, CFO, CEMSO, CTO, FM

Fire Chief, Fairfax County Fire and Rescue Department  
>250,000 Representative

### Steve Dongworth, CFO

Fire Chief, Calgary Fire Department  
International Representative

### Ken Holland

Senior Emergency Service Specialist, NFPA  
Consensus Standards Representative

### Otto Huber, CFO

Fire Chief, Loveland-Symmes Fire Department  
25,000-99,999 Representative

### Salvator Izzo

Senior Risk Control/Fire Protection Engineer, ISO  
Insurance Industry

### James Keating, CFO

Fire Chief, Red, White, and Blue Fire Protection District  
<25,000 Representative

### Robert McClintock

IAFF  
Labor Representative

### Gregg Moriguchi

Fire Chief, Navy Region Hawaii  
Department of Defense Representative





# Commission on Fire Professional Credentialing

## Credentialed Officers by the Numbers

3,034 Credentialed Officers



1,750



667



231



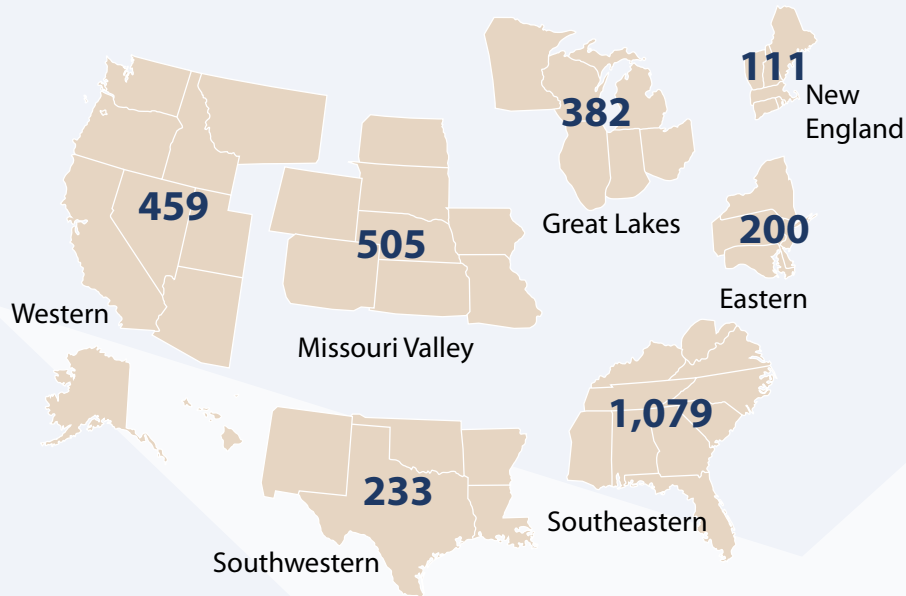
170



199



17



Department of Defense



102



52



9



10

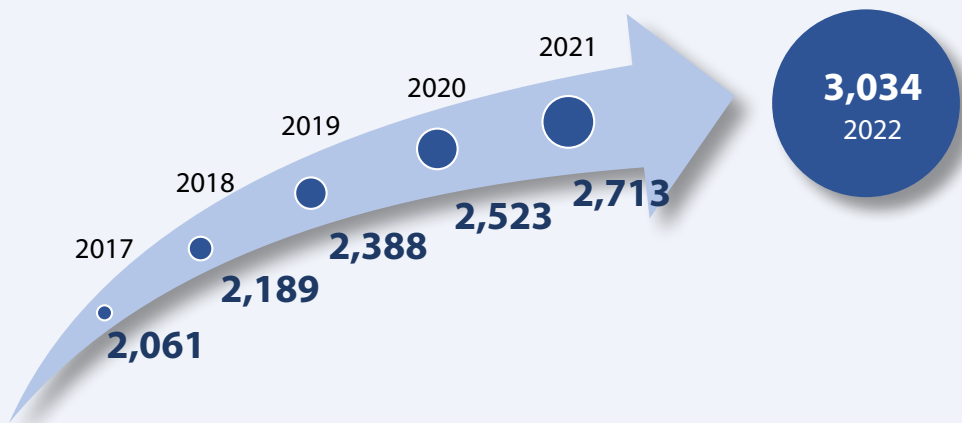


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The Commission on Professional Credentialing® (CPC) was very active in 2022 in designating fire, emergency medical services, and training officers, and in creating and implementing the new Public Information Officer (PIO) designation. CPC Chair Toni Washington, CFO, commenting on the CPC's 2022 activities noted that: "The Commission on Professional Credentialing continues to be the leader for progressive credentialing processes and is committed to enhancing the profession by promoting goal-oriented reflection and continuous professional development. The growth in the CPC's portfolio this year was significant. In 2022, the CPC saw a record-breaking total number of credentialed officers totaling 3,034, an increase of more than 11 percent over 2021. Additionally, the technical competency update project for all five designations was completed in June 2022. This project included review of existing competencies, and the inclusion of new competencies across existing designations."

### The Public Information Officer Designation

This designation provides recognition of the importance of PIOs as a part of both emergency and daily operations in communicating valuable information to the public.

It was developed following a request from the National Information Officers Association.

Following eight months of focused development and beta testing, CPC launched the PIO designation in November 2022. This credential is available to individuals who are

employed as public information officers for governmental or quasi-governmental entities or are volunteers for a federal, state, local or tribal government agency.

A cross functional team worked behind the scenes to bring the new credential to fruition. Members of the team included CPSE staff, a project manager, CPC commissioners, new and existing volunteers serving as peer reviewers, and a dedicated 13-member technical working group. This group consisted of public information experts and fire service professionals from the United States, Canada, and the United Kingdom.

### Technical Competencies Update Project

In March 2021, CPC kicked off a yearlong review and update of the technical competencies for each of its five designations. The goal of this effort was to ensure the technical competencies matched the current and future expectations for fire and emergency service leaders.

The highly collaborative process for reviewing the technical competencies involved numerous opportunities for input and feedback. 17 organizations participated in an industry stakeholder meeting, 29 fire and emergency service volunteers developed the updates, based on 979 survey responses from current designees.

The first ten technical competencies for CFO, CEMSO, CTO, and FM are now identical and three new technical competencies were added to

application: Data and Technology; Diversity, Equity, and Inclusion; Wellness and Behavioral Health.

Looking ahead a seventh designation is on the horizon. The CPSE Board of Directors recently granted CPC approval to begin working on the Fire Analyst designation. The project is set to begin late 2023. The CPC is looking forward to continued growth in 2023 for both existing and new professional credentials.

### CPC Commissioners

#### Chair, Toni B. Washington, CFO

Fire Chief  
Decatur Fire Rescue Department  
Diversity Representative

#### Alexander C. Henderson, Ph.D., CTO Vice Chair

Associate Professor  
Marist College, School Of Management  
Academic Representative

#### Todd Canale, CFO

Fire Chief  
Davis-Monthan Air Force Base Emergency Services  
Department Of Defense Representative

#### Brandon Fletcher, CFO, CTO

Fire Chief  
Gilt Edge Fire Department  
Volunteer Departments Representative

#### William Hyde, CFO, CEMSO

Deputy Chief  
Rogers Fire Department  
Emergency Medical Services Representative

#### Thomas Maloney, CFO, FM

Deputy Chief/Fire Marshal  
Marysville Fire District  
Fire Prevention Representative

#### Ashley McDonald, PIO

FLEETCOR Technologies  
Public Information Officer Representative

#### Hezedeane Smith, Ph.D., CFO, CEMSO

Director, Fire Rescue Services  
Polk County Fire Rescue  
Career Departments Representative

#### Grant Tinker, FO

Captain  
Colorado Springs Fire Department  
Fire Officer Representative

#### Matthew Vinci, CTO

Fire Chief  
Vashon Island Fire Rescue  
Labor Representative

# Volunteers

The 2022 accomplishments of CPSE, CFAI, and CPC would not have been possible without the time and talents of our volunteers. Whether conducting a site visit, reviewing a designation portfolio, providing subject matter expertise to a CPSE project, or leading a consortium, the work of CPSE would not be possible without our volunteers. Thank you for all you do for continuing to support our mission of leading the fire and emergency service to excellence through the continuous quality improvement process of accreditation, credentialing, and education.



**305**

Peer Reviewers



**1,092**

Applications



**1,595**

Review Hours



**541**

Peer Assessors



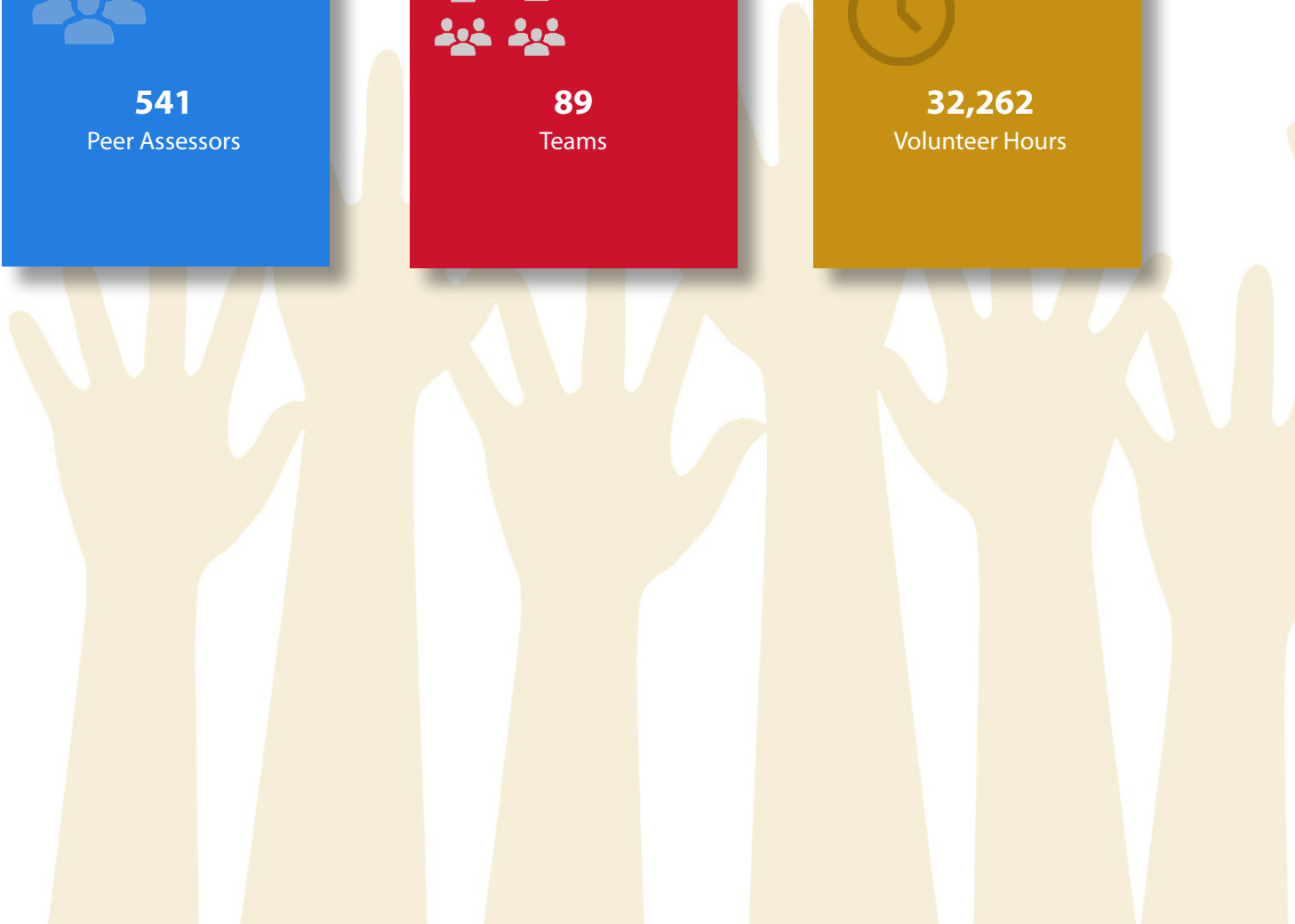
**89**

Teams



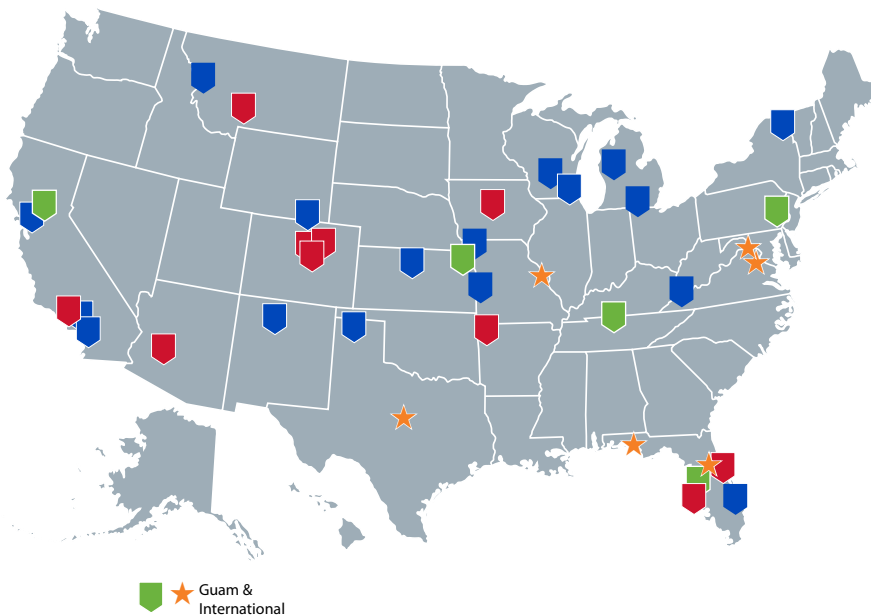
**32,262**

Volunteer Hours



# Technical Advisor Program

TAP provided service to new and returning agencies. In addition, we saw many current clients add more TAP projects on in their pursuit of excellence. TAP was also able to embrace continuous improvement by working to improve deliveries of current facilitations, plus work on the design of potential new, future facilitations. The TAP team remained focused on quality and excellence allowing TAP to become part of the agency's team.



## Community-Driven Strategic Planning (CDSP) (18)

Abington Township, PA  
Amarillo, TX  
Bernalillo County, NM  
Costa Mesa, CA  
Euclid, OH  
Hutchinson, KS  
Lansing, MI  
Lemont, IL  
Lee's Summit, MO  
Missoula Rural, MT  
Palm Beach County, FL  
Pinecroft Sedgefield Fire District, NC  
Poudre Fire Authority, CO  
Sonoma Valley Fire Rescue, CA  
South Burlington, VT  
Springfield, MO  
St. Charles, IL  
Valley Center FPD, CA

## Community Risk Assessment/Standards of Cover (CRA/SOC) (10)

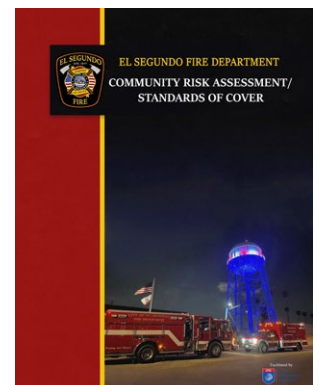
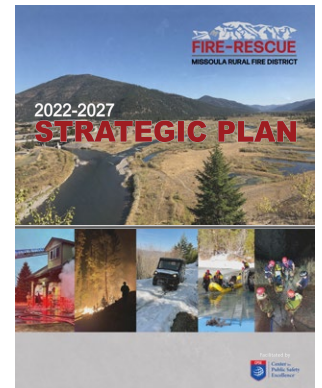
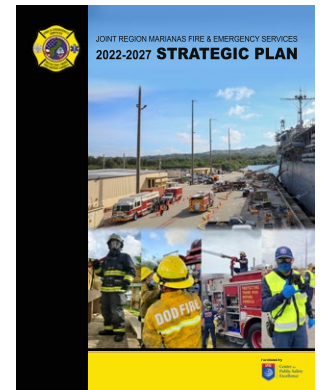
Adams County, CO  
Bozeman, MT  
Buckeye, AZ  
Cape Coral, FL  
Des Moines, IA  
El Segundo, CA  
Louisville Fire District, CO  
Ponce Inlet, FL  
Siloam Springs, AR  
South Adams County, CO

## CRA/SOC and CDSP (5)

Hendersonville, TN  
Joint Region Marianas FES, Guam  
Lawrence, KS  
Oakland, CA  
Sarasota County, FL

## Total Self-Assessment (TSA) (7)

Alexandria, VA  
Fire Rescue Victoria, Australia  
Georgetown, TX  
National Institutes of Health, MD  
Ocean City-Wright Fire Control District, FL  
Rock Community FPD, MO  
Seminole County, FL

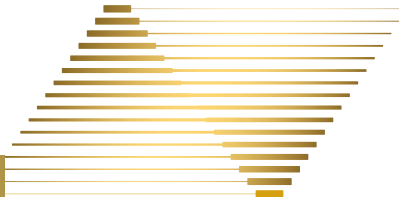






# 2022 EXCELLENCE CONFERENCE

RESILIENCY & REINVENTION



Following our virtual conference in 2021, we were so excited to be back in-person. To showcase how the CPSE community responded to the uncertainties of the 18 months prior to conference, the theme was appropriately titled – **Resiliency and Reinvention**.

In addition to setting an attendance record of over 700, we also celebrated CPSE's 25<sup>th</sup> anniversary. To commemorate this milestone, all attendees received a special 25<sup>th</sup> anniversary challenge coin.

The conference saw a record number of 345 people attending for the first time. A welcome reception was held for them the evening prior to opening session. It gave everyone an opportunity to network and help them get familiar with the CPSE community

of agencies and officers.

During opening session, it was an honor to have the U.S. Fire Administrator Dr. Lori Moore-Merrell give the keynote presentation. Dr. Moore-Merrell has a long history with CPSE having served as a commissioner on the CFAI for nine years and as a Director on the CPSE Board of Directors for eight years.

One of the core tenets of CPSE's mission is education, and the Excellence Conference provides just that opportunity. With a revamped schedule, the Excellence Conference provided an opportunity to attend over 80 education sessions in five different tracks: Accreditation, Credentialing, Leadership, Resiliency, and Reinvention.

In addition, networking is always a key part of every Excellence Conference. While there were so many great education sessions, the opportunity to talk with others from across the globe and exchange ideas is really what makes the in-person conference such an invaluable experience.

We want to give a huge thank you to the 20 sponsors and exhibitors of the Excellence Conference. Attendees were able to spend time in the exhibit hall on Tuesday and Wednesday to speak with industry-relevant companies and learn more about what they have to offer through their cutting-edge services and products.



566

Registered  
Attendees



29

Volunteer  
Leaders



68

Speakers



7

Staff



12

Other



682

Total  
Attendees



87

Education  
Sessions



20

Exhibitors

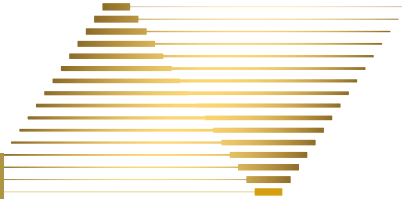






# 2022 EXCELLENCE CONFERENCE

RESILIENCY & REINVENTION



CPSE @CtrPubSafExc · Mar 22

What a difference a day makes... #CPSE2022EC





# Awards

During the opening session of the 2022 CPSE Excellence Conference we recognized one agency and three individuals for their commitment to excellence.



The City of Riverside, California Fire Department received the Randy R. Bruegman Agency Innovation Award for their COVID-19 Decontamination Response.



The Randy R. Bruegman Agency Innovation Award is presented to an agency that is internationally accredited by the Commission on Fire Accreditation International (CFAI) and has worked collaboratively within their agency and community to innovate a practice leading to improved outcomes that could serve as a model for the greater fire and emergency service. **The City of Riverside, California Fire Department** was selected to receive this award for their COVID-19 Decontamination Response.

In the early days of COVID-19, in 2020, Riverside was faced with the same problem as cities across the nation – how to decontaminate offices and work areas that had been occupied by workers that tested positive for COVID-19. Initially, one employee's workspace was cleaned by a private vendor at a cost of \$40,000, but this was clearly an unsustainable solution.

The fire department's hazardous materials team identified an alternative using a combination of a decontamination solution that is used for chemical, biological, radiation and nuclear (CBRN) incidents and ultraviolet lights. The initial startup cost was approximately \$3,700, and the department's hazmat team was able to clean all 14 fire stations as well as City Hall, saving the city millions of dollars.

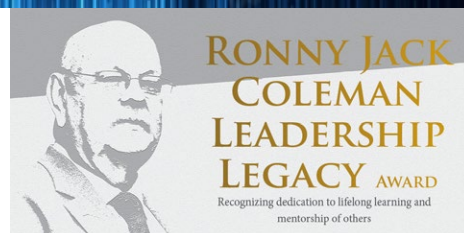


The recipient of the 2022 CPSE Ray Picard Award was Senior Management Analyst **Norma Jean Valdez** with



**the Los Alamos County (NM) Fire Department**, a CFAI Accredited Agency. This award recognizes an individual who has shown

superior leadership skills and provided outstanding contributions to the Commission on Fire Accreditation International (CFAI). Ms. Valdez has been involved with accreditation since the beginning, when Los Alamos was selected as a beta site for the accreditation process. According to one of her colleagues, she has since been continually a part of the department's accreditation, having "vision, dedication, heart, balance, determination, and the desire for continuous improvement to keep LACFD's accreditation quest alive and striving, always being the one to carry that torch towards success." Ms. Valdez serves as a champion of the accreditation process, both in New Mexico and beyond, and exemplifies the spirit of Ray Picard in receiving this award.



The Ronny Jack Coleman Leadership Legacy Award recognizes an individual who holds a designation through the Commission on Professional Credentialing (CPC) and has exhibited superior leadership and actions that have elevated the Fire and Emergency Service profession through mentoring, teaching, advocating, and sharing outstanding contributions. **Deputy Chief Jeff Lucas, CFO, FM**, was this year's award recipient. As a **Deputy Chief with Fort Lauderdale (FL) Fire-Rescue**, a CFAI Accredited Agency, he has served as a mentor for several of his



officers within the department who are seeking credentialing through CPSE. He has given his time to help them prepare and review their applications

on their paths to designation and has encouraged a process of self-assessment to bring out the qualities of achievements in others.

Outside of his department, he has served as a champion for professional development and provides mentoring for personnel seeking CPSE designation. He serves as a CPC Peer Reviewer and a CFAI Peer Assessor.





### The Cliff Jones Ambassador Award

recognizes an individual who goes above and beyond in their support of accreditation, credentialing, and CPSE as a whole.

This year's recipient is **Fire Chief Scott Kujawa, CFO, CTO, from Washington Township Fire Department, Dayton, Ohio**, a CFAI-accredited department.

Having earned his Fire Officer (FO) designation in 2015 and then his Chief Fire Officer (CFO) designation in 2016, Chief Kujawa has embraced the credentialing process by having more designated officers in his department than any other department in the state of Ohio.

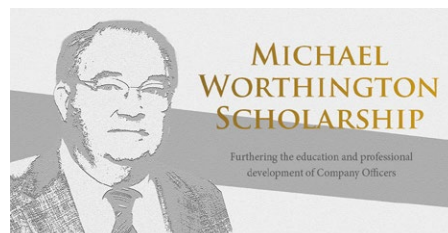


Within the past several years, Chief Kujawa has encouraged other departments around the county to follow the CPC philosophy because he understands the value it brings to the department and ultimately the community.

Chief Kujawa is an active member of the Ohio, Michigan, Indiana, and Kentucky Consortium. He has provided professional development for others beyond his own agency through mentoring as an advocate for the credentialing and accreditation process. He continues to serve as a CPC peer reviewer and a CFAI peer assessor.

## Michael Worthington Scholarship

CPSE created the Michael Worthington Scholarship in honor of past Board Member, Michael Worthington. As Mike exemplified continuous improvement and encouraged others to constantly grow and improve, we have committed to awarding up to five scholarships annually to active fire/EMS members serving at the Company Officer level.



Congratulations to the 2022 Michael Worthington Scholarship recipients:



**Landon A. Churchill,**  
Lieutenant, Colorado River Fire Rescue,  
Rifle, CO



**Bradley A. French,**  
Captain, Dayton Fire Department,  
Dayton, OH



**Bassel B. Ibrahim,**  
Lieutenant, Orlando Fire Department,  
Orlando, FL



**Justin K. Champion,**  
Captain, Williston Fire Department,  
Williston, ND



**Timothy P. Carroll,**  
Captain, Peterson Fire & Emergency Services,  
Colorado Springs, CO



## CPSE University

This year saw a full return to in-person for the 3-day Quality Improvement for the Fire and Emergency Services workshop with deliveries in North America and abroad. Locations included:

- Perrysburg, OH
- Seminole County, FL
- Henrico, VA
- San Marcos, CA
- Grand Junction, CO
- Covington, GA
- CNRSW, San Diego, CA
- Anderson AFB, Guam
- Cary, NC
- Miramar, FL
- Ft. Worth, TX
- Ramstein, Germany
- Bowling Green, KY
- USAF Academy, CO
- Westover FES, MA
- Orland Park, IL
- Peoria, AZ
- Fort Collins, CO
- Fairfax City, VA
- North Vancouver, BC, Canada
- DLA Richmond, VA

- Myrtle Beach, SC
- Parris Island, SC
- Greensboro, NC
- Mandeville, LA
- NAS Jacksonville, FL

The CPSE University Resource Library continues to be an excellent resource for agencies seeking accreditation and individuals looking to become designated. In 2022 we saw over 30,000 views.

Our education  
content  
reached more  
than 30,000  
people.



### Live in-person education

29 Deliveries  
713 Attendees

### Live virtual education

5 Deliveries  
179 Attendees

### On demand educational content accessed – 30,262





# Consortiums

While the year started out with many of the consortiums hosting virtual meetings, they quickly moved to hybrid and in-person. The CPSE staff was excited to be able to hit the road once again and visit these groups in-person.

When it wasn't possible to travel, at least one CPSE staff member joined each meeting to provide corporate updates and learn firsthand the benefits agencies and individuals gain from accreditation and credentialing as well as some of the challenges they face.

As you can see the consortiums were quite active during 2022.

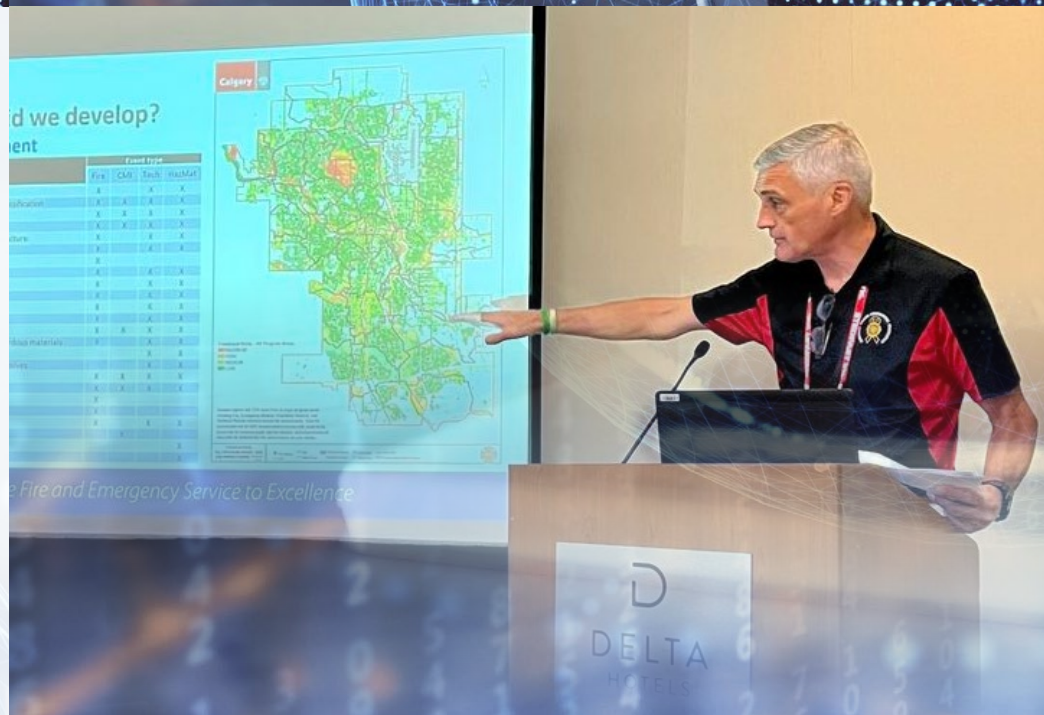


Event	Date	Format
NW Accreditation/ Credentialing Consortium	1/10/2022	Virtual
DoD Consortium	1/18/2022	Virtual
Nevada Consortium	1/24/2022	Virtual
HOA Consortium	2/10/2022	Virtual
Great Lakes Consortium	2/15/2022	Virtual
MIO Consortium	2/15/2022	Hybrid
VA Consortium	2/25/2022	Hybrid
SC Consortium	4/6/2022	Hybrid
TN Consortium	4/7/2022	In-person
Canadian Consortium	4/11/2022	Virtual
NW Accreditation/ Credentialing Consortium	4/12/2022	Virtual
Nevada Consortium	4/28/2022	Virtual
MI-OH-IN Consortium	4/28/2022	Hybrid
Iowa Consortium	4/29/2022	Virtual
Canadian Consortium	6/14/2022	Virtual
California Consortium	7/8/2022	In-person
NW Accreditation/ Credentialing Consortium	7/11/2022	Virtual
Nevada Consortium	7/13/2022	Virtual
Arizona Consortium	7/14/2022	Hybrid
VA Consortium	7/19/2022	Hybrid
Rocky Mountain Consortium	7/22/2022	Hybrid

Event	Date	Format
North Carolina	8/10/2022	Hybrid
Texas Consortium	8/23/2022	Hybrid
Rocky Mountain Consortium	8/26/2022	Hybrid
Georgia Consortium	9/8/2022	Hybrid
Canadian Consortium	9/14/2022	Virtual
Florida Consortium	9/20/2022	Hybrid
MI-OH-IN-KY Consortium	9/28/2022	Hybrid
NW Accreditation/ Credentialing Consortium	10/10/2022	Virtual
DOD Consortium	10/17/2022	Virtual
Nevada Consortium	10/18/2022	Virtual
Rocky Mountain Consortium	10/18/2022	Hybrid
Arizona Consortium	10/27/2022	Virtual
South Carolina	10/27/2022	Hybrid
North Carolina	11/9/2022	Hybrid
MI-OH-IN-KY Consortium	11/9/2022	Hybrid
HOA Consortium	11/15/2022	In-person
Iowa Consortium	11/17/2022	Virtual
Georgia Consortium	12/1/2022	Hybrid
Florida Consortium	12/7/2022	Virtual
Virginia Consortium	12/13/2022	Virtual



## External Presentations



Chief Steve Dongworth, CFO, Presenting at CAFC

This year brought the return to in-person events and the opportunity for CPSE to present at numerous meetings and conferences. This provided a great opportunity for CPSE to network and share information about the programs and services we offer.

Event	Date	Location
IAFC CRR Conference	5/25/2022	Toronto, ON, Canada
NFFF Innovation in Safety Summit	6/29/2022	Philadelphia, PA
ESRI Safety and Security Summit	7/10/2022	San Diego, CA
AFCA/AFDA Fire & EMS Leadership Conference	7/13/2022	Glendale, AZ
Data Analyst Meeting FRI	8/22/2022	San Antonio, TX
Fire Rescue Canada	9/12/2022	Ottawa, AB
IAFC Tech Summit International	10/18/2022	Irving, TX

In addition, CPSE participated in the following events throughout the year, ISFSI Instructor Development Conference, Congressional Fire Services Institute Symposium, Metro Fire Chiefs Conference, International City/County Management Association Conference, the National Firefighter Life Safety Summit, and the Women in Fire International Summit.

CPSE was honored to be invited to participate in the first-ever US Fire Administrator's Summit on Fire Prevention and Control.



### AFCA/AFDA Fire & EMS Leadership Conference 2021

Presented By: BlueCross BlueShield of Arizona





# 2022 Engagement



CPSE @CtrPubSafExc · Dec 15, 2022

There are now 3,034 CPC-designated officers! CFO 1,750 / FO 667 / FM 231 / CEMSO 170 / CTO 199 / PIO 17. See the list of names at [cpse.org](https://cpse.org) under "Credentialing." Congratulations, everyone!

THE COMMISSION ON PROFESSIONAL CREDENTIALING

CFO	FO	FM	CEMSO	CTO	PIO
1750	667	231	170	199	17

254 1 7

Center for Public Safety Excellence

13,828 followers  
11mo ·

Holger Durre (CFO-2017) has been named as the new Fire Chief for Prescott, Arizona. Congratulations! <https://lnkd.in/g3JT8qVe>

166 27 comments · 3 reposts

Like Comment

Organic impressions: 6,719 Impressions Show stats

Center for Public Safety Excellence

Published by Hootsuite · April 12 ·

Excited to announce that we have reached 300 CFAI Accredited Agencies for the first time in CPSE history! Learn more about #CFAI300 at <https://www.cpse.org/cfai300>

CPSE CFAI Accredits the 300th Agency #CFAI300

[www.cpse.org/cfai300](https://www.cpse.org/cfai300)

4,645 People reached 269 Engagements - Distribution score Boost post

24 2 Comments 17 Shares

Center for Public Safety Excellence

Published by Hootsuite · June 1 ·

The CPSE Commission on Professional Credentialing announces Chief Toni Washington, CFO, City of Decatur Fire Department (GA) has been named Chair. Congratulations! <https://www.cpse.org>

Chief Toni Washington named Chair of the Commission on Professional Credentialing

Chief Toni Washington, CFO City of Decatur Fire Department

[www.cpse.org](https://www.cpse.org)

579 People reached 54 Engagements - Distribution score Boost post

17 2 Comments 2 Shares

# 2021-2023 Strategic Plan

## Development

In December 2020, the CPSE board, commission leadership, and senior staff met virtually to develop a new strategic plan. The group identified six areas of focus and four operational tenets to effectively embody our mission and achieve our vision.

## Execution






In early 2021, to bring the strategic plan to life, a board member and senior staff member were assigned to each area of focus. Board and staff collaborated to develop a success narrative for each area of focus. They then established action teams comprising representative members of the CPSE community (commissioners, peer assessors, peer reviewers, instructors, consortium coordinators, agency heads, accreditation managers, and designees).

## Implementation

In 2022, we embarked on an ambitious reinvestment plan comprising five initiative areas. Those initiative areas saw us complete 8 projects in 2022 and beginning 11 others that will continue into 2023. For each of the projects we developed detailed project plans and timelines and, where applicable, engaged project managers and members of the CPSE community. One of the largest and most impactful projects begun in 2022 and continuing into 2023 is CPSE's Diversity, Equity, and Inclusion Action Plan outlined on pages 21.

Area of Focus	Success Narrative
 MEANINGFUL BRAND AWARENESS	Grow and retain CFAI agencies and CPC officers at higher levels through increased industry perception.
 DIVERSITY, EQUITY, AND INCLUSION	Integrate diversity, equity, and inclusion (DEI) throughout CPSE's governance, operations, and programs leading to a sustainable culture of enhanced DEI within CPSE and the greater fire and emergency service.
 ROBUST DIGITAL STRATEGY	Use IT innovatively rather than merely to achieve organizational vision, mission, and other strategic areas of focus.
 CENTER OF INNOVATION	Launch a Center for Innovation to address an industry-wide gap in evidence-based decision making that will highlight solutions developed by our accredited agencies/credentialed officers to improve health, wellness, and safety outcomes and serve as a catalyst for innovation in the industry.
 GREATER AND BROADER ENGAGEMENT AND COLLABORATION	Growth in partnerships and collaboration leading to programmatic growth in Accreditation, Credentialing, TAP, and Excellence Conference.
 MULTI-STEP PATH TO ACCREDITATION	Develop pathways to accreditation that address agency painpoints and provide for interaction and recognition. Ensure pathways aid departments to become accredited more easily. Grow the overall number of agencies engaged with CFAI thus achieving our vision of improving community outcomes.

## CPSE's Diversity, Equity, and Inclusion Action Plan

	Education Initiatives
	Content Initiatives
	Communication and Outreach Initiatives
	Technology Initiatives
	People Initiatives



# CPSE Diversity, Equity, and Inclusion Journey

As part of CPSE's current strategic plan, Diversity, Equity, and Inclusion (DEI) was identified as a key area of focus. 17 recommendations were developed by the DEI Action Team. We focused on outlining our DEI principles and values and developing rights and responsibilities of inclusive dialogue within CPSE in 2022.

## DEI Values Statement

CPSE embraces the many dimensions of diversity and is committed to the identities represented within the fire and emergency service. We promote and support authenticity for colleagues to feel welcome, inspired, and comfortable. CPSE is committed to advancing accessibility, geographic, and demographic representation throughout the profession and promoting equitable opportunities by career track, rank, and education within the fire and emergency service. We are committed to preserving equity in the credentialing and accreditation processes while creating new pathways for access. We will create inclusive environments, model transparency, stand against bias and discrimination, while growing a culture of respect, belonging, and psychological safety.

## DEI Principles

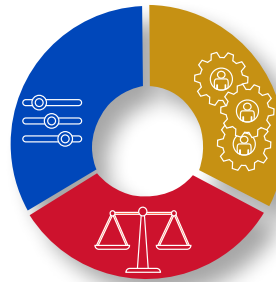
CPSE commitment promotes the advancement of these key principles for ***diversity, equity, and inclusion***.

### Diversity

We believe diversity is an integral experience that includes diverse expertise, experiences, and perspectives. This is expressed in many forms, including, and not limited to culture, career, race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, region, national origin, religion, age, disability, political perspective, and veteran status. We strive for ongoing education, learning, and self-awareness.

### Equity

Access to CPSE programs and resources to advance in a fire and emergency services career are achievable. We are dedicated to working actively to remove any bias while mitigating barriers to access. We acknowledge that inequity exists and commit to challenge the power imbalances and engage in ongoing conversations that explore solutions to removing such barriers through our governance, programs,



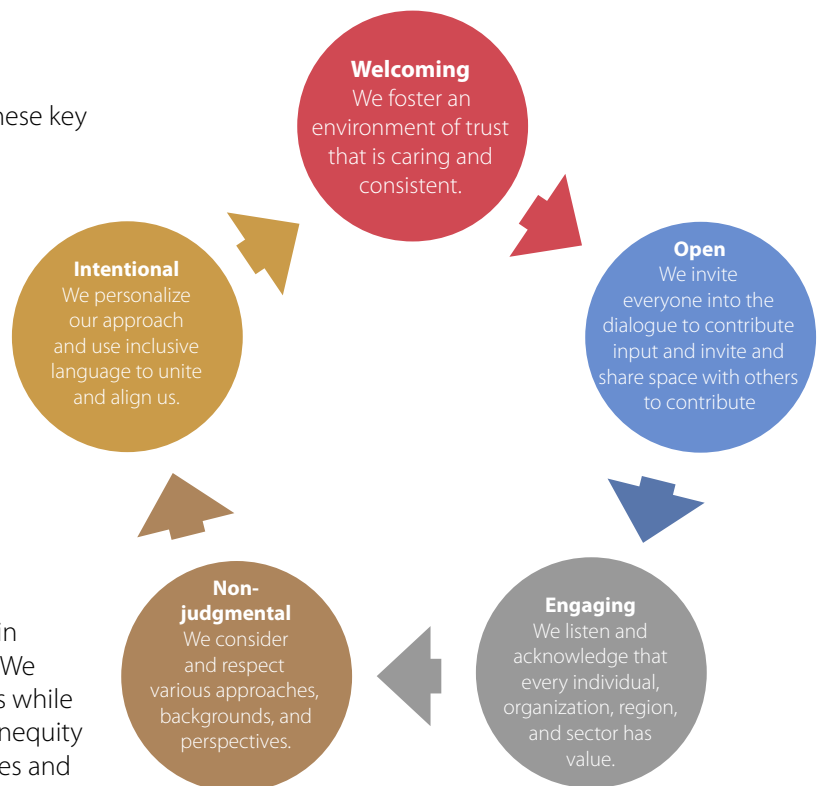
and operations. We intend to utilize reliable data and information to impact our decisions.

## Inclusion

We aim to create an environment where people feel connected and valued for sharing all of their experiences. Allowing for connections that are individually, regionally, nationally, and internationally supported and enhancing the involvement of those underrepresented across the profession is essential.

## Framework for Inclusive Dialogue

Throughout 2023, we will address the remaining 15 recommendations which focus on action, elevating people, education, partnerships, and engagement.





## Trademark and Copyright



**CPSE has taken steps to protect its intellectual property by obtaining copyrights through the United States Copyright Office and trademarks/ service marks through the United States Patent and Trademark Office.**

The following trademark/service marks are available to accredited agencies and/or designated officers who wish to display the program logos. In order

to do so they must sign a Limited Use Agreement with CPSE.

An entity or individual not affiliated with CPSE, may not use the CPSE trademarked logos for commercial purposes.





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