



# ANNUAL REPORT

2024



[DNV.ORG/FIREANNUALREPORT](https://dnv.org/fireannualreport)



The District of North Vancouver respectfully acknowledges the original peoples of these lands and waters, specifically the səliłwətaʔ (Tsleil-Waututh), Sk̓wxwú7mesh Úxwumixw (Squamish), and xʷməθkʷəy̓əm (Musqueam), on whose unceded ancestral lands the District of North Vancouver is located. We value the opportunity to learn, share, and serve our community on these unceded lands.



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*Thank you to Silvester Law and Pat Bell for contributing many photos that appear in this report.*





District of North Vancouver Fire & Rescue Services (DNVFRS) provides our community with essential emergency response, public education, and support services.

We are committed to protecting life, reducing property loss due to fire, and promoting public safety through community education and outreach campaigns.

This report is a concise summary of our work and achievements in 2024.

## A WELCOME FROM FIRE CHIEF MIKE DANKS

We are pleased to present the District of North Vancouver Fire and Rescue Services (DNVFRS) 2024 Annual Report—a reflection of a year shaped by progress, innovation, and the deep sense of dedication that defines our team. Our shared culture of professionalism, compassion, and resilience is at the heart of everything we do. Our staff—exceptionally skilled and committed individuals—continue to be the foundation of our success. Their passion for service, constant pursuit of excellence, and incredible teamwork ensure that we remain at the forefront of emergency services in North America.

Throughout 2024, we worked closely with our regional partners—including DNV staff, neighbouring fire departments, BC Ambulance Service, Metro Vancouver Watershed Fire Protection & Parks, North Vancouver RCMP, North Shore Rescue, BC Wildfire Service, and Royal Canadian Marine Search and Rescue—to further strengthen coordination and interoperability. These collaborations improve communication, streamline response efforts, and ensure that those calling 911 receive timely and compassionate assistance. Ongoing coordination with our partner fire departments helped streamline operations and shorten response times for emergencies across the North Shore.

A significant 2024 milestone was completing the Maplewood Fire Rescue Centre. This state-of-the-art facility for crews from Fire Hall 2 and our former Training Centre reflects our commitment to providing our teams with the tools and spaces they need to thrive. Implementing the First Due platform—a cloud-based system integrating incident response, preplans, training, inspections, and community engagement—was another important step forward.

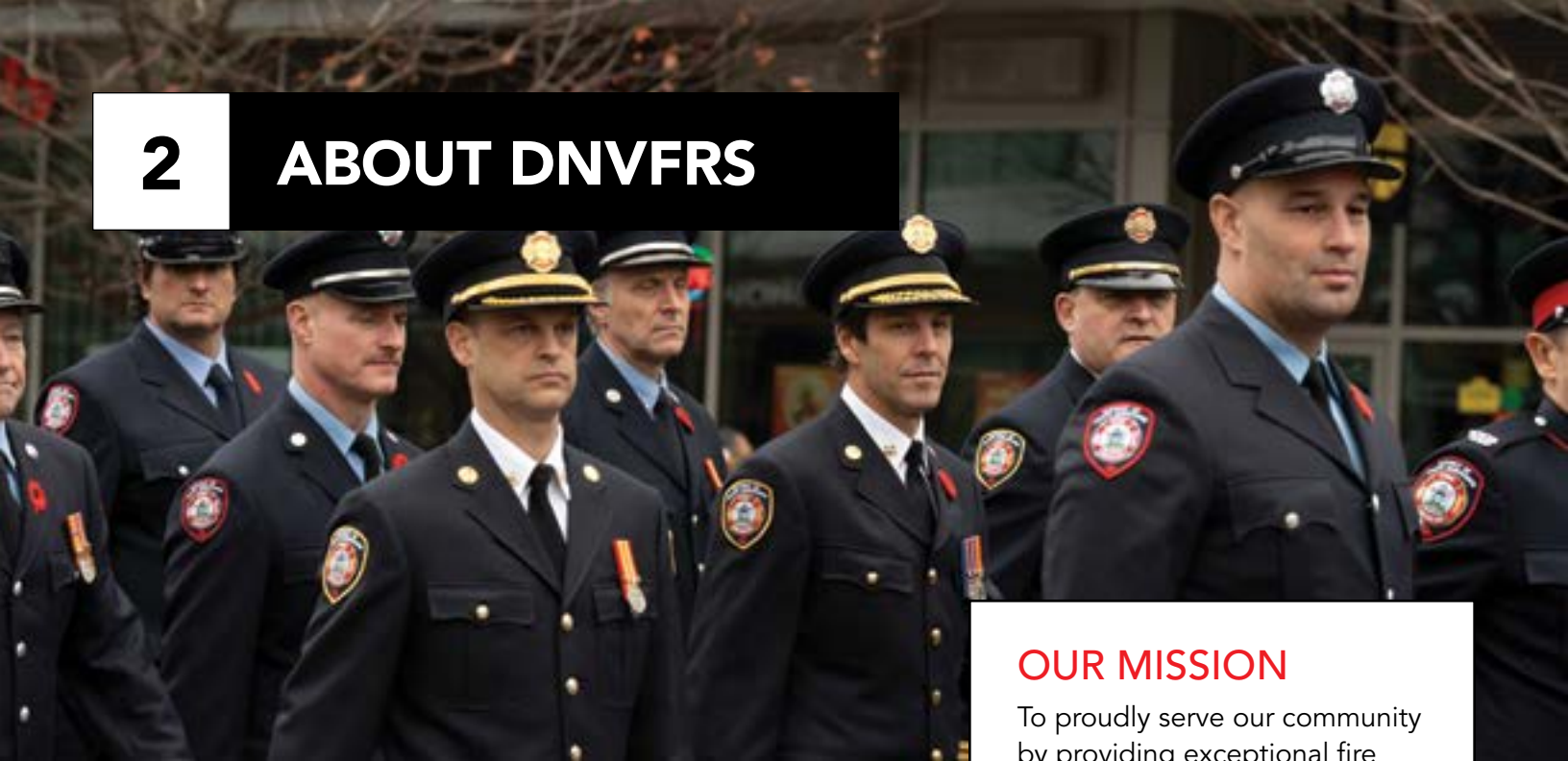
This year also marked the 70th anniversary of DNVFRS, which responded to its first alarm call on July 5, 1954. From humble beginnings, our team has grown to include 142 uniformed personnel and support staff serving the residents of the District, who reside in a unique urban setting characterized by mountains, rivers, and shoreline.

Our organization continues to evolve in response to the growing threat of wildfires and climate change, with an increased emphasis on mitigation strategies, hazard management, and preparedness. We remain deeply engaged with the community, expanding public education and outreach programs to promote fire prevention and safety awareness. Within our own walls, we advanced efforts to support employee wellness and further strengthen relationships between labour and management, recognizing that a healthy, united workforce is vital to our success.

We invite you to explore this report and learn more about the people, partnerships, and values that guide our work.







With 142 uniformed personnel—including firefighters, command, training, and support staff—in five strategically located fire stations, we serve the District's 91,767 residents and 160 square kilometres of urban and wilderness land.

DNVFRS is a mission-oriented emergency services agency focused on the safety and well-being of our community.

Our members provide caring and compassionate fire, rescue, and emergency medical services to our citizens and visitors.

We deliver services using an integrated approach encompassing emergency response for fire, rescue, life safety, and community risk reduction through public safety programs, including risk-based inspections, fire investigation, and public education.

Our department prioritizes continuous improvement, striving to provide the community with an innovative, forward-thinking fire and rescue service that exceeds expectations. In 2022, DNVFRS received formal accreditation from the Commission on Fire Accreditation International (CFAI), highlighting our commitment to a proactive fire department culture, our dedication to excellence, and our culture of ongoing improvement.

We are proud to be one of only seven fire departments in Canada to achieve this status, joining the ranks of the 326 accredited agencies worldwide.

## OUR MISSION

To proudly serve our community by providing exceptional fire suppression, medical aid, technical rescue, fire prevention, and public education services.

## OUR VISION

To be an inclusive and progressive leader that consistently provides our community with excellent service.

## OUR VALUES

### Community

Treat people with kindness and respect

### Integrity

Do the right thing

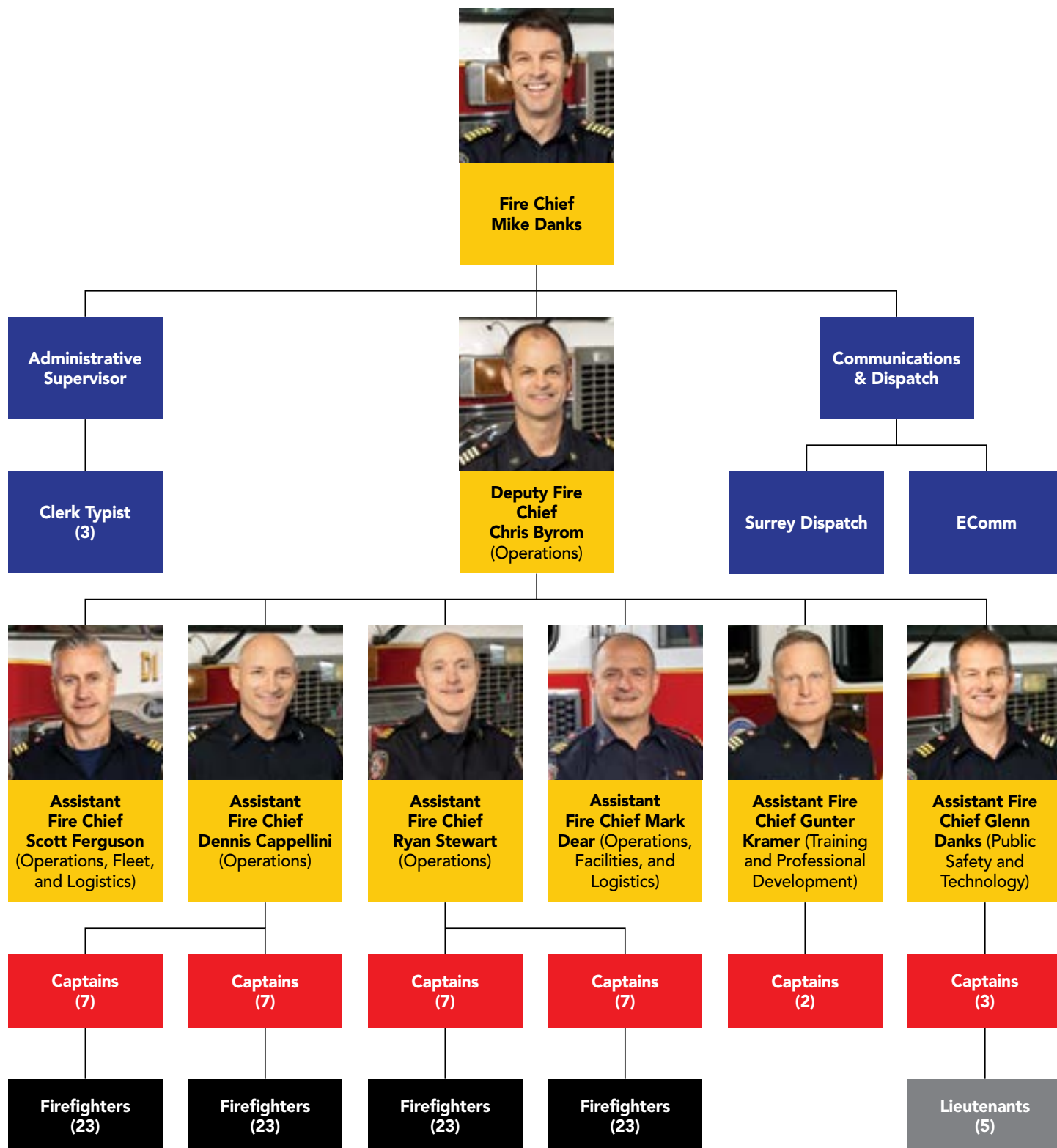
### Well-being

Foster physical, mental, and emotional well-being

### Innovative

Drive positive change

# ORGANIZATIONAL CHART



# APPARATUS DEPLOYMENT

## Fire Station #1 Maplewood Fire & Rescue Centre, 2410 Dollarton Hwy

CALL SIGN	MODEL
Quint 1	2023 Spartan-Smeal Quint
Tower 1	2008 Spartan-Smeal Aerial/Plat
Rescue 1	2021 Metalfab Heavy Rescue
Wildland 1	2024 CV 515 International
Squad 1 (Confined Space)	2017 Ford Super Duty F350 SRW
Command	2017 Ford Super Duty F350 SRW
Operations Support 1	2020 Ford F350 Crewcab
Operations Support 2	2023 Ford F 350 Crewcab
UTV	2017 Polaris Ranger XP UTV and Trailer
Fire Investigation Unit	2024 Ford Transit 350
Public Safety	2023 Ford Ranger
Public Safety	2008 Ford Ranger
Public Safety	2004 Ford Ranger
Public Safety	2021 Nissan Leaf
Engine 7 (Training)	1994 Spartan Superior Pumper
Training	2024 Hyundai Kona
Training	2004 Chev Express 8-Passenger Van
Training	2004 Ford Flex
Training	2007 Doosan G35C-5 Forklift
Mechanic	2008 Ford F250 Pick up

## Fire Station #2 Lynn Valley, 1110 Lynn Valley Rd.

CALL SIGN	MODEL
Engine 2	2014 Pierce Pumper
Quint 8	2006 Spartan-Smeal Quint
Squad 2	2021 Ford F-550 Type 5 Wildland
Public Safety	2021 Nissan Leaf







### Fire Station #3 Upper Delbrook, 550 Montroyal Blvd.

CALL SIGN	MODEL
Engine 3	2016 Pierce Pumper
Squad 3	2021 Ford F-550 Type 5 Wildland
Public Safety	2021 Nissan Leaf

### Fire Station #4 Seymour & Deep Cove, 3891 Mount Seymour Pkwy.

CALL SIGN	MODEL
Engine 4	2016 Pierce Pumper
Squad 4	2020 Ford F350 Crewcab
Engine 6	1997 Spartan Superior Pumper
Operations Command trailer	2021 ITBC
Sprinkler Protection Unit trailers	2023 Continental trailer
Sprinkler Protection Unit trailers	2021 Continental trailer
Sprinkler Protection Unit trailers	2021 Continental trailer
Urban Search and Rescue (USAR)	2010 Wells Cargo trail
Urban Search and Rescue (USAR)	2006 Wells Cargo trail
Hydro sub & trailer	2022 Hytrans HydroSub 60 Pump and Trailer
Hydro sub & trailer	2022 Hytrans HydroSub 60 Pump and Trailer
Public Safety	2021 Nissan Leaf

### Fire Station #5 Norgate, 1221 West 15th St.

CALL SIGN	MODEL
Quint 5	2003 Spartan-Smeal Quint
Squad 5	2021 Ford F-550 Type 5 Wildland
Public Safety	2021 Nissan Leaf

# PART OF A REGIONAL FIRE AND EMERGENCY SYSTEM

An exceptional emergency response partnership thrives on the North Shore. We work alongside West Vancouver Fire and Rescue and the North Vancouver City Fire Department under a Cooperative Fire/Rescue Services agreement. Initially signed in 2017, this groundbreaking agreement was reviewed and re-signed by all three departments in 2022.

To support more efficient and effective emergency response across the North Shore municipalities, our three agencies have agreed to eliminate jurisdictional borders for fire and rescue responses. Our approach continues to be seen as a progressive model within British Columbia and across Canada.

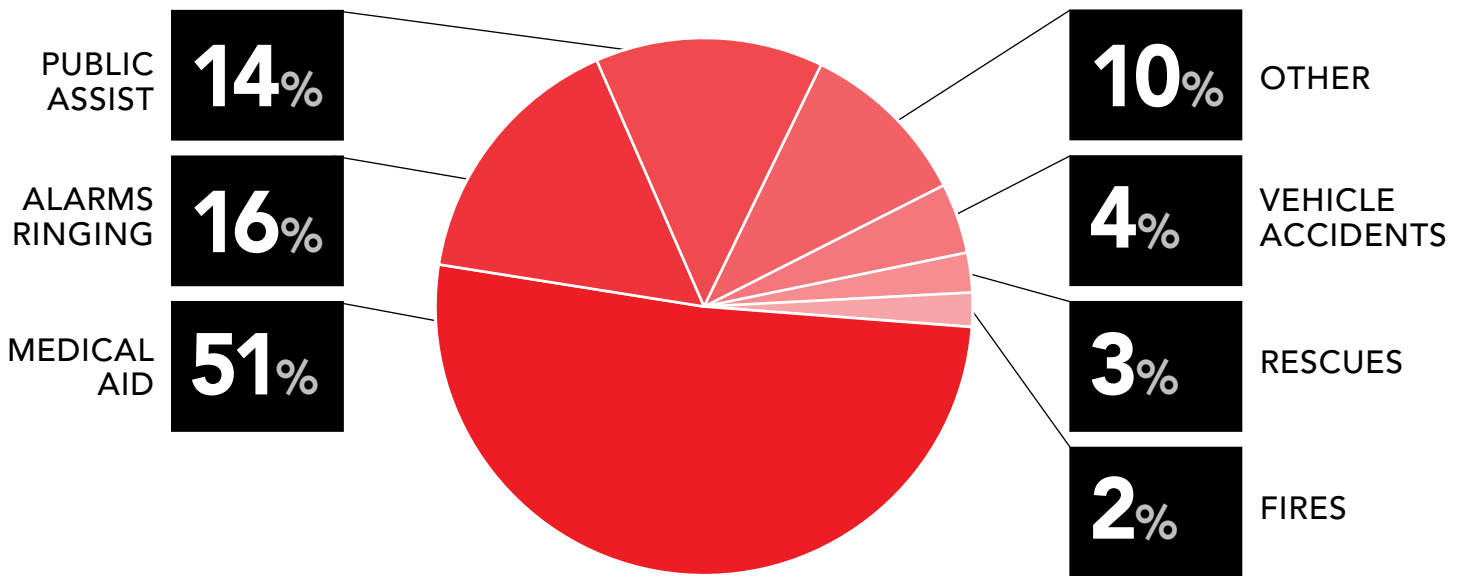




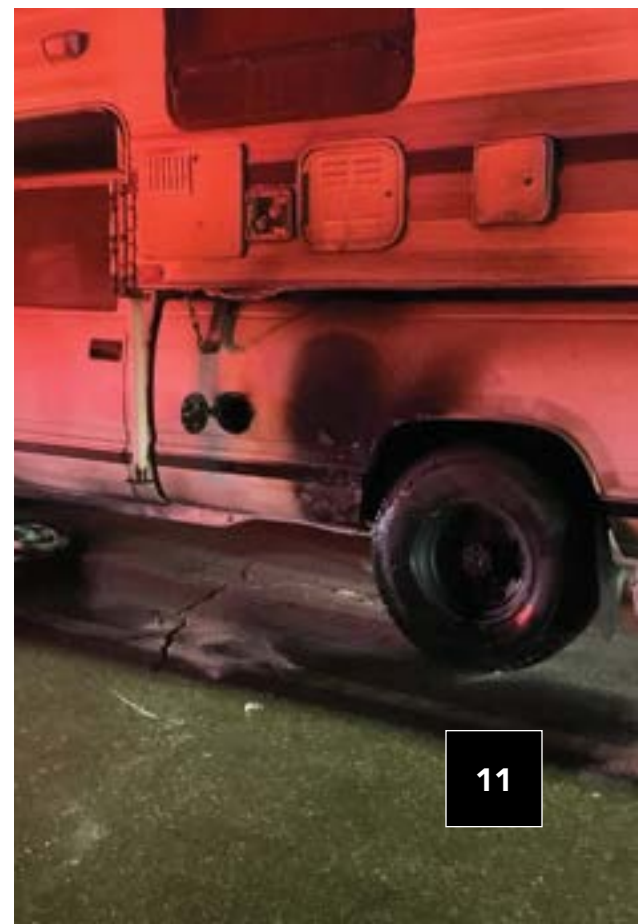
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## INCIDENT RESPONSE

Our highly trained firefighters respond to a wide range of incidents, including vehicle accidents, rescues, medical emergencies, and fires of all types—from structure blazes to fires in vehicles and boats.



Incidents	2022	2023	2024
Medical aid	2,426	2,819	2,942
Fire alarm activation	967	969	912
Public assist	692	727	783
Structure fires	89	121	120
Fire/other	584	600	590
Vehicle accidents	165	199	246
Rescues	132	118	132
Totals	5,055	5,553	5,725















# RESPONSE TIME

Our firefighters respond from one or more of five strategically situated fire stations, depending on the emergency's location and size.

Today's homes are filled with synthetic materials including modern plastics, glues, and hydrocarbon-based products that produce 200 times more smoke and burn eight times faster than homes from 50 years ago. A fire that might have taken 30 minutes to engulf a room now takes three minutes, underscoring the importance of strategically placed firehalls and fire prevention education.

Response time is calculated from the time that elapses between when the fire department receives a call, and the first arrival of firefighters on the scene.

AREA	RESPONSE TIMES*		
	2022	2023	2024
NORGATE	8:33	8:13	8:22
MONTROYAL	8:14	8:22	9:04
LYNN VALLEY	7:21	7:33	7:45
LYNNMOUR	8:47	8:49	8:47
SEYMOUR	9:41	9:09	10:15
ALL STATION AVERAGE	8:41	8:25	8:50

The above listed times are based on the categories of structure fires, other fires, motor vehicle incidents, and medical aid attended by the first on scene apparatus. Times only reflect DNVFRS responding in emergency mode (lights and sirens). \*RESPONSE TIMES = TURNOUT TIME + TRAVEL TIME

*NOTE: These times reflect the response times for all call types measured at the 90th percentile.*



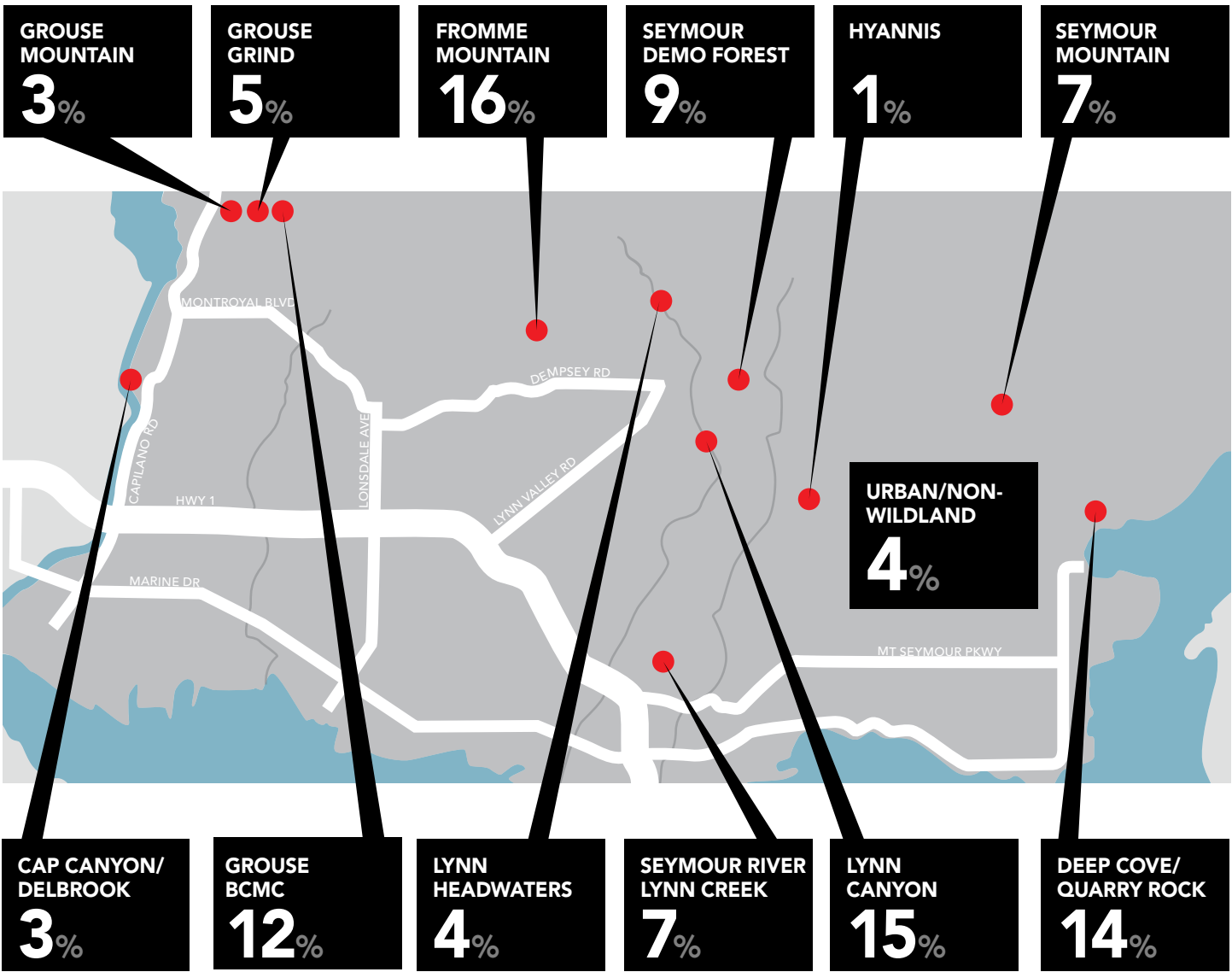
# A CLOSER LOOK AT TECHNICAL RESCUES

The District is a popular outdoor playground for visitors and locals.

Our community's urban core is surrounded by hundreds of square kilometers of rugged mountain wilderness, etched with a vast network of hiking and mountain biking trails and fast-moving rivers.

We're also home to the Grouse Mountain and Seymour Mountain ski operations and the Grouse Grind, BC Mountaineering Club, and Baden Powell trail systems. The DNVFRS team has honed specialized skills due to the number of highly technical rescues we conduct each year and maintain a mutual support relationship with the all-volunteer North Shore Rescue (NSR) team.

In 2024, we attended 92 rescue incidents, 46% occurring on Mount Fromme, Mount Seymour, and Lynn Canyon.

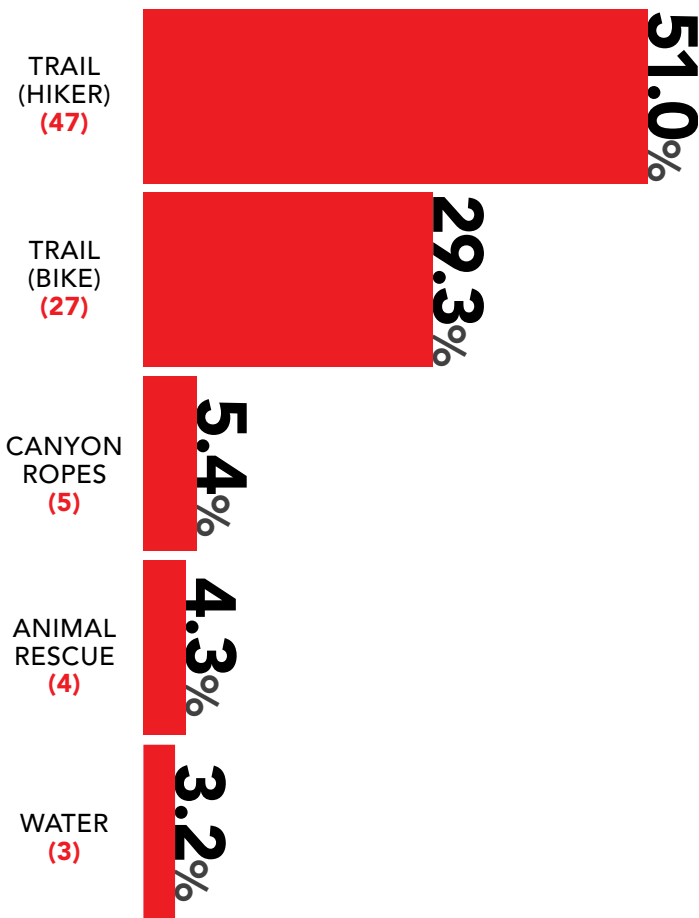


# TYPICAL RESCUES OCCURRING ON THE NORTH SHORE

Nearly 96% of rescue calls attended by DNVFRS in 2024 involved outdoor recreation in our forested areas (hikers, mountain bikers, swimmers, kayakers, etc.). Elevator rescues were next at 2%.

DNVFRS firefighters are trained to meet and, in many cases, exceed industry standards in the high-angle rope rescues and swift-water rescue techniques that are used in Lynn Canyon, Capilano Canyon, and Quarry Rock in Deep Cove.

We have equipped our four new wildland trucks with specialized rescue equipment and medical gear to deal more effectively with the complexity of these outdoor recreation-related emergencies.





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## REDUCING RISK

A primary focus of DNVFRS is mitigating the impacts of fire and reducing the number of fires.

We investigate fires to determine cause and origin, and work with builders and developers to ensure that measures are in place to limit fire risk. We regularly inspect commercial, industrial, and multi-family buildings to confirm compliance with fire codes and standards.

In 2023, following new provincial legislation, DNVFRS adopted a fire inspection system centred on assessing risk, prioritizing inspections based on factors like building construction type, usage, existing fire protection measures, and Fire Code violation history. Inspectors now allocate more time to each inspection, focusing on positive change for the highest-risk properties, and improving compliance by conducting thorough follow-ups on violations.



Fire inspections	2022	2023	2024
Total	5,757	4,673	4,270

We investigate fires in our municipality to determine the origin and cause, then report the results to the BC Office of the Fire Commissioner, which compiles province-wide statistics and tunes the BC Fire Code to reduce further fire incidents.

Fire investigations	2022	2023	2024
Structure fire	31	36	35
Vehicle fire	10	10	12
Outdoor fire	27	52	82
Total	68	98	129

Plan review	2022	2023	2024
Fire Safety Plans	37	50	50
Building Permit Review	39	30	30
Construction Fire Safety Plan Reviews	23	13	19
Total	99	93	99

Permits issued	2022	2023	2024
Fireworks	173	198	566

Our public education programs ranged from fire station tours to FireSmart information meetings to campfire safety talks with Girl Guide groups.

Public education	2022	2023	2024
Presentations	128	226	187
Hours	187	286	717
People reached	7,100	6,504	19,507

# FIRE LOSS BY CLASSIFICATION

Type of Property	# Fires	Fire Loss Amount (\$)	Total Value at Risk (\$)
Not classified	42	185,844.00	11,396,245.00
Public assembly	3	-	5,950,000.00
Restaurants	3	4,000.00	250,000.00
Schools	6	606.00	2,000,152.00
Care occupancies	1	200.00	27,000,000.00
Single/duplex family residents	39	1,360,300.00	20,332,600.00
Up to five-storey apartments	9	82,000.00	38,100,800.00
Highrise apartments	7	1,400,002.00	70,100,002.00
Semi-detached/detached townhouses	10	142,100.00	6,215,600.00
Office/service	6	8,000.00	6,004,001.00
Mercantile	7	7,902.00	29,024,302.00
Farm buildings	1	100.00	750.00
Medium hazard industrial	8	3,102.00	56,015,052.00
Low hazard industrial	7	2,020,100.00	11,045,400.00
<b>Grand Total</b>	<b>152</b>	<b>\$5,214,256.00</b>	<b>\$283,434,904.00</b>





To ensure we deliver the highest level of service to our community, DNVFRS provides comprehensive ongoing training to its members. In 2024, the DNVFRS training budget was \$454,116, which provided 28,857 hours of training to 141 firefighters.

## FOUNDATIONAL SKILLS TRAINING

Foundational skills training supports and maintains fundamental abilities every firefighter must have. The company officers provide this training, which includes ladder operations, incident command training, traffic safety, radio communications, hose deployment, gas and electrical safety, and building construction.

This training ensures DNVFRS firefighters maintain the required competency standards for full-service firefighters, as outlined by the BC Office of the Fire Commissioner in the BC Fire Service Minimum Training Standards.

### Foundational skills training

Total hours	26,927
Hours per person	191
Training sessions	18,506
Staff trained	141

## SPECIALIZED TRAINING

Each year, DNVFRS provides specialized training in multiple fire and rescue disciplines, including fire behaviour, swift-water rescue, high-angle rope rescue, vehicle extrication, fire ground operations, wildland firefighting, emergency vehicle operator, and emergency medical responder.

DNVFRS's professionally certified instructors deliver these sessions at a dedicated Training Centre or at various offsite training locations within its response area.

In 2024, DNVFRS trained its firefighters in several new areas, including expanding the medical care and treatment we can provide as first responders in emergency situations, and participating in enhanced rope-rescue training in challenging locations like Quarry Rock, Lynn Canyon, and Capilano Canyon.

### Specialized training

Total hours	7,699
Hours per person	55
Training sessions	1,411
Staff trained	141



## SPECIALIZED TRAINING BY DISCIPLINE (TOP FIVE DISCIPLINES)

**1,690**  
HOURS

TECHNICAL  
RESCUE

**984**  
HOURS

MEDICAL  
RESPONSE

**952**  
HOURS

EMERGENCY  
VEHICLE OPERATION

**704**  
HOURS

WILDLAND  
FIREFIGHTING



# 6

## WILDFIRE AWARENESS & RESPONSE

In spring 2024, DNVFRS launched its wildfire preparedness efforts with a full-scale, boat-access-only wildfire exercise at Camp Jubilee, located up Indian Arm. DNVFRS leads the integrated regional efforts to recognize, understand, communicate, plan, and address the challenges of the Wildland Urban Interface (WUI) fire risk—particularly in neighbourhoods accessible only by boat or air.

The goal of this exercise was enhancing wildland firefighting strategies and tactics, with a strong focus on multi-agency interoperability, incident command, and effective communication. Following the success of this initiative, DNVFRS is planning a second full-scale exercise on Grouse Mountain in spring 2025.

In addition to local preparedness, DNVFRS supported BC Wildfire Service through multiple provincial deployments in 2024. These experiences significantly enhanced our members' awareness, knowledge, and capabilities in combating wildfires—skills that directly benefit our own community.

Looking ahead, DNVFRS and its North Shore partners are investing in advanced wildfire detection technologies. Together, we are acquiring *Sensenet*, an early, preemptive wildfire detection system that will better prepare and protect our communities from future wildfire threats.





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## MAJOR RESPONSES

**September 11, 2024:** Fire erupts at a business in the District of North Vancouver, causing significant damage to eight vehicles and the commercial structure.

**October 20, 2024:** Heavy rainfall from an atmospheric river causes significant flooding and the District declares a state of local emergency, including mandatory evacuation orders for six Deep Cove properties. The flooding overwhelmed stormwater systems and caused widespread damage to homes and businesses.

**November 11, 2024:** A fire starting on the 18th floor of the International Plaza high-rise building on Marine Drive causes extensive damage and forces the evacuation of the building. Two individuals sustained non-life-threatening injuries and numerous residents were displaced.





Our 2024 operating budget was \$25,705,286. Fire rescue and operations accounted for the most significant piece, at almost 61% of the total budget.

## WHAT THE NUMBERS INCLUDE

### FIRE AND RESCUE OPERATIONS (60.6%)

- Fire suppression and rescue operations (including marine firefighting and rescue)
- Prompt emergency and non-emergency response to all incidents
- Other rescue functions such as hazmat response, motor vehicle incidents, and technical rescues (high angle, swift water)

### ADMINISTRATION & LOGISTICS (32.1%)

- Maintenance (painting, plumbing, electrical, renovations, seismic upgrades, repairs, lawns and gardens, heating and lighting) of fire stations and training/maintenance centres
- Maintenance, inspection, and repair of firefighting equipment (turnout gear, forestry equipment, fire response vehicles)
- Equipment procurement
- All aspects of fire and emergency response communications, including dispatch services and wide-area radio equipment
- Communications equipment maintenance (truck iPads and computers, cellphones)

### PUBLIC SAFETY & EDUCATION (4.1%)

- Community risk reduction and pre-incident fire planning
- Fire prevention activities (risk-based fire inspections, fire incident and arson investigations, fire code and bylaw enforcement, plan reviews)
- Public education focused on fire prevention, reducing risks to life and property

### FIRE TRAINING (3.2%)

Fire training facility operations and training programs, ranging from internal recruit and special operations training to foundational skills training required to meet the competencies of a Full-Service Operations Department, as per the British Columbia Structure Firefighter Minimum Training Standards (2022).







Opening the new Maplewood Fire and Rescue Centre (MFRC) was a significant milestone. The facility is officially operational, with administration staff fully relocated.

## A CONSOLIDATED, MODERN FACILITY

The MFRC replaces and consolidates three older DNVFRS facilities:

- Mountain Highway fire station
- Training centre on St. Denis Avenue
- Lynn Valley Road fire station administrative offices

Bringing fire prevention, training, administration, and operations under one roof significantly improves operational efficiency and emergency service deployment across the District.

## KEY FEATURES OF THE MFRC

The new centre's three core functions:

- Large, state-of-the-art fire station with four double apparatus bays
- Dedicated fire training centre designed to the highest professional standards
- Administrative and public safety offices for DNVFRS

## ADVANCED TRAINING FACILITIES

The training centre includes a portion of the main building and five specialized training props that simulate real-world emergency scenarios:

- Three-storey commercial structure with storefronts, offices, and residential spaces contains a confined space training prop and a simulated elevator shaft for vertical rescues
- Two-storey residential prop with an attached garage and attic for realistic home-fire training
- Live fire behaviour prop, a two-storey unit designed for safe training using Class A solid fuels (e.g., untreated wood pallets)
- Outdoor covered training area for vehicle extrication and staging in adverse weather conditions
- A shipboard fire training prop, donated by industry partner Seaspan, offers specialized training for firefighting on vessels under construction

Additional site areas support driver training, hose handling, and training material storage.



*Honouring a longstanding tradition, the MFRC team pushes a truck into the station. This practice recalls the days of firefighters returning to the station after a fire, disconnecting the horses, and pushing the carriage back into the station by hand.*







## SUSTAINABILITY AND ENVIRONMENTAL STEWARDSHIP

The MFRC has been built to high energy efficiency standards and is a 100% electric facility, aligning with District environmental policy. Compared to the legacy buildings, the new centre is projected to:

- Use 70% less energy
- Reduce greenhouse gas emissions by 90%

Rooftop solar panels generate nearly 30,000 kWh of electricity annually.

The site underwent extensive remediation, removing 30,000 tonnes of contaminated material—including hydrocarbons, old piping, and railway ties—to meet residential environmental standards. In a commitment to ecological restoration:

- Over 1,000 native plants, such as sword ferns, were carefully removed and replanted elsewhere in the District
- More than 20,000 native plants were introduced to restore the local habitat
- Invasive species and their impacted soil were eliminated or mitigated
- All stormwater is treated to Aquatic Life Standards to protect nearby wetlands and wildlife

## CULTURAL SIGNIFICANCE

The facility features Indigenous artwork titled “Integrity & Legacy” by səlilwətał (Tsleil-Waututh) artist Olivia George. The installation, displayed above the fire engine bay doors and in the stairwell windows, features birds and animals that symbolize DNVFRS’s legacy, traditions, and community service.

## WILDLIFE-FRIENDLY DESIGN

To further support local biodiversity, bird-friendly window designs have been integrated throughout the facility, using dot patterns to prevent bird collisions.



# 10

# CHALLENGES WE ARE FACING

Fire departments today navigate a rapidly evolving landscape, driven by a convergence of climate change, financial constraints, and rising mental health concerns.

Climate change has significantly altered the landscape, making increased frequency and severity of wildfires one of our most pressing challenges. Hotter temperatures, prolonged droughts, and shifting weather patterns make fires more intense and difficult to contain. An expanding Wildland Urban Interface—where development meets undeveloped wildland—means more communities are situated closer to forests and brushland, putting more lives, homes, and infrastructure at risk during wildfire events and demanding more complex and extensive fire mitigation efforts.

In today's challenging economic climate, fire departments must be hyper-vigilant and adaptable to meet the demands of a changing world. Beyond traditional fire suppression, firefighters now routinely respond to a broader range of emergencies, including confined space incidents, technical rescues, hazardous materials responses, and large-scale disasters.

With mental health challenges rising across all facets of emergency services, DNVFRS must be fully prepared to support the well-being of its entire membership—whenever and wherever needed. Firefighters consistently operate in high-stress environments, facing repeated exposure to traumatic incidents, long and irregular hours, and physically dangerous conditions. These factors significantly increase the risk of post-traumatic stress disorder (PTSD), depression, anxiety, and burnout.









# COMMUNITY EVENTS AND OUTREACH

DNVFRS takes great pride in the work we do to care for, connect with, and give back to our community. You'll often find our DNVFRS members participating in annual community events like Lynn Valley Days and other local celebrations. We're proud to be woven into the fabric of our community and always look forward to connecting with our neighbours and sharing important fire safety tips.



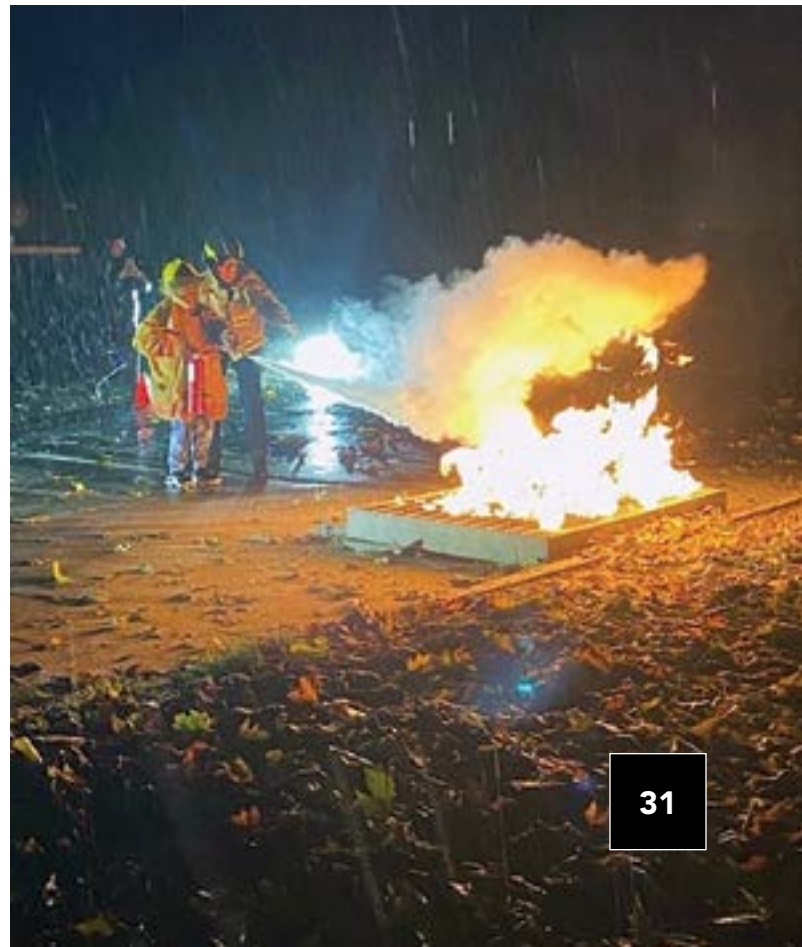
As the weather warms up, our crews head to local parks with our fire engines to bring some splashy fun during Hot Summer Nights. These events give kids and caregivers a chance to cool off, meet our firefighters, ask questions, and pick up some helpful fire safety advice.

In 2021, we launched a new tradition that quickly became a community favourite: celebrating the last day of school with elementary students by bringing our firetrucks to their schools for a refreshing spray-down—an exciting way to kick off summer!

Our Training and Public Safety division hosts dynamic firefighter career days, especially for Indigenous communities and high school students. Participants get hands-on experience in full gear, running through training exercises that offer an authentic glimpse into life as a firefighter. We also run popular programs like fire extinguisher training and firefighter recruitment sessions.

DNVFRS are strong supporters of the FireSmart BC program, which helps residents protect their homes and neighbourhoods from wildfires. Thanks to FireSmart grant funding, we now offer free home assessments to help homeowners identify wildfire risks around their properties and learn practical ways to reduce them. Our team regularly visits neighbourhoods across the District to promote these assessments and provide personalized advice on creating defensible space. We have conducted 134 home assessments since adopting the program in 2022.

Beyond these events, our firefighters are active throughout the community—helping seniors with smoke alarms, providing fire safety education to residents and businesses, teaching CPR in high schools, and making annual visits to every kindergarten classroom.





## HERE ARE SELECT EVENTS WE HELD OR ATTENDED IN 2024:

**Camp Ignite.** An annual camp for young women aged 16-18 to learn firefighting skills and techniques. We sponsored a local high school student and hosted an orientation session with the 2023 participants from West Vancouver and the City of North Vancouver at our Training Centre.

**Justice Institute of BC (JIBC) Informational Workshop.** We participated in workshops with our Training and Public Outreach Divisions and students enrolled in JIBC's Career Firefighter Technologies program.

**Career Fairs.** North Vancouver School District's career fairs showcase the careers and opportunities available at DNVFRS.

**First Nations Emergency Services Society (FNESS) Youth Bootcamp.** DNVFRS was honoured to host a First Nations Emergency Services Society Firefighter youth bootcamp at our training facility. Partnering with FNESS, North Vancouver City Fire, West Vancouver Fire and Rescue, and School District 44, we hosted local First Nations students for a three-day immersive Fire Academy. Students learned about protective gear, equipment, and emergency vehicles and applied that knowledge to firefighting techniques and scenarios. A significant focus of the weekend was showcasing career paths with DNVFRS.



# DIVERSITY AND INCLUSION

Women and visible minorities represent a small percentage of the total DNVFRS staff. We continue to reach out to the community and encourage everyone to consider a career in the fire service.

Recently, we developed a recruitment and outreach program to attract future firefighters from our local high school and post-secondary student populations.

DNVFRS strives to create an inclusive working environment by actively valuing the differences that diversity brings. Everyone is welcome on our team.

## CAREER OUTREACH – WORK EXPERIENCE OPPORTUNITIES

Throughout the year, we enjoy taking local young people “behind the scenes” for an inside view of the challenges and rewards of a career with DNVFRS.

**Bring Our Kids to Work Day.** Grade 9 students spend a day participating in firefighting demonstrations and activities, while learning about careers in local government.

**Work experience program.** During our New Recruit Onboarding Training Program, we invite students from the local high schools and Capilano University to participate in all activities. Twenty students gained experience and information about District careers during this 12-week program (January to March).



## 12 GIVING BACK

### Powered by Off-Duty Firefighters. Built by Community.

Since 1954, our dedicated firefighters have gone above and beyond the call of duty to serve our community. In 2009, the International Association of Fire Fighters (IAFF) Local 1183 officially established the DNV Firefighters Charitable Society to make North Vancouver, and beyond, a better place to live, work, and play.

### OUR IMPACT:

- **Youth mental health:** Self-harm is the second-leading cause of death among teenagers in Canada. As firefighters, we encounter this tragic reality all too often. However, we also have first-hand experience with how mental health education can help us manage our well-being and have engaged over 2,500 local youth in our Buddy Check initiative.
- **Kids' sports:** We see the value of teamwork and the significant role sports play in our lives. With our support, Athletics4Kids has issued over 13,000 Sport4Life Grants, ensuring that financial barriers don't stop kids from participating in sports.
- **Environmental stewardship:** Supporting the Seymour Salmonid Society's Hatchery and Education Centre, the "Gently Down the Seymour" program engages over 2,000 young adventurers annually, teaching them the importance of environmental stewardship.
- **Educational scholarships:** We offer four high school scholarships annually to inspire and support the next generation of first responders and healthcare workers.
- **Community:** Our annual events, The Barn Burner, Charity Fishing Derby, Pumpkin Drop, and Kids' Firefighter Challenge, bring our community together for a more vibrant North Vancouver.
- **Healthcare:** We are building more resilient healthcare by supporting local charities including the BC Professional Fire Fighters' (BCPFF) Burn Fund, Muscular Dystrophy Canada, Down Syndrome Resource Foundation, Volunteer Cancer Drivers Society, and the BC Hospital Foundation.



[dnvfirecharity.ca](http://dnvfirecharity.ca)





The North Shore is more than just a spectacular backdrop for three of the world's most scenic municipalities. Our mix of wildland with residential, commercial, heavy industrial, and waterfront properties is teeming with life, wild and urban alike. Our Fire and Rescue Services respond to residential, multifamily, commercial, industrial, marine, hazmat, confined space rescue, heavy rescue, auto-extrication, forest firefighting, canyon rescue, swift-water rescue, and medical aid calls.

The District of North Vancouver seeks community-minded, positive, energetic, and active men and women to join our Fire Department.

A professional firefighting career is a long-term opportunity that brings respect and satisfaction through serving the community. We employ more than 140 career firefighters who serve over 90,000 residents of our community.

We value the following qualities and evaluate candidates for these (among others) throughout our recruitment process:

- Teamwork and respect
- Effective communication
- Good judgement
- Motivation
- Desire and ability to learn
- Conscientiousness and personal accountability
- Honesty and integrity
- Confidence and resilience
- Problem solving ability

**Want to join our team?** Learn more at:  
**[northshorefirerecruiting.ca](http://northshorefirerecruiting.ca)**



