

To Mayor Rex Richardson and the Long Beach City Council,

In February 2025, the Long Beach Commission for Women & Girls received two letters from female firefighters, which were conveyed to the Commission via the Long Beach Firefighters Association. These letters, attached, outline inequitable conditions experienced by women fire department recruits and cadre members at the Long Beach Fire Training Facility. They include:

- A lack of dedicated showers or bathrooms for women recruits. Women recruits have been forced to use a front office restroom located far from training grounds. In the event that they had to use the bathroom used by majority male recruits, female recruits have been forced to hide female sanitary items out of sight.
- Women recruits and cadre members had to change in a storage area due to a lack of dedicated changing facilities for women.
- Women recruits and cadre members are often unable to shower off after training due to a lack of dedicated facilities, forcing them to use wipes to remove harmful carcinogens from controlled burns.

In May 2025, the Long Beach Fire Department presented to the Commission a list of facilities in need of gender equitable facilities, including the fire training facility. The problem extends to other properties.

The Commission urges the Mayor and Council to consider: if there are not dedicated and equitable facilities for women, how can the city successfully attract and retain female firefighters? Further, does failing to provide equitable facilities align with our values as a City?

**Given that the training center is the first impression for female recruits – and with an average of only 1 woman per 50 recruits – the Commission recommends the City Council prioritize the creation of gender equitable changing rooms, showers, and bathrooms for women recruits (women referring to all woman-identified individuals) at the Long Beach Fire Department Capt. David Rosa Regional Training Center in its Fiscal Year 2025-2026 budget.**

In the interim, we recommend the immediate installation of a temporary restroom and shower trailer to ensure that women recruits and cadre members have safe, sanitary, and private facilities while permanent infrastructure is being planned and constructed.

Thank you for your attention to this matter.

Sincerely,

Long Beach Commission for Women & Girls  
(include list of Commissioners)