

# IABPFF, INC. SMOKE 2023



*LIVING*

*THE*

*DREAM*

## DAVID J. FLOYD YOUTH CAMP



Booker T. Washington State Park

5801 Champion Road

Chattanooga, TN 37416

July 3rd – 7th, 2023

Youth ages 11-15 years old

Visit our website at [www.iabpf.org](http://www.iabpf.org) for more information.

**VOLUME 5 | JANUARY 2023**

# THANK YOU FOR YOUR SUPPORT!

## Welcome to Connecticut



WELCOME TO THE INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC. **GOLDEN ANNIVERSARY CONVENTION** MARRIOTT DOWNTOWN HARTFORD, CT  
*"Honoring Our Past, Respecting Our Present and Shaping Our Future."*  
 AUGUST 22<sup>nd</sup> - 26<sup>th</sup>, 2022

*In all humbleness, The International Association of Black Professional Fire Fighters, Inc. would like to thank our sponsors for forming a partnership with us. We are grateful for their continued support!*

## WOULD NOT HAVE BEEN POSSIBLE WITHOUT YOUR SUPPORT!



PARTNERS  
 CONVENTION COMMITTEE AND CHAIR BROOKS  
 NORTHEAST REGION DIRECTOR TIDWELL  
 NORTHEAST REGION  
 HARTFORD, FIRE DEPARTMENT CHIEF BARCO  
 PHOENIX SOCIETY  
 IABPFF, INC. PAST PRESIDENTS  
 IABPFF, INC. EXECUTIVE BOARD, MEMBERS AND FRIENDS



Greetings IABPFF, Inc.,

We study our past to understand our present: we understand our present to guide our future. The IABPFF was established to address the need for equality, inclusion and upward mobility in the fire service and to address the lack of fire prevention in communities of color. I applaud our founders who had the fortitude to accept these situations and set in motion an organizational network to come together to face deleterious conditions that exist in the fire service and be the voice of justice.

For the first term of office, we embraced the mantra “We don’t Panic, We Pivot!” This allowed us to handle inherited situations and get our business in order so that we can continue to move forward. As we enter the second term of office, we will embrace a solution-based mantra, “No problems, only Situations!” This will remind us to seek solutions to situations knowing that situations can be resolved with ingenuity, innovation, perseverance and positive thinking.

As we look to launch Phase I of the Founding Five Initiative, we are excited to “Live the Dream” of our founder Capt. David J. Floyd. Visit our website at [www.iabpf.org](http://www.iabpf.org) for more information and application. The Executive Board will meet next month to work on organizational effectiveness, strategic planning, policies, and the restructuring of our Regions in order to present a plan of action at the Executive Council meeting in Birmingham, AL

Throughout this edition of Smoke, you will find moments from our Golden Anniversary celebration in Hartford, CT. We enjoyed the long-awaited opportunity to physically meet and fellowship, something we had not done since 2019.

As we enter the New Year, let us remember our purpose and that we are still fighting to exist in this space. We must not sit silently by knowing that the past, if we do nothing, will inherently repeat itself. Let us therefore remember the mantra, “No problems, only Situations” (that we must work together to resolve).

With a grateful heart, thank you for allowing me to serve!

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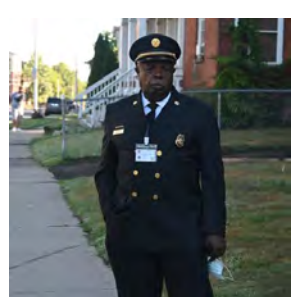
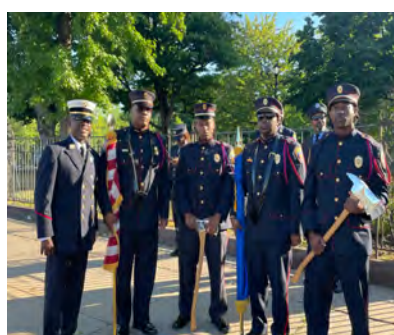
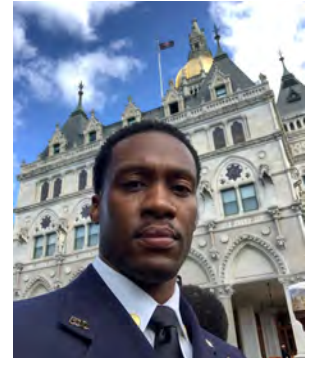
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# GOLDEN ANNIVERSARY MARCH MEMORIES





*Golden Anniversary Historic Moment*



*“ KEEP THE FIRE BURNING FOR JUSTICE! ”*



# Celebrating IABPFF Golden Anniversary.

Vulcan Pioneers of New Jersey Est. 1953 Inc. 1957

*s Mitchell Sr...1st VP Leonard Stewart.. 2VP James Morrison  
Byrd..Corr. Sec Troy Harrison..Tres. Reginald Merritt  
ster Lee... Sgt. At Arms. Christopher Daniels*

**The Shoulders "WE" Stand on..**



**Dayon Cobbs  
Najiy Davis  
Thomas Jenkins**



**vulcanpioneersnj.org**





# INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.



*2022-2024*

**NCR  
TONY JONES JR.  
DIRECTOR**



**SER  
BRENDA BROOKS  
DIRECTOR**



**NER  
FRANK TIDWELL  
DIRECTOR**



**SWR  
LIONEL NEWBY  
DIRECTOR**



**NWR  
BRUCE BOUYER  
DIRECTOR**



**SCR  
ALVIN DOUGLASS  
DIRECTOR**



**PRESIDENT  
CARRIE EDWARDS-CLEMONS**

## IABPFF, Inc. Executive Board



Gary Tinney  
Executive  
Vice President



Freddie Brooks  
Executive Director



Tonia Reed  
Sgt-at-Arms  
1st Female  
Elected to the  
position



Kersha Wilson  
Recording Secretary



Sharon Branch  
Financial Secretary



Regina Wilson  
Executive Team



Khalilah Yancey  
Corresponding  
Secretary Executive  
Team



Gwendolyn Sistrare  
Treasurer



Immediate  
Past President  
Addington Stewart



Quincy Scott  
Executive Team



Kenyatta Smith  
Executive Team

*"Living the Dream"*

## *Capt. Clarence Williams*

### *3rd President*

## *International Association of Black Professional Fire Fighters, Inc.*



*Capt. Clarence Williams*

Past President Clarence Williams was one of the founding members of the Seattle Black Fire Fighters Association (SBFFA) and served as President for the first 10 years. He served as Regional Director, Executive Vice President, and as the third President of the International Association of Black Professional Fire Fighters (IABPFF).

Along the way to the IABPFF presidency, Clarence established many of the ongoing programs of the SBFFA. In the IABPFF, he served as Public Information Officer, Affirmative Action Officer, and consultant to various fire departments throughout the country. He represented the IABPFF on the Joint Council of National Fire Service Organizations, and the National Fire Protection Association (NFPA) on the Committee on Accreditation.

I had the distinct pleasure and honor of interviewing the third President of the International Association of Black

Professional Firefighters, retired Fire Captain Clarence Williams from the Seattle Fire Department. Captain Williams became

a member of the Seattle Fire Department in 1968 after serving in the Military.

What thrust him into the national leadership spotlight, was the success of the Seattle Black Firefighters association in several areas. The Seattle Chapter was successful in the development of the rules and regulations of the Department's trainee program for new hires. They were responsible for filing and prevailing in their Affirmative Action lawsuit filed on behalf of the Seattle Black Firefighter's Organization. The Church vs. City of Seattle case, was handed down in 1986 and called for the hiring of one minority, one woman. In addition, it called for a minority to be hired in each subsequent recruit class.

Captain Clarence Williams served as President of the IABPFF from 1984-1988. He succeeded Charles Hendricks and preceded, Romeo Spaulding. During President Williams tenure, the IABPFF saw a period of growth with more African American men and women coming into the fire service nationally. Under his administration, they were successful in computerizing the organization and stabilizing the annual dues to \$15.00 per year per member which yielded the organization's highest savings in its history. There wasn't a national office at that time, so each President set up an office in their home city.

President Williams feels that today, it is much harder to prove discrimination than ever before, making it much harder to secure a victory in cases such as these. "We are



lethargic in advancing our issues, many of us go along to get along today”, said Williams. In the Northwest region of the country, there is a new sense of activism taking place. The retired members have created an organization to advocate on behalf of Black firefighters without the fear of reprisals since they are no longer civil service employees. They serve to assist with the Black Firefighter organizations in the Northwest region. They have been in conversation other cities in that region that have lost their Black firefighter chapters and they are helping them in getting started again. The Seattle Black Firefighters own a property as their headquarters that is debt free.

His advice to the board members of our chapters today is this; Become more diligent and progressive. Use the tools of today to advocate and new strategies to help improve

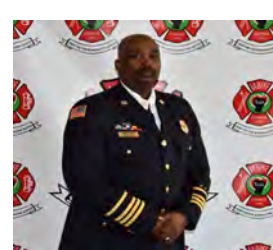
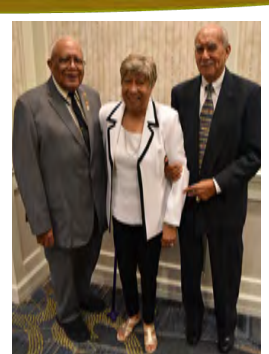
our situation. We should understand our legacy and history and we need to market our organizations much better to our young people so we can bring them in with a clear understanding of what this really is.

The Seattle chapter has hosted two IABPFF International conferences since the founding of the IABPFF back in 1970. President Williams was on the job and active during the first hosting and he was retired by the time the second conference came back. He continues to be supportive and encouraged and he wants us to keep the fire burning for justice.



*This article was submitted by Brent Burton, co-chair IABPFF, Inc. Historical Committee.*

## GOLDEN MOMENTS



# Chapter Spotlight

## Gary One Love Firefighter Association

Gary, Indiana  
North Central Region Director Tony Jones, Jr.



Gary One Love Firefighter Association was founded in 2020. The organization consist of Gary, Indiana's Finest. The organizers saw a need for more interaction between black firefighters and the youth in the city. Members knew the changes that were needed and they accepted the challenge.

Their Mission is to provide the community youth with mentorship opportunities. Gary's One Love also participate in and plan events in the community providing a helping hand to those in need. Community members will often find members of One Love speaking at school events and raising money to provide continued programing.

Since starting in 2020, Gary's One Love have impacted over 300 students, 200 families and 300 citizens. They have created annual events such as Back To School Giveaways, Thanksgiving Giveaways, Autism Awareness, Breast Cancer Awarenes, Black History Celebrations, and Food Deliveries to name a few. One of the organizations objectives is to create an EMT and Fire Based Academy to provide employment opportunities to Gary's youth and set them on a career path in the fire service.

The organization understand that there is much to be done and resources are limited. To help bridge the financial gap, the organization has embarked on a rigorous fundraising campaign. At any moment, you can find Gary One Love Tees for a lot of different occasions. *"Every sale counts and is poured right back into the youth of Gary Indiana."* Starting in Jan 2023, Gary's One Love will be sending one citizen to EMT school every six months.

The CoFounder and President is a Certified Fire/EMT Instructor in the State of Indiana. Our Co-Founder and Vice President is a Certified Fire Instructor in the State of Indiana. Together they will make a difference within the city of Gary, Indiana and wherever their presence is needed. You can follow their journey on Facebook: Gary One Love Firefighter Association | Website: [www.garyonloveffa.com](http://www.garyonloveffa.com) | Instagram: @garyonloveffa





## INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

Carrie Edwards-Clemons  
President's Report  
2020-2022

***The International President shall act in such a manner as to adhere to the principles, philosophy and approved programs of the body and exhibit the skills and leadership necessary to assure the success of ventures undertaken by this body.***

### **Education/Certifications**

Master's degree in Business Administration with Emphasis in Public Administration  
Chief Fire Officer Accreditation – The Commission on Professional Credentialing  
Fire Service Executive Development Institute  
NFPA Licensed Fire Inspector  
Firefighter, Haz-Mat, EVOG & BLS Instructor  
Instructor Coordinator  
Paramedic

***The International President shall be spokesperson and coordinator for all business affairs of the IABPFF, Inc.***

### **Meetings**

Congressional Fire Service Institute (CFSI)  
International Association of Firefighters (IAFF)  
Diversity Chair – IAFF Diversity Initiative  
International Black Firefighters Foundation (IBFF)  
Attorneys: Cook-Mack, Morgan, Shug and Lossia  
Carl Holmes Executive Development Institute (EDI)  
Local Chapters and Regions as requested  
International Association of Fire Chief's – Fire Executive Development Institute  
Black Chief Officers Committee (BCOC)  
Commission of Professional Credentialing  
IABPFF Executive Board Meeting (SER Conference)  
Site visit in Hartford and Miami  
General membership and Executive Board meetings

### **Representation**

Vision 2020 Steering Committee  
BCOC 2021 Leadership Development Council  
Teen Girls and Moms Empowerment Conference  
International Association of Fire Chief's – Fire Rescue International 2021  
Interviews with local, state, and national media personalities  
Diversity and Equity Conferences within the United States  
Black Family Summit – Disaster Awareness for Community Preparedness  
National Forum for Black Public Administrators  
Community Risk Reduction

### **Accomplishments**

Transition to an on-line platform during the pandemic  
Financial stability of all accounts  
New Database for dues payments and membership tracking  
Established partners and Sponsorships  
Founders V Initiative – Mentorship, Community Involvement, David Floyd Youth Camp, National Day of Impact, and partnerships  
Lawsuits Filed through our team of attorneys  
Virtual Office – Washington, DC address  
International Black Firefighters Foundation made whole  
Increased membership and retiree participation  
Secured Duns number  
Return of the SMOKE Newsletter  
Legal Defense Fund – Money from ads received  
Streamline committee  
Toyota EMT Scholarships  
Columbia Southern University | Waldorf College  
Chief Joseph L. Jones Scholarship  
Call to Action to support peaceful protest of racial injustices caused by those who are task to protect us.

For more information about  
the IBF Foundation, visit our website at:  
[www.iabpf.org](http://www.iabpf.org)



Position Statement on Covid-19 Vaccines IABPFF  
Online Market  
Support of the HERO Act  
Support Bill making Juneteenth a Federal Holiday  
Successful Golden Anniversary Convention

***He or she shall appoint necessary committee chairpersons and oversee the operations of all committees. He or she shall conduct and maintain order at all meetings of the IABPFF, Inc. He or she shall be chief administrator.***

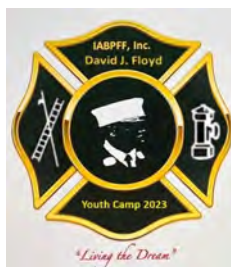
#### **Committee Chair**

Grant Administrator – Teresa Everette  
Historian (East Coast – George Collins)  
(West Coast – Brent Burton)  
Information Technology – Darren Hyson & Robert Pearson (Co-Chair)  
Research and Development Nathal Morgan  
Retirees – Wanda Butler  
Constitution & Bylaws – Kenyatta Smith  
Fallen Firefighter – John Reed  
Training and Upward Mobility - Sharon Mathis & Lance Blakey (Co-Chair)  
Internal Affairs – Gary Tinney  
Legislative Liaison – Brenda Brooks IBFF  
Membership - Tammi Turner & Robert Muhammad  
Foundation – Johnny Brewington  
Executive Director, Freddie Brooks

**Advisory Committee** Johnny Brewington, Romeo Spaulding, Theodore Holmes, Brenda Brooks

#### **Executive Team (Committee on Organization)**

Regina Wilson, Khalilah Yancey, Quincy Scott, Kenyatta Smith



For information about the David J. Floyd Youth Camp go to our website at: [www.iabpf.org](http://www.iabpf.org).

#### **Moving Forward**

Reconnect with the Congressional Black Caucus  
Establish legislative priorities and position  
Executive Council  
FEMA - Presidential Summit of Fire Prevention and Control Day on the Hill  
David J Floyd Youth Camp - 2023 (Purpose, plan of action and accountability)  
Research restructuring Regions based on Articles of the Constitution  
Chapter yearly reporting – (written)  
Regional Directors yearly reporting – (written)  
Focus on training (Organizational Effectiveness)  
Treasurer’s quarterly reports uploaded - Article of the Constitution and Bylaws Proposed budget submitted  
Phase II Founding 5 Initiative  
Cultivate partnerships and relationships  
Add additional scholarship opportunities from Columbia Southern and Waldorf College  
Support HCBU's Policy #4  
Fill vacant positions  
Convention Reports  
Monthly treasurer’s report uploaded in the Executive Board Secure Location on the [www.iabpf.org](http://www.iabpf.org) website to be reviewed and approved by the Executive Board (intake, expenses, and accounts balance on all accounts)  
Executive Board Meeting – Florida February 23-25, 2023  
North Central Region Conference March 2-5, 2023 Milwaukee, WI  
Executive Council April 23-26, 2023 Birmingham, AL  
Southeast Region Conference April 26-30, 2023 Birmingham, AL  
South Central Region Conference - October 11-15, 2023. Baton Rouge, LA.  
Southeast Region Cruise 11-2023 (Departing from Miami, FL)  
International Convention 08-2024 (Miami, FL)

*Carrie Edwards-Clemons*  
10/14/2022

*Engine Company Number 9 and Associates Inc.*

*P.O. Box 25713 Richmond, VA 23260*

*E9andAssociates@gmail.com*

Greetings,

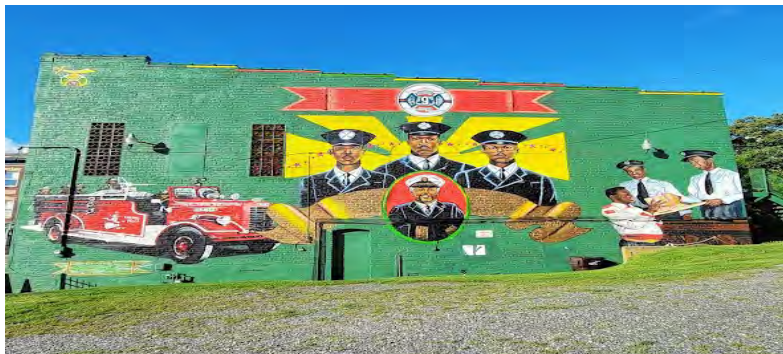
August 6-8, 2021, Engine Company #9 and Associates, Inc., Brothers and Sisters Combined (PFF), Inc., Richmond Fire and Emergency Services, and Richmond Police Department, celebrated the 75th Anniversary of Richmond Virginia' hiring of the First four (4) African American Police Officers. (May 1, 1946) Along with the 71st Anniversary of the First African American Firefighters hired in the city of Richmond and Commonwealth of VA. (July 1, 1950) The celebration began on Friday, August 6, at the Mocha Temple Lodge #7 Shrine Club, 613 N. 2<sup>nd</sup> Street, Richmond, Virginia 23219. They graciously donated the site for painting and unveiling of a mural dedicated to the first African American firefighters and the first African American Chief of Fire, Chief Ronald C. Lewis. The mural was the vision of and painted by Sir James Thornhill.

On Saturday, August 7, 2021 we held a dinner and an awards ceremony. E-9 and Associates awarded two students the "Ruth B. Blair Scholarship" named after the first African American Female Police Officer hired on December 15, 1946. BSCPFF awarded the same two students with the first "Chief Ronald C. Lewis Scholarship" named for Richmond's First African American Chief of Fire hired November 15, 1978. We also paid tribute to two of our retired members, police Captain Dr. James Cheagle and 92-year-old FF William "Bill" Willis.

Our Keynote speaker for the evening was the Honorable L. Douglas Wilder Former Governor. Governor Wilder is a true trailblazer. Governor Wilder was the first African American Lt Governor in Virginia and later became the first African American Governor for the state of Virginia and the first African American Governor in the United States of America. The message that he delivered was well received. Reflecting on what it was like to be an African American trying to follow in the footsteps of our forefathers and to be a trailblazer himself and for others.

On Sunday morning closing out the celebration, we had church service. The message was given by Reverend Brenda Sommerset, who is the daughter of the Ret. Lt. Oscar Blake (deceased) who has hired in 1951 as a replacement for one the first African American firefighters. The weekend of celebration was well received by all who were in attendance. A true reflection of "All that I am, I owe I live Eternally in the Red".

*First of Many Founded 1992*





**BEST WISHES  
AND  
CONGRATULATIONS  
TO THE**

**INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE  
FIGHTERS, INC**

**GOLDEN ANNIVERSARY CONVENTION**

***“HONORING OUR PAST RESPECTING OUR PRESENT AND SHAPING OUR FUTURE”***

***First giving honor and praise to GOD!***



***I, Thomas L. Williams, Sr. a retired firefighter for the city of Richmond, VA, a Past President of Brothers & Sisters Combined Professional Fire Fighters, Inc. and a member of the Southeast Region would like to extend my congratulations and best wishes, as we celebrate our Golden Anniversary. Because of the IABPFF, I was hired on December 14, 1974.***

***It is truly a blessing and an honor to be a part of the International Association of Black Professional Fire Fighters, Inc. Our convention theme “Honoring Our Past, Respecting Our Present and Shaping Our Future,” is truly a testament to the world that we live in today. Our ancestors whose shoulder that we stand on today, made it possible for us to be where we are today. Today, it’s our time to pass the torch and help tomorrow’s firefighters understand that History is not about bring up old wounds or to distort the truth, but to have a better understanding of the Real Sacrifices that were made. They are our Future and must keep History Alive and “Be the Best that They can Be.”***

*International Association of Black Professional Fire Fighters, Inc.*

# *FOUNDING 5 INITIATIVES*

VULCAN SOCIETY INC., NEW YORK, NY | PHOENIX SOCIETY INC., HARTFORD, CT | VULCAN PIONEERS OF NEW JERSEY INC., NEWARK NJ | VULCAN PIONEERS OF HUDSON COUNTY INC., JERSEY CITY, NJ | VALIANTS INC., PHILADELPHIA, PA

## *FOUNDING ORGANIZATIONS*

Our Founders challenge was to address 5 issues: 1. Fire Prevention in the black community 2. Recruitment of black youth in the fire service 3. Promotional and internal problems in the fire service 4. Harassment of fire fighters 5. Formation of a Nationwide organization of black professional fire fighters.

*MENTORING and  
RECRUITMENT*

*TRAINING and UPWARD  
MOBILITY*

### *PARTNERSHIPS*

#OrganizationalMutualAid

The IABPFF, Inc. has a relationship with two civil rights employment firms: Levy Ratner P.C., and Nicholas Kaster, PLLP, addressing issues of discrimination in hiring, employment, promotion, hostile work environment, and sexual harassment .

*COMMUNITY OUTREACH  
FIRE PREVENTION*

*(NATIONAL DAY OF IMPACT)*

Dr. ML King National Day of  
Turkey Drive & Give-a-way  
Toy Drive & Give-a-way

### *DAVID J FLOYD YOUTH CAMP*

July 3-7, 2023

Booker T Washington

State Park

Chattanooga, TN

*For more information, visit [www.iabpf.org](http://www.iabpf.org).*

# JOB WELL DONE SIS. REGINA WILSON!

## ADDRESSING GENERATIONS OF SYSTEMIC DISPARITIES WITHIN THE NY FIRE DEPARTMENT



*“The Vulcan Society is grateful to all of the Council Members and their amazing staff who helped these bills pass,” said Regina Wilson, Former President of the Vulcan Society. “We want to thank the Council’s Legislative Division for their dedication and commitment to working on this legislative package.*

*The fire department still has a long way to go with equity, diversity and inclusion, and these bills will help move us in the right direction while benefiting the community and FDNY employees. Today is the beginning of changes to come.”*

## Equity, Inclusion and Diversity at the New York City Fire Department

**City Hall, NY** – Today, the Council passed a legislative package that will improve the diversity, equity and inclusion practices at the Fire Department of the City of New York (FDNY). The bills in this package seek to address the historic lack of racial and gender diversity in the FDNY. The package addresses the recruitment and retention of diverse firefighters, confronts exclusionary practices that undermine diversity, and increases transparency about FDNY’s efforts. The legislation would require FDNY to develop a concrete plan to diversify, survey firehouses and ensure they are equipped to serve a mixed gender workforce, increase transparency on the demographics of members in a firehouse through public reporting; require ongoing training on harassment, diversity and inclusion for all FDNY staff and members; and submit a public report on complaints filed with the Department’s Equal Employment Opportunities Office.

**Introduction 516-A**, sponsored by **Speaker Adrienne Adams**, would require the FDNY, in consultation with the Department of Citywide Administrative Services, to develop and implement a plan for the recruitment and retention of firefighters from underrepresented groups within the department — female firefighters and firefighters of diverse racial and ethnic backgrounds. FDNY would also be required to report annually on its efforts to recruit and retain underrepresented firefighters.

**Introduction 519-A**, sponsored by **Council Member Joann Ariola**, would require the FDNY to survey each firehouse to determine the permanent facility upgrades necessary to create a workplace environment that facilitates use by a mixed gender workforce, and employ interim measures, including erecting physical barriers, in locations awaiting such upgrades. Upon completing the survey, the Department would be required to report its findings to the Council and Mayor, specifically detailing the permanent facility upgrades necessary at each firehouse, as well as providing information related to any current or forthcoming construction plans to make relevant upgrades, and any interim measures taken at firehouses to accommodate a mixed gender workforce until permanent upgrades are made.

**Introduction 552-A**, sponsored by **Council Member Kevin Riley**, would require the FDNY to produce an annual report on the number of firefighters assigned to each fire company and special operations unit, within the Department, disaggregated by the gender and race or ethnicity of such firefighters. Additionally, FDNY will be required to provide demographic information of the population residing in the immediate service area of each fire company in the City.

**Introduction 553-A**, sponsored by **Council Member Kevin Riley**, would require the FDNY in consultation with the Department of Citywide Administrative Services, to develop and implement a plan for providing ongoing training and education to all employees regarding diversity and inclusion, including annual training on the Department’s anti-harassment and anti-discrimination policies. Additional interactive training would be required at firehouses where incidents of harassment and discrimination take place on multiple occasions. The Fire Department would also be required to post a report each year on its website regarding efforts taken to implement such training

**Introduction 560-A**, sponsored by **Council Member Nantasha Williams**, would require the FDNY to produce an annual report on complaints filed with the Department’s Equal Employment Opportunity Office regarding potential violations of the City’s Equal Employment Opportunity Policy. The report will include information on the number of complaints that were received and closed during the prior year; information on types of misconduct alleged in such complaints; and case outcomes, including any corrective action taken by the Department.

**Media Contact:** [pressoffice@cityhall.nyc.gov](mailto:pressoffice@cityhall.nyc.gov)  
(212) 788-2958

<https://council.nyc.gov/press/2022/11/03/2298/>





**INTERNATIONAL ASSOCIATION OF  
BLACK PROFESSIONAL FIRE FIGHTERS, INC.**



**COLUMBIA SOUTHERN UNIVERSITY**

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## THE INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.

### Chief Joseph L. Jones Scholarship 2023



**Carrie Edwards-Clemons, International President**  
**Gary Tinney, Executive Vice President**  
**Freddie Brooks, Executive Director**  
**Keisha Wilson, Scholarship Committee Chair**

**For more information or to download the application,  
login at [www.iabpf.org](http://www.iabpf.org).**

The International Association of Black Professional Fire Fighters, Inc  
900 Brentwood Rd. Unit 91104/ Washington DC 20090 / [www.iabpf.org](http://www.iabpf.org)



Dear IABPFF, Inc. Members,

Enclosed with this letter is an educational poster about interstitial lung disease (ILD) that we are asking you to consider displaying in an area where members are likely to see it.

ILD can be a serious lung disease that is caused by many different factors, including autoimmune diseases, exposure to harmful substances like asbestos or silica dust, and medications, as well as many unknown factors.<sup>1-5</sup>

**ILD has symptoms that are similar to those of other more common conditions, making it easily misdiagnosed<sup>6</sup>**

Initial ILD symptoms can be nonspecific, including cough and shortness of breath, and are often mistaken for symptoms of other common diseases, such as:<sup>7-8</sup>

- COPD
- Bronchitis
- Emphysema
- Asthma
- Congestive Heart Failure

The IABPFF, Inc. is committed to providing our members with a range of health and wellness information to encourage the continued well-being of our community.

In light of this disease, the IABPFF, Inc. in collaboration with Boehringer Ingelheim Pharmaceuticals, Inc., has launched a multifaceted awareness campaign focused on educating healthcare providers, the general public, patients, and our nation's active and retired first responders about ILD. Each Regional Director will receive information to distribute to our Local Chapters.

**For more information about ILD, please scan the following QR code to be taken directly to [LungsandYou.com](http://LungsandYou.com)**



Sincerely,

*Carrie Edwards-Clemons*

International Association of Black Professional Fire Fighters, Inc.

#### References

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Login at: [www.iabpf.org](http://www.iabpf.org) for more information.

# FEELING BREATHLESS DOESN'T ALWAYS MEAN IT'S COPD, ASTHMA OR CHF<sup>1,2</sup>



INTERNATIONAL ASSOCIATION OF  
BLACK PROFESSIONAL FIREFIGHTERS

**Interstitial Lung Diseases (ILDs)**  
can be difficult to identify.<sup>3,4</sup>

**~50% of ILD cases**  
are misdiagnosed.<sup>4-6</sup>

## Learn the difference: How Your Healthcare Provider Diagnoses Chronic ILD With Fibrosis

### Relevant Medical History

The first step to identifying ILD is taking a look at your complete medical history. Relevant medical history can identify important risk factors:<sup>7</sup>

### ILD Signs and Symptoms

Your healthcare provider will ask you about the symptoms you may have. Some of the common signs and symptoms of ILD are:



**Environmental factors**  
(including hobbies, home and workplace exposures)



**Family medical history**



**Age**



**Sex**



**Smoking history**



**Medication history**

**Dry, hacking cough<sup>4,8</sup>**



**Shortness of breath<sup>4,8</sup>**



**Chest tightness<sup>4</sup>**



**Clubbing<sup>9</sup>**  
(enlargement and rounding of the fingers and/or toes may be present)



**Fatigue<sup>4</sup>**



**Suspect Pulmonary Fibrosis**

**Talk to your doctor if you are feeling any of these symptoms.**

If you are experiencing unexplained shortness of breath or a persistent cough, The International Association of Black Professional Firefighters encourages you to speak with your healthcare provider about seeing a lung specialist.

For more information, please scan the following QR code to be taken directly to [LungsandYou.com](http://LungsandYou.com)



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# The tom joyner Foundation

THE INTERNATIONAL ASSOCIATION OF BLACK PROFESSIONAL FIRE FIGHTERS, INC.  
SUPPORT HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCU)



*For more information on the International Association of Black Professional Fire Fighters, Inc., The David J. Floyd Youth Camp, The Joseph L Jones CSU Scholarship or how to contribute to our programming, login at [www.iabpf.org](http://www.iabpf.org).*



# INTERNATIONAL AFRICAN AMERICAN MUSEUM



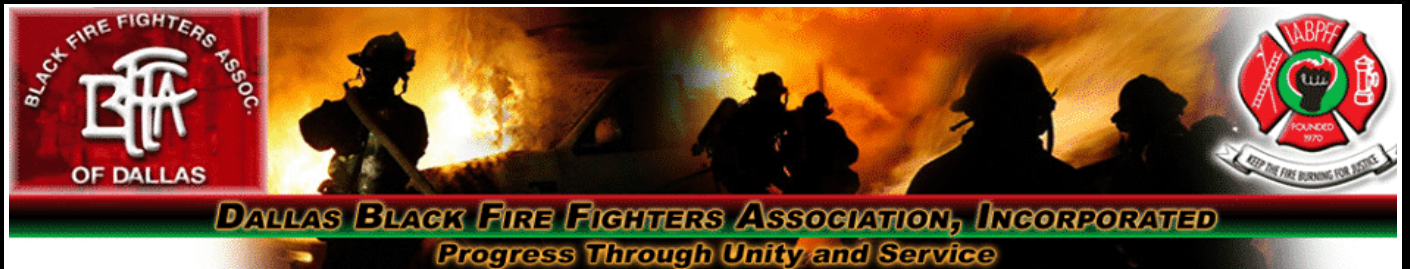
The International African American Museum (IAAM) of Charleston, SC will finally celebrate its opening weekend! In the months leading up to the grand opening, the IAAM will release more details about *opening celebrations*, including *speakers* and *various events*.

Community members and future visitors across the globe are encouraged to become charter members by visiting [www.iaamuseum.org/members](http://www.iaamuseum.org/members).

**Date:** January 21, 2023

**Place:** 14 Wharfside Street, Charleston, SC 29401

For general questions, and questions regarding hotel and travel accommodations, please contact IABPFF, Inc. SC State Representative [Emily-Elise Martin](#) at 843-619-7988.



## CONGRATULATIONS ON YOUR 50<sup>TH</sup> ANNIVERSARY



**IABPFF – SOUTHEAST REGION**  
**MEMBERS, FRIENDS & FAMILY**  
*Cruise*



**SUNDAY NOVEMBER 5 -12, 2023**

**DEPARTING MIAMI, FLORIDA**

HOSTED BY

**PROGRESSIVE FIREFIGHTERS ASSOCIATION CHARITIES, MIAMI-DADE COUNTY, FLORIDA**  
**PROFESSIONAL BLACK FIREFIGHTERS ASSOCIATION - CITY OF MIAMI**

**7 NIGHT CRUISE**

**MIAMI • AMBER COVE (DOMINICAN REPUBLIC) • SAN JUAN, PUERTO RICO • ST. THOMAS, VIRGIN ISLANDS**



**CABINS**

starting at \$524 p/p  
Oceanview Balcony  
starting at \$804 p/p  
\*\*Estimated\*\*



**PAYMENT SCHEDULE**

\$250 Per Person at time  
of booking. Final Payment  
due by July 31, 2023

\*All prices are based on double occupancy. A web link will be set up later to register for the cruise and bill you separately for payments.  
Estimated taxes, fees & port charges are \$146. \* A Cruise Protection Plan is highly recommended. Flights to Miami are not included.

\* Recommended Hotels: YVE Hotel Miami – 305-358-4555 - \$149.00 + taxes night  
Holiday Inn - Port of Miami - Downtown - 305-371-4400 --\$219.00 + taxes night  
Courtyard - Miami Downtown/Brickell Area - 305-929-9934 - \$209.00 + taxes night  
\* (All recommended hotels are less than 2 miles from the Port of Miami)

**FOR MORE CRUISE INFO CONTACT: S.. REGIONAL DIRECTOR - MS. BRENDA BROOKS**  
**PH: 407-461-2298 • E-MAIL: BRENPROOKS61@GMAIL.COM**

IABPFF, Inc.  
MEMBER SPOTLIGHT  
*BRO. JAMES T. LEE*

James T. Lee was born July of 1931 in Brooklyn, New York and was educated in the NYC public schools. The baby of 7, 5 boys and 2 girls he grew up in a tight knit family. His reserved, stern no nonsense father's discipline, along with the loving, nurturing spirit of his mother, made him the man he was to become and is today. As an average teenager he enjoyed social activities, but he met Elva S. Roberson at their family church Brown Memorial Baptist Church in Brooklyn. After graduation from high school he enlisted in the United States Air Force serving from May 1950-February 1954. A Korean War veteran, he served a good part of his military career at Royal Air Force Burtonwood in Cheshire, England. It was there in 1952 that he married the love of his life and later their first child was born.



After his discharge he moved his lovely bride Elva Lee and his son James Lee Jr. back to New York and continued his vocation as an aircraft maintainer with Lockheed Aircraft Service at what is now JFK Airport. Staying with family for a while he and Elva bought their first house a year after his discharge. Although he enjoyed being an aircraft mechanic there were labor disputes causing too many strikes for the financial health of the Lee family. This was a

turning point in the life of Jim Lee having to leave a job with over 10 years' experience to move to the unknown. For him the unknown was the public service applications that he had put in with the New York City Police and Fire Departments. Although the NYPD called him first, he didn't move until the FDNY offered him a position. The salary of \$5,200.00 was a pay cut from the \$8,000.00 he was making, yet he and Elva, a homemaker at the time, decided they could live off that.

In April 1961 Probationary Fire Fighter James Lee answered his calling to be a fire fighter and started a career that he still loves to this very day. Shortly after his appointment he became an active member of the Vulcan Society, Inc. FDNY. His first promotion came in November 1969 when Lieutenant James Lee was assigned as a floating officer in the battalion. Before being permanently assigned to Engine Company #234 in Brooklyn after a suggestion from John Ruffins, who was leaving a lieutenant position there.

Less than 8 years later in January of 1977 Captain James Lee was assigned to Ladder Company #142 in Queens, just 2 miles away from his home, giving him the opportunity to survey his response area as he would often be walking to and from work. These years were not only spent navigating a fire service career, he was being a devoted husband to a very supportive wife and a loving father to his daughter and 3 sons.

If the aforementioned career and family work life balance was not enough, Brother Lee attempted to be of assistance to the Vulcan Society, Inc. FDNY.



In reflecting about his involvement with the Vulcan Society he says, "I was amazed at how organized these guys were". Wanting to be helpful Brother Lee would always offer to serve in any way that he could. For the first few years the response to these offers was no. Brother Lee said "I didn't look at it as a no, I took it as a not yet". They finally took him up on his offers and allowed him to use his gifts and talents for the good of the organization. If something was going on he was there to represent the Vulcan Society well.

Jim was given unlimited get out of the house passes from his wife as she knew what these men were doing was very important. Every chance she got to travel with her husband and The Vulcans she accepted the invitation. One of the men who Jim developed a special relationship with was Brother Vincent Julius. These guys and their wives traveled together for years and even ended up with their retirement homes not far from each other. Eventually Brother Lee ran for his first elected office in the Vulcan Society. After submitting a nomination petition with 5 members' names he ran successfully for Sergeant at Arms. He later became 2nd vice-president, a position he saw as significant because he

also sat as chair of the membership committee. He valued the importance of recruiting, marketing, communicating with members, dues collection and making the appropriate battalion representation assignments to accomplish these tasks. He also served as 1st vice-president before becoming president. President Lee under his administration implemented the Godfather program. This initiative paired Vulcan Society eligible probationary fire fighters with Vulcan members in the officer ranks. This was the way The Vulcan Society chose to show their support for the women of color who were entering the FDNY.

Jim Lee is one of the few still alive that was at those summer of 1969 executive board meetings of the Vulcan Society, where the seed was planted to establish the International Association of Black Professional Fire Fighters(IABPFF). He was telling me about all the work that was put into the first ever gathering of Black fire fighters in the world held October 30th thru November 1st 1969 at the Commodore Hotel in Manhattan.



I asked him about committee assignments and his role specifically in making this historic event happen. He said "It was simple, you did what you were asked to do and went where you were told to go". When asked about the planning meetings by the founding 5 organizations to host the first ever Black fire fighter convention to form the IABPFF he says' "These guys were



intelligent and well informed, they were extremely dedicated to the mission they had to accomplish during the time frame that they had and didn't take a break until the work was done for that day.

It was a pleasure to see fire fighters from 5 different cities committed to work so hard on a project in the hopes that it would last". Brother Lee and his wife Elva, have been regular attendees of the IABPFF conferences and conventions since they first started in 1970.



He can be seen giving words of wisdom while walking the halls of the conference. You will find him sharing history in the conference settings of workshops or general sessions. And there is always the advice and counsel that can be received from him at the social gatherings like the hospitality suite. Jim shared with me that he

and Sister Elva thoroughly enjoy attending the IABPFF gatherings.

Some of us remember the days where he would sell his newest Black fire fighter related items. Mrs. Lee proudly states "I can only remember missing one convention since they started and that was the first visit to Detroit ". "We are going to keep coming as long as we are able to, I love the way everybody treats us Royally". As much as Jim and Elva Lee love their Vulcan Society and IABPFF family, they now reside in Palm Coast, Florida being showered with affection with the continuous visits from their 4 children 10 grandchildren 14 great-grandchildren and 1 great-great- granddaughter. They are proud of 2 additional generations to be members of the fire service: 1 son retired from the FDNY, 1 grandson retired from another jurisdiction and a grandson who is active in the fire service in Maryland.

*This article was submitted by Bro George Collins, co-chair IABPFF, Inc. Historical Committee*



## Golden Moments



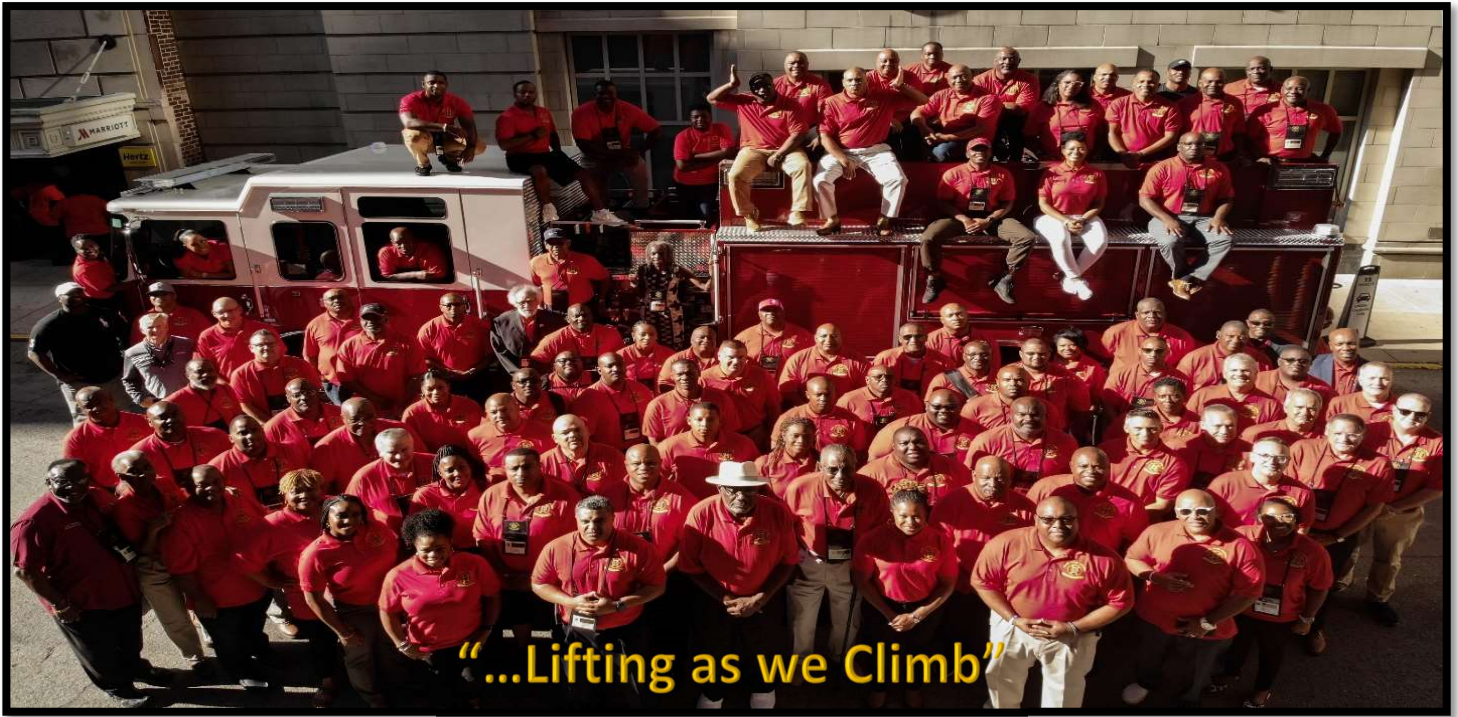


# Register Now!!!

## Annual Educational Symposium and Conference



# GREAT EXPECTATIONS REALIZED THROUGH RELENTLESS PREPARATION



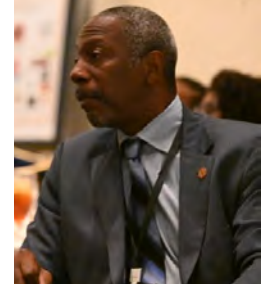
Join **THE Black Chief Officers Committee** and our **Sponsors**  
July 8-16 in Ft. Lauderdale, FL for access to EXCELLENCE!!!!!!  
visit <https://www.bcoc.us/> for additional information...



### "Back to the Sea in 2023..."

Joe Dixon Sr., BCOC Chair

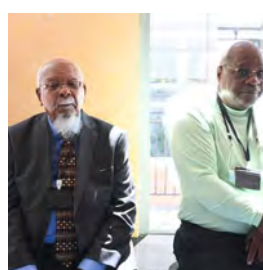
# GOLDEN MOMENTS



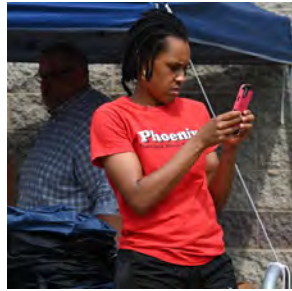
# Golden Moments



Carrie Edwards-Clemons

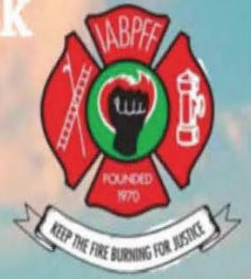


# COMMUNITY SERVICE IS GOLDEN!





# The International Association of Black Professional Fire Fighters, Inc.



## Welcome to MIAMI

*"Closing the Generational Gap"*



August 4th-9th, 2024

SOUTHEAST REGION DIRECTOR BRENDA BROOKS  
CONVENTION INFORMATION WILL BE POSTED ON

OUR

WEBSITE AT :[www.iabpf.org](http://www.iabpf.org)



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"Giving Back is Where it's at"