



Carrie Edwards-Clemons
President
president@iabpf.org

Office of the International President

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

1200 G Street NW Suite 800
Washington, DC 20005
Phone 810.874.5874



Regina Wilson
Quincy Scott
Kenyatta Smith
Khalilah Yancey
Tony Jones Jr.
executiveteam@iabpf.org

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Greetings Members,

The 2024 Biennial Convention will take place August 4th through 9th in Miami, Florida. Recently, we have witnessed significant changes in the political landscape at the national and local levels. The issues of racial injustice, inequality and discrimination are not new to our organization. As the political climate continues to evolve, it is imperative that we lead by example, advocating for equal opportunities, fair treatment, and representation for all within the fire and EMS services. The 2024 Convention presents a unique opportunity for us to come together and be a voice in the community.

The IABPFF, Inc. was established to:

1. Create a liaison between Brothers and Sisters of color globally to collect and evaluate data on all deleterious conditions incumbent in all areas where minorities exist.
2. Compile information concerning the injustices that exist in the working conditions in the Fire Service and implement action to correct them.
3. Promote interracial progress throughout the Fire Service, and to see that competent Brothers and Sisters of color are recruited and employed as fire fighters, wherever they reside, and to aid in motivating them to seek advancement to elevated ranks throughout the Fire Service.
4. Engage in cultural, educational, and public service activities; to establish and maintain high moral intellectual standards.
5. Govern, supervise, and regulate all chapters of the IABPFF, Inc. established under the authority and sanction of this organization.

Prior to the 2024 Convention we will:

- Work with our Legislative Liaison to create a whitepaper that presents our issues, identifying key issues plaguing the fire service and communities of color, and provide a viable solution for discussion.
- Invite elected officials to discuss the current environment and how it affects minorities, women, and the LGBTQ+ community within the fire and EMS services.

During the 2024 Convention, we will:

- Meet with leaders to present the IABPFF, Inc. White Paper and discuss salient issues with solutions.
- Host a community event for the sole purpose of recruiting minorities and women into the fire service.
- Memorial march – To honor our fallen brothers and sisters, and remember those on whose shoulders we stand.
- Conduct upward mobility and training workshops to aid in motivating advancement to elevated ranks within the fire service and the organization.
- Address firefighter mental health, trauma, and crisis during and after a career in the fire service.
- Conduct Organizational Effectiveness training for our Regional Directors and Chapter Presidents.
- Engage in cultural, educational, and public service activities to recommit to the mission of the IABPFF, Inc.

The 2024 election is only three months away from the start of our convention. Let us use our emotional intelligence to capitalize on this opportunity as we remain fiscally responsible for the stability of our organization. We will pivot and make this convention work for us. Hope to see you there!

Sincerely,

Carrie Edwards-Clemons
IABPFF, Inc. President

“Keep the fires burning for justice.”