## The World is Watching Your Department – Who Will Tell Your Story, You or Them?

Presented by Jeff Hammerstein and Mike Legeros on July 17, 2014 South Atlantic Fire Rescue Expo - Raleigh, NC

### **Presentation Description**

### The World is Watching Your Department – Who Will Tell Your Story, You or Them?

Social media is everywhere, and everyone is a reporter. Camera phones are taking pictures and recording videos of your actions and activities. Facebook, Twitter, and news site submissions, etc. are putting your department on display.

Fighting this trend is futile, but you can take control of your story and guide the narrative to your department's benefit. Join Wake County EMS Community Outreach Chief Jeffrey Hammerstein and Raleigh/Wake County fire blogger and photographer Mike Legeros for a discussion on how to make social media work for you and your department.

#### **Contact Information**

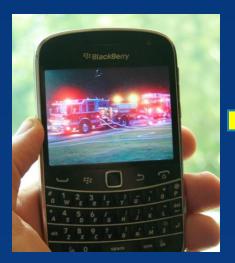
Jeff Hammerstein
Community Outreach Chief and Public Information Officer
Wake County EMS
jeffrey.hammerstein@wakegov.com

Mike Legeros
Public Safety Blogger
mikey@legeros.com

Slides from Jeff Hammerstein

### **PART ONE**





## The World is Watching Your Department

Who Will Tell Your Story - You or them?

A discussion on social media, traditional media, and emergency services. By Jeffrey Hammerstein and Mike Legeros

### Who Funds Your Department?



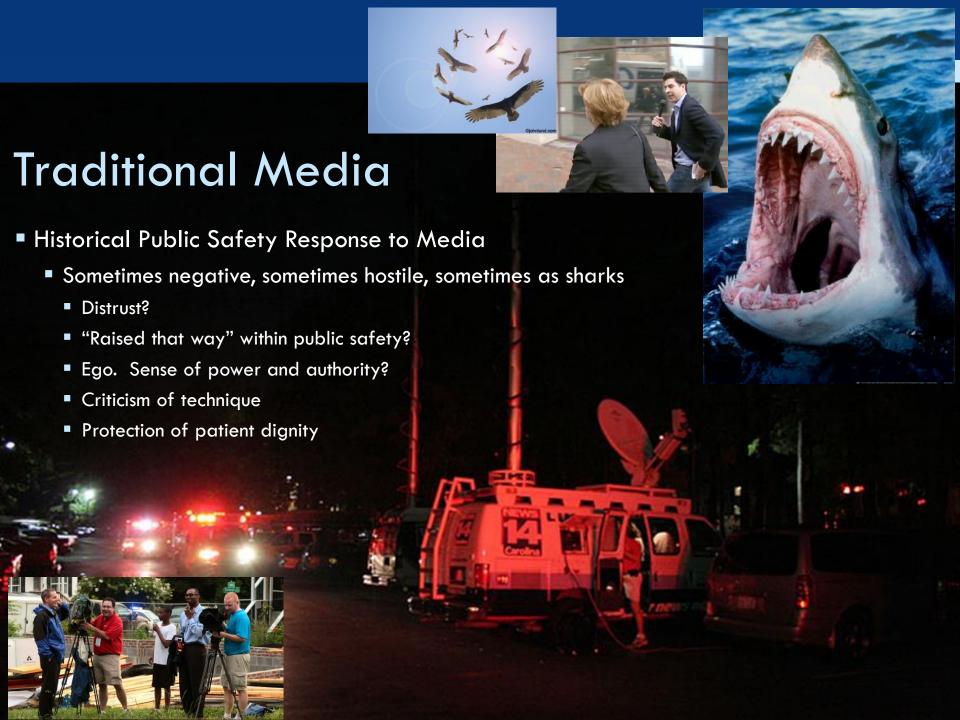
## Course Objectives My Objectives

- 1. Acknowledge that news reporters and social media photographers make many of us upset.
- Acknowledge the reasons why they upset us.
- 3. Convince you that we've had it wrong the whole time.
- 4. Show you how to turn any exposure into a powerful resource

### Accept!

# TRUTH

- ■The video WILL go out. We will not stop it.
- ■The story <u>WILL</u> go out. We will not stop it.
- ■The comments WILL go out. We will not stop it.





- We have some control over the material received by media
  - Video and pictures can be limited (yellow tape)
  - Provide information at the scene







### Social Media

- Public Domain
  - Their right to shoot video
  - Not our right to stop them
- Do Your Job
  - Shield with a sheet
  - Remain focused on the job
  - Don't make it worse



Don't do something that you'll have to explain to a chief, a reporter, or a judge.

### We've been wrong the whole time!

- Does your public know who you are and what you do?
- Do your budget makers know who you are and what you do?
  - You couldn't buy the commercial time that media offers for free

What are you doing with your free publicity?



### Public Record

- People want to know what's going on
  - We're all curious
  - Is there danger?
- Anything can be a teaching moment
  - Explain equipment and procedures
  - Hazards associated with event types
- Government Service Watchdog
  - We belong to them
  - Our practice should withstand scrutiny or it should change!



#### How Do We Make This Work?

- 1. Accept those truths!
- 2. Establish a social media presence and engage your local media
- 3. Be open, willing and ready to address anything you see on your department



2,503 likes

Get yourself a Legeros!

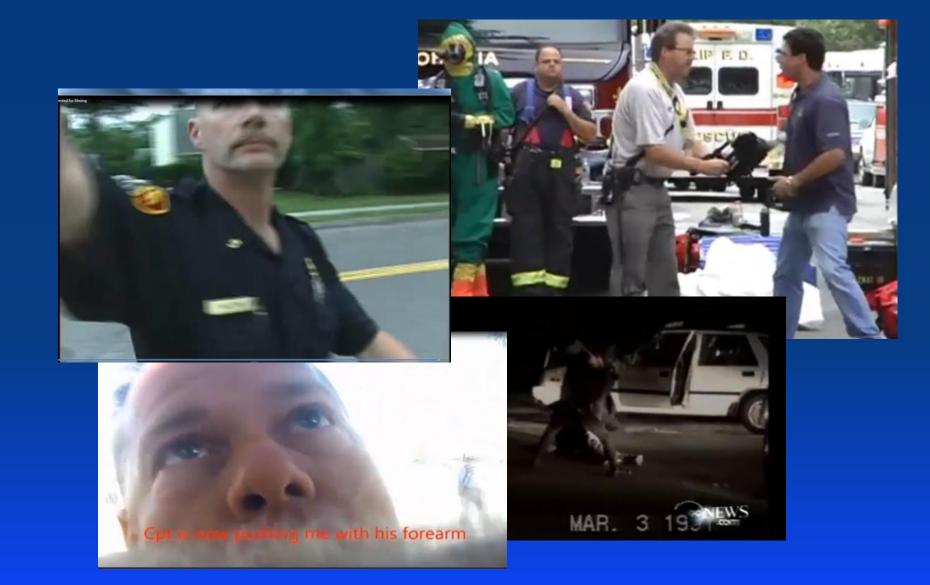
### Turn It Around and Educate!

"People think we should have put water on the fire as soon as we got there," Poole said. "But we had firefighters inside trying to save lives. We were not going to put water in there and drive them back. You can't push water, fire, smoke and debris on the people you are trying to rescue."



"You're looking at it from one perspective," he said. "It's like taking a small snapshot of a heart surgery and calling it a murder scene."

### Is this how you want your public to see you?



Slides from Mike Legeros

### **PART TWO**

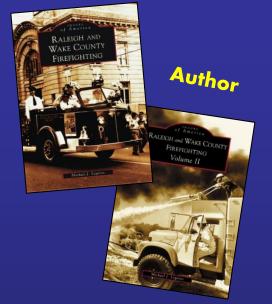
# Thet's



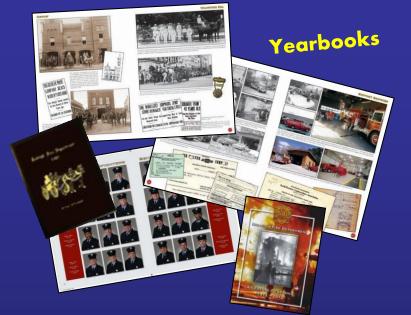
[Ten-second video of a fire engine responding to a call. They approach an intersection with stopped cars. The light is green as they pass the cars on the right.]

- Imagine that's your department in the video.
- Raise your hand if you don't like what you saw.
- Who likes the video? Raise your hand.
- How many people think it's both good and bad?
- You're all right.
- It depends on who's watching, their experience, and the context in which it was presented.
- As for the clip, it was shot by me.

- Hello!
- I'm the other side of this equation.
- I'm the person who wants to know what you're doing...
- I'm the curious citizen.
- I'm the gawker.
- I'm the fire buff with a camera.
- I'm that person with a Facebook page, or a blog, or a web site.
- And I'm telling world about you and what you're doing.
- You might think I'm you're enemy.
- But I'm really your friend.



Historian





**Photos** 

### Newsletter





### Museum



- Mike Legeros.
- Raleigh firefighter from 1989 to 1991.
- Software industry since 1993.
- Technical trainer for many years.
- Currently member of web team.
- Remained interested and involved in the fire service.
- Photos.
- Web sites.
- Writing books.
- Historical research.
- President of fire museum. Etc.

### Today I am going to talk about two things:

- 1. Taking photos
- 2. Sharing information



- Why do I do this?
- Personal interest in subject matter.
- Personal relationships with responders.
- Connecting with buffs and other like-minded people.
- Photography, social media, and web are hobbies of mine.
- Not after ratings.
- Not after money. Not a job.
- I'm not a watchdog. I'm not on a crusade.
- Here to channel my interest and enthusiasm for the fire service. Here to help.

### Today I am going to talk about two things:

- 1. Taking photos
- 2. Sharing information



- Public safety photographer since 2004.
- Incidents, special events, and stock photos.
- Mostly still pictures. Rarely video.
- Official fire and EMS credentials since 2008.
- Access "inside the tape" on scene.
- Discrete but active photographer. Unobtrusive but proactive.
- Also conceal identities of patients. And no blood or gore.
- Note about Raleigh and Wake County.
- Local fire photographers for over two decades.
- Responders are used to close proximity of cameras.



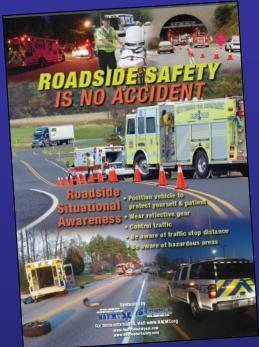


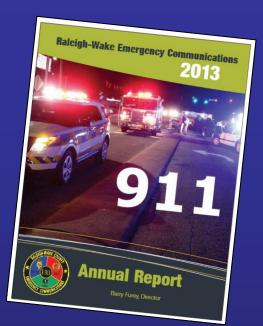






- Where are my photos shown?
- Posted in public, on web site and Twitter.
- Posted in private, on Facebook.
- Audience is primarily public safety members.
- They are permitted to use or re-purpose images as needed.
- Some restrictions.
- Not intended for news agencies.
- Not permitted for commercial use or licensing, without permission.



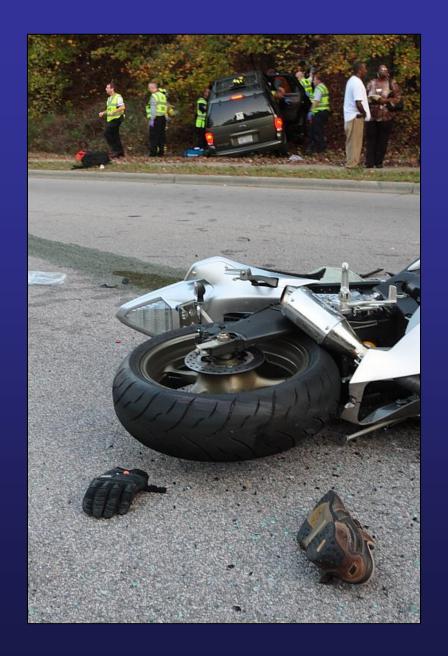






- My photos have appeared in many places.
- Local agency web sites.
- Local agency annual reports.
- Industry magazine covers and stories.
- National safety campaigns.
- Fire media web sites.
- Fire service text books.
- Etc.

- What's been the reaction to these photos, over the years?
- Really bad
- Slightly bad
- Good.







- Really bad reactions.
- Very rare.
- Typically involving a fatality.
- Here's one example.
- Motor-vehicle accident on Creedmoor Road.
- Operator of motorcycle died.
- Posted pictures included mechanism of injury and items of clothing.
- Family members found these photos.
- They contacted me, expressing how upsetting the images were.
- I apologized and removed public access to the images.

- Slightly bad reactions.
- Much more common.
- Mostly procedural.
- Not wearing X, incorrect use of Y, someone's showing Z.
- Some are pre-emptive, please don't post a picture of this.
- Others are after the fact, Chief saw a picture of me doing that.
- Try to help both when shooting and editing.
- Also a challenge for leaders.
- Don't be punitive.
- React appropriately to images and information.





- Here's one example.
- Structure fire from a couple years go.
- Dramatic picture considered for a history book.
- But one firefighter isn't wearing their gloves.
- Not noticed at time of posting.
- Rejected for history book.

- Praise.
- Have received much positive feedback.
- Great for training materials, online or print, local or national.
- Public education/marketing assets.
- Fire investigators appreciate scene photos.
- Citizen appreciation for their incidents, though rare.
- Responders and their family members.
- Even real-time documentation.
- Raleigh tornado of 2011.
- Provided City officials with first images from multiple sites.

- Legal impact?
- Lawyers and LEOS have requested copies, from time to time.
- LEO have contacted fire and EMS officials, to verify my credentials.
- Lessons learned?
- Cameras are powerful presence.
- People react to a camera, if they're being photographed.
- Cameras are everywhere AND everyone is using them.
- People love to share experiences via images.
- Responders in particular, love scene photos.

## Today I am going to talk about two things:

- 1. Taking photos
- 2. Sharing information



+ Notifications

Firehouse.com, Photo Story: N.C. Units Called to Haz Mat, one of my couple-times-a-year submissions, tinyurl.com/qxw643b

Mike Legeros shared a link.

CDG McGee, Andy Chatman and 2 others like this

Here's one of my couple-times-a-year photo story submissions to

Mike Legeros @legeros - Jul 5





#### Photo Site - Later - Public



#### + Notifications



Fire News/Media

Sites - Later - Public

Vesterday's Gas Leak in Clayton, Legeros
Fire Blog, tinyuri.com/p7otxzb

GARNEA
VOLUNTEER

NE DEP1:

+ Notifications



- How do I share information?
- Let's start with incidents that I respond to.
- First, I post text and photos in real time using Twitter and Facebook.
- Later, I post my photos to my web site.
- Also announce those posted photos using Twitter and Facebook.
- Some times, also write a blog posting about the incident.
- And announce the posting via Twitter and Facebook.
- Occasionally, I will submit my posting and photos to fire media sites.
- When those are posted, I will announce via Twitter and Facebook.

## Charlotte Ladder Overturns - The Photo

Garner is Hiring

Special Called Wake County Fire Commission Meeting - Thursday, May 1, 2014

## Raleigh Rescue Squad in 1968

Morrisville's New Ladder 1

Blowing Rock's New Rescue Raleigh's Proposed FY15 Budget

New Wheels For EMS 101

Raleigh Fire Museum
Open This Saturday



Fayetteville Fleet Listing – Help Wanted

Armored Fire Engines of Japan

Carolina Brotherhood Fundraiser in Wake Forest - Sunday, June 22

David Dillon Named American Legion's NC Firefighter of Year

- Blogger
- Veteran blogger.
- Had my own fire service blog since 2006.
- Many types of postings: interviews, apparatus deliveries, major fires, fire commission meetings, histories.
- Varied length: single paragraph to multi-page.
- Varied type: text only, text plus photo, text plus multiple photos, photo and little text.
- Decreasing frequency. Down from daily/multiple daily.
- Think a newspaper, but you only see one story at a time.
- Has comment section. Thus also served as a local discussion board of sorts.





#### **Raleigh Fire Department Newsletter**



Volume 7, Issue 1

Winter 2014

#### **Hiring Underway For Academy**



The hiring process is underway for Recruit Academy

#### High-Rise Fire on Thanksgiving Day



At 8:58 p.m. on Thanksgiving Day, Thursday, Novemher 29 a fire was reported at the Holiday Inn at 4100

#### Raleigh Fire Department News



- Volume 8, Issue 3 Summer 2014 (forthcoming)
- · View archives

The Raleigh Fire Department newsletter is PDF format and requires installation of the free Adobe PDF reader.

- Raleigh Fire Museum
- Stations/Apparatus/History
   Incident/Event Photos

#### Raleigh Fire Department Web Site

Raleigh Television Network - FireWatch Episodes

Information For Retirees

#### Featured Photos - Summer 2014

- Breakfast with Homer
- Fallen Firefighter Golf Tournament Freeman Street - Set 1 | Set 2
- · Haz-Mat to Clayton
- . Lassiter at North Hills Avenue
- Lundy Drive
- New SCBA Set 1 | Set 2 | Set 3
- Retiree Luncheon Set 1 | Set 2 | Video
- Sprinkler Safety Demo Trench Rescue Training - <u>Set 1 | Set 2</u>

Photos by Mike Legeros, Lee Wilson, Tim Blaisdell, Kevin Ellsworth, Dave Gaze.

**Previous Featured Photos** 

The Raleigh Fire Department Newsletter is a quarterly publication for personnel, retirees, and citizens. For assistance with this web site or more information, contact editor@raleighfirenews.org

- Newsletter.
- Quarterly, official.
- Approved by Fire Chief.
- Nice comparison/contrast to blog.
- Written as a voice of Raleigh Fire Department.
- Versus blog, which is written as voice of Mike Legeros.
- Real journalism. Face-checking. Interviews. Quotes. Deadline. Built from editorial calendar, but also based on news priority.
- Digital version posted as PDF to www.raleighfirenews.org.
- Plus links to related photos featured in each issue.









Wilmington Fire Chief presentation to City Wilmington Fire station plan and more, Council about fire station plan and more, view recording, wilmington.granicus.com/MediaPlayer.ph...



Rosemary Lane on Jul 6, Raleigh Fire,

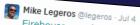
@WakeCountyEMS, haz-mat investigation,
photos posted, tinyurl.com/px8bvng



Mike Legeros @legeros · Jul 4

Tryon Road curve claims another life, Jun 29, Garner-Cleveland Record

tinyurl.com/l6y9lk4, realignment coming, tinyurl.com/lvfggg9



Firehouse.com from New Bern Sun Journel, N.C. Task Force Deployed for Hurricane Arthur, tinyurl.com/l6y9lk4

- Twitter.
- My second blog, or mini blog.
- Limited to 140 characters, including one to four photos.
- How do I use Twitter?
- As shown before, for real-time information at incidents.
- Also for notifications of posted photos.
- Also for notifications of new blog posts.
- Also in place of some blog posts.
- Also for one-off photos.

Raleigh Fire Old Eng 9 @ Sta 26. Getting prepped for @SAFRE parade in 2 wks. Fought my first fire on this one. pic\_twitter.com/Krxfd5U3F1

Wake Forest News assists Wake Forest Fire
@WFFire w/drone at Falls Lake woods fire,
tinyurl.com/mx39yye





Legeros Fire Blog - Events / incidents / news / opinions / history / Hawaiian Shirts / photography / fire / rescue / EMS

Like Share Pete Gitto, Bill States and 42 others like this.

#### Easy Address

www.legeros.com/blog

#### Wigit Lo

Visit Legeros Home







#### Last Comments

Legeros (Wilmington's New ...): Don't know the length of Raleigh's current tiller...

Katie (Wilmington's New ...): Isn't this about the same length as Raleigh's cur... Legeros (Wilmington's New ...):

Truck is 63-feet long...

MCNelson (Wilmington's New ...):

Buckwheat, the tiller for now at least is going t...

Paul (Wilmington's New ...): That's a long damn truck. As I understand it a m...

<u>Buckwheat</u> (Wilmington's New ...): Mike...which station will receive the new tiller? B...

Chuck (Mystery Spur): Whitaker Mill Rd maybe?

Legeros (Wilmington's New ...): The City of Raleigh will be purchasing a second t....

John Doe (Wilson Fire Depar...): To

the best of my knowledge Squad 4 was for a joi... <u>Greig</u> (Would You Believe...): Had a logging tractor burn one time deep in

the w...
Chuck (Old Oshkosh P-15 ...): I
worked at National and Dulles
airports from 198...
Legeros (UPDATED: Notes on...):

What's the historical perspective statewide on bi...

D.Cates (Wilson Fire Depar...): If my memory serves me correctly the Special Ops ...

Dan Bennis (Lego Oshkosh P-15...)

#### My Schedule For The Show

Here's where I will be this week at the <u>South Atlantic Fire Rescue Expo</u>. Plus some first-thing/last-thing drive-bys earlier in the week, as the trucks are loaded into the convention center. That's always fun to watch. Need to find me during the show? Look for a large guy in a Hawaiian shirt. Typically with a couple large cameras. Or visit the Raleigh Fire Museum booth on the mezzanine level. We're right beside the escaltors. Thursday - July 24

- Late afternoon Check-in as exhibitor (Raleigh Fire Museum), help with booth set-up.
- . Early afternoon Behold BBQ teams as they start their cooking. Take some pictures.

#### Friday - July 25

- Before 10:00 a.m. Check-in as a presenter (social media). Help get our booth ready.
- 10:00 a.m. to 3:00 p.m. Attend Expo, see folks, snap shots, loiter at our booth, lunch somewhere on the Mall.
- 3:15 p.m 4:45 p.m. Conduct social media workshop with Jeff Hammerstein, The World Is Watching Your Department. Who Will Tell Your Story, You or Them?
- Late afternoon Run home, eat dinner, take nap?
- Early evening Attend Brotherbood Bash at Napper Tandy's, Starts at 7:00 p.m. Old Man Legeros will probably arrive early and leave early.

#### Saturday - July 26

- 8:00 a.m. to 9:00 a.m. Prepare booth for the day.
- 9:00 a.m. to 11:30 a.m. Staff our booth.
- 11:30 a.m. to 2:30 p.m. Head outside for photos of the parade, the trucks, the games, et al. Plus lunch on the Mall.
- 2:30 p.m. to 4:00 p.m. Staff our booth.
- . Later afternoon Shut down the booth. Take things to car, Say goodbyes, See you next year.

07/20/14 10:05 | No commer

#### Video of Yesteday's House Fire in Youngsville + 0 - 0

Wake Forest News has posted this three-minute-and-change YouTube video of a heavily-involved house fire in Youngsville yesterday. The address is 1425 Moors Pond Road. The departments on scene were Youngsville, Bunn, Wake Forest, and Franklinton. Plus Franklin County EMS and Youngsville Rescue & EMS. Read the accompanying story.







Exciting Recent Posts

My Schedule For The Show
Video of Yesteday's House Fire in

Search!

enter\_search

Tweets

+0-01

Mike Legeros 1h

Carroll funeral on Sat. in

Durham, photos posted,

pic.twitter.com/rZT0Aut0

tinyurl.com/kmmf5rr

Show Photo

gal

> Follow

Youngsville Wilmington's New Tiller

Mike Legeros @legeros · Jul 4

Firehouse.com from New Bern Sun Journel, N.C. Task Force Deployed for Hurricane Arthur, tinyurl.com/l6y9lk4





- My tweets appear on my blog site, in the upper-right corner of the home page.
- They are a blog within the blog, so to speak.
- They have replaced some types of blog posts.
- Such as links to news stories that I want to share.



## Additional photo US 70 and Granny Farm Ln







Mike Legeros @legeros

@JOCOFIRENEWS Sure wish Granny Farm and Fanny Brown roads intersected. Would love to direct someone to Granny Fanny.







That's an example of my humor.



June 3, 2014 - Ambulance Approaching

40 views 4 weeks ago



June 6, 2014 - Raleigh FD -**Daniels Street** 

151 views 1 month ago



May 7, 2014 - Raleigh FD -Retiree Luncheon

482 views 2 months ago



April 28, 2014 - Bay Leaf FD -Station 1

79 views 2 months ago



Raleigh FD - Apparatus in Motion

628 views 3 months ago



April 1, 2014 - Raleigh FD -Training at CCCC

277 views 3 months ago



January 23, 2014 - Raleigh FD - January 10, 2013 - Raleigh FD -Tiller Training

525 views 5 months ago



Clark Avenue

59 views 6 months ago



January 6, 2014 - Wendell FD -Live Burn

166 views 6 months ago



January 1, 2014 - Raleigh FD -Trillium Circle

230 views 6 months ago



December 23, 2013 - Cary FD & Swift Creek FD - Funeral

1,699 views 6 months ago



Raleigh FD - Ladder 4 **Returning to Quarters** 

665 views 7 months ago



September 28, 2013 - Warren County Fireman's Day

68 views 9 months ago



September 23, 2013 - Raleigh FD & Wake EMS - Wake Fores...

508 views 9 months ago



September 21, 2013 - Tunnel to Towers Run/Walk

234 views 9 months ago



September 16, 2013 - Raleigh FD - RIT Training

283 views 10 months ago



- Also have a YouTube account.
- Occasionally post video clips.
- Typically very short, 30 seconds to three minutes.
- Typically shots of apparatus or units in motion, or brief clips from incidents.
- Shot with both DLSR and camera phone.
- That said, rarely shoot video.

## **CAROLINAS FIRE PAGE**

RALEIGH, NC (WAKE) \*WORKING FIRE\* 3409 SOSA RD XST SUNNYBROOK. APARTMENT FIRE. E12 E7 E3 E10 L2 L8 SQ15 R1 BC2 BC5 C20 EMS62 DC1 SQ14. FIRE THRU ROOF OF 2-STY TOWNHOME, END OF ROW. QUICK CONTROL. 5 DISPLACED, NO INJS. ~15:45. [CFP7474\*700] 90/19

RALEIGH, NC (WAKE) \*WORKING FIRE\* 4705 DEERWOOD DR. E17 O/S SPLIT LEVEL DWELLING WITH HVY FIRE SHWG #2 FLR. E17 E9 E23 SQ14 SQ15 L3 L1 BC4 BC5 R1 EMS11 DC4 A1 C20 C401. ON TAC 24 [CFP7474\*700] 90/19

RALEIGH, NC (WAKE) \*MULTI-PATIENT INCIDENT\* RALEIGH SCHOOL RD. CHILDREN'S TRAIN ACCIDENT AT A SCHOOL EVENT. 8 GREEN TAGS XPORTED BY FOUR AMBOS. MIX OF PEDS AND ADULTS. WESTERN WAKE E191, RALEIGH E8, M95 DC5 ~14:00 [CFP74747\*700] 19/57

- Old-fashioned e-mail.
- Subscribe to Carolinas Fire Page.
- Service provides notifications of working fires and incidents.
- Also a contributor.
- When monitoring or observing incident, I will send details.
- CFP incorporate and retransmits the information.



PHOTOS - 57









- Facebook
- The elephant in the room, the 800-pound gorilla.
- Exceptionally easy to use, for all ages, all skill levels.
- Any organization can quickly and easy create a web presence.
- Or create an event page, or a private discussion group.
- I have a Facebook page.
- Used for both personal and "fire stuff."
- Also have pages for my blog and the Raleigh Fire Museum.
- Also co-administer pages, such as History of EMS in Wake County.
- Also contribute on pages, such as Fire Trucks at War.

## **Twitter Feeds**

Facebook Pages

Facebook Groups

**Blog Sites** 

**Mailing Lists** 

Web Sites

Newsletters

- These are ways that I am telling your story.
- These are also ways that others might be telling your story.
- But you can use these tools and technologies tell your own story.
- You can become your own reporter, your own publicist, your own PIO.
- Why tell your story?
- Marketing your agency and its services.
- Improving lives and safety through education.
- Recruiting, generating interest in volunteers, driving people to events.
- Sharing success stories and boosting member morale.
- Responding to attention or criticism in local news.
- Etc.

# ILSSSOIS

# ILEAR RIGIES

## Lessons Learned

(is that better?)

#### **Tone**

Be civil. Use real names. Be wary of anonymous comments and systems that permit them. Praise often. Apologize as needed. Give the benefit of the doubt. Presume good intentions on part of person posting.

## **Changing Your Words**

Edit or delete your words as needed. Be they postings of yours, or comments on someone's else page. Or delete and do over.

[ Note: This said by a civilian who is not impacted by public information laws. ]

## **Eyes Upon You**

Anyone and everyone may be reading. Some read daily, some read weekly, some hardly ever. Your posts may also be read weeks or months later, via search results.

## What You Say

Never say something about someone that you wouldn't say to their face. Never post anything you wouldn't want your mother to read. The only thing truly private is the thing not posted.

#### Don't' Get Paranoid

Balance awareness of your potential audience with the confidence of your words and your purpose for posting.

## Day Room vs. Family Room

On Facebook, your "friends" may include both peers and family. Be aware of black humor or blunt incident comments. Be aware when posting information in response of news of job accidents, injuries, or fatalities. Will someone's family react if they see "prayers for Engine 1" or "praying for the Smith Family."

## Levity

Humor is a large component of my "voice." Particularly self-referential humor. Don't be so serious. Don't take life so seriously. Have fun. You'll live longer.

#### **Free Pass**

My salary is not derived from a public safety profession. Thus I must manage myself, must self-supervise. Be aware of any vacuum you find yourself functioning in.

#### **Motivation**

People use social media for different reasons. I'm doing this because it excites me and channels my interests. Others are here for ratings, for creating conversations, for stirring pots, etc. Remember that your motives aren't always their motives.

#### **Bottom Line**

Do your job, know your job, know the consequences of doing your job. That will always help you, in the context of stories told about you doing your job.

## That's All Folks

#### **Postscript**

These slides are intended as an introduction to reputation management, media relations, and social media issues in fire and emergency services. They were presented as a ninety-minute lecture.

What's not covered in these slides? Many things, including:

- Using these tools on internal or private networks.
- Writing polices on media relations and social media usage.
- Perspectives on how other agencies use these technologies and tools.
- Tips for monitoring media and social media, to learn what others are saying about you or your organization. (Tip: Google Alerts.)
- Advice on writing, editing, and creating content.
- Legal perspectives. (We are not lawyers, nor play ones on television.)

Maybe next time.

Thanks for reading.