

Four lightbulbs are positioned behind the title text. From left to right, they are green, yellow, red, and blue. They are arranged in a slightly overlapping cluster, with the yellow bulb being the most prominent in the center.

# Inclusion, Diversity, Equity & Access (IDEA) in Emergency Management

FEMA Region VI Higher Education Collaborative Summit

September 14, 2022


# Who is in the audience?



Handout

SCAN ME





What are the challenges to  
EM that relate to DEI  
efforts?



# Emergency Management Challenges: Disasters

- Cost of disasters from natural hazards,
  - human health and safety,
  - property,
  - critical infrastructure, and
  - homeland security
- Certain marginalized populations are disproportionately impacted during preparedness, response, recovery, and mitigation
- High risk habitation areas
- Equity, Climate Change, and Workforce Readiness



# Emergency Management Challenges: Terrorism

- The primary terrorist threat inside the United States
  - Lone offenders and small cells of individuals,
    - Including Domestic Violent Extremists (DVEs) and
    - Foreign terrorist-inspired Homegrown Violent Extremists (HVEs)
  - There were 16 attacks from 2018- 2019 by violent extremists.
  - Diversity and race related attacks account for most of the attacks
    - (more than any other violent extremist movement).



# Emergency Management Challenges: Cyber-related

- Cybersecurity threats included nation-state sanctioned attacks primarily
  - Cybercrime and threats to our elections
  - Attempt to sow discord by inflaming present socio-political divisions regarding
    - Race,
    - Elections, and
    - COVID



# Challenges in Practice

- Serving diverse populations
- Empowering individuals with access and functional needs
- Considering root causes and social constructs during various efforts
- Understanding unmet needs
- Doing the right thing vs. Doing things right



# Doing things right vs. Doing the right thing

## Doing things right



Aligned with management



Focused on compliance



Following checklists



Guided by rules, policies, procedures

## Doing the right thing

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Aligned with leadership

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Requires critical analysis

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Requires thinking beyond the checklist

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Guided by goals, vision, and processes



# Concerns in Workforce and Development

- Having leadership that champions diversity
  - Not just at lower (entry levels) of employment
  - Hiring diverse individuals at executive level
- Workplace culture to encourage employees
  - Efforts for retention, attrition, hiring rates, onboarding, recruitment and outreach for diverse individuals
- "Data Driven" diversity
- Considering contractors
  - Carrying out equity, diversity, access, and inclusion strategies



# Inclusive Diversity Strategic Plan Goals



## Unleashing the power of our shared human spirit

### Priorities

- You believe you belong and matter
- We build the mind and heart – we grow together
- Words matter – we speak our truth kindly

### Activities

- Thoughtful and ongoing development of ID content and micro-learning opportunities
- Embedding ID principles in DHS workstreams and business operations (IDDP + alumni, proliferation of training content)
- Connections between and among employees through Employee Associations, mentoring programs

### Outcomes

- Employee **alignment** between self and DHS mission
- **Connectedness** and cohesiveness
- **Empowerment** at the individual level



## Expanding opportunities to grow and serve the nation together

### Priorities

- Everyone deserves a chance – DHS welcomes you
- Pursue your passion

### Activities

- Ensuring a diverse applicant pool through outreach and strategic planning
- Priority on retention through advocacy of career development and other programs
- Mobilizing DHS Exit Survey results toward retention
- Industry practices for hiring and selection

### Outcomes

- **Recruitment, engagement and retention**—using individual experiences to inform the system
- **Telling the story**—clearly illustrating investment in employees



## Leading with intention to make a difference

### Priorities

- Be part of something special – help make us better
- Our decisions are guided by you – you are more than a number

### Activities

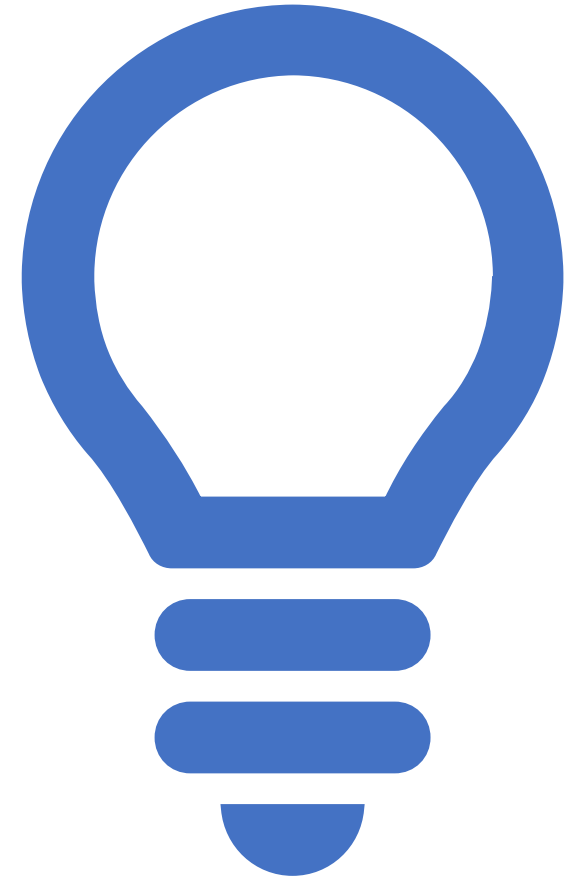
- Strengthen definition and application of ID
- Establish and institute a measure for Inclusion
- Build, deploy, leverage infrastructure and resources (SRDI Council, e-Library)
- Expand and deepen partnerships through consultation and cross-disciplinary projects

### Outcomes

- **Ownership and accountability** at all levels
- **Data-informed focus** toward growth and improvement

# Innovation and Flexibility

- Not penalizing failure
- Consider the complexity of wicked problems
- Recognizing the innovation in diversity



SCAN ME



# Break

Scan QR Code for handout!

IDEA.  
Inclusion.  
Diversity.  
Equity.  
Access.

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Equality

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Implicit Bias

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Micro-aggressions

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Welcoming

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Belonging

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Access

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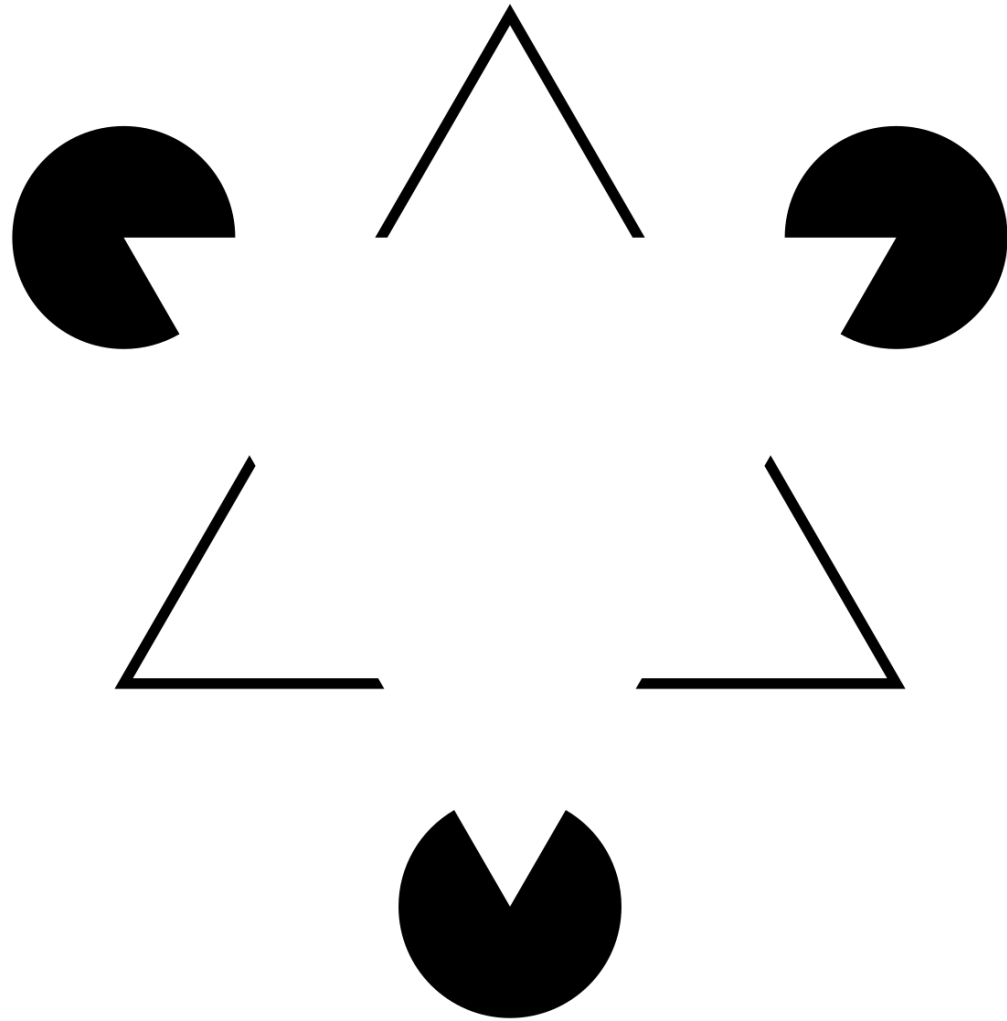
Justice

SCAN ME





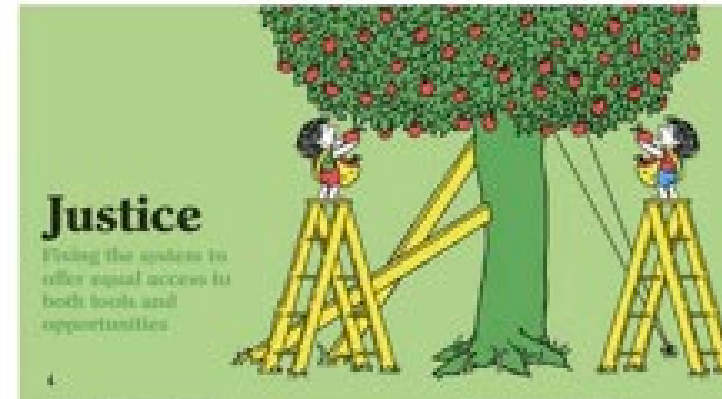
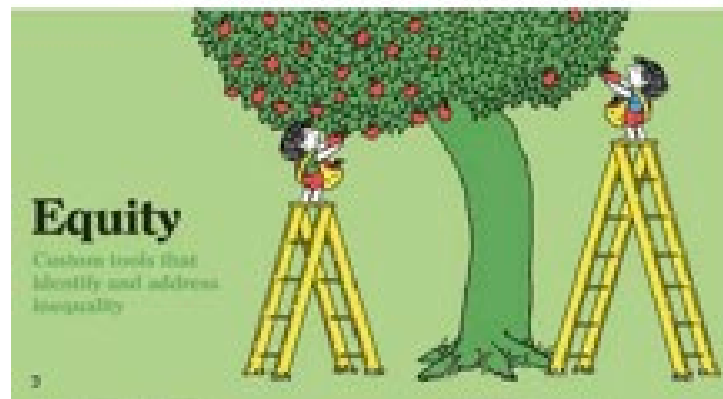
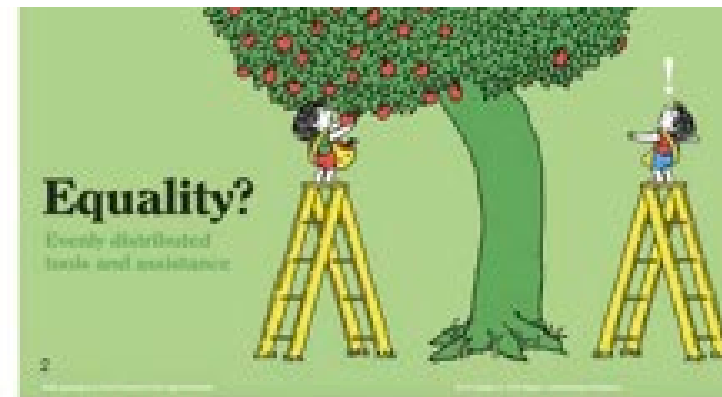
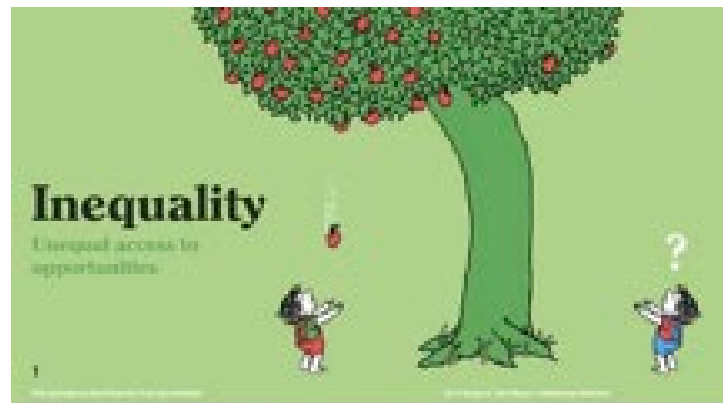
How many  
triangles do  
you see in  
this image?





What goes with  
peanut butter?

# Equality v Equity



# Diversity

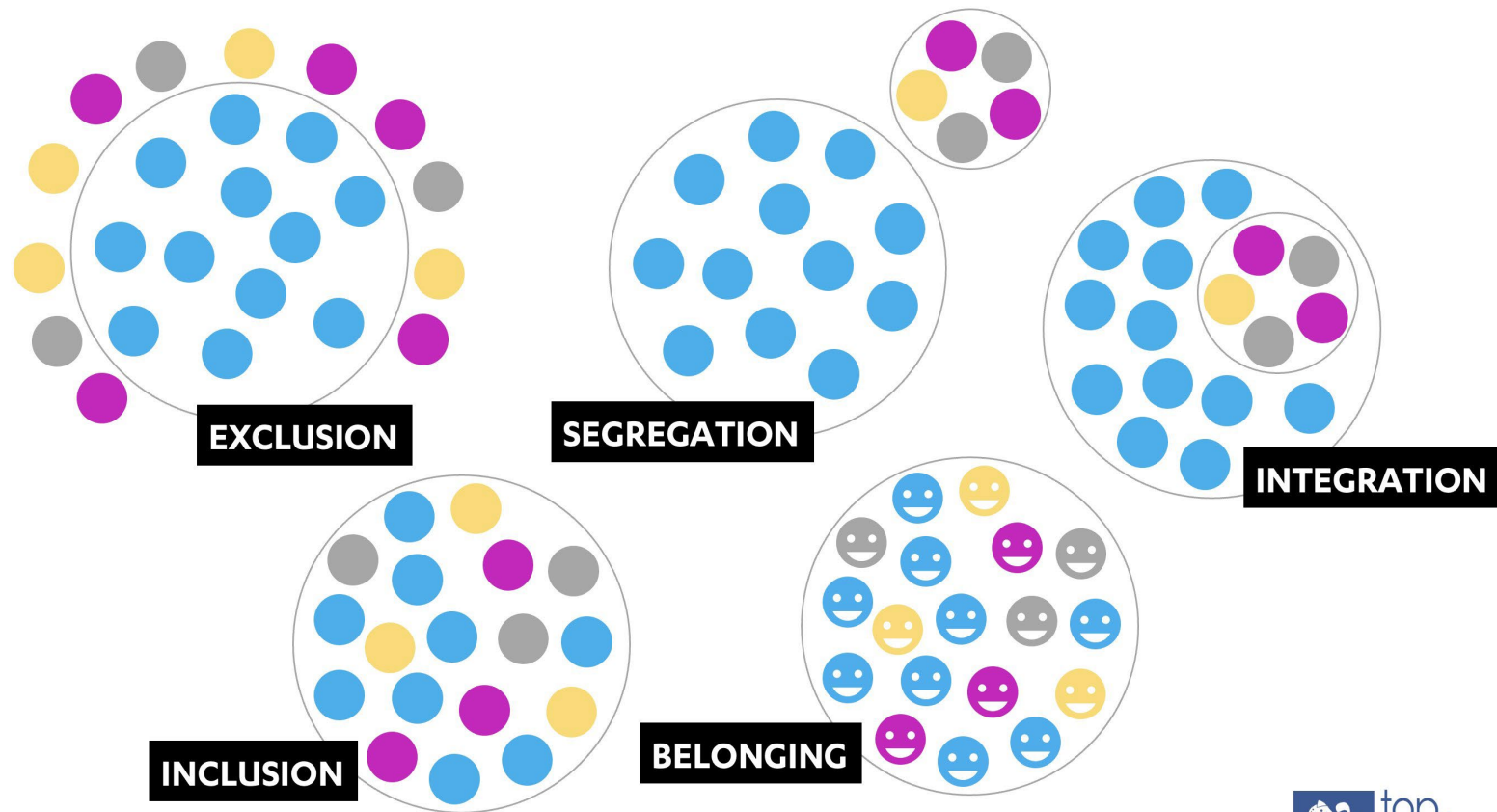


Image created by Dr. Steve "The Gay Leadership Dude®" Yacovelli of TopDog Learning Group, LLC. Reuse w/ attribution. Lead on, Rock Star! <http://topdoglearning.biz>



# Implicit Bias and Microaggressions?

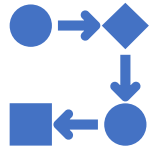




# Justice



Distributive  
(Goods and Bads)



Procedural  
(Access)



Participatory (Full  
and Informed)



Capacities (Well-  
Being)

# Social Vulnerability and Marginalization

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- The characteristics of a person or group and their situation that influence their capacity to anticipate, respond to, or recovery from the impacts of a disaster (Wisner 2014)

In the US, this is often more than half of the general population

Low-income populations

People with disabilities

People experiencing  
homelessness

Historically marginalized  
racial and ethnic minorities

Women

Children

Older adults

LGBTQ+

# How does this appear?

- Loma Prieta Earthquake
- Hurricane Katrina
- Hurricane Andrew
- Aftermath of terrorist incident (targeted attacks)
- Inability to receive aid/assistance due to family structure
- Disparity in damage assessments during Hurricane Harvey
- Rise in domestic violence amid COVID
- Increased violence targeted to racial and ethnic minorities amid COVID

# Region VI Population

- 576 federally recognized Native American Nations Nationally
- 68 federally recognized Native American Nations in Region VI

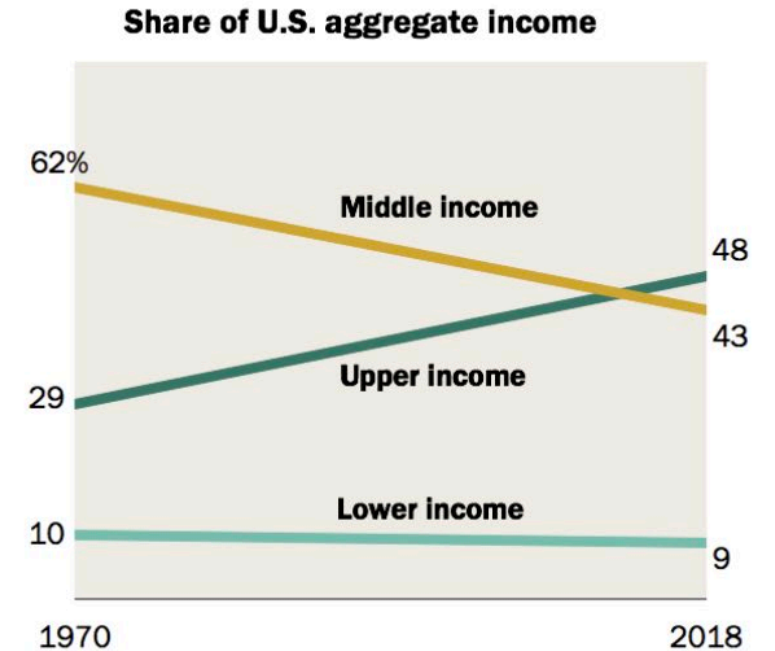
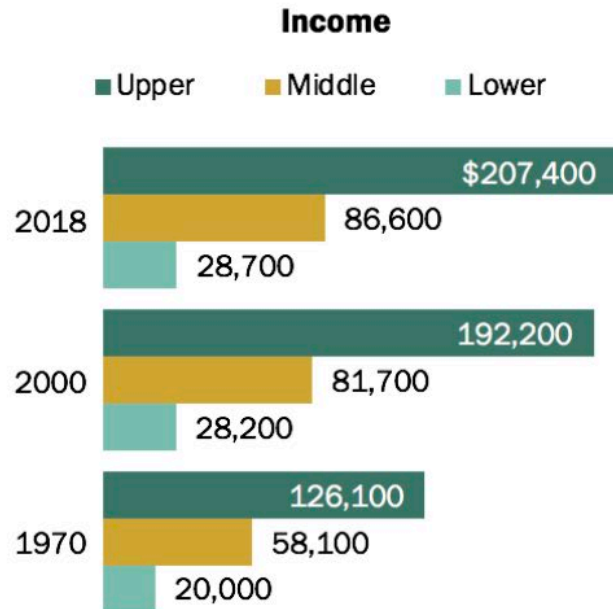
	US	Arkansas	Louisiana	New Mexico	Oklahoma	Texas
Total	331,893,725	3,025,891	4,624,047	2,115,877	2,986,639	29,527,941
White – non H/L	59.3%	71.3%	57.9%	35.9%	63.8%	40.3%
Hispanic or Latino	18.9%	8.3%	5.6%	50.1%	11.7%	40.2%
Black or African American	13.6%	15.7%	33.0%	2.7%	7.8%	13.2%
Asian	6.1%	1.8%	1.9%	1.9%	2.5%	5.5%
Two or more races	2.9%	2.3%	1.8%	2.7%	6.6%	2.2%
Native American	1.3%	1.1%	0.8%	11.2%	9.7%	1.1%
Native Hawaiian	0.3%	0.4%	0.1%	0.2%	0.2%	0.2%
Women	50.5%	50.7%	51%	50.2%	50.2%	50.1%
Older Adults	16.8%	17.5%	16.5%	18.5%	16.2%	13.1%
Children	22.2%	23.2%	23.4%	22.4%	24.1%	25.3%

# US Population Income

- Poverty 11.4%

**The gaps in income between upper-income and middle- and lower-income households are rising, and the share held by middle-income households is falling**

*Median household income, in 2018 dollars, and share of U.S. aggregate household income, by income tier*



Note: Households are assigned to income tiers based on their size-adjusted income. Incomes are scaled to reflect a three-person household. Revisions to the Current Population Survey affect the comparison of income data from 2014 onwards. See Methodology for details.

Source: Pew Research Center analysis of the Current Population Survey, Annual Social and Economic Supplements (IPUMS).

“Most Americans Say There Is Too Much Economic Inequality in the U.S., but Fewer Than Half Call It a Top Priority”

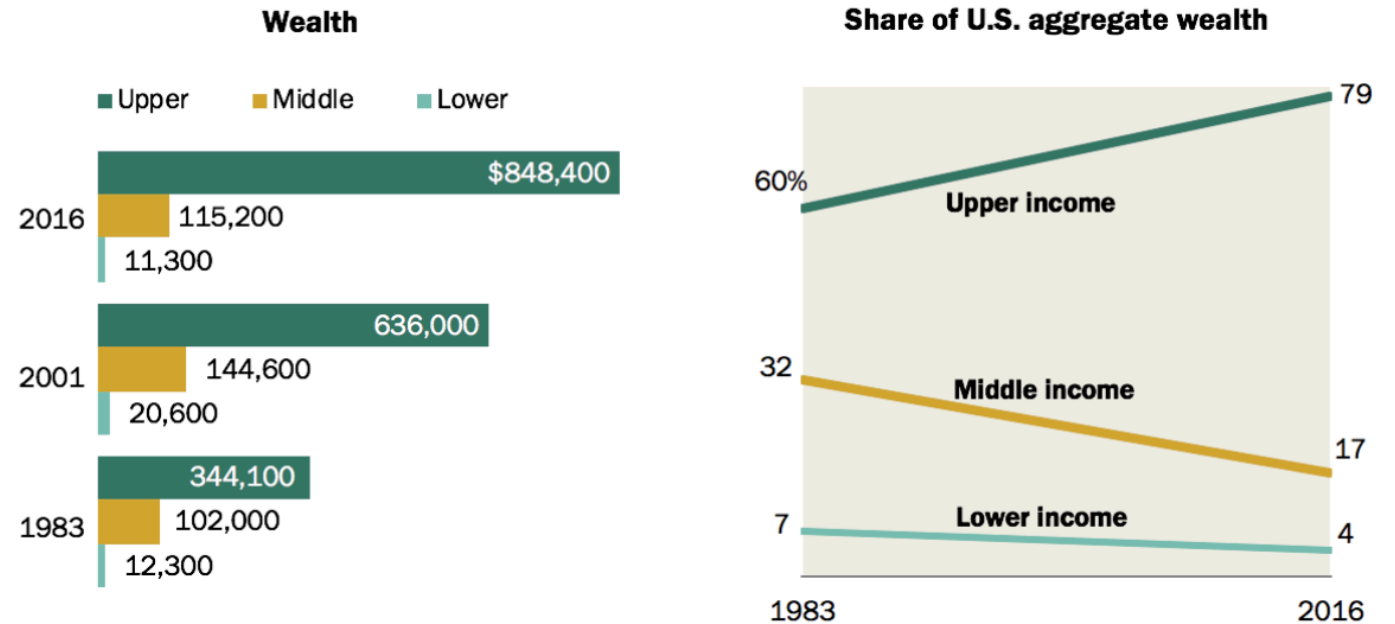
PEW RESEARCH CENTER



# US Population Wealth

## The gaps in wealth between upper-income and middle- and lower-income families are rising, and the share held by middle-income families is falling

*Median family wealth, in 2018 dollars, and share of U.S. aggregate family wealth, by income tier*



Note: Families are assigned to income tiers based on their size-adjusted income.

Source: Pew Research Center analysis of the Survey of Consumer Finances.

"Most Americans Say There Is Too Much Economic Inequality in the U.S., but Fewer Than Half Call It a Top Priority"

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# US Population (Abilities)

## Disability Impacts **ALL of US**

COMMUNITIES



HEALTH

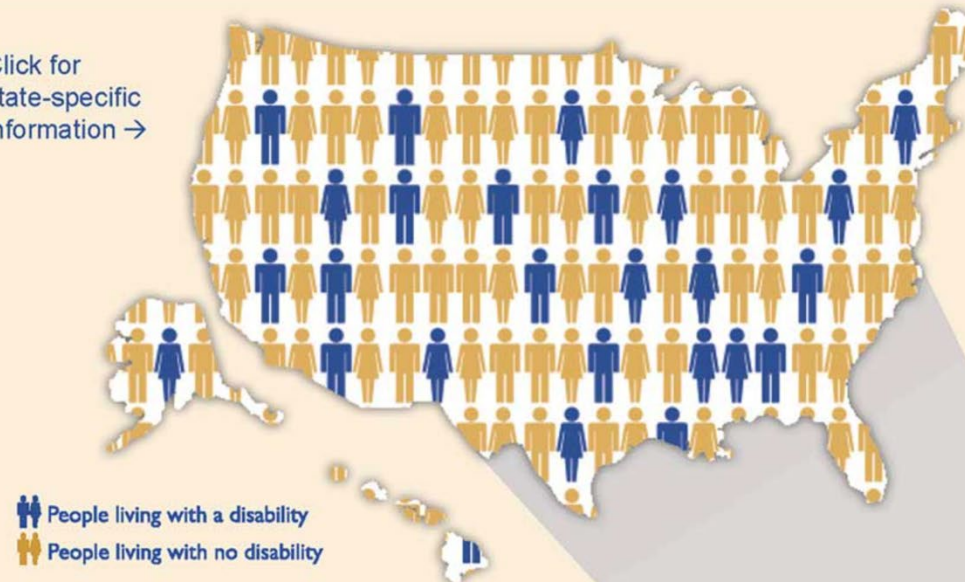


ACCESS



**61 million** adults in the United States live with a disability

Click for  
state-specific  
information →



**26%**  
(1 in 4) of adults in  
the United States  
have some type  
of disability

The percentage of people  
living with disabilities is  
highest in the South



# Region VI Abilities



**5,435,500 adults  
in Texas have a  
disability<sup>1</sup>**

This is equal to 26%  
or 1 in 4 adults in  
Texas



**990,976 adults in Oklahoma  
have a disability<sup>1</sup>**

This is equal to 33% or 1 in 3 adults  
in Oklahoma



**729,258 adults in  
Arkansas have a  
disability<sup>1</sup>**

This is equal to 31%  
or 1 in 3 adults in  
Arkansas



**1,122,487  
adults in  
Louisiana have  
a disability<sup>1</sup>**

This is equal to 33% or 1 in 3  
adults in Louisiana



**440,271 adults in New  
Mexico have a disability<sup>1</sup>**

This is equal to 26% or 1 in 4  
adults in New Mexico



# Which flower is more likely to blossom?

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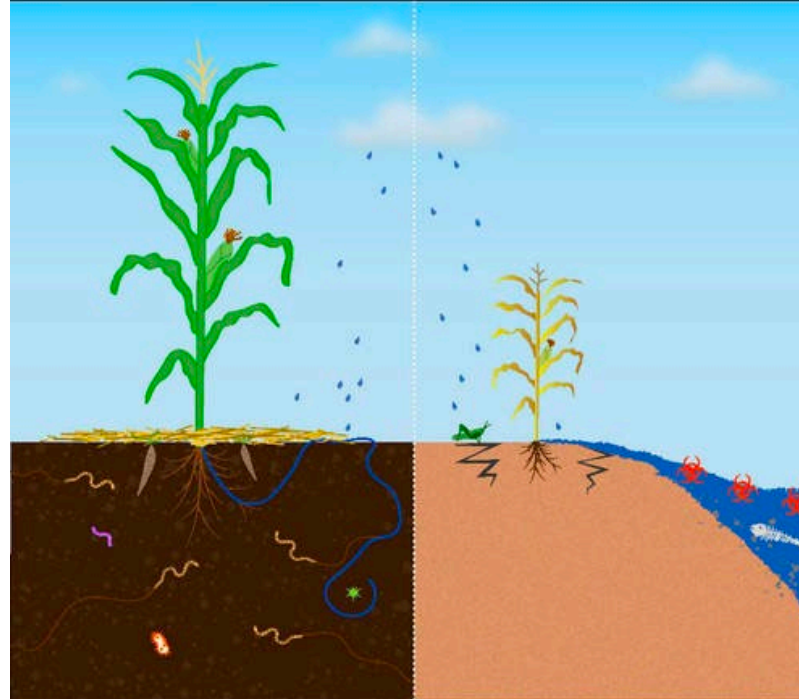
## The health of the roots matter

<https://www.nrdc.org/experts/claire-oconnor/5-signs-healthy-soil-honor-world-soil-day>

# LIVING SOIL VS. DEAD SOIL

## WHY SOIL MATTERS TO FARMERS AND THE ENVIRONMENT

An entire world that feeds us lives beneath our feet. Healthy soil holds a wealth of organic matter made up of worms, good bacteria, fungi and other microorganisms that work together to help crops thrive. When soil life is disturbed or unprotected, it becomes difficult for these natural soil builders to be productive and for farmers to grow their crops. Building rich, diverse, and healthy soil ecosystems is a critical life-giving farming practice. Luckily, caring for soil is one of the most effective time-tested ways farmers can increase crop yields while protecting our natural resources.



### LIVING SOIL

**EARTHWORMS** - create vital water channels as they burrow through the soil. These channels allow rain to soak into the soil, where it can help crops grow. Earthworms also add important nutrients to the soil.

**RESIDUE** - or stubble from previous crops, acts like a garden mulch. It helps soil retain moisture, suppresses weeds, and prevents erosion and contaminated runoff and reduces flooding.

**MICROORGANISMS** - such as bacteria and fungi, help to filter contaminants and stabilize the soil to prevent erosion. They help form the glue that keeps soil intact.

**COVER CROPS** - are grown for the purpose of improving soil health. Cover crops deliver natural fertilizer to the soil, prevent erosion, and increase biodiversity. Their roots also create pores in the soil for better water infiltration.

### DEAD SOIL

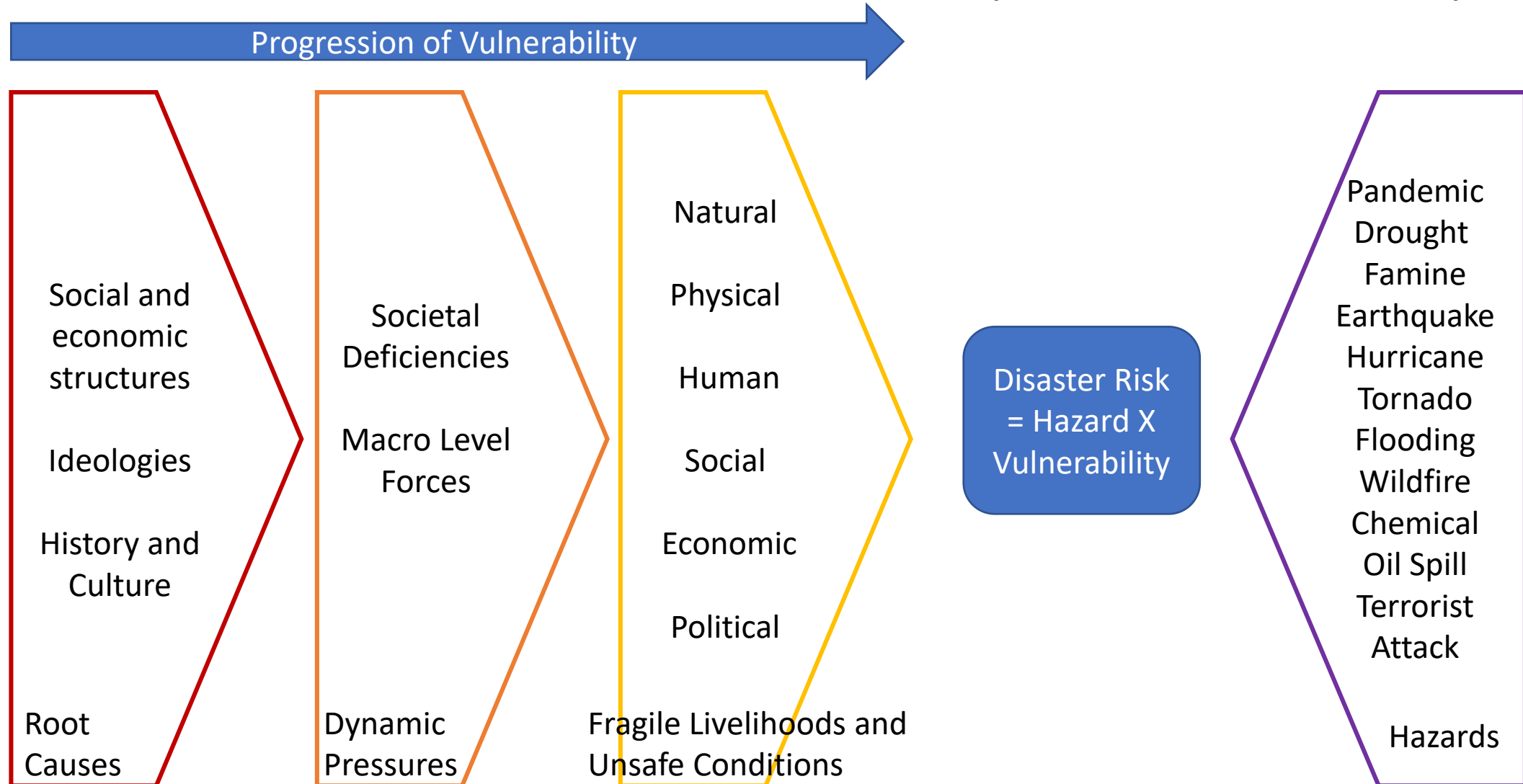
**BARE SOIL** - without any residue or cover is unprotected from the elements. As a result, it cracks and turns hard and dusty, more like concrete than soil. Water cannot reach the crops' roots to grow effectively. Instead, the chalky dirt becomes runoff that flows right off the field.

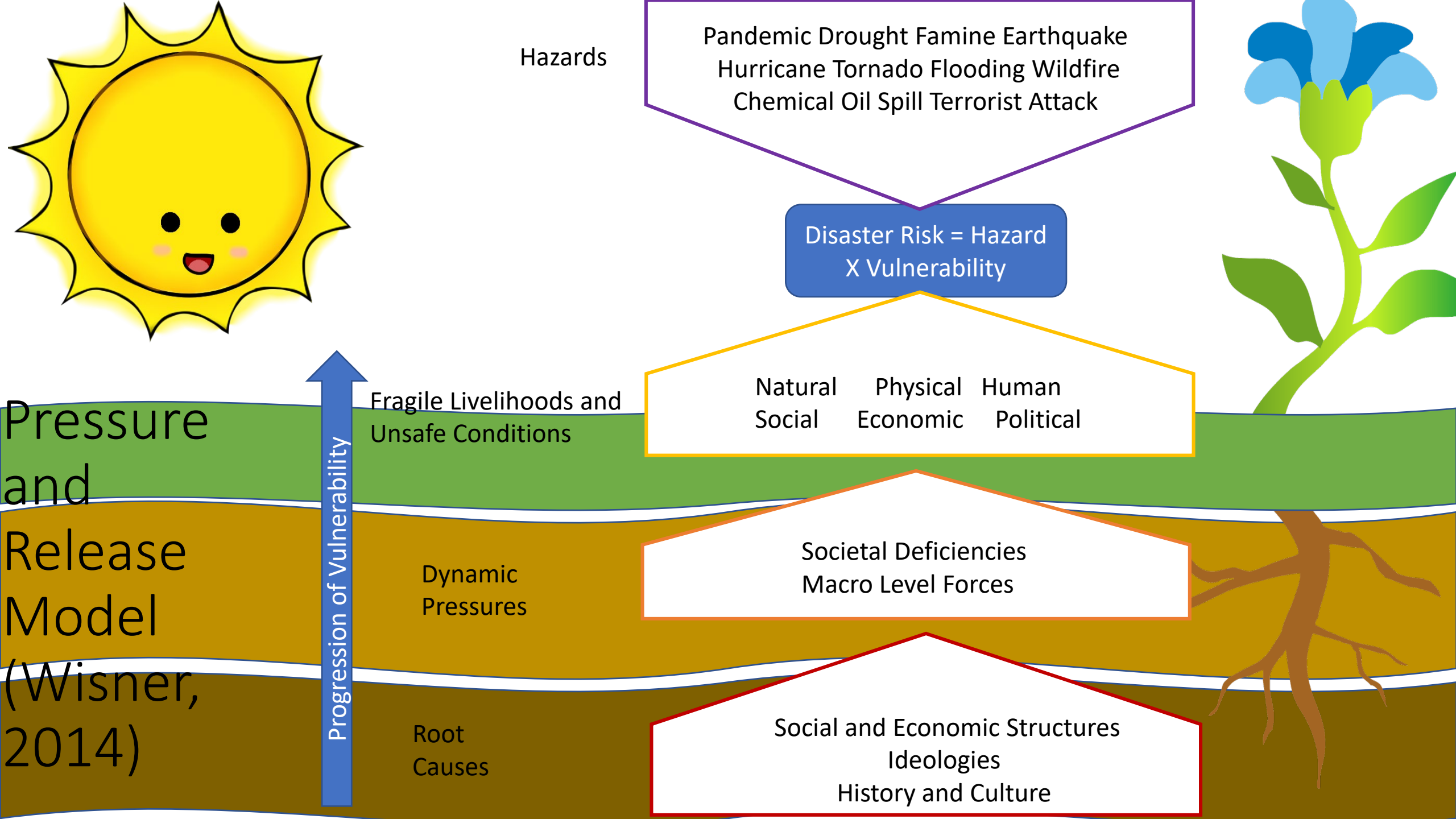
**EROSION** - is more likely to occur from unhealthy and unprotected soils. When soil from fields runs off into nearby streams, it can cause health problems and harm fish and other wildlife.

**INCREASED CHEMICALS** - like dangerous fertilizers and pesticides - are notorious inputs that crops from unhealthy soils now rely on to grow. These chemicals can cause serious health and environmental problems if they contaminate water.

**PESTS** - such as insects or weeds, are more likely to invade fields when the soil ecosystem is too weak to defend itself.

# Pressure and Release Model (Wisner, 2014)





Pressure  
and  
Release  
Model  
(Wisner,  
2014)

Hazards

Pandemic Drought Famine Earthquake  
Hurricane Tornado Flooding Wildfire  
Chemical Oil Spill Terrorist Attack

Disaster Risk = Hazard  
X Vulnerability

Progression of Vulnerability

Fragile Livelihoods and  
Unsafe Conditions

Natural Physical Human  
Social Economic Political

Dynamic  
Pressures

Societal Deficiencies  
Macro Level Forces

Root  
Causes

Social and Economic Structures  
Ideologies  
History and Culture



# How does IDEA appear in practice?

- ❖ Thinking about the processes, not just the mitigation actions
- ❖ Deep engagement in order to avoid implicit assumptions
- ❖ Explicit recognition of equity as a goal
- ❖ Measurement of outcomes through an equity lens
- ❖ Process evaluation
- ❖ Understanding the historic drivers of risk in communities
- ❖ Engaging the whole community, including activists and key community leaders

## Community Preparedness

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What are the questions  
to ask?

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What are potential  
pitfalls?

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How can we actively  
promote IDEA?

# Research and Innovation

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How can we best increase  
workforce readiness?

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How might innovation be  
leveraged?

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What knowledge can be co-  
produced with researchers?

# Next Gen Emergency Managers

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What does the next generation of emergency managers look like?

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Are there additional trainings that need to be considered for the next generation emergency managers?

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How can we ensure core competency among the next generation emergency managers?

## Youth Preparedness

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How do we reach diverse younger generations?

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What efforts might we consider empowering our youth in preparedness measures?

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How do we connect with families to encourage youth participation in disaster preparedness?

# Hiring in our field

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What is the nexus between innovation and diversity?

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How might we increase the hiring and retention of qualified diverse candidates?

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What ideas do you have that might increase the cultural competency of the workforce?

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What are the Strengths, Opportunities,  
Weakness, and Threats for  
incorporating IDEA in Emergency  
Management?

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# Thank you

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