IDEA IN EM

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Inclusion • Diversity • Equity • Access
In Emergency Management

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Diversity drives innovation- when we limit who can contribute, we, in turn, limit what problems we can solve. – Telle Whitney

Description: This presentation covers the important challenges faced in emergency management regarding increased resilience in America. Participants will learn about disparities in service, disproportionate impacts, and vulnerability concerns often faced during disasters. During the workshop, we will discuss diversity and inclusion challenges in the workforce. Participants will also consider the root causes and historical precedence contributing to justice and equality issues for individuals and communities.

Objectives:
1. Identify IDEA-related challenges in Emergency Management Practice and Employment
2. Understand and differentiate the terms commonly used in DEI initiatives
3. Explain the importance of root causes of IDEA issues across the lifecycle of a disaster

CHALLENGES IN EMERGENCY MANAGEMENT

Challenges noted in the Homeland Security Threat Assessment (2020): **Disasters from natural hazards** are often the costliest and one of our biggest threats. The primary **terrorist** threat inside the United States is from lone offenders and small cells of individuals, including Domestic Violent Extremists (DVEs) and foreign terrorist-inspired Homegrown Violent Extremists (HVEs). Their attacks are focused on d**iversity and race** more than any other movement. **Cybersecurity** threats included nation-state-sanctioned attacks primarily attempted to sow discord by inflaming present **socio-political divisions** regarding **race,** politics, elections, and COVID.

Challenges noted in the FEMA Strategic Plan 2022-2028: The three pillars include **Equity,** Climate Change, and Workforce Readiness, where the first goal is to instill **equity as a foundation** of emergency management—acknowledging that certain **marginalized populations** are disproportionately impacted during preparedness, response, recovery, and mitigation. And that one-size-fits-all solutions are not equitable. Furthermore, FEMA will diversify its workforce, "the agency will continue to build a workforce that includes the many identities, races, ethnicities, backgrounds, abilities, ages, cultures, and beliefs of the people it serves." **Marginalized populations** are disproportionately impacted during preparedness, response, recovery, and mitigation. And that one-size-fits-all solutions are not equitable. Furthermore, FEMA will diversify its workforce, "the agency will continue to build a workforce that includes the many identities, races, ethnicities, backgrounds, abilities, ages, cultures, and beliefs of the people it serves."

Challenges noted from the DHS Inclusive Diversity Report (2018): Plans to Continue to examine barriers, areas of underrepresentation, attrition rates, hire rates, and onboard percentages by demographic groups to develop strategies to enhance recruitment and retention initiatives. In addition, having leadership that champions diversity and hires diverse individuals at all levels of employment, including executive levels. Further, the Inclusive Diversity Strategic Plan 2021-2024. Plans to Continue to examine barriers, areas of underrepresentation, attrition rates, hire rates, and onboard percentages by demographic groups to develop strategies to enhance recruitment and retention initiatives. Having leadership that champions diversity, hiring diverse individuals at all levels of employment, including executive levels. Further, the Inclusive Diversity Strategic Plan 2021-2024.
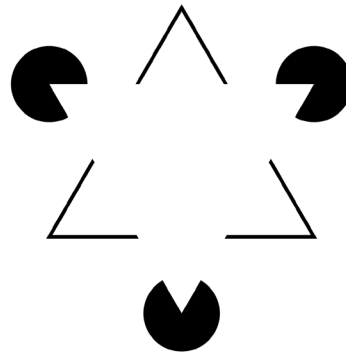
MIXED IDEA. TERMS AND DEFINITIONS

The most dangerous phrase in our language is "We've always done it this way" – Rear Admiral Grace Hopper

Match the terms. Below (on the left) is a list of 11 commonly used IDEA terms. Match them to their appropriate definitions labeled 'a.' through 'k.' on the right.
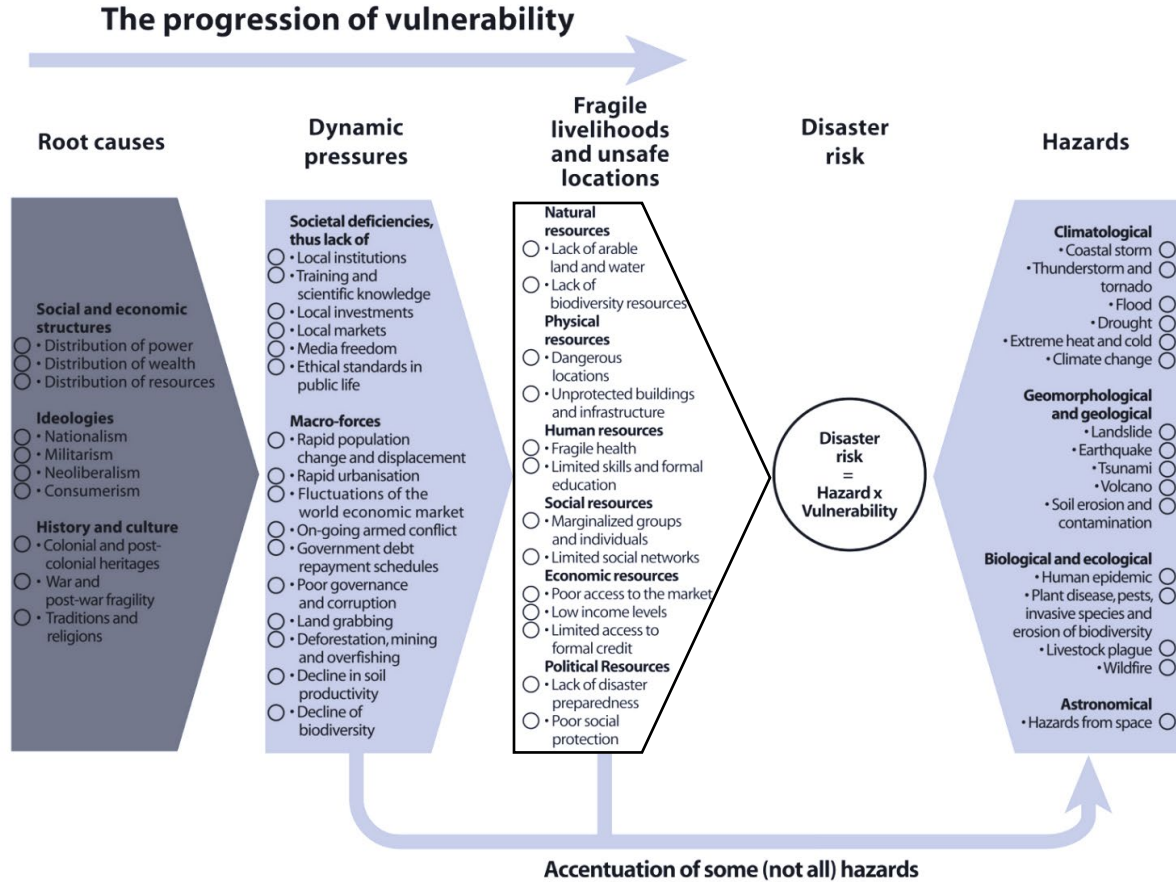
IDEA. Terms	Definitions
1. Diversity	a. To be able to use or obtain something such as a service, form, or device
2. Inclusion	b. A situation in which men and women, people of different races, religions, etc. are all treated fairly and have the same opportunities:
3. Equity	c. To receive others with pleasure and hospitality.
	d. a concept of moral rightness based on ethics, rationality, law, natural law, religion, or equity. It can be distributive, corrective, or procedural.
4. Equality (or equal)	
	e. A feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group
5. Access (or accessible)	
	f. The idea that everyone should be able to use the same facilities, take part in the same activities, and enjoy the same experiences
6. Justice	g. A set of characteristics (or situation) of a group or individual in terms of their capacity to anticipate, cope with, resist and recover from the impact of a natural hazard
7. Implicit Bias	
8. Microaggressions	h. The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.
	i. Describes when we have attitudes towards people or associate stereotypes with them without our conscious knowledge
9. Belonging	j. Indirect, subtle, or unintentional discrimination against members of a marginalized group.
10. Welcoming	
11. Social Vulnerability	k. The quality of being fair and just, understanding that opportunities and access may differ across individuals.

UNIQUE IMAGES TO SPUR CONVERSATION

How many triangles do you see?

IDEA IN EM

Pressure and Release Model (Wisner, Gaillard, & Kelman 2012)

The progression of vulnerability

Root causes

Social and economic structures
- Distribution of power
- Distribution of wealth
- Distribution of resources

Ideologies
- Nationalism
- Militarism
- Neoliberalism
- Consumerism

History and culture
- Colonial and post-colonial heritages
- War and post-war fragility
- Traditions and religions

Dynamic pressures

Societal deficiencies, thus lack of
- Local institutions
- Training and scientific knowledge
- Local investments
- Local markets
- Media freedom
- Ethical standards in public life

Macro-forces
- Rapid population change and displacement
- Rapid urbanisation
- Fluctuations of the world economic market
- On-going armed conflict
- Government debt repayment schedules
- Poor governance and corruption
- Land grabbing
- Deforestation, mining and overfishing
- Decline in soil productivity
- Decline of biodiversity

Fragile livelihoods and unsafe locations

Natural resources
- Lack of arable land and water
- Lack of biodiversity resources

Physical resources
- Dangerous locations
- Unprotected buildings and infrastructure

Human resources
- Fragile health
- Limited skills and formal education

Social resources
- Marginalized groups and individuals
- Limited social networks

Economic resources
- Poor access to the market
- Low income levels
- Limited access to formal credit

Political Resources
- Lack of disaster preparedness
- Poor social protection

Disaster risk

Disaster risk
=
Hazard x Vulnerability

Hazards

Climatological
- Coastal storm
- Thunderstorm and tornado
- Flood
- Drought
- Extreme heat and cold
- Climate change

Geomorphological and geological
- Landslide
- Earthquake
- Tsunami
- Volcano
- Soil erosion and contamination

Biological and ecological
- Human epidemic
- Plant disease, pests, invasive species and erosion of biodiversity
- Livestock plague
- Wildfire

Astronomical
- Hazards from space

Accentuation of some (not all) hazards

COMMUNITY PREPAREDNESS
- What are the questions to ask?
- What are potential pitfalls?
- How can we actively promote IDEA?

RESEARCH AND INNOVATION
- How can we best increase workforce readiness?
- How might innovation be leveraged?
- What knowledge can be co-produced with researchers?

NEXT GENERATION EMERGENCY MANAGERS
- What does the next generation of emergency managers look like?
- Is there additional training that needs to be considered for the next-generation emergency managers?
- How can we ensure core competency among the next-generation emergency managers?

YOUTH PREPAREDNESS
- How do we reach diverse younger generations?
- What efforts might we consider empowering our youth in preparedness measures?
- How do we connect with families to encourage youth participation in disaster preparedness?

HIRING IN OUR FIELD
- What is the nexus between innovation and diversity?
- How might we increase the hiring and retention of qualified diverse candidates?
- What ideas do you have that might boost the cultural competency of the workforce?

WHAT CAN EMERGENCY MANAGERS DO?

Cultivate relationships

Hire staff that are representatives of the community

Establish core values

Assign clear responsibility for adhering to those values

Build and use assessment mechanisms

Design aid formulas that prioritize assistance to those with the greatest needs

Community Benefits Agreements

Equity Impact Assessments

Recognize Barriers to Participation

Recommended Resources

1. DHS (2020, October). Homeland Threat Assessment. US Department of Homeland Security, Washington DC Accessed on May 10, 2021, at https://www.dhs.gov/sites/default/files/publications/2020_10_06_homeland-threat-assessment.pdf
2. DHS (2018). Inclusive Diversity Annual Report. US Department of Homeland Security Washington DC Accessed on May 10, 2021, at https://www.dhs.gov/sites/default/files/publications/20_0611_chco_fy18-dhs-inclusive-diversity-annual-report_0.pdf
3. FEMA (2022). FEMA Strategic Plan 2022 - 2028. Washington DC https://www.fema.gov/about/strategic-plan
4. Innovation through Inclusion: The Multicultural Cybersecurity Workforce https://www.isc2.org/-/media/Files/Research/Innovation-Through-Inclusion-Report.ashx
5. US Department of Justice: Office of Justice Programs. (2021). For Human Trafficking Survivors, Justice is More About Healing and Preventing Future Trafficking. National Institute of Justice. https://www.ojp.gov/ncjrs/virtual-library/abstracts/human-trafficking-survivors-justice-more-about-healing-and
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8. Wisner, B., Gaillard, J. C., & Kelman, I. (2012). Framing disaster: Theories and stories seeking to understand hazards, vulnerability, and risk. In *The Routledge handbook of hazards and disaster risk reduction* (pp. 18-33). Routledge.
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10. Rodriguez-Díaz, C. E., & Lewellen-Williams, C. (2020). Race and racism as structural determinants for emergency and recovery response in the aftermath of hurricanes Irma and Maria in Puerto Rico. *Health Equity*, *4*(1), 232-238. https://www.liebertpub.com/doi/pdf/10.1089/heq.2019.0103
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12. Horowitz, J. M., Igielnik, R. and Kochhar, R. (2020). Trends in Income and Wealth Inequality. Pew Research Center https://www.pewresearch.org/social-trends/2020/01/09/trends-in-income-and-wealth-inequality/
13. CDC (2020). Disability Impacts All of Us https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html
14. Guide to Expanding Mitigation: Making the Connection to Equity: https://www.fema.gov/sites/default/files/2020-09/fema_region-2_guide-connecting-mitigation-equity_09-10-2020.pdf
15. NAACP Tool Kit: https://naacp.org/resources/eye-storm-peoples-guide-transforming-crisis-advancing-equity-disaster-continuum
16. Racial Equity Impact Assessment Toolkit: https://tinyurl.com/y7aoovyx
17. Engaging Faith-Based and Community Organizations: https://tinyurl.com/yczod5g9
18. Building Cultures of Preparedness: http://tinyurl.com/y5bckyck
19. Disaster Justice for All: https://hazards.colorado.edu/news/research-counts/disaster-justice-for-all-the-need-for-a-more-equitable-and-just-recovery-lens