

Diversity & Equity Committee



E Q U I T Y
I N C L U S I O N
D I V E R S I T Y



▶ NEVADA'S WORK IN AFN

NV will speak about their work with various councils and commissions, the NV AFN Coalition, developing their own 197 course, and how they incorporate CMIST into their planning

▶ PROTECT DC

(DC HSEMA to share about their Protect DC program that addresses violence and terrorism prevention through a community engagement series for community organizations

▶ D&E COMMITTEE STRATEGIC PLANNING UPDATE

Present this presentation, modified, to update on the 3 pillars, overarching goals, and strategic planning

MID-YEAR AGENDA

Diversity & Equity Committee

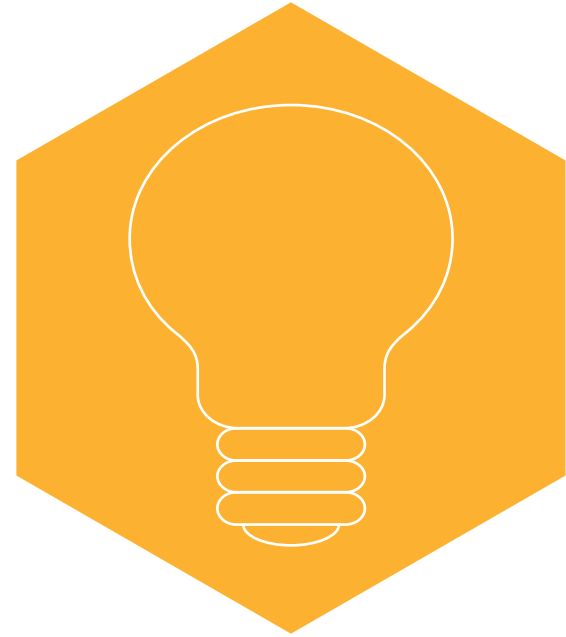




Protect DC

Clint Osborn
Interim Director

The Public Health Approach



The District of Columbia is an attractive target for threats, with childcare centers, schools, and universities being some of the most at-risk. Using a **public health approach**, we can prevent targeted violence, allowing agencies and offices to detect, prevent, and counter threats using threat assessment and management practices.

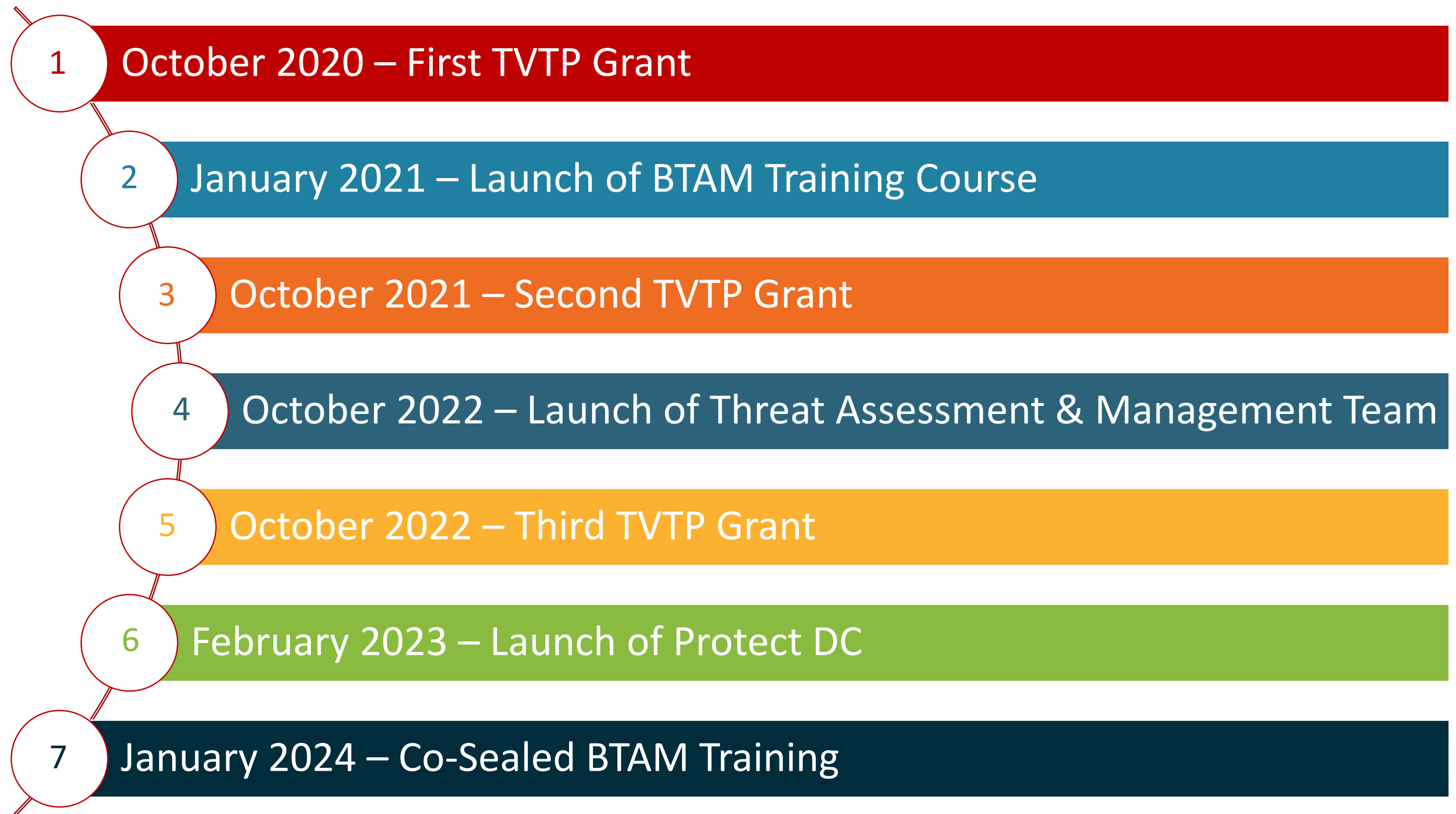
Multidisciplinary Team of Experts in:



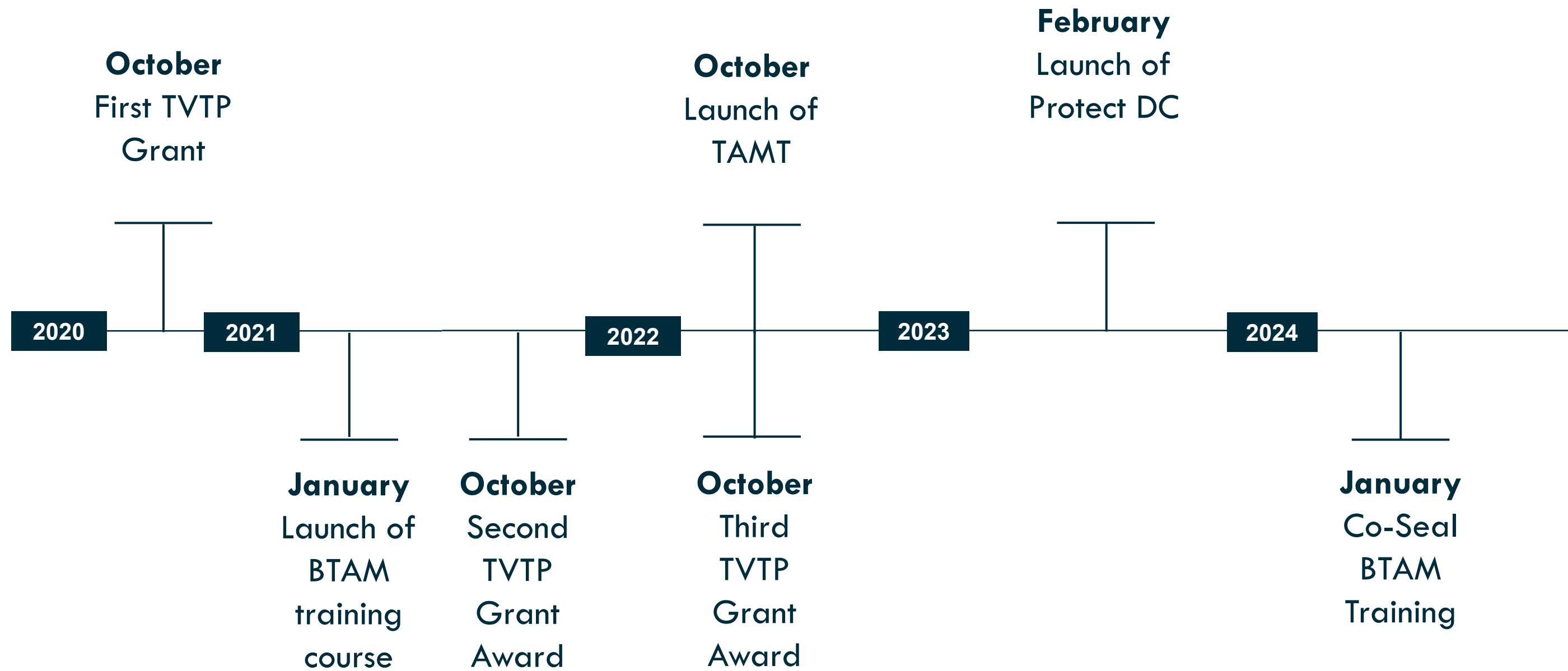
Programmatic Goals

- 1. Empower and enable communities to identify and share concerning behavior or communication** of individuals who may pose a risk of violence or serious harm with the appropriate officials
- 2. Engage in trauma-informed prevention practices** to understand the historical impacts of violence on individuals and implement tailored intervention strategies and management plans
- 3. Improve coordination across District agencies** to prevent violence

Key Programmatic Milestones

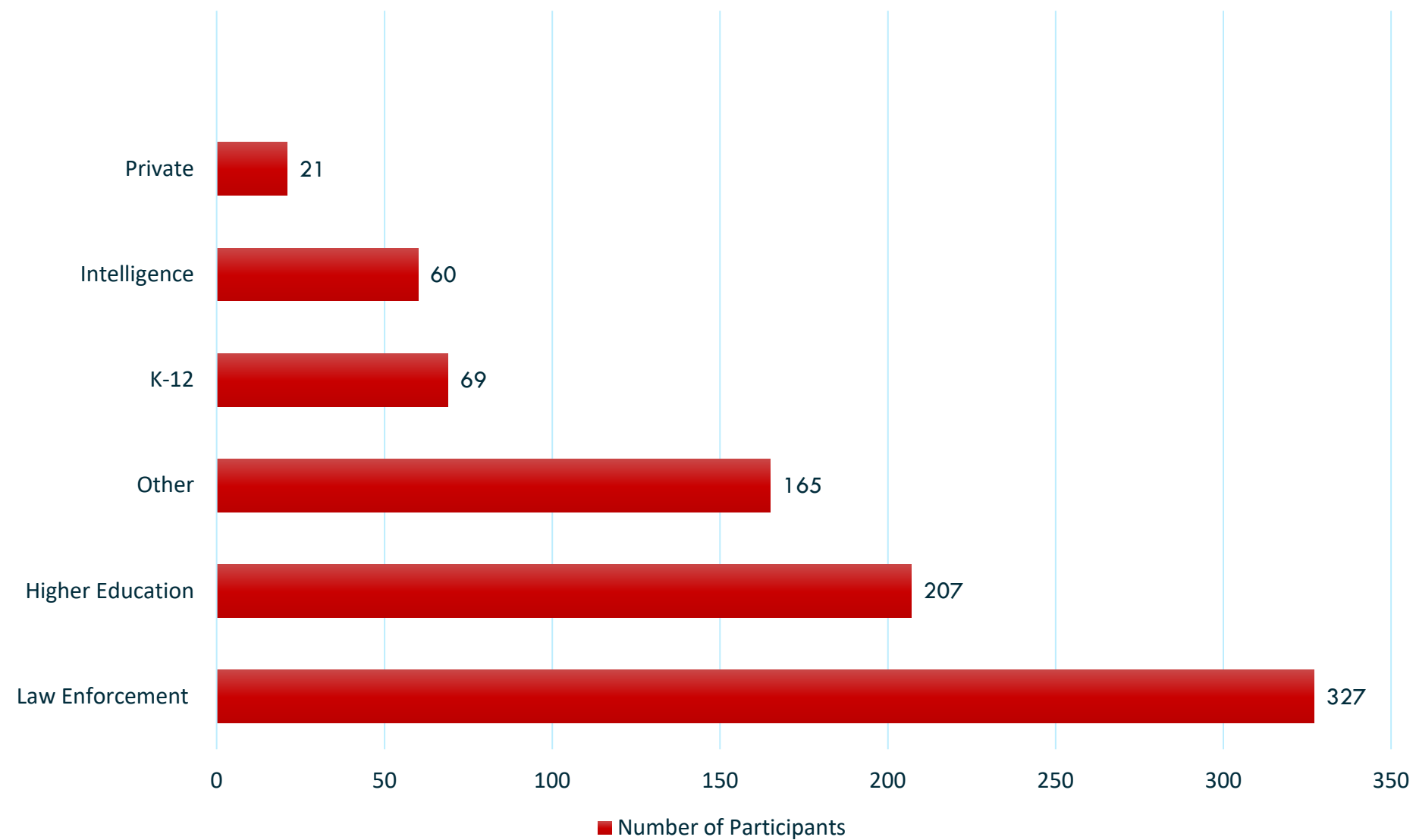


Key Programmatic Milestones



Behavioral Threat Assessment Training

The Fundamentals of Behavioral Threat Assessment and Management



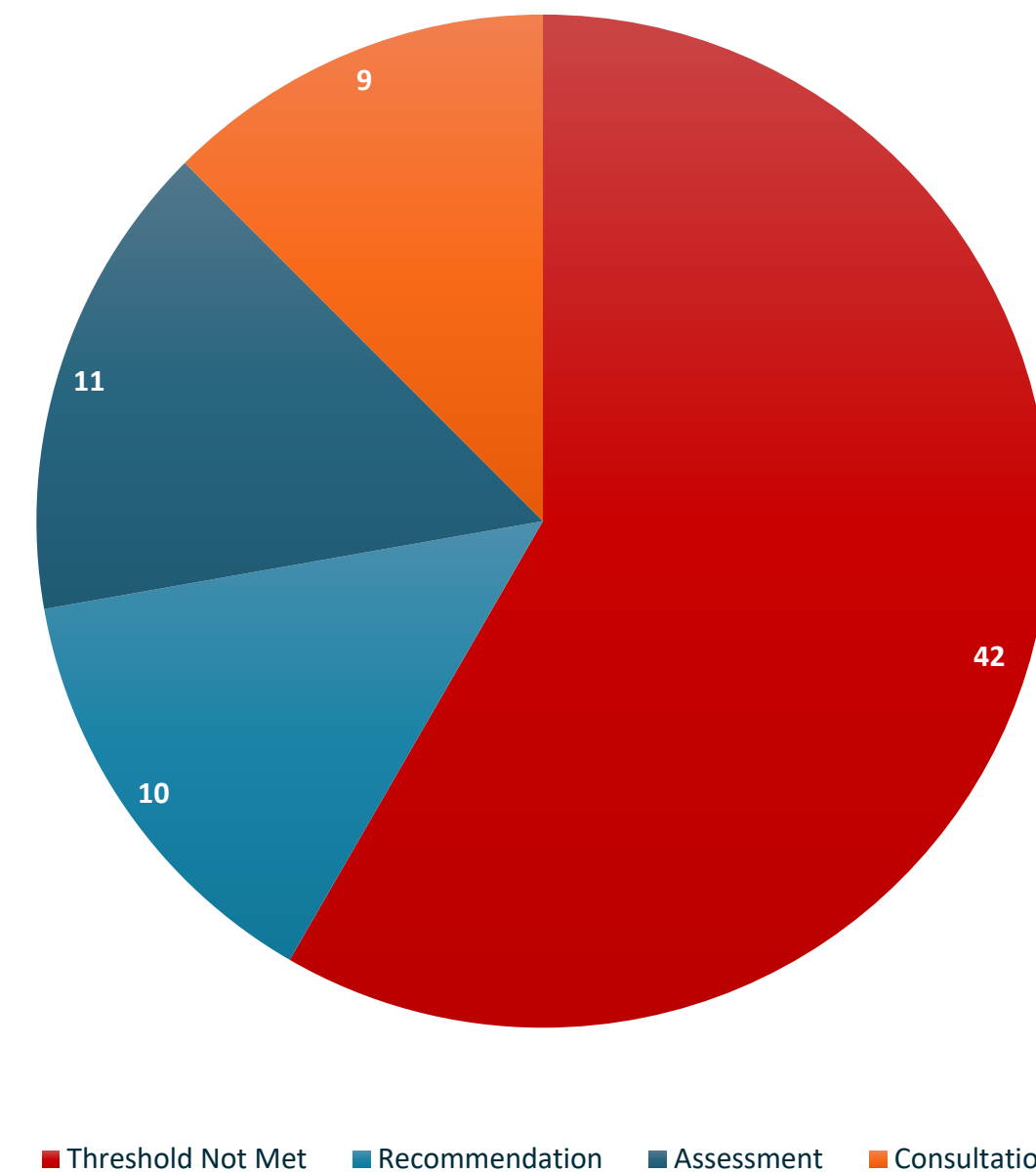
- From October 2021 to September 2023, more than 500 DC residents and employees from various backgrounds were trained.
- The program measured 10% knowledge gain of participants, demonstrating an increased awareness of the risk factors and warning signs of violence.

Threat Assessment & Management Team

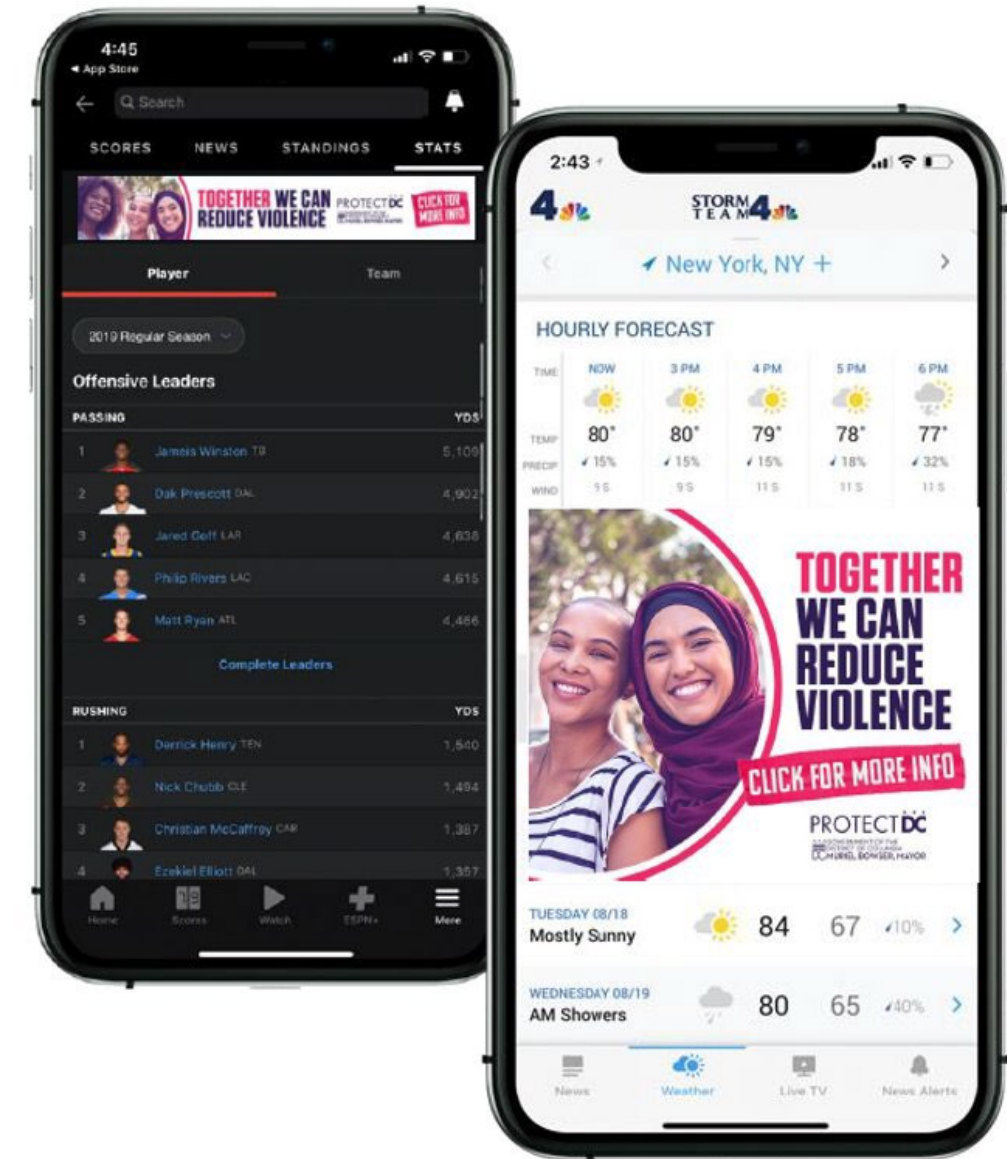
Referral Submissions:

- Referrals from community members are triaged before advancing in the threat assessment and management program.
- Referrals were the highest at the launch of the marketing campaign and the start of the K-12 school year.
- The DC Fusion Center is the primary conduit of referrals.

Referrals Breakdown (N=72)



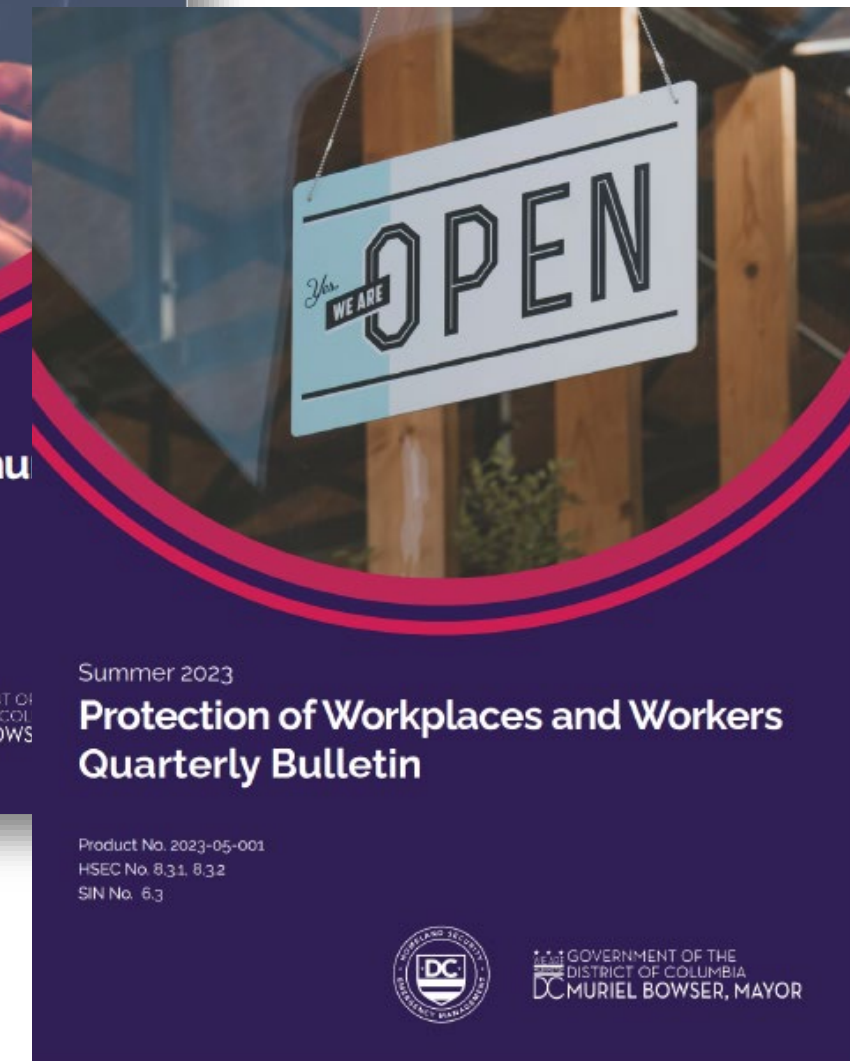
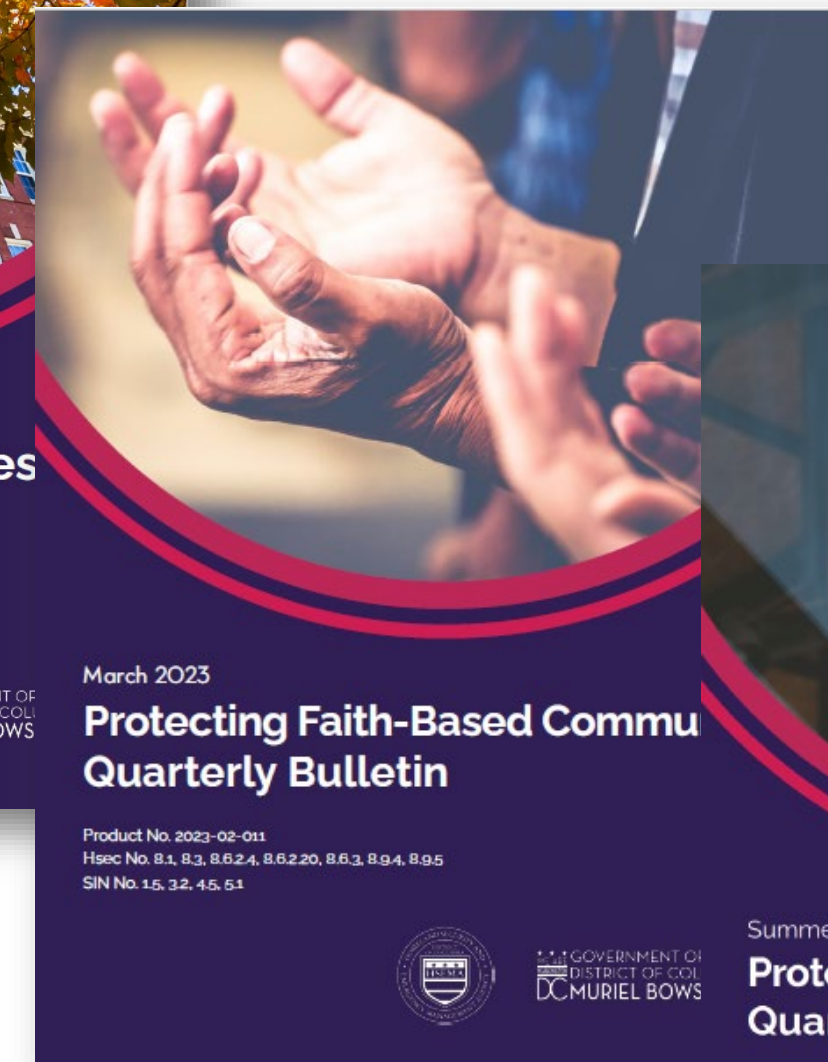
Protect DC Campaign



Community Awareness Bulletins

Key Topics

- Crime Trend Analysis
- Emerging Threats Outlook
- Training Opportunities
- Best Practices in Threat Prevention Interdiction
- Grant Opportunities



Community Awareness Briefings



April 5, 2023
LGBTQIA+ Community
Preparedness Event



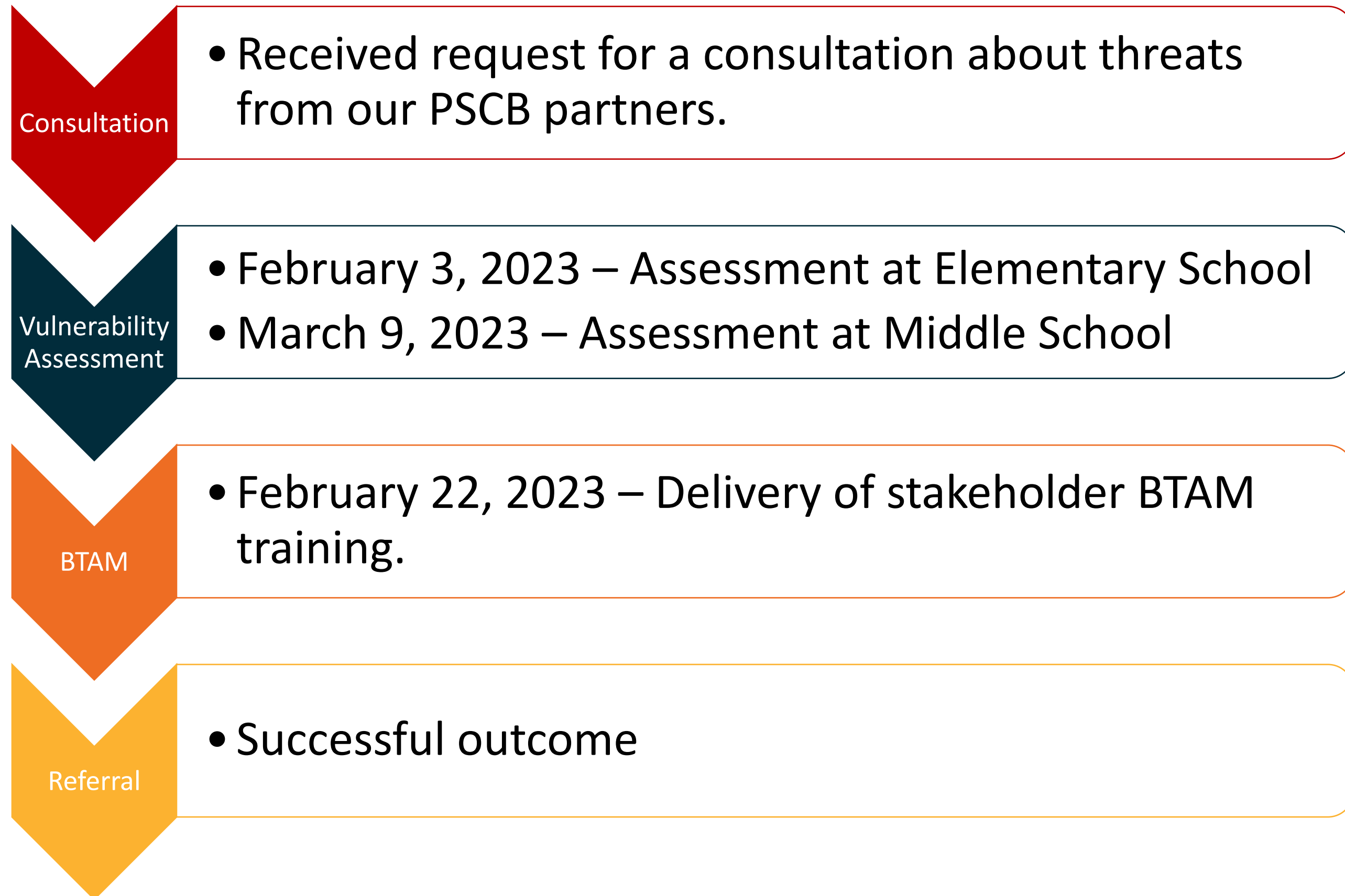
April 11, 2023
DC Public Charter Schools



April 13, 2023
IPAG Training Event



July 25-27, 2023
DC Campus Safety Summit



E Q U I T Y
I N C L U S I O N
D I V E R S I T Y

COMMITTEE MISSION



What are we here to accomplish or, at the very least, move forward?

COMMITTEE MISSION



2.1.4 Establish an Equity, Diversity, and Inclusion Committee within NEMA to identify and promote model practices in workforce diversification.

VISION & MISSION

NEMA's directly applicable mission focus areas:

- Tackle emergency management issues through our pro-active committees
- Serve as an information-sharing and support network for state directors and senior staff
- Offer professional development and training so that emergency management professionals may continue honing their skills



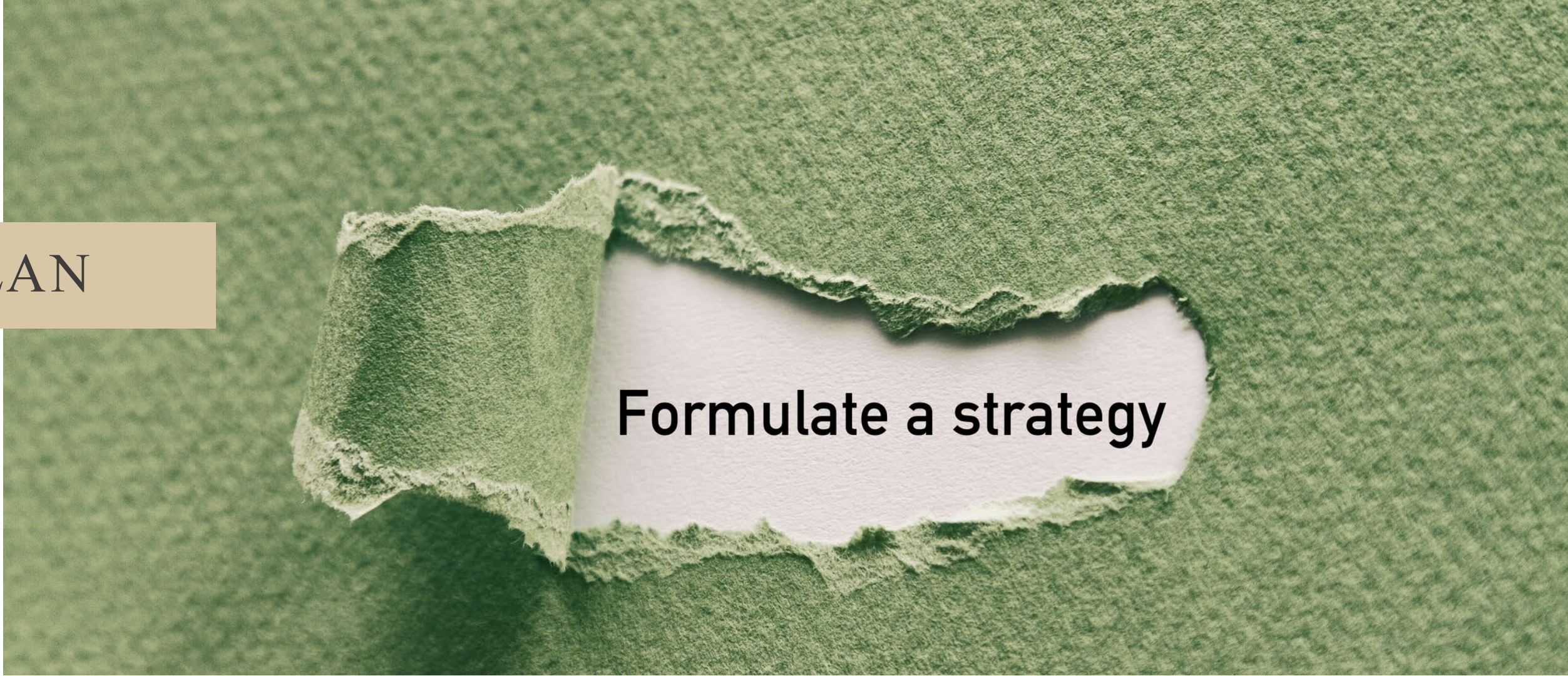


OBJECTIVE 1.1 ENHANCE AND PROMOTE THE VALUE OF NEMA TO ITS MEMBERS.

1.1 Identify, develop and promote opportunities for member engagement.

1.2 Examine the role and process of NEMA committees, subcommittees, and work groups annually and make changes as needed to ensure effectiveness. Committees focus on policy; subcommittees on operations and tactics.

STRATEGIC PLAN



Formulate a strategy



OBJECTIVE 2.1 ACTIVELY PURSUE A DIVERSE AND PROFESSIONAL EMERGENCY MANAGEMENT WORKFORCE.

2.1.1 Develop a process to identify, develop and promote the next generation of diverse, national EM leaders.

2.1.4 Establish an Equity, Diversity, and Inclusion Committee within NEMA to identify and promote model practices in workforce diversification.

STRATEGIC PLAN

Formulate a strategy



OBJECTIVE 2.2 ADVOCATE FOR EQUITY AND ACCESSIBILITY THROUGHOUT EMERGENCY MANAGEMENT POLICIES AND PROGRAMS.

2.2.1 Participate in national efforts to review existing EM policies and programs to identify inequities and resolve them.

2.2.2 Share model policies, practices, and programs between states that ensure equity and accessibility for all citizens.

STRATEGIC PLAN

Formulate a strategy



OBJECTIVE 4.1 ENSURE THAT NEMA HAS AN IMPACT ON STATE AND NATIONAL POLICY, PROGRAM AND LEGISLATIVE ISSUES.

4.1.4 Provide information and educational materials for state leadership including, but not limited to, governors, governors' transition teams, state legislators and members of Congress.

STRATEGIC PLAN

Formulate a strategy



OBJECTIVE 4.2 PROVIDE OPPORTUNITIES FOR THE EXCHANGE OF INFORMATION ON EMERGING TRENDS, MODEL PRACTICES AND SOLUTIONS.

4.2.1 Identify areas of excellence and innovation in states and those that would be willing to provide expertise or technical assistance to other states when requested.

4.2.2 Collect and share lessons learned, AARs and other data garnered from state/regional/national exercises, audits and other events that could provide helpful information for states and post to the NEMA website.

STRATEGIC PLAN

A close-up photograph of a piece of green paper that has been torn, revealing a white surface underneath. The text "Formulate a strategy" is printed in black on the white surface.

Formulate a strategy

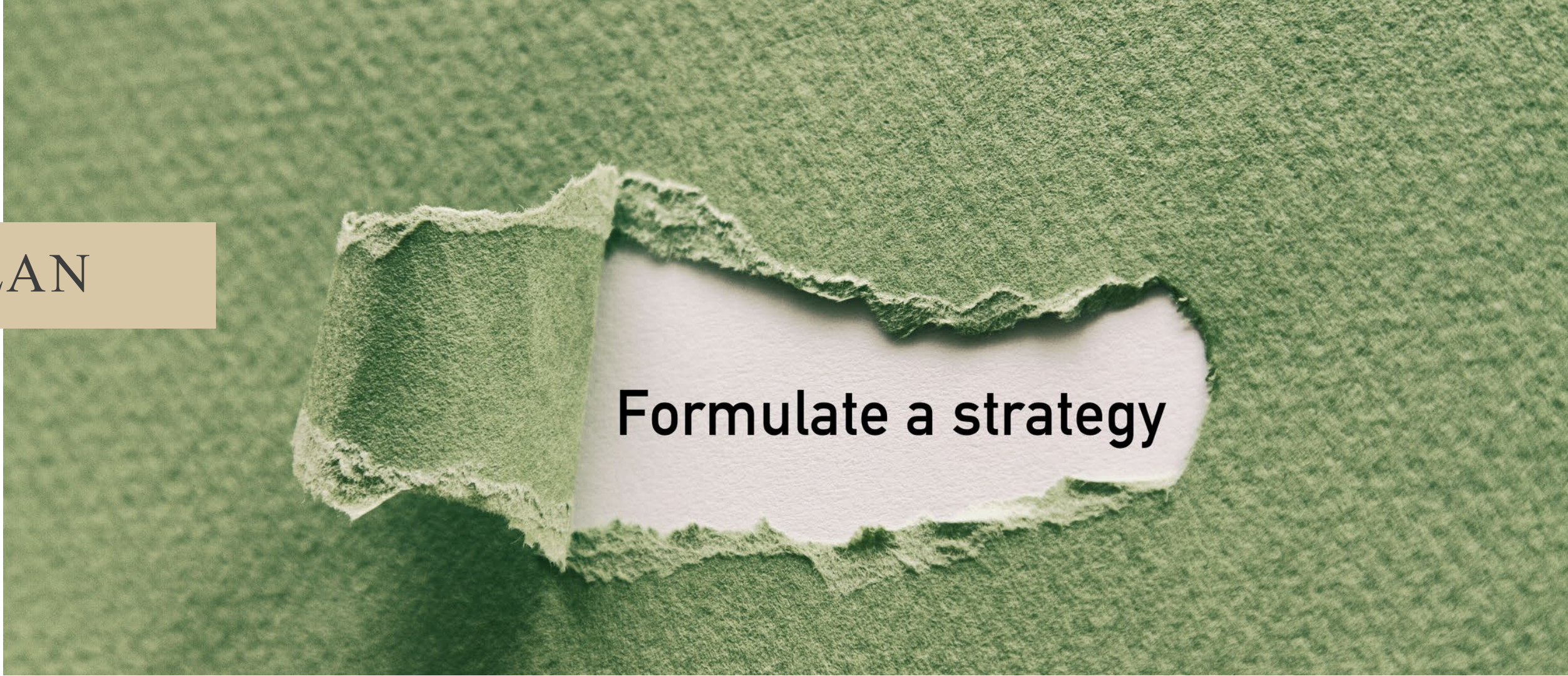


OBJECTIVE 4.2 PROVIDE OPPORTUNITIES FOR THE EXCHANGE OF INFORMATION ON EMERGING TRENDS, MODEL PRACTICES AND SOLUTIONS.

4.2.3 Develop, deliver and evaluate a webinar series for members focused on issue-specific emerging practices and solutions.

4.2.4 Develop external partnerships to help analyze emerging trends, consider how they are going to impact the emergency management profession, and convey that information to states in timely and actionable ways.

STRATEGIC PLAN

A close-up photograph of a piece of green paper that has been torn, revealing a white surface underneath. The text "Formulate a strategy" is printed in bold black font on the white surface.

Formulate a strategy



OBJECTIVE 4.3 FACILITATE EMERGENCY MANAGEMENT POLICY DEVELOPMENT AND IMPLEMENTATION THROUGH COLLABORATIVE PARTNERSHIPS AND STRATEGIC ALLIANCES.

4.3.1 Solicit and analyze state policy needs.

4.3.2 Promote initiatives with national organizations to advance emergency management.

STRATEGIC PLAN

Formulate a strategy



STRATEGIC PLANNING

FOR THE D & E COMMITTEE

3 Lines of Effort:

- Professional Diversity & Inclusion
- Accessibility
- Equity, internal and external





PROFESSIONAL DIVERSITY & INCLUSION

This workstream would look at diversity and inclusion at work across the spectrum of emergency management - levels of gov't, private sector, NGOs and others to identify gaps and solution strategies.

****P**resident's priority



IMPLEMENTING ACCESSIBILITY

This workstream would identify strategies for improving the accessibility of programs and services offered by emergency management agencies to the public.

Horizon of focus (all EM, just state agencies, etc) would be determined by the Board.



FUNCTIONAL EQUITY

This workstream would strive to push equity from conceptual to practical - how emergency managers operationalize the concepts of equity within the programs and services they provide.

Horizon of focus would be determined by the Board.



SHARE THE PILLARS

Share the pillars (aka lines of effort) at the Mid-Year Forum and then do a more comprehensive presentation to the Board (President and VP first?).



COMMITTEE 3 YR WORK PLAN

Identify our top 2 to 3 outcome/strategic goals for each pillar and then determine how we can achieve them or move closer to them in the next 3 years. Present to the Board (President and VP first?) for approval.