



**I-DIEM**  
Institute for Diversity and Inclusion  
in Emergency Management

# MID-YEAR REPORT

JULY 2019

## GOALS

- Promote, support, and disseminate research regarding Diversity and Inclusion in Emergency Management.
- Increase the number of women and people of color within the emergency management profession.
- Educate and train the emergency management enterprise on diversity, inclusion and equity issues as it relates to women, people of color, people with disabilities, LGBTQ, various religious beliefs, lowincome, disadvantaged communities, and other underrepresented groups within each phase of emergency management.
- Cultivate women and people of color emergency management leaders through training programs.
- Promote efforts to integrate social equity within emergency management to improve outcomes for communities of color and vulnerable populations.
- Build resilience in communities of color and underserved communities by supporting innovative mitigation and adaptation projects.
- Diversify participation in the resilience and emergency management economy.
- Highlight innovative Diversity and Inclusion best practices enhancing community resilience.

## KEY DATES



**JANUARY 4, 2019**

I-DIEM OBTAINS CERTIFICATE OF INCORPORATION (GA)



**FEBRUARY 5, 2019**

501(C)(3) APPLICATION SUBMITTED OF IRS



**FEBRUARY 9, 2019**

I-DIEM ESTABLISHED BANK ACCOUNT



**APRIL 10, 2019**

I-DIEM DESIGNATED AS A 501(C)(3) BY INTERNAL REVENUE SERVICE



*Pictured from left to right: James Joseph (FEMA Region V Administrator), MaryAnn Tierney (FEMA Region III Administrator), Curtis Brown (I-DIEM Co-Founder), Chauncia Willis (I-DIEM Co-Founder), Pete Gaynor (Acting FEMA Administrator), Jo Linda Johnson (Director, FEMA Office of Civil Rights), Jeffrey Byard (Associate Administrator for Response and Recovery)*

## MEETING WITH FEMA OFFICIALS MARCH 7, 2019, WASHINGTON, DC

Chauncia Willis and Curtis Brown met with senior FEMA Leadership to discuss I-DIEM and opportunities to collaborate and how the emergency management enterprise can build resilience by leveraging diversity, inclusion, and equity.

## AMERICAN SOCIETY OF PUBLIC ADMINISTRATION PRESENTATIONS MARCH 10, 2019, WASHINGTON, DC

Curtis Brown participated in the Presidential Panel entitled "University Nervous Areas of Government: Monuments and Reparations" he discussed his experience and lessons learned in Charlottesville Virginia in 2017. He discussed the need for communities to confront white radical extremist groups on college campuses.

Chauncia Willis participated in a panel entitled "The Urgency of Now: Diversity and Inclusion in Emergency Management". She discussed the need for the emergency management to re-focus their efforts on equity and build a more diverse cadre of leaders inclusive of women and people of color.



## EMI E-FORUM - DIVERSITY AND INCLUSION IN EMERGENCY MANAGEMENT WEBINAR APRIL 3, 2019

Chauncia and Curtis discussed the business case for diversity, inclusion, and equity within emergency management. EMI e-Forums are 1-hour, moderated, webinar discussion forums that provide an opportunity for EMI and the emergency management community to discuss matters of interest on national preparedness training. EMI e-Forums facilitate a discussion of whole community-presented best practices.



## VISIT TO SAVANNAH STATE UNIVERSITY APRIL 5, 2019, SAVANNAH, GA

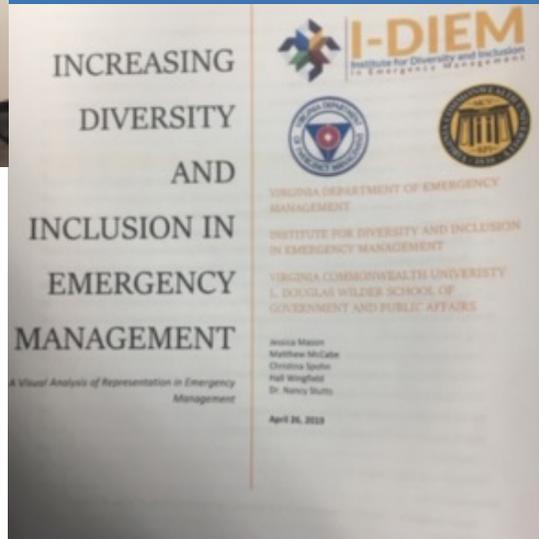


I-DIEM Team with SSU Students and Dr. Emmanuel Nojang (Homeland Security & Emergency Management Coordinator)

Chauncia Willis, Ellis M. Stanley, Sr., Tyra Gore, and Curtis Brown visited Savannah State University (SSU) homeland security and emergency management (HSEM) program to speak with students and faculty members. SSU's HSEM program is the only bachelor's degree program in emergency management and/or homeland security in the state of Georgia and the first in the nation at a historically black college/university (HBCU). IDIEM team discussed the challenges and rewarding opportunities the diverse group of bright and energetic students will face. Dr. Emmanuel Nojang, HSEM program director, served as host for the visit and will serve as a strategic partner moving forward.

## VCU CAPSTONE BRIEFING AND REPORT THUMBNAIL APRIL 26, 2019, RICHMOND, VA

Virginia Commonwealth University (VCU) graduate students provided a briefing on their research paper, "Increasing Diversity and Inclusion in Emergency Management". The report found "a lack of diversity in race and gender of emergency managers could contribute to disproportionate and inequitable response and recovery outcomes for vulnerable communities in the wake of natural disasters". I-DIEM designed the project proposal and research scope to guide the students' work. Chauncia and Curtis conducted regular meetings with the students throughout the semester. The project served as a capstone for students Master of Public Administration degree.



Hall Wingfield, Jessica Mason, Christina Lynne Spohn, Matthew McCabe



*Pictured from left to right: Dr. Dan Kaniewski (Acting Deputy Administrator, FEMA), Chauncia Willis, Brian Harrell (Assistant Secretary for Infrastructure Protection, DHS)*

## CRITICAL INFRASTRUCTURE PROTECTION AND RESILIENCE CONFERENCE MAY 7, 2019, TAMPA, FLORIDA

Chauncia Willis provided keynote remarks at the Critical Infrastructure Protection and Resilience Conference held in Tampa, FL on May 7, 2019. She emphasized the importance for considering diversity and inclusion as a means for enhancing resilience.



## HOPE GLOBAL FORUM MAY 29-31, 2019, ATLANTA, GA

Ellis Stanley attended the Hope Global Forum in Atlanta Georgia on behalf of I-DIEM. The 2019 HOPE Global Forum focused on promoting global prosperity through equity practices and opportunity for everyone.



## 21<sup>ST</sup> ANNUAL EMI HIGHER EDUCATION SYMPOSIUM, DIVERSITY, INCLUSION, AND UNITY OF EFFORT JUNE 3-6, EMMITTSBURG, MD

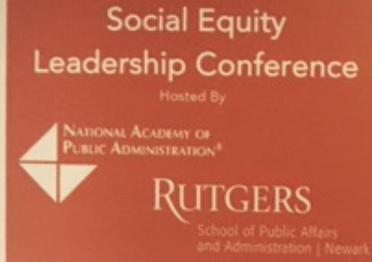
I-DIEM attended the EMI Higher Education Symposium and met with academic leaders focus on diversity and inclusion in emergency management.



# SOCIAL EQUITY LEADERSHIP CONFERENCE

JUNE 5-7, NEWARK, NJ

I-DIEM attended the Conference and discussed the organization with academic and public sector social equity leaders.



Pictured from left to right:  
Curtis Brown, Dr. Junia Howell

## COLUMBIA WORLD PROJECTS

### COLUMBIA WORLD PROJECTS' FORUM ON DISASTER PREPAREDNESS, RESILIENCE, AND RESPONSE

JUNE 10, 2019, NYC COLUMBIA UNIVERSITY, NEW YORK CITY

Curtis Brown attended the Forum on Disaster Preparedness, Resilience, and Response sponsored by Columbia World Projects (CWP). CWP is a university-wide initiative that aims to bring together academia with partners from government, NGOs, intergovernmental organizations, the media, and the private sector to tackle fundamental challenges. CWP seeks to understand the nature of these challenges, and identify and implement responses that can, over time, benefit people around the world, while simultaneously enriching research and scholarship. Curtis and Dr. Howell presented a proposal to address inequalities in disaster preparedness and mitigation programs.



### PUBLIC POLICY AND INTERNATIONAL AFFAIRS PROGRAM (PIA) PRESENTATION

JUNE 14, 2019, RICHMOND, VA

Curtis Brown discussed I-DIEM's mission, vision, and goals with students in the PIA program. His presentation discussed equity issues within each phase (Preparedness, Mitigation, Response, Recovery) of emergency management.

## MEETING W/ GREG WERKHEISER JUNE 24, 2019, RICHMOND, VA

I-DIEM conducted a strategic planning meeting with guidance from Greg Werkhesier. Greg is a serial entrepreneur, cultural heritage and civil rights attorney, and leadership educator with a long history with developing successful nonprofits. He represents an American Indian tribe in groundbreaking civil rights litigation against the Attorney General of New Jersey.



*Pictured from left to right: Curtis Brown, Greg Werkhesier, Chauncia Willis*



## MEETING W/ MICHAEL SHARON, DEPUTY SUPERINTENDENT, EMERGENCY MANAGEMENT INSTITUTE JUNE 25, 2019

I-DIEM met with FEMA's Emergency Management Institute Deputy Superintendent Mike Sharon to discuss I-DIEM opportunities for collaboration.

## UPCOMING ACTIVITIES



- Disaster Politics Podcast Interview (July 2019)
- FEMA's National Advisory Committee, "Marginalized, Tribal, Rural and Small" (MTRS) Communities Subcommittee Presentation (August 2019)
- I-DIEM Business Meeting (August 2019)
- Curriculum Development Kick-off (September 2019)
- Convening on Diversity and Inclusion in Emergency Management, Savannah State University (November 16, 2019)
- IAEM Conference Presentation, "Return on Investment: The Value of Diversity and Inclusion in Emergency Management" (November 18, 2019)

## MISSION

The mission of the Institute for Diversity and Inclusion in Emergency Management (I- DIEM) is to serve as a resource and an advocate for the value of diversity and inclusion in emergency management (EM). I-DIEM leads efforts to increase representation of women and people of color in the field of emergency management, including in positions of leadership, through awareness and education. I-DIEM serves as the conduit for research on diversity and inclusion, social equity and the practical application of equitable EM practices to improve outcomes and build resilience.

By respecting, appreciating and leveraging the value of women, communities of color and other underrepresented groups, the emergency management enterprise will build the capacity needed to address the growing threat of climate change and extreme weather. I-DIEM supports development and implementation of innovative community-based, mitigation and adaptation projects to enhance resilience in diverse, vulnerable, and under-served communities.

## VISION

### **Diversity + Inclusion = Resilience**

The vision of I-DIEM is to enhance global resilience and improve emergency management outcomes by respecting and leveraging diversity, inclusion and equity.

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