

Statement on FEMA Strategic Plan

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On December 9, 2021, the Federal Emergency Management Agency (FEMA) released its [2022-2026 Strategic Plan](#) prioritizing the instillation of equity as a foundation of emergency management within its key goals. The Institute for Diversity and Inclusion in Emergency Management (I-DIEM) strongly supports FEMA's commitment to achieving equitable outcomes, cultivation of a diverse workforce, and people-centric approach.

As the only organization bound by mission, vision, and goals dedicated to diversity, equity, and inclusion in emergency management, the Institute has been at the forefront of channeling equity throughout the emergency management enterprise. Among our strategies for "Operationalizing Equity in Government," commitment to embedding equity and a focus on the people we serve were key tenets to equitable strategy. Key recommendations on integrating equity into each phase of emergency management provided by Virginia State Coordinator of Emergency Management and I-DIEM Co-Founder, Curtis Brown, included:

- Integrate Diversity, Inclusion, and Equity as Foundational Goal and Responsibility of Emergency Management
- Prioritize Vulnerable and Underserved Populations in all planning and grant programs.
- Thoroughly review all current emergency management laws and policies through an equity lens, including identifying the intended and unintended effects of current policies on marginalized individuals and communities.
- Integrate diversity, equity, inclusion, and information on disproportionate impacts of disasters into FEMA's planning, exercises, guidance, and priorities.
- Include the addition of equity-related performance measures in emergency management grants and other funding requirements.
- Ensure continuous use of Social Vulnerability Assessments and Community Engagement to identify and understand the needs of vulnerable individuals and communities.

The Institute is enamored by the integration of many of these concepts within the new strategic plan which also aligns with many of our organizational goals. Moreover, it supports the instrumental drivers of our programs and initiatives. The new strategic plan is foundational to a paradigmatic shift where the needs of vulnerable, underserved, and marginalized populations are met by the emergency management community to foster resilience and sustainability. I-DIEM will continue to work towards equity in all disasters and endorses the alignment of equity-based strategies that will improve disaster outcomes. Learn more about our strive for equity at www.i-diem.org.

About the Institute for Diversity and Inclusion in Emergency Management

The Institute for Diversity and Inclusion in Emergency Management is a 501(c)3, global non-profit organization established to facilitate change by integrating equity into all aspects of emergency management. Our focus is on humanity, and our vision support the empowerment of marginalized communities within all phases of the disaster management cycle.

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