The Institute for Diversity and Inclusion in Emergency Management (I-DIEM) has been dedicated to advancing diversity, equity, and inclusion throughout the emergency management enterprise. This year, it has been extremely rewarding to witness the inclusion of equity on national platforms while our work throughout the year highlights that significant effort towards improving disaster outcomes for vulnerable, underserved, and marginalized populations should remain a priority. In 2021, alone, we experienced the third most costly year on record for billion-dollar disasters while new records were reflected in the 5-year cost average of disasters totaling $148.1B annually. For populations that carry the significant burden of disasters, these outcomes include loss of life, loss of property, loss of cultural identity, and erasure of generational wealth and histories that span centuries.

We are witnessing paradigmatic shifts in the dynamic of our field fueled by ongoing outcomes associated with the COVID-19 pandemic, extreme weather events, and a climate crisis that is expected to increase poverty levels to nearly 30% in the United States (US) greatly impacting the proportion of our society that will be able to effectively mitigate, prepare, and recover from disasters. Further, as the demographic composition of our population shifts toward more diverse populations, there exists a strong need to ensure that our policies, programs, and practices are diverse, inclusive, and representative of the populations we serve.

In 2020, our work was rooted in the design, development, and launch of programs and initiatives that were centered on our organizational goals. This year, our approach was strongly rooted in implementation, growth, and sustainability of our programs and organization. Our efforts were dedicated to fortifying existing initiatives, identifying and implementing new strategies, expanding our organizational capacity, generating and leveraging partnerships, expanding our “on-the-ground” footprint, and amplifying the voices of the communities we serve. Moreover, our work has been dedicated to reaching organizational milestones and impactful change which we are proud to highlight. In 2021, the Institute:

- Organized & Deployed Equity Response Teams
- Hosted First HERricane Program in Philadelphia
- Awarded First Lt. General Julius Becton Jr. Scholarships
- Launched "Equity Report" Newsletter
- Conducted 6 Workshops and Trainings
- Announced Spring 2022 Launch of I-DIEM University
- Provided 4 Congressional Testimonies
- Delivered 4 Keynote Addresses at Regional & National Conferences
- Served on Over 40 Unique Conferences, Webinars, or Symposia
- Provided Policy Review, Comments, and/or Recommendations on Six Key Policy Legislations
- Developed or Collaborated on Five Practical Resources and Toolkits
- Applied or Collaborated on 12 Grants and Proposals
- Established and Implemented I-DIEM Jobs Board
- 6 Major Awards and/or Appointments Among Leadership Team.

As the Co-Founders of I-DIEM, we are excited to see the continued growth and impact of our organization. We are excited to amplify the voices of our communities through policy and advocacy. More importantly, we are grateful for your continued support of I-DIEM as we continue to ensure that all people regardless of age, disability, race, ethnicity, sexual orientation, level of education, or level of income have a future that is sustainable, resilient, and equitable.

Chauncia Willis  
Co-Founder, I-DIEM

Curtis Brown  
Co-Founder, I-DIEM
Organization Highlights
Goal 1: Increase Representation

I-DIEM is dedicated to increasing the number of women and people of color within the emergency management profession. This year, our organizational efforts implemented programs and supported diversification of the field that is representative of the demographics of American society.

I-DIEM Hosts First National HERricane Program
FEMA Administrator, Deanne Criswell, welcomed campers to the very first national HERricane Program in Philadelphia; a national program that provides young women a means to explore a career in emergency management.

Inaugural Julius Becton Jr. Scholarships Awarded
C. Wendell Grinton, Jr. (shown above) represents the inaugural winner of our Lt. General Julius Becton Jr. Scholarship Program; a scholarship program dedicated to minority students in emergency management or homeland security-related fields at all degree levels.
I-DIEM hosted their first HERricane Program in Philadelphia. The Program featured FEMA Administrator, Deanne Criswell, FEMA Region III Administrator, MaryAnn Tierney, City of Philadelphia Mayor, Jim Kenney, and Philadelphia Fire Commissioner and OEM Director, Adam Thiel. Over the week, approximately 18 girls engaged in a week-long camp hosted by the Philadelphia Fire Department. Key activities included a trip to Philadelphia’s EOC and engaging activities that introduced the young women to the many interdisciplinary career paths in emergency management.

I-DIEM Announces Jobs Board Dedicated to Diversity

The I-DIEM Jobs Board was created in alignment with our goal to increase representation of diverse professionals in the emergency management workforce. January was highlighted by the posting of our first two positions. Since, the jobs board has been a strong source for companies, organizations, and agencies to promote new job opportunities that are seeking to increase representation. In 2021, the Jobs Board has housed over 70 jobs from 37 different employers dedicated to ensuring diverse representation within their organizations.

"I believe the creation of this scholarship can open the doors of opportunity for minority students looking to make an impact in the emergency management or homeland security section" - Daniella Plaza, JBJ Scholarship Recipient

I-DIEM Kicks Off Highly Anticipated Lt. General Julius Becton Jr. Scholarship Program

Launched in Fall 2020, I-DIEM kicked off the highly anticipated Lt. General Julius Becton, Jr. Scholarship Program opening its inaugural application portal for students at the associates, bachelors, masters, and doctoral levels to apply for the coveted, first-in-kind scholarship program honoring the first minority FEMA Administrator. In 2021, I-DIEM awarded three (3) scholarships totaling $10,000.00 in financial assistance.

I-DIEM CEO Moderates Emergency Management Growth Initiative Virtual Panel

On March 4, 2021, I-DIEM CEO, Chauncia Willis moderated a stellar panel on “Emergency Management as a Career: Public Administration / Nonprofits” featuring City of Fairfax Emergency Manager, Walter English, CEO of Golden Hour Consulting, Emily Jane Zahreddine, and United Nationals Capital Development Fund’s Kristina Ptitsyna. The panel was targeted students and recent graduates in public administration to raise awareness of opportunities within the emergency management spectrum.

I-DIEM Commends Nomination of Deanne Criswell as FEMA Administrator

Following a landmark president election, Present-Elect Joseph Biden nominated NYC OEM Commissioner, Deanne Criswell, to serve as the next FEMA Administrator. A historical decision, this nomination marks the first-time in history that a women would serve as Administrator of the Agency garnering I-DIEM’s commendation for this landmark nomination that highlights diversity in the workforce.

Dedication to Diversity Supports I-DIEM Programs

This year's highly successful HERricane Program was made possible by funding from Farmers Insurance while Tidal Basin's Annual Challenge and donation match supported scholarship endowment. We are truly thankful to both organizations for their contributions to the advancement of women and minorities in the emergency management field.
Goal 2: Educate & Train

The Institute maintains strong emphasis on educating and training the emergency management enterprise on diversity, inclusion, and equity issues as they related to historically marginalized groups such as: women, people of color, people with disabilities, LGBTQIA+, various religious beliefs, low-income, disadvantaged communities, and other underrepresented groups within each phase of the disaster cycle.

"Stretching: The Race Toward Diversity, Equity, and Inclusion in Emergency Management" was written and published by CEO, Chauncia Willis. This book represents America’s history of racism and discrimination and the current evolution that the county is experiencing.

I-DIEM Trainers and Facilitators working closely with leaders of the Salvation Army on organizational leadership strategies dedicated to equitable humanitarian efforts.
Keynote Addresses

2021 National VOAD Conference
I-DIEM CEO, Chauncia Willis, delivered the keynote address at the 2021 National VOAD Conference held May 18-20, 2021. The conference theme, “Adapting to a Change World,” provided opportunities for Willis to address the crowd on mechanisms to further pursue how equity can be operationalized throughout the VOAD movement. Willis addressed over 600 attendees from nonprofits, governments, and the corporate sector from across the United States. Her keynote covered Racial Justice and Equity in Emergency Management.

2021 Natural Hazards Workshop
Held annually in June, The Natural Hazards Workshop featured Chauncia Willis as a keynote speaker discussing equity in emergency management and how the failure to acknowledge existing inequities can exacerbate outcomes for the vulnerable. In her charge, Chauncia notes the criticality of acknowledging that embedded bias exists in all systems and structures and how we can overcome those biases, and must, to create improved outcomes.

2021 Natural Disaster Resilience Conference
I-DIEM Team discussed “Supporting Social Equity and Climate Resilience Through Building Codes” at the National Disaster Resilience Conference in Clearwater, Florida. Interviewed by Ryan Colker of the International Code Council, I-DIEM Chief of Staff, Antoine Richards, addressed a powerhouse collaborative of mitigation, resilience, and climate experts to introduce the importance of equity in the mitigation work and improving outcomes from populations that suffer huge portions of loss to major disasters.

I-DIEM Announces Spring 2022 Launch of I-DIEMU
Created to enable thought-leaders in the emergency management industry on key concepts related to advancing diversity, equity, and inclusion in emergency management, I-DIEM University was announced in 2021 with a Spring 2022 launch date. I-DIEMU will offer a variety of diversity and inclusion courses with a focus on delivering equitable change for all.

Other Notable Media & Presentations

- WNYC: Are Disasters Natural? - On this episode of The Takeaway, I-DIEM is featured discussing the how systemic policy, programs, and practices contribute to the outcomes that create disasters.
- Multi-Hazards Podcast - Aired on August 25, 2021, this episode discusses I-DIEM, and how emergency management can change to better serve diverse communities.
Goal 3: Cultivate Through Training Programs

Cultivating women and people of color emergency management leaders through training is a key goal in organizational programming and initiatives. This approach is dedicated to empowering next generation leaders in emergency management.

I-DIEM Hosts National Student Voices Series
I-DIEM Collaborated with FEMA Higher Education Program to Host National Student Voices Sessions Webinar Series. Garnering over 100 participants, the four-part series identified key themes and recommendations from diverse perspectives to publish a guidebook that improves overall EM teaching and learning.

I-DIEM Host First Summer Interns through Fellowship Program
The I-DIEM Fellowship and Internship Program welcomed three summer undergraduate interns. The interns collaborated on an Equity Assessment Tool dedicated to assessing organizational culture internally and externally to be utilized for tailoring organizational change initiatives to support operationalized equity.
Goal 4: Promote Integration of Social Equity

Understanding social equity and the factors that contribute to the creation of vulnerable, underserved, and marginalized populations is essential to operationalizing equity in policy, programs, and practice. This goal focuses on the promotion of efforts to integrate social equity within emergency management to improve outcomes for communities of color and vulnerable populations.

USCCR Testimony on Federal Response to Hurricane Harvey
I-DIEM Co-Founder testified before the United States Commission on Civil Rights on the topic of "Federal Response to Disaster: Implications from Hurricane Harvey in Texas". Her testimony highlighted inequities in disaster response and recovery from Hurricane Harvey and provided recommendations for updates to federal response and the Robert T. Stafford Act.

House Homeland Security Subcommittee Congressional Testimony
I-DIEM Co-Founder provided witness testimony before the 117th Congress House Homeland Security Subcommittee on "Examining Climate Change: A Threat to the Homeland". His testimony highlighted the need for equity and the disproportionate impacts of climate change on marginalized communities and the Commonwealth of Virginia’s efforts to address climate change and integrate equity.
I-DIEM Successfully Advocates for Update to FEMA Policy on "Heirs Property"

This year, I-DIEM highlighted the issue of heir’s property among communities of color and the negative impacts of FEMA’s policy on homeowners in the South who didn’t have documentation, like deeds, to show proof of homeownership. Previously, these communities were denied aid often losing property and opportunities for generational wealth. I-DIEM’s advocacy for heir’s property owners were featured in interviews on Black News Channel discussing the impacts of disasters on African American homeowners, NPR discussing the unavailability of aid to the most vulnerable, and NPR discussing how lower income survivors are less likely to get aid. FEMA update their policy on ‘heirs property’ in September 2021 in a major decision that also featured an additional interview from Chauncia on WBUR weighing in on the importance of this policy update and continued needs for equitable policy change.

National Level Advocacy

2021 Disaster PRIMR Conference
Hosted by Texas A&M University, the Disaster Preparedness, Response, Innovation, Mitigation, and Recovery (PRIMR) Conference was held from January 31-February 4, 2021. On February 2, 2021, Chauncia Willis delivered a keynote presentation entitled “The Case for Diversity, Inclusion, and Equity in Disaster Management.” The keynote address discussed the historic and present state of DEI in emergency management and offered solutions for improving equity throughout our approaches to disaster management.

NACHC 50th Anniversary Webinar
I-DIEM CEO, Chauncia Willis, joined the 50th Anniversary National Association of Community Health Centers July Webinar on “Health Centers Addressing Environmental Justice and Climate Change.” Willis joined the county’s top environmental official, EPA Administrator Michael S. Regan, and other health experts to describe how health centers are responding and working to promote environmental justice in their communities.

Talking Equity with New FEMA Administrator
Following the appointment of FEMA Administrator, Deanne Criswell, I-DIEM leadership was invited to provide insight and recommendations on equitable emergency management across all phases of the disaster cycle and input on policies that could improve disaster outcomes among vulnerable, underserved, and/or marginalized populations.

New Partnerships Support Advocacy for Social Equity
Expanding global influence, I-DIEM accepted an invitation to join the United Nations Office for Disaster Risk Reduction’s (UNDRR) ARISE Global Network. The network is a collaborative of memberships big and small working together to reduce disaster risk. I-DIEM joins a network of over 350 members and over 20 networks across the world dedicated to improving a risk-informed sustainable future. This year, I-DIEM also partnered with the World Institute of Disability in a joint effort to increase awareness and advocacy for the disproportionate impacts and outcomes of disasters on individuals with access and functional needs.
Goal 5: Build Resilience

The integration of diversity, equity, and inclusion into policy, programs, and practices helps improve overall resilience for the world’s most vulnerable, underserved, and marginalized populations. Through this goal, I-DIEM focuses on building resilience in communities of color and underserved communities by supporting innovative mitigation and adaptation projects.

Equity Response Team Deploys to Kentucky Following Devastating Tornadoes

ERT’s visited multiple cities, towns, and communities while leveraging partnerships with CBOs. Notable findings included the impact of major disasters on lower-income and rural populations along with the need for stronger mitigation within affordable housing structures.

I-DIEM, Second Harvest Food Bank, Feeding America and other CBOs Partner to identify short- and long-term strategies for vulnerable populations following Hurricane Ida.

I-DIEM, NOLA Ready, SBP, and Lower Nine partnering to support equitable community response and recovery.

I-DIEM helping community members navigate complex administrative processes for public assistance funding.
Airbnb Pilot Project Supports Equity Response Team Deployment

Following Hurricane Ida landfall, Airbnb provided housing assistance to support deployment of I-DIEM team members to Louisiana. The Airbnb pilot project was designed to ensure that response and recovery efforts were equitable following major disasters. Through Airbnb assistance, our Equity Response Teams were piloted and have embarked on three deployments dedicated to ensuring equity in disaster response among the nation’s most vulnerable populations. The pilot has yielded significant outcomes as highlighted above by our Equity Response Team deployments.

I-DIEM Equity Response Teams are deployable, interdisciplinary teams of certified emergency managers, cultural competency experts, and community engagement professionals dedicated to ensuring equity in all phases of the disaster cycle for vulnerable, underserved, and marginalized populations post-disaster. These teams monitor for inequities in disaster response and recovery, engage and partner with communities and community-based organizations, and aim to amplify the voices of the community while leveraging partners to meet immediate and long-term mitigation and adaptations needs of the community to promote resilience and sustainability. See more our Equity Response Team work.

Partnering on Resilience Resources

I-DIEM served as contributing authors and collaborators on FEMA’s Resilient Nation Partnership Network’s "Building Alliance for Equitable Resilience" guidebook, and FEMA's "Guide to Expanding Mitigation". Both resources served equity-focused resources focused on advancing resilience through partnership and diverse perspectives including mitigation, response, and recovery.

I-DIEM Leads Inclusive Resilience Workshop with City of Sarasota

Stemming from partnership with the National League of Cities, I-DIEM led a city-wide training for the City of Sarasota key public leadership on equity and inclusive resilience. This training was nationally publicized by the NLC for leading initiatives on climate resilience. Following, I-DIEM continued partnership with NLC on Resilience workshops including "Inclusive Communication Seminars" highlight best practices for reducing language barriers among diverse populations.
Building Resilience Through Advocacy

- **Achieving Equity in Disaster Response, Recovery, and Resilience Act** - In preparation for introduction of the legislation by Senators Peter (D-MI) and Cassidy (R-LA), I-DIEM provided policy review and recommendations for updates to the legislation prior to introduction.

- **FEMA Community Rating System** - I-DIEM provided public comments and recommendations to the National Association of Community Health Centers (NACHC) in response to FEMA's RFI on equity-related updates to the CRS.

- **Legal Services Corporation** - Following advocacy and policy work with local communities, the Institute initiated conversations with the Legal Services Corporation, America's partner for equal justice. LSA promotes equal access to justice by providing funding to over 132 independent, nonprofit legal aid programs in every state, the District of Columbia, and US territories.
Goal 6: Diversify Participation

Understanding that achieving equity requires a unified, collaborative approach to emergency management, I-DIEM aims to diversify participation in the resilience and emergency management economy in support of improved disaster outcomes.
Innovative Integration of Diversity and Equity into COVID-19 Response Saves Thousands

As State Coordinator for the Virginia Department of Emergency Management (VDEM), Curtis Brown, has been highly recognized for his efforts that have prioritized diversity, equity, and inclusion within emergency management. His coordination of establishment of VDEM’s Office of Diversity, Equity, and Inclusion and Virginia’s COVID-19 Health Equity Leadership Taskforce through the Health Equity Pilot Project, contributed to thousands of lives saved through hyperlocal vaccine outreach efforts in marginalized communities and equity training for Unified Command and local government partners.

I-DIEM Promotes Equity at the National Hurricane Conference in New Orleans

I-DIEM leadership, including Chauncia Willis, Curtis Brown, Ellis Stanley, and Antoine Richards, attending the National Hurricane Conference from June 14-17, 2021, in New Orleans. The team served on multiple channels including:

- Being Deliberate About Diversity
- The Nonprofit Heroes Responding to Disasters
- How Nonprofits and Emergency Managers Can Collaborate to Reduce the Impacts of Disasters
- Nonprofit Rap
- Nonprofits to the Rescue: A Look at How Charitable Organizations Supported Communities
- During a Historic Hurricane Season and Global Pandemic

Equity at Forefront of RFI on FEMA Programs, Regulations, and Policies

On July 20, 2022, I-DIEM drafted and submitted Public Comment for the FEMA Equity RFI on FEMA Programs, Regulations, and Policies. The public comments addressed inequities and provided key recommendations for advancing equity throughout the Agency. The recommendations served as key components to the 2022 - 2026 FEMA Strategic Plan which prioritized equity throughout key goals.

New Partnerships Expand Diverse Participation & Promote Innovative Approaches

New partnerships with Climate Resilience Consulting and New Light Technologies expand diversification of the field with mission-focused approaches to improving resilience and disaster risk reduction. These new collaborations enhance research, technological, and scientific approaches to emergency management that also mutually-expands partner influence in national and global markets.
Goal 7: Highlight Best Practices

I-DIEM recognizes that there are multiple organizations providing foundational diverse, equitable, and inclusive approaches to emergency management. The Institute aims to highlight innovative diversity and inclusion best practices that enhance community resilience in support of strategies that can improve overall disaster outcomes.

I-DIEM Team members visited food distribution centers with community partners to help distribute food immediately following Hurricane Ida in New Orleans, LA.

Members of our Equity Response Team, including mitigation experts, meet with local community members in coastal Louisiana to explore long-term sustainability options.
Partners I-DIEM & American Flood Coalition Release "Conversation with Communities: Considerations for Equitable Flooding and Disaster Recovery Policy"

From October to November 2020, I-DIEM and the American Flood Coalition hosted a Virtual Equity Roundtable Series featuring nine (9) community-based organizations (CBOs) across the nation discussing challenges, barriers, and best practices for equitable flooding and disaster recovery policy. In March 2021, the report entitled “Conversation with Communities: Considerations for Equitable Flooding and Disaster Recovery Policy” was released highlighting five core themes and considerations, raised by CBO leaders, for developing equitable policy.

Collaboration with National League of Cities Highlights "Inclusive Communication Strategies and Best Practices"

I-DIEM collaborated with the National League of Cities and the City of Alton, TX on best practices for inclusive communication among vulnerable populations. This webinar provided tips and strategies for overcoming language access barriers and improving emergency management efforts in diverse communities and populations.

National Forums for Best Practices

117th Congress House Appropriations Subcommittee Testimony
I-DIEM provided Congressional testimony before 117th Congresses House Appropriations Subcommittee on “The Role of FEMA and Emergency management in COVID-19 Response.” In his verbal and written testimony, Brown highlighted key issues such as the American Rescue Plan, support for Deanne Criswell as a nominee for FEMA Administrator, the Commonwealth of Virginia’s COVID-19 Response, Integrating Health Equity into Emergency Management, recommendations for improving federal response and future approaches for advancing equity.

117th Congress House Homeland Security Subcommittee Testimony
I-DIEM CEO, Chauncia Willis, testified before the 117th Congress House Committee on Homeland Security on the topic of “Ensuring Equity in FEMA’s Disaster Preparedness, Response, and Recovery.” Willis joined Advisory Board member, James Joseph, Dr. Lori Peek of the Natural Hazards Center, and Chris Currie of the Government Accountability Office to discuss the importance of equity and recommendations to improving equity through policy reform.

National Disaster Safety Board Legislation
On Friday, May 28, 2022, Senators Schatz and Cassidy reintroduced the Disaster Learning and Lifesaving Act which would create the National Disaster Safety Board. I-DIEM provided policy review and recommendations on the legislation which was first introduced in October 2020.I-DIEM provided additional Disaster Expert, Scholar and Academic Institution support along with Former FEMA Administrators, Craig Fugate and Brock Long, and a collaborative of over 40 local, state, and national organizations and coalitions.

I-DIEM Keynotes Southeast & Caribbean Disaster Resilience Partnership Annual Winter Meeting
The SCDRP Annual Meeting was held from January 26-28, 2021. Hosted by the Southeast Coastal Ocean Observing Regional Association (SECOORA) and National Oceanic and Atmospheric Administration (NOAA), the conference’s theme was “The Future of Resilience in the Southeast and Caribbean” including a panel featuring Chauncia Willis on “Justice, Inclusion, Diversity, and Equity in Disaster Management and Adaptation.”
Goal 8: Promote, Support, and Disseminate Research

I-DIEM understand the importance of research on influencing policy, programs, and practice in all sectors, while highlighting the importance of research to the emergency management enterprise. This goal aims to promote, support, and disseminate research regarding diversity and inclusion in emergency management in support of effective change.

I-DIEM Team outlines Community Action Planning and Research Initiatives during an Executive Retreat in Siesta Key, FL.

Community-based participatory research (CBPR) is foundational to our approach. Our teams engage directly with communities and actively involve communities in advocacy initiatives.
Promote, Support, and Disseminate Research

Partner organizations, I-DIEM and Welcoming America collaborated on the development of a toolkit dedicated to establishing and maintaining inclusive emergency management. The toolkit covered topics such as community assessments, inclusive communication and overcoming language barriers, and evaluation methods. Developed to address immigrant and refugee populations, the toolkit serves as ready-made source for all emergency managers seeking to incorporate equitable strategies into their daily operations. The toolkit includes a checklist for emergency managers and leaders seeking to reach the most vulnerable, underserved, and/or marginalized populations.

I-DIEM Collaborates on Equitable Decision Intelligence for Emergency Management

To facilitate an interactive series of conversations about the use of Decision Intelligence in Emergency Management, I-DIEM partnered with SPINGlobal on a four-part webinar series created to share knowledge and obtain insights from jurisdictional leaders and emergency managers about using decision intelligence models to make informed, equitable decisions before, during, and after disasters.

I-DIEM Housed Robert Wood Johnson Foundation Fellow

I-DIEM is proud of the work of Robert Wood Johnson Foundation Fellow and Culture of Health Leader, Dr. Lauren R. Powell, and her work with the Institute. Powell, currently serving as Director of the Virginia Office of Health Equity, housed her project, The Equitist, within I-DIEM which was dedicated to helping healthcare organizations move from health equity in theory, to health equity in action.

I-DIEM Highlights Best Practices in the Equity Report Newsletter

This year, I-DIEM launched the "The Equity Report" newsletter which spotlights organizational news, research findings, and highlights best practices from around the emergency management enterprise. The first edition of the Equity Report was released in November 2021. The newsletter will be released quarterly and continue to focus on key themes and highlights around the field.
Company Profile
Our Advisory Board & Staff

Chauncia Willis  
Co-Founder

Curtis Brown  
Co-Founder

Ellis Stanley Sr., Ellis Stanley Partners, LLC  
Chairman, Advisory Board

David Kaufman, CNA  
Advisory Board

Andrea Davis, Walmart  
Advisory Board

Sindy Benavides, LULAC  
Advisory Board

Kay C. Goss, Consultant  
Advisory Board

Henry Comas, HUD  
Advisory Board

Adam Thiel, City of Philadelphia Fire Department  
Advisory Board

DeeDee Bennett-Gayle, SUNY-Albany  
Advisory Board

Kellie Bentz, Airbnb  
Advisory Board

Alexander Diaz, Google.org  
Advisory Board

James Joseph, Tidal Basin  
Advisory Board

Vince Davis, Feeding American  
Advisory Board

Greg Padgett  
Director of Marketing & Community Engagement

PJ Jones  
Director of Training & Education

Antoine Richards  
Chief of Staff
Organization Mission
The Institute for Diversity and Inclusion in Emergency Management is a global, nonprofit established to facilitate change by integrating equity into all aspects of emergency management. Our focus is on humanity and our vision supports the empowerment of marginalized communities within all phases of the disaster management cycle. Our mission is to support development and implementation of innovative community-based, mitigation and adaptation projects to enhance resilience in diverse, vulnerable, and under-served communities.

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

Organization Goals
Organization Management

Founded in 2019, the Institute is headquartered and registered as a non-profit organization in Atlanta, Georgia. I-DIEM was co-founded by Chauncia Willis, Chief Executive Officer, and Curtis Brown who share over 40 years of experience as emergency managers at the federal, state, and local level as well as the private sector. Ellis Stanley, Sr. was named Chief Transformation Officer of the Institute leading the organization’s growth rooted in over 40 years of service as an Emergency Manager for the City of Los Angeles, City of Atlanta, and as a consultant. Stanley also serves as Chair of the Board of Advisors providing a direct link between the Board and executive leadership. The Advisory Board represents a diverse interdisciplinary collaborative of emergency management leaders dedicated to providing strategic foresight and general advisory on organizational sustainability. Following, the Institute named Antoine B. Richards as Chief of Staff, P.J. Jones as Director of Training and Education, and Greg Padgett as Director of Marketing and Community Engagement to spearhead key organizational goals and initiatives. To support organizational efforts, I-DIEM maintains a dedicated cadre of contractors who assist in organizational management, projects, and initiatives.

Competitive Advantage

While there are multiple organizations dedicated to diversity and inclusion, the Institute is uniquely situated as the only organization dedicated to diversity and inclusion within the emergency management enterprise. These organizations and academic institutions provide strong foci on vulnerability and resilience as microcosms of an overarching mission or vision. Alternatively, I-DIEM’s mission, vision, goals, and programs are dedicated to improving DEI in emergency management across all phases of the disaster management cycle. Our professional services are rooted in multiple approaches based on our philosophy of change that aims to improve equitable representation, decision making, and policies, programs, and procedures to create a system of equity within the field. The Institute is minority-owned, and woman-led, aligning with the populations that suffer the most in disasters (people of color, women, and children) which offers firsthand experience with extensive knowledge of the emergency management field as practitioners. Our executive leadership team includes Certified Emergency Managers and Certified Diversity Professionals while our team of contractors are experts within their fields with tenured histories that allows for collaborative research and tailored solutions that improve DEI holistically. Our competitive advantage beyond professional services includes multiple programs and initiatives that support and foster the equitable representation and support across the field spotlighting I-DIEM as one of the first and few organizations that invests organizational funding into programs that support DEI in emergency management.

Financial Projections & Requirements

Our projected income for FY22 is $2M. In alignment with our FY21 projections, I-DIEM has hired four (4) additional positions with a FY22 projection of at least four (4) additional hires. Currently, the Institute operates with three (3) full-time employees and two (2) part-time employee all of whom have opted out of salary for FY21 to support organizational growth. In FY22, the Institute is expected to hire at least nine (9) employees including the current full-time staff as financing is secured. There are currently five (6) secured contracts with an additional four (3) pending heading into FY22. This year, the Institute hosted two executive retreats in March 2021 for executive leadership and December 2021 for the entire I-DIEM staff including members of the Advisory Board to help guide organizational growth, strategic foresight, and implementation of programs and initiatives. We are seeking to raise $600,000.00 in funds this year to support organizational costs. Collectively, the Co-Founders have invested $110,000.00 to meet working capital requirements.
Address Service Requested