



Resilience-Building Services

Resilient Opportunity Zones Program – Building infrastructure resilience in opportunity zones by leveraging public and private funding.

Home & Property Resilience Program – Leveraging public and private funding to support low-cost, effective retrofitting of homes and implementing home-based resilience projects.

Equitable Mitigation Project Design – Developing and implementing mitigation projects in communities of color and low-income communities with the aim of enhancing individual and community resilience. Projects are consistent with FEMA’s benefit cost analysis requirement.

EMAC Deployment – Advising and training minority-majority local governments on disaster planning, preparedness, mitigation, response and recovery in alignment with the Emergency Management Assistance Compact (EMAC). This work is supported by a

Diversity, Inclusion & Equity Research Project and **Local Government Outreach**.

Financial Preparedness Program for Vulnerable Communities

Resilience

The capacity to recover quickly from difficulties – insert I-DIEM definition.

Planning Services

Diversity, Inclusion and Equity Plan Development and Review – I-DIEM develops comprehensive diversity, inclusion and equity plans for local, state, federal, non-profit, and private emergency management agencies. Plans focus on how to sustainably integrate diversity, inclusion, and equity into every aspect of the organization’s operation. Emergency operations plans, mitigation plans, and after-action reports are reviewed as part of plan development and staff interviews are conducted to gain insight into current DIE practices and programs.

Human Resources Diversity, Inclusion, Recruitment, Retention Planning – I-DIEM assists clients to develop comprehensive plans to recruit, retain, and promote women, people of color, and other represented groups. I-DIEM also supports implementation of strategies outlined in the plans.

Pre-Disaster Recovery Planning for Local Governments – I-DIEM facilitates the pre-disaster recovery planning process for targeted communities of color and other underserved local governments.

Small Minority Business Readiness & Disaster Mitigation Planning – We assist businesses with disaster planning including continuity of operations, supply chain management, cybersecurity workforce

Assessment & Assistance Services

Social Vulnerability Assessments – I-DIEM conducts social vulnerability assessments leveraging census data and other sources (e.g., focus groups, community surveys). Assessment results will inform mitigation, emergency operations, recovery, and other planning efforts.

Disaster Equity Response & Recovery Team – I-DIEM has a deployable team of diverse (people of color) emergency managers with diversity, equity, and inclusion expertise. The team provides guidance, support, data and solutions to emergency managers as well as elected and appointed officials for existing and anticipated