

Inclusive Emergency Planning Doesn't Scare Me

**Roxann Crawford FEMA Region IX
Jeremy Hynds MS, CEM, MEP; Henderson, NV
Daniel Vasquez; San Diego, CA**

1

Why build an inclusive all hazards plan?

- People matter. ALL PEOPLE MATTER
- Planning separately for people with disabilities rather than building a plan that includes people with disabilities leaves more room for failure, and failure can be catastrophic.
- The law requires it, but more importantly, it is the right thing to do.

2

Why include people with disabilities in the planning process?

- Nothing about us without us
 - You don't know what you don't know. Who knows it better than the people who live it everyday?
- Consistent engagement builds and maintains trust and gives the opportunity for both groups to educate and work together before, during, and after disasters.

3

Whole Community:

Participation of the whole community requires:

- Consistent and active engagement and involvement in all aspects of planning
- Conducting planning activities in an inclusive manner and providing accommodations needed for all partners to fully participate
- Accessible communication, including training and educational materials and planning and response opportunities

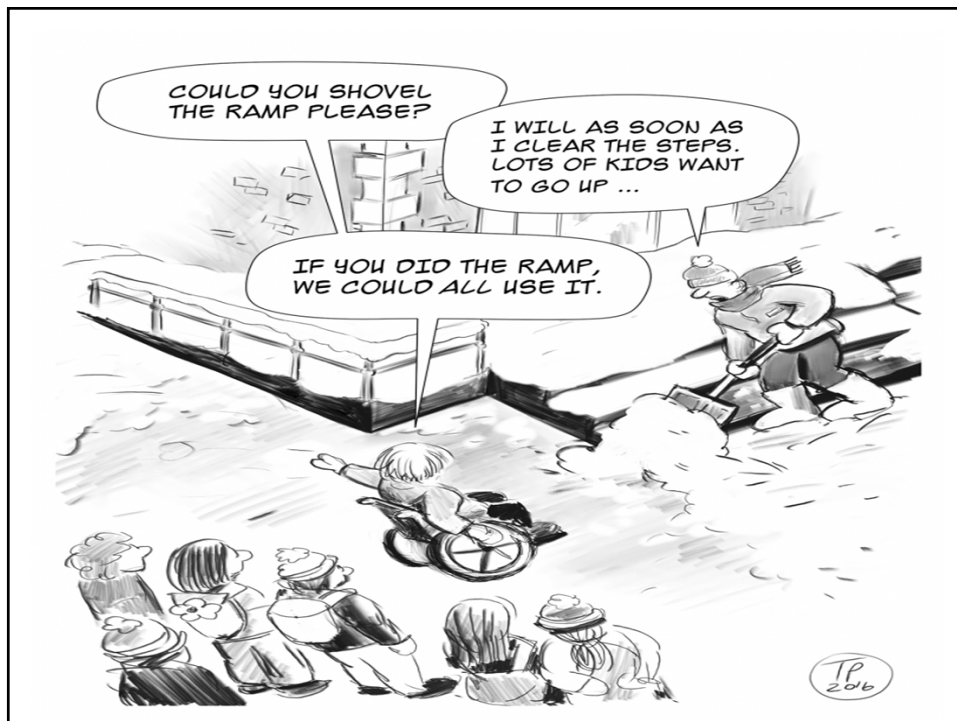
4

I would but:

Emergency managers want to do the right thing, but often get stuck at the starting line.

- Don't know how to start
- Don't have the funding to move forward
- Don't know who to ask for help
- Can't commit resources that aren't for "everyone else"

5



6

Planning for Universal Access



7

Jeremy Hynds, MS, CEM, MEP



8

Jeremy Hynds Career

Jeremy Hynds currently serves as the Emergency Manager for the City of Henderson, NV

Prior to accepting the position as City EM:

- Emergency Management Training and Exercise Coordinator for the City Of Henderson
- Emergency Management Coordinator for the Nevada National Security Site (formally the Nevada Test Site) where he coordinated and developed emergency management programs for chemical and nuclear high hazard facilities
- Emergency Planner and Exercise Coordinator for the State of West Virginia's Bureau for Public Health, Center for Threat Preparedness

9

Henderson, NV All Hazards Plan Revision

- City of Henderson all hazards plan was due for a revision in 2019.
- Due to the size of the project and the short timeline to complete, the city hired a contractor.
- Access and functional needs inclusion was not a part of the initial concern for hiring a contractor to build the all hazards plan.

10

Henderson, NV All Hazards Plan Revision cont.

Funding

- Utilized a small budget from the City for minor operating expenses and strategically allocated grant dollars from the Emergency Management Performance Grant (EMPG) to fund this project.
 - This allowed a reach to many more people to build the plan and create a working document that wouldn't just sit on the shelf.

Choosing a contractor

- developed a Request for Proposal (RFP) with all the guidelines we were looking for in the development of the plan. This included past development of Emergency Operations Plans, knowledge of Emergency Management Accreditation Standards (EMAP), and a proven track record for success

11

Henderson, NV All Hazards Plan Revision cont.

- Original plan was to have an annex for access and functional needs.
 - Actually in all parts of the plan and should be included in all parts of the plan
 - Essential part of doing business
- Essential services such as ASL interpreting have contracts in place so they are ready to be utilized when needed
- Identified a subject matter expert and included them in emergency operations including a seat at the table at the emergency operations center.
 - Important to have someone who's sole focus is looking across all areas of response and keeping operations on track when it comes to inclusion

12

Henderson, NV All Hazards Plan Revision cont.

We don't know what we don't know

- AFN is not an emerging issue, but it is an issue that is getting more attention and we are just now in the field of emergency management beginning to see how much attention it needs.

Still learning and growing

- The biggest challenges still being faced are trying to find innovative ways to provide excellent service for all different people. There is not one thing fits all in the AFN world. From language, access, functional and behavioral barriers it is extremely difficult to plan for all individual needs. This creates planning and funding challenges. We are continuing to engage but definitely have room to grow.

13

Henderson, NV All Hazards Plan Revision cont.

Including people with disabilities is something you want to do during the planning phase and not the response phase. There are too many nuances and pre-positioned resources that need to be at the ready to ensure an adequate whole community response in the face of disaster. This will save lives and dollars during the short- and long-term recovery phases.

Don't Wait!

14

Dan Vasquez

County OES

- Alert & Warning
- AFN Coordinator
- CERT

City Lifeguards

- EMT
- Beach Officer
- Swift Water Rescue
- Dive Recovery

15

Building Better Plans

- Lawsuits
- Gap Analysis
- EOP
- Crosswalk

Engaging with the Community

- Partner Relay
- AFN WG
- AFN Symposium
- NET

Resources

16

Lawsuits

- CFILC v. Oakland:
 - "not prepared to meet the needs of people with disabilities during an emergency"
- CALIF, et al. v. Los Angeles:
 - *"discriminated by not addressing the needs of people with disabilities in the context of their emergency plans"*
- BCID, et al. v. Bloomberg, et al:
 - *"in planning for, and responding to, emergencies and disasters, has not adequately addressed the needs of people with disabilities"*

17

Gap Analysis

- Review, Crosswalk, and Gap Analysis of up to 25 plans
- Conduct training to ensure understanding of planning and response principles
- Report to contain recommended corrective actions and recommended implementation steps
- Conduct presentation of findings and recommendations

18

EOP

Indicate the gap found, page it is found on, recommendations for corrections, and the gap type.

- Public Information/Communication/ Notification
- Transportation
- Evacuation
- Language, People First
- Inclusionary / Integration
- Maintain Independence
- Maintain Health
- Physical Access
- Resource Gaps
- Other

19

Crosswalk

	1	2	3	4	5	6	7	8
A		X						X
B		X		X		X		X
C		X	X	X				X
D				X	X	X	X	X
E					X	X	X	X
F		X		X	X	X		
G					X	X	X	X
H			X	X			X	
I		X	X	X	X	X	X	X
J	X			X	X	X	X	X

20

Partner Relay

- 9 Languages
- Trusted Community Leaders
- Disseminate emergency information to followers
- Various Cultures
- Various Religions
- Primarily immigrant and refugee communities

21

AFN Working Group

- More than 40 members and growing
 - Community Based Orgs
 - Non Profit Orgs
 - Government
- Meet Quarterly
- Address concerns from various organizations
- Review new plans and policies
- Work to educate and learn about / from one another

22

AFN Symposium

- \$30k UASI Grant Funded
- 200 Attendees

- Panelists Include:
 - Fire Chiefs
 - Police Chiefs
 - EM's
 - AFN Partners
- Topics Discussed:
 - Communication
 - Evacuation
 - Transportation
 - Sheltering

23

Neighborhood Evacuation Team

- Existing Community Emergency Response Teams
- One on One Community Partnership
- People who may have difficulty evacuating
- Focus on:
 - Preparedness Plan
 - Alert & Warning Systems
 - Evacuation Plan
- Remove big government and empower communities to be more resilient

24

Resources

Shelter Training videos:

<http://readysandiego.org/training/shelter-worker-trainings/>

First Responder Training Videos:

<http://readysandiego.org/training/first-responder-access-functional-needs-training-series/>

Moving beyond Special Needs - A function based framework for Emergency Management and Planning

<http://www.jik.com/KailesEndersbeyond.pdf>