Achieving Whole Community Inclusion in Emergency Management
Learning Objectives

❖ Understanding equity and inclusion (equality) and identifying your subject matter experts in both disciplines

❖ Learning strategies to ensure you are effectively planning for everyone in your community
Whole Community in Emergency Management

- Planning with the whole community
- Ensuring inclusion in your agency’s core capabilities
- Inclusion assigned as a responsibility for a member of your team
- Dedicating a full-time position that focuses on ensuring equity and equality is considered in all phases of emergency management
- Colorado blueprint that can help you achieve a similar outcome in your state
Planning with The Whole Community

- Incident Command System (ICS) relationships
  - FEMA/State/Local
- Emergency Management plans
  - Colorado Emergency Preparedness Assessment (CEPA)
  - Haz-Mat plans- Hazardous Materials Plans
  - Threat and Hazard Identification and Risk Assessment (THIRA) - Stakeholder Preparedness Review (SPR)
  - Access & Functional Needs Planning tool
  - Community Inclusion in Colorado: Resources and Maps/Geographic Information System (GIS) data
- Cross relationship
  - Emergency Support Functions (ESFs)
  - Stakeholders
Ensuring inclusion in your agency’s core capabilities

- Center for Independent Living
- How and who can fill that gap
  - Small Dollar Grant Awards (SDGA), Emergency Management Performance Grant (EMPG)
  - Section 504 of rehab act is included in deliverables
- How is it funded
  - Memorandum of Understanding (MOU)/MOA Memorandum of Agreement
  - Contracted correctly for Public Assistance eligibility
  - Section 504 of Rehab act is included in deliverables
- Managing expectations knowing your limits
Inclusion assigned as a responsibility for a member of your team

- Not “other duties as assigned” otherwise it does not get done
  - Requires a person to coordinate
  - Problems with ADA coordinators

- Supports the how-tos tied to laws and regs for Whole Community Inclusion
  - Section 504 of rehab act
  - ADA
    - effective communication
  - Section 508 of rehab act

- Colorado’s Growth story
  - 1 AFN Coordinator to piloting.....
Position that focuses on ensuring equity and equality in all phases of emergency management

- Lessons learned from real world examples
  - National Access & Functional Needs Meeting due to concurrent disasters and pandemics e.g. COVID
  - Personal Protection Equipment (PPE) gap to Home & Community Based Services (HCBS) community members
  - Language access
  - Data collection - Social Vulnerability Index (SoVI)
    - Age
    - Disability
    - Ethnicity
  - Access to food during lockdown for those without transportation resources (CMIST- Communication, Maintaining Health, Independence, Support Services, Safety, Transportation resources)
Colorado blueprint that can help you achieve a similar outcome in your state

- Access & Functional Needs (AFN) Coordinator in ESF-5 in the plans section in the State Emergency Operations Center (SEOC)
- Training on how an AFN Coordinator is “people resource” vs AFN/ADA Police
- Filled the ICS coordination- ESF, Regional Disability Inclusion Specialist, Civil Rights Advisor, -Intecore Group
  - Community Based Testing sites
  - Alternative Care Facilities/ Sites
  - Vaccination Sites
  - Joint Information Center inclusion/ESF-8
- Listening session our statewide AFN/CMIST resource and information sharing meeting
- Lessons Learned sessions during the event
Call to Action Steps

- Have a local/state level Whole Community in Emergency Management conversation and action plan
- Join the National AFN Call to help support
  - 3rd Monday of the Month 2PM ET/ 11AM PT
Questions?

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