



I-DIEM
Institute for Diversity and Inclusion
in Emergency Management

LIVING WITH CLIMATE CHANGE: INTEGRATING EQUITY INTO EMERGENCY MANAGEMENT

ENVIRONMENTAL AND ENERGY STUDY INSTITUTE (EESI) CONGRESSIONAL BRIEFING
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CHAUNCIA WILLIS, CEO

INSTITUTE FOR DIVERSITY AND INCLUSION IN EMERGENCY MANAGEMENT

I-DIEM PURPOSE, MISSION, & VISION

Purpose

I-DIEM is a global non-profit 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.

Mission

Our mission is to support development and implementation of innovative community-based mitigation and adaptation projects to enhance resilience in diverse, vulnerable, and underserved communities.

Vision

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

OUR WORK: COMMUNITY IMPACT AND INITIATIVES

Advocacy

- 4 Congressional Testimonies
- 8 Keynote Presentations
- Equitable Considerations for FEMA Policies and Programs
- BRIC Recommendations
- National Disaster Safety Board
- Ensuring Equity in Disaster Resilience, Response, and Recovery Act
- FEMA Equity Act
- Virtual Equity Roundtable Series (Community Conversations)

Training

- FEMA (HQ & Regions III, IV, X, and 10)
- Salvation Army
- National League of Cities
- Cities of Sarasota, FL & Alton, TX
- Raleigh-Durham Airport Authority
- Dane County, WI Emergency Management Agency
- Town of Waxhaw, NC

Programs

- Equity Response Teams
- HERricane Program
- Julius Becton Jr. Scholarship Program
- Fellowship & Internship Program
- BUILD Program
- Jobs Board

PROBLEMATIC INEQUITIES IN EMERGENCY MANAGEMENT

Community Perspectives

- Exclusionary Practices
- Lack of awareness for mitigation funding
- Lack of access to mitigation funding
- Lack of Representation or Recognition
- Complex administrative, bureaucratic processes
- Need for knowledge of grant-writing processes and strategies
- Need for capacity to support effective funding acquisition
- Lack of support from federal, state, and/or local government



PROBLEMATIC INEQUITIES WITHIN EMERGENCY MANAGEMENT



Emergency Management Perspectives

- Disasters build wealth for the wealthy
- Funding streams are inherently inequitable and not community-focused (i.e., federal, state, and local funding)
- Field is predominantly white, and predominantly male
- Policies and programs are geared toward response and recovery
- Policies, such as redlining, create vulnerability for the most vulnerable
- Vulnerable, underserved, and marginalized populations receive less mitigation, preparedness, and recovery funding

DOING DISASTERS DIFFERENTLY: EQUITY RESPONSE TEAMS



- I-DIEM's Equity Response Teams (ERT) 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.
- Community-Empowered, Community-Driven Emergency Management Approaches
- Connecting Resources
- Enhancing Community Knowledge, Skills, and Abilities
- Amplifying Voices



DOING DISASTERS DIFFERENTLY: FUTURE OPPORTUNITIES



- Training & Workshops
- Equity Response Team Expansion & Deployment
- Community-Based Mitigation Programs
- Community Empowerment and Engagement
- Innovative Support for Research, Advocacy, and Policy
- Community Advocacy Platforms and Inclusive Decision-Making



THANK YOU!

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