
AN ANALYSIS OF THE DIVERSITY WITHIN THE FIELD OF EMERGENCY MANAGEMENT IN 2021

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RESEARCH QUESTION

- Is the number of emergency management professionals currently employed in the field **adequately diverse** to represent the community they serve and successfully achieve the *whole community approach*?

HOW IS DIVERSITY DEFINED?

Gender	Age	Disability
Sexual orientation	Sex	Gender identity
Race	Color	Nationality
Ethnic or National origin	Religion or belief	Characteristics related to socio-economic context

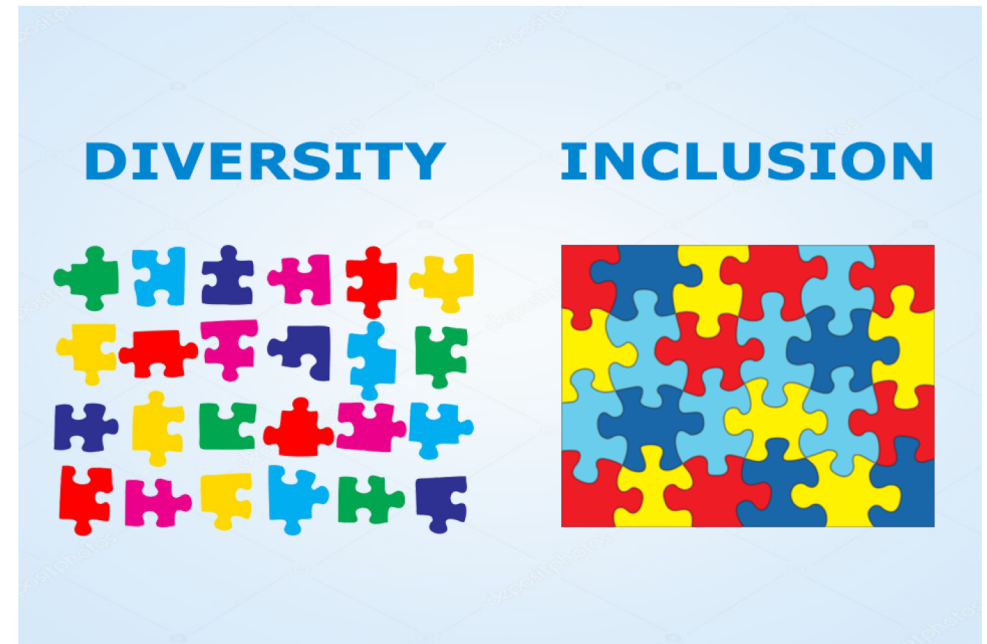


FOCUS ON DATA: GENDER, AGE, AND RACE ONLY

- Due to lack of existing data in the EM field across all the diversity categories, this research only focuses on the analysis of the data that exists by **gender**, **age**, and **race** to examine the current level of diversity within the field and whether adequate representation exist.

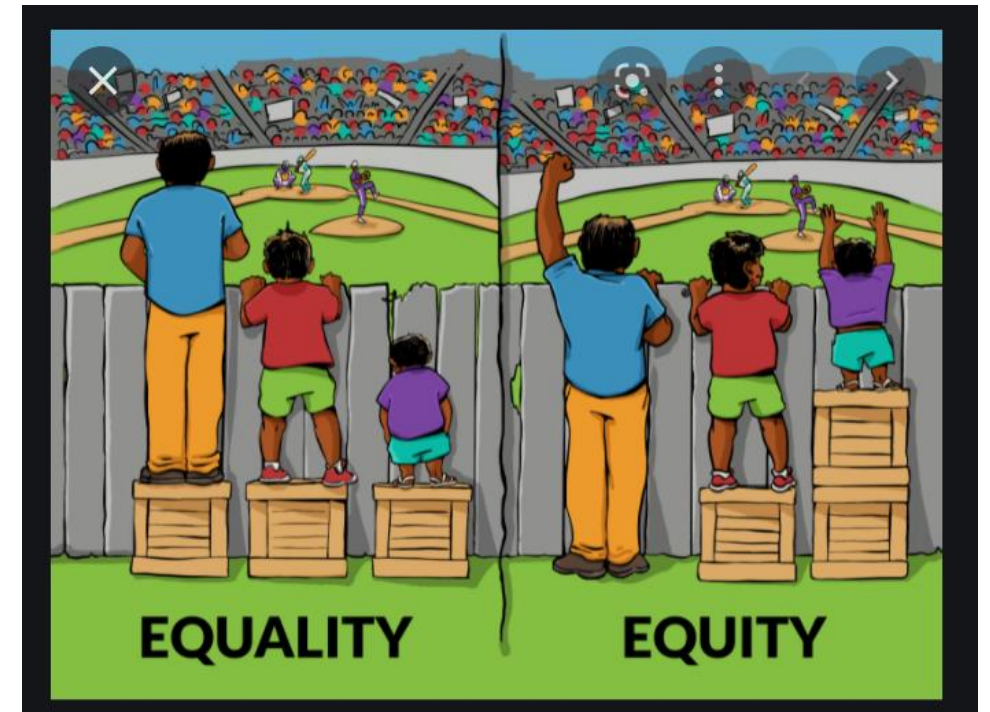
HOW IS INCLUSION DEFINED?

- Inclusion can involve stakeholders from different groups being accepted, welcomed, and enabled to have a voice and develop a sense of belonging
- Inclusion can also involve offering opportunities to people on the basis of their knowledge, skills and abilities, as well as providing access to resources that enable their participation



HOW IS EQUITY DEFINED?

- Equity is the principle by which policies, processes and practices should be fairly applied and individual needs recognized
- **It is separate from equality, which is a state of being equal, especially in status, rights, opportunities or outcomes**
- Equity is a continuous process that requires understanding the needs of those you serve and then applying their perspective in solution-building
- In times of disaster, diversity and equity become critical and must be operationalized. **People who lack diversity in perspective will not be able to develop equitable policies, perform equitable planning, or create equitable programs** that will benefit the most vulnerable groups and communities



WHY IS DIVERSITY IMPORTANT?

- ❖ Beyond 2030, the U.S. population is projected to grow slowly, to age considerably, and to become more racially and ethnically diverse
- ❖ The **population of people who are two or more races is projected to be the fastest-growing racial or ethnic group** over the next several decades, growing by some **200 percent by 2060**
- ❖ The **next fastest ethnic group is the Asian population, which is projected to double**, followed by **Hispanics, whose population will nearly double within the next four decades**
- ❖ By 2028, the foreign-born share of the U.S. population is projected to be higher than any time since 1850
- ❖ **The number of immigrants living in the United States is expected to rise from 44 million in 2016 to a projected 69 million by 2060**
- ❖ Even as the U.S. population grows, the **only ethnic group projected to shrink is the non-Hispanic white population** from 198 million in 2016 to 179 million people in 2060

As a result of the increasing racially and ethnically diverse population, and the decreasing white population residing in the U.S, it is imperative to ensure that the field of EM makes progressive steps to become more diverse to adequately serve the projected diverse populations in the U.S.

Source: Vespa, J., Armstrong, D. M., & Medina, L. (2020, February). Demographic Turning Points for the United States: Population Projections for 2020 to 2060.

DATA SOURCES





METHODOLOGY

METHODOLOGY

- **STEP ONE: Creating context at a national level**

The U.S. Census Bureau 2017 National Population Projections demographic data was used to examine population estimates and projections for 2020 to 2060 in the U.S. at the national level. This included projections of the resident population by several demographic traits, including age, sex, race, Hispanic origin, and nativity (whether people were born in the United States or in another country). This information was used to understand any projected diversity.

- **STEP TWO: Collecting data for EMDs employed in the U.S.**

Data was taken from the 2020 U.S. Census demographic American Community Survey 2014-2019 (ACS) Public Use Microdata Sample (PUMS) 1-Year estimate for EMDs and the U.S. Bureau Labor of Statistics (BLS) 2011-2019 Current Population Survey (CPS) annual average of EMDs employed in the U.S. were used to examine the number and percentage statistic of EMDs employed in the U.S. by age, gender, and race from 2011 to 2019. **The position of EMDs was chosen as the focus of the data as the BLS currently only collects demographic information by this specific title. This data was analyzed to identify the existing levels of diversity within the number of EMDs employed in the U.S. by gender, age, and race.**

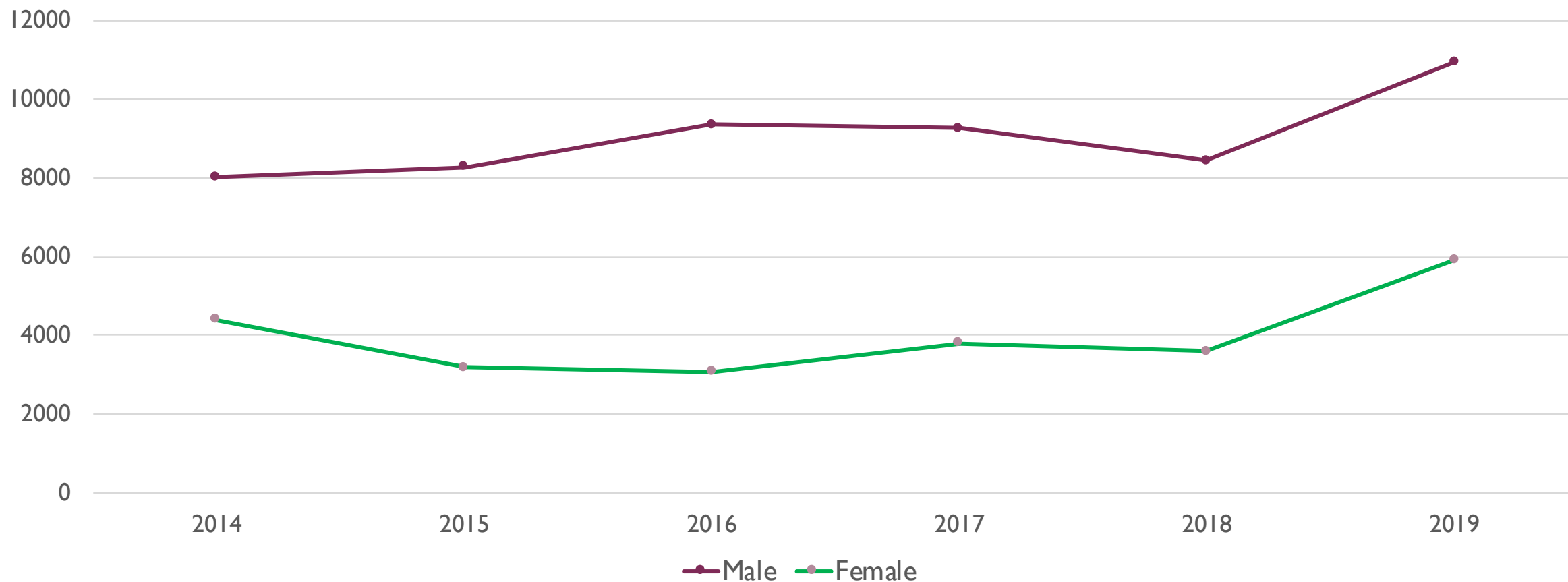
- **STEP THREE: Collecting data from IAEM**

During the initial research phase, data was requested from IAEM on *January 28th, 2021*, to share aggregate numbers of EM professionals certified by Associate Emergency Manager (AEM) and Certified Emergency Manager (CEM) to provide a clearer demographic picture of the program participation metrics by gender, ethnicity, state, and U.S. or international experience. This served as the central focus for identifying the diversity of EM professionals within IAEM. Ultimately, data was only provided for the number of international and U.S. AEMs and CEMs, as IAEM did not collect data by gender, age, or race at the time. On *June 3rd, 2021*, a follow-up request was sent to IAEM to provide the updated AEM and CEM demographic information. Gender data was provided for the year 2021 only, and the analysis was compared to the U.S. Census Bureau and BLS information and further discussed in the findings section.



FINDINGS

EMERGENCY MANAGEMENT DIRECTORS IN THE U.S. BY *GENDER*



Source: 2020 U.S. Census Bureau 2014-2019 ACS Public Use Microdata Sample (PUMS) 1-Year Estimate

NUMBER OF EMERGENCY MANAGEMENT DIRECTORS IN THE U.S. BY AGE

	2014			2015		2017			2018	2019	2019
No. of EM Directors	579	535	621	714	315	452	385	666	619	355	595
Age	57	32	30	52	51	59	56	49	64	46	57

Source: 2020 U.S. Census Bureau 2014-2019 ACS Public Use Microdata Sample (PUMS) 1-Year Estimate

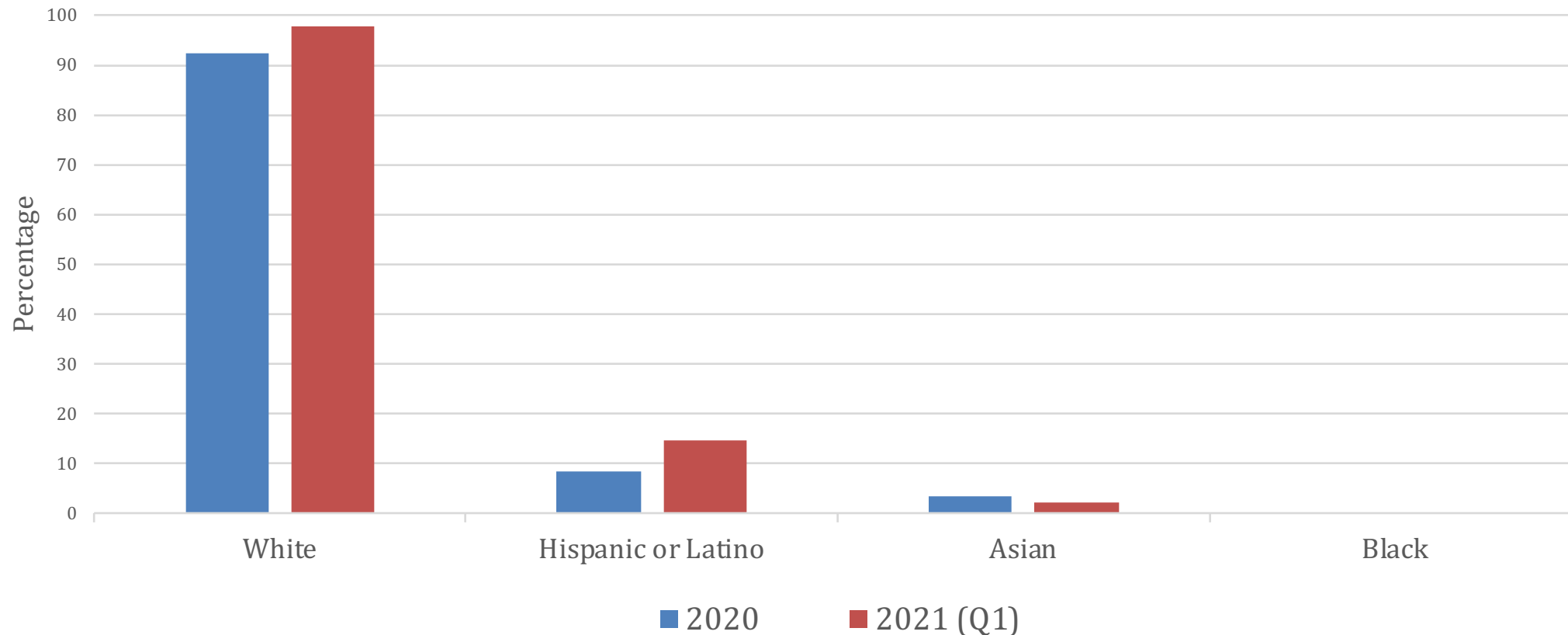
NUMBER OF EMERGENCY MANAGEMENT DIRECTORS IN THE U.S. BY GENDER AND RACE

Occupation		Employed											
		Number in thousands											
		Total			White			Black or African American			Asian		
		Total	M	F	Total	M	F	Total	M	F	Total	M	F
Emergency Management Directors	2021 (Q1)	24	8	16	23	8	16	-	-	-	1	1	-
	2020	12	8	4	11	8	3	-	-	-	0	0	-

Note: Dash indicates no data.

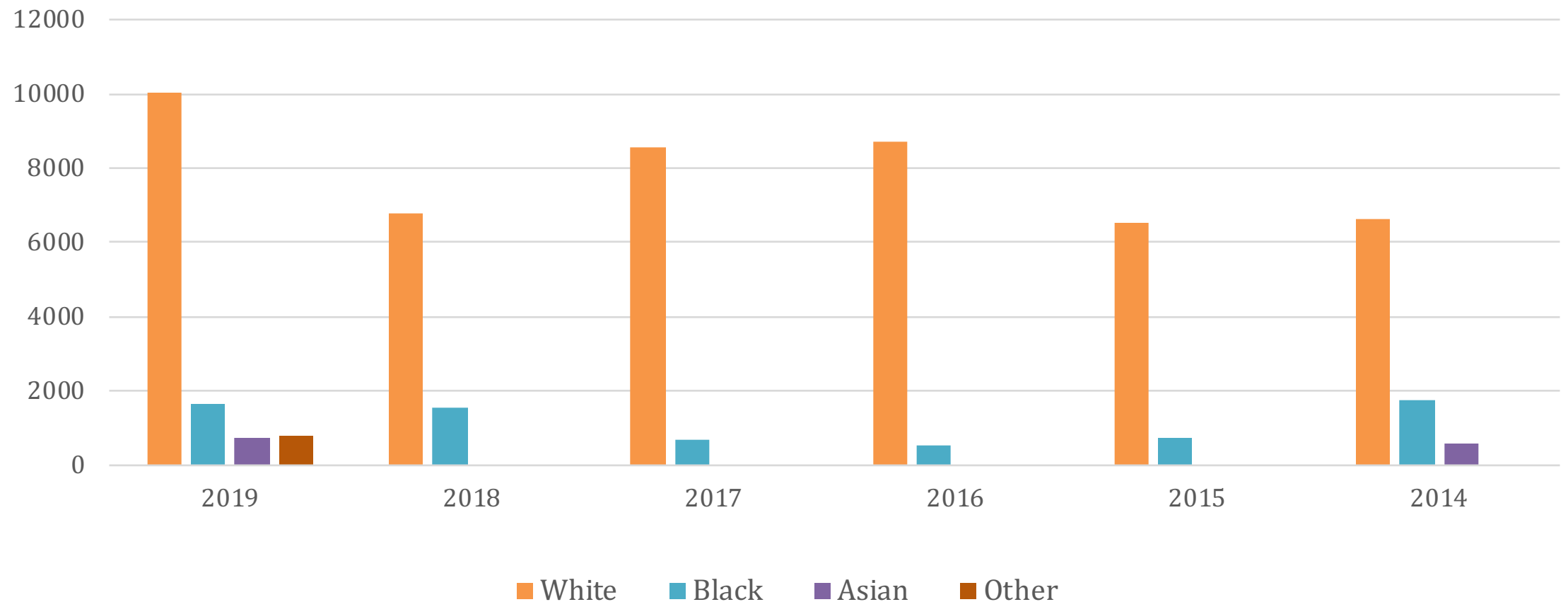
Source: U.S. Bureau Labor of Statistics (BLS) 2020 and 2021 Q1 Current Population Survey (CPS) Estimate

PERCENTAGE OF TOTAL EMPLOYED EMERGENCY MANAGEMENT DIRECTORS IN THE U.S. BY *ETHNICITY* IN 2020 AND 2021



Source: U.S. Bureau Labor of Statistics (BLS) 2020 and 2021 Q1 Current Population Survey (CPS) Estimate

NUMBER OF EMERGENCY MANAGEMENT DIRECTORS IN THE U.S. BY RACE



Source: 2020 U.S. Census Bureau 2014-2019 ACS Public Use Microdata Sample (PUMS) 1-Year Estimate

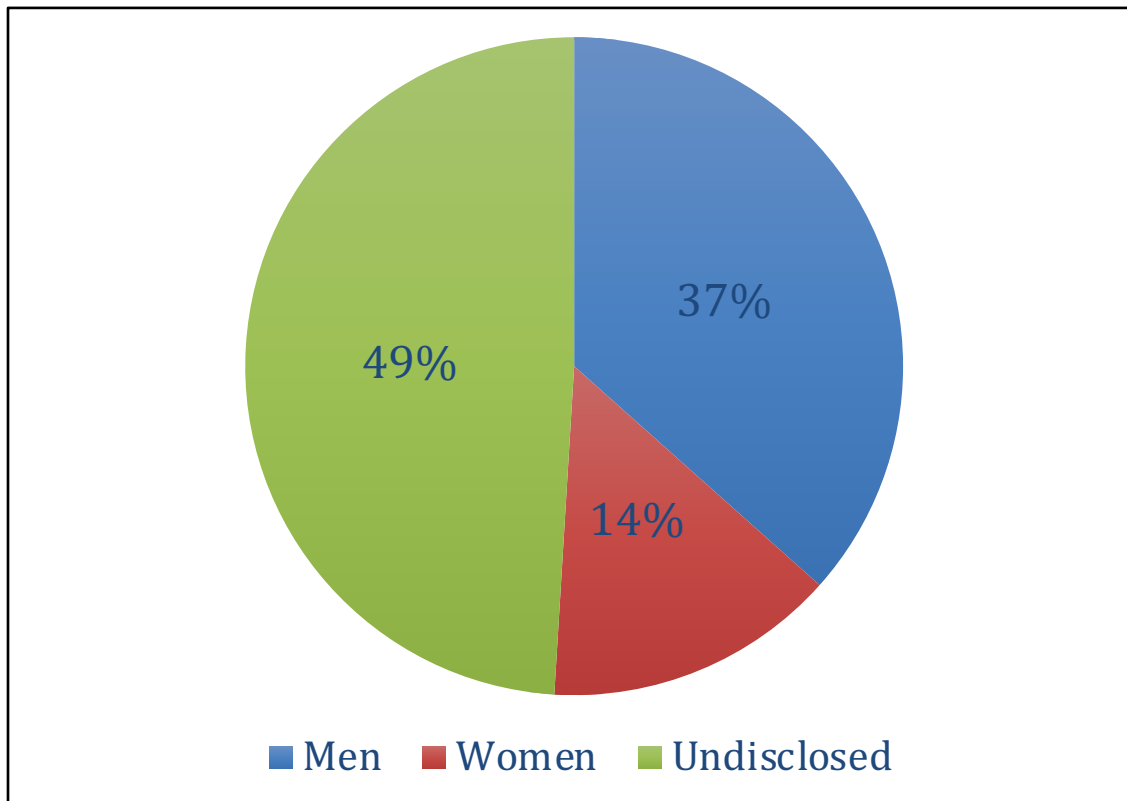
NUMBER OF IAEM AEMS AND CEMS IN THE U.S.AND INTERNATIONALLY FROM 2015-2020

Council	2020	2019	2018	2017	2016	2015
USA-CEMs	1811	1839	1815	1717	1630	1509
International CEMs	134	140	137	132	122	110
USA-AEMs	221	231	236	216	204	192
International AEMs	18	18	17	17	13	14

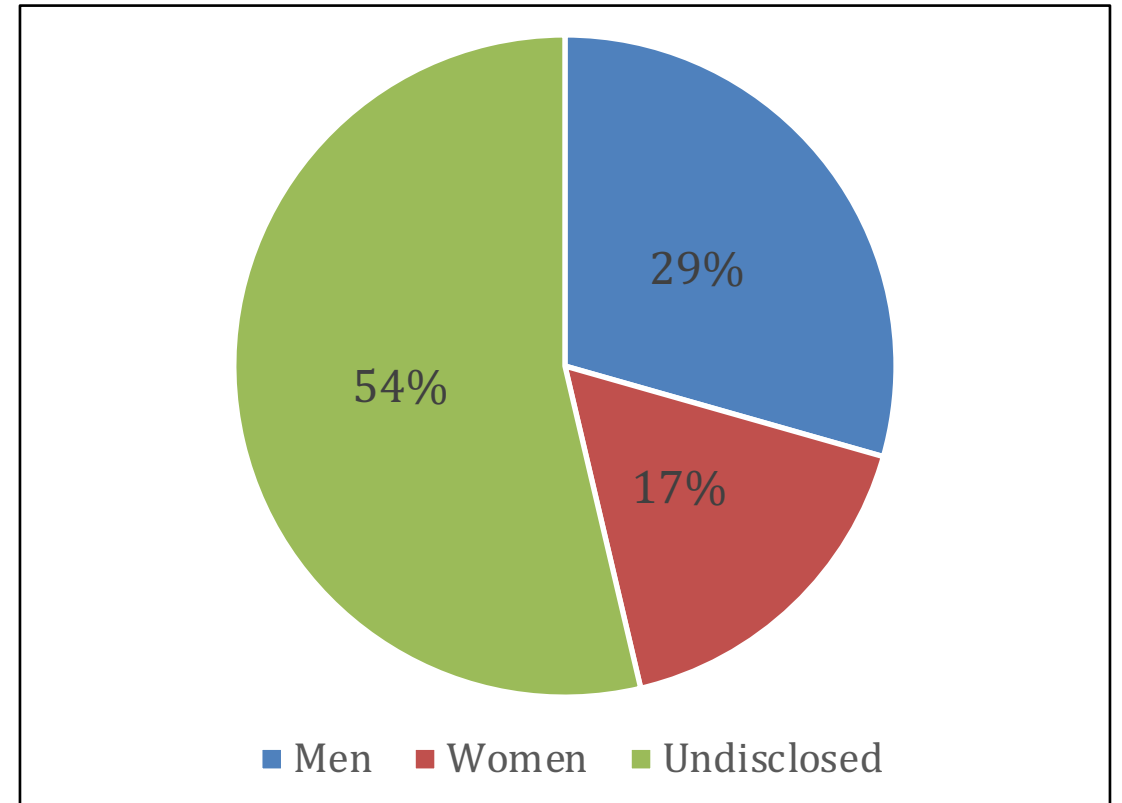
Source: International Association of Emergency Managers (IAEM)

NUMBER OF U.S.AND INTERNATIONAL IAEM CEMS AS OF JUNE 2021 BY *GENDER*

IAEM USA-CEMS



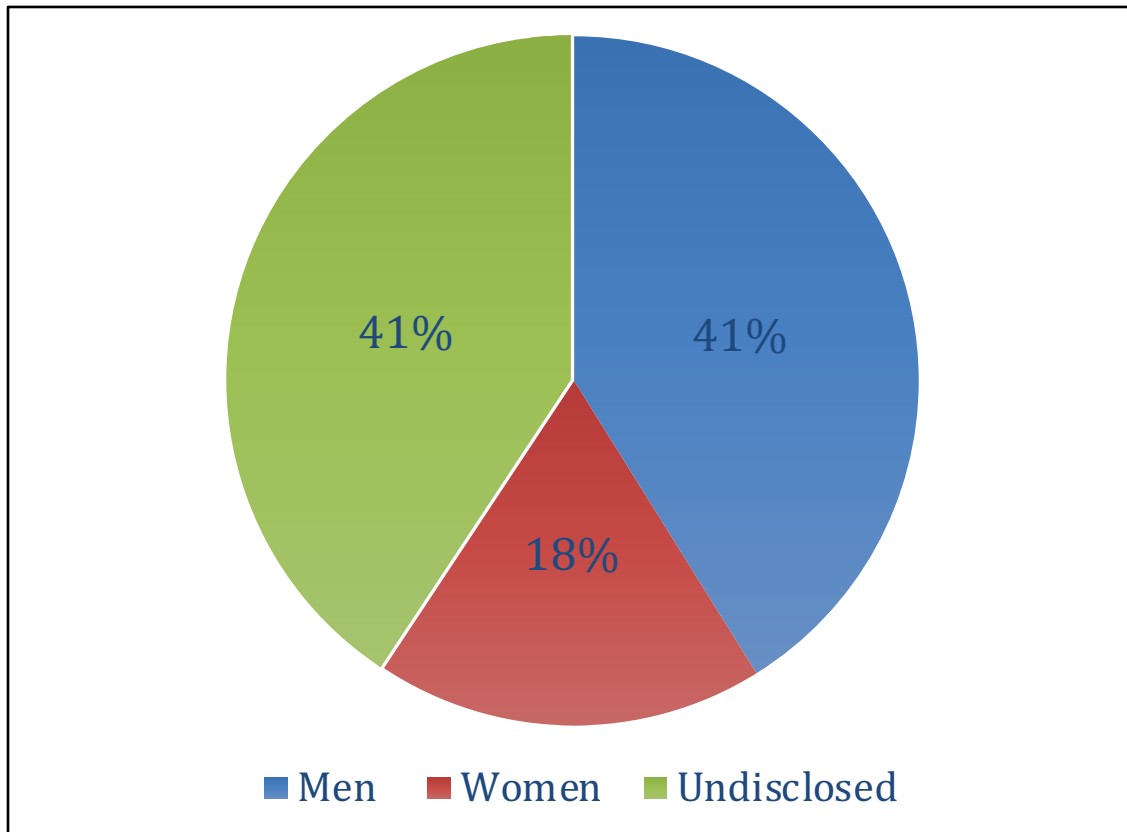
IAEM INTERNATIONAL CEMS



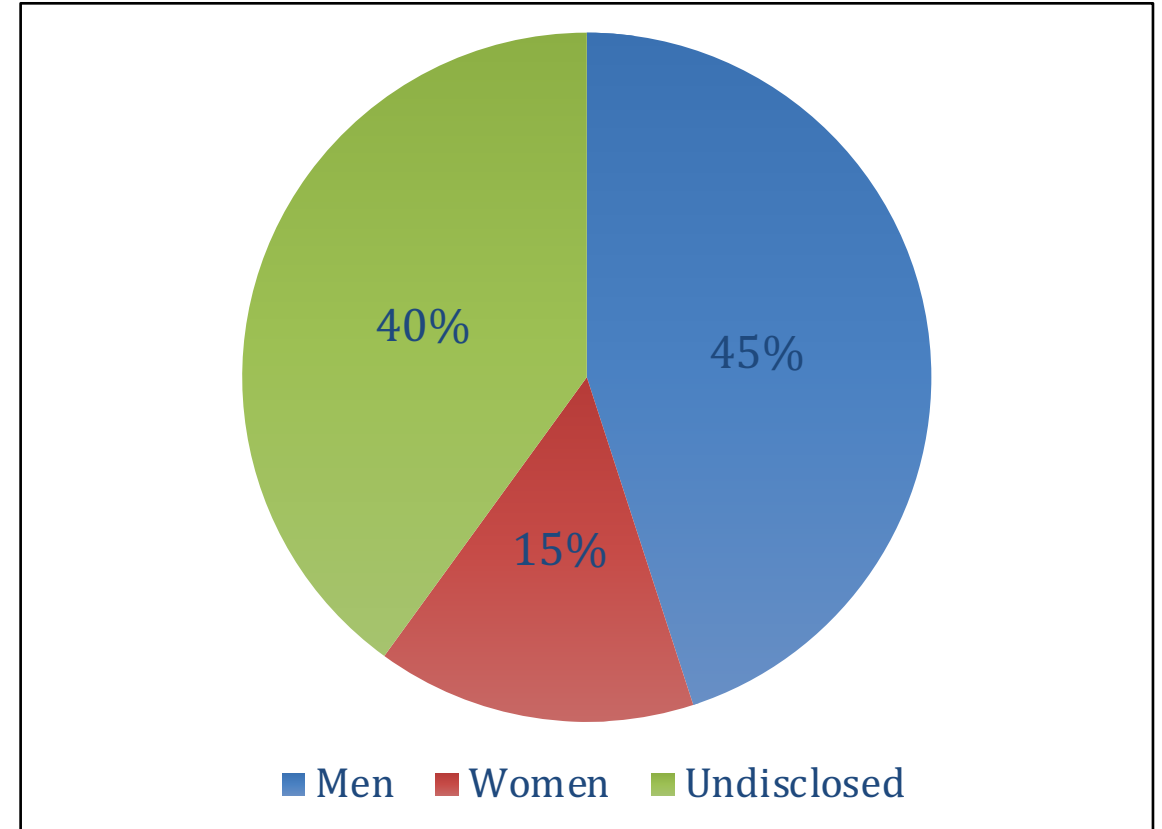
Source: International Association of Emergency Managers (IAEM)

NUMBER OF U.S.AND INTERNATIONAL IAEM AEMS AS OF JUNE 2021 BY *GENDER*

IAEM USA-AEMS



IAEM INTERNATIONAL-AEMS



Source: International Association of Emergency Managers (IAEM)

LESSONS LEARNED

- The analysis of our findings from the three sources which include the U.S. Census Bureau, Bureau Labor of Statistics, and the International Association of Emergency Managers reveal that the **field of emergency management presently lacks diversity**, as the professionals currently employed as EMDs are predominantly *male and white*.
- Even for the first quarter of 2021, the number of EMDS employed in the U.S. is at an all time high, with 97.7% being white.
- As of June 1, 2021, an analysis of the current IAEM data that exists for the number of EM professionals certified in CEM or AEM either in the U.S or internationally also shows that they are predominantly *male*.
- The data reveals that women and racial and ethnic minorities continue to be underrepresented in the field of emergency management.

GAPS

- Positions within the field of Emergency Management maybe similar to the role of Emergency Management Directors (EMDs) but may be titled differently (Emergency Services, NGOS etc.)
- Roles and responsibilities of an EMD are not clearly standardized, as many EM Coordinators or Specialists may operate in the role of an EMD
- Currently during the data gathering phase for the three data sources (Census Bureau, BLS, and IAEM), the information is not captured across all categories within diversity (disability, LGBT, etc)

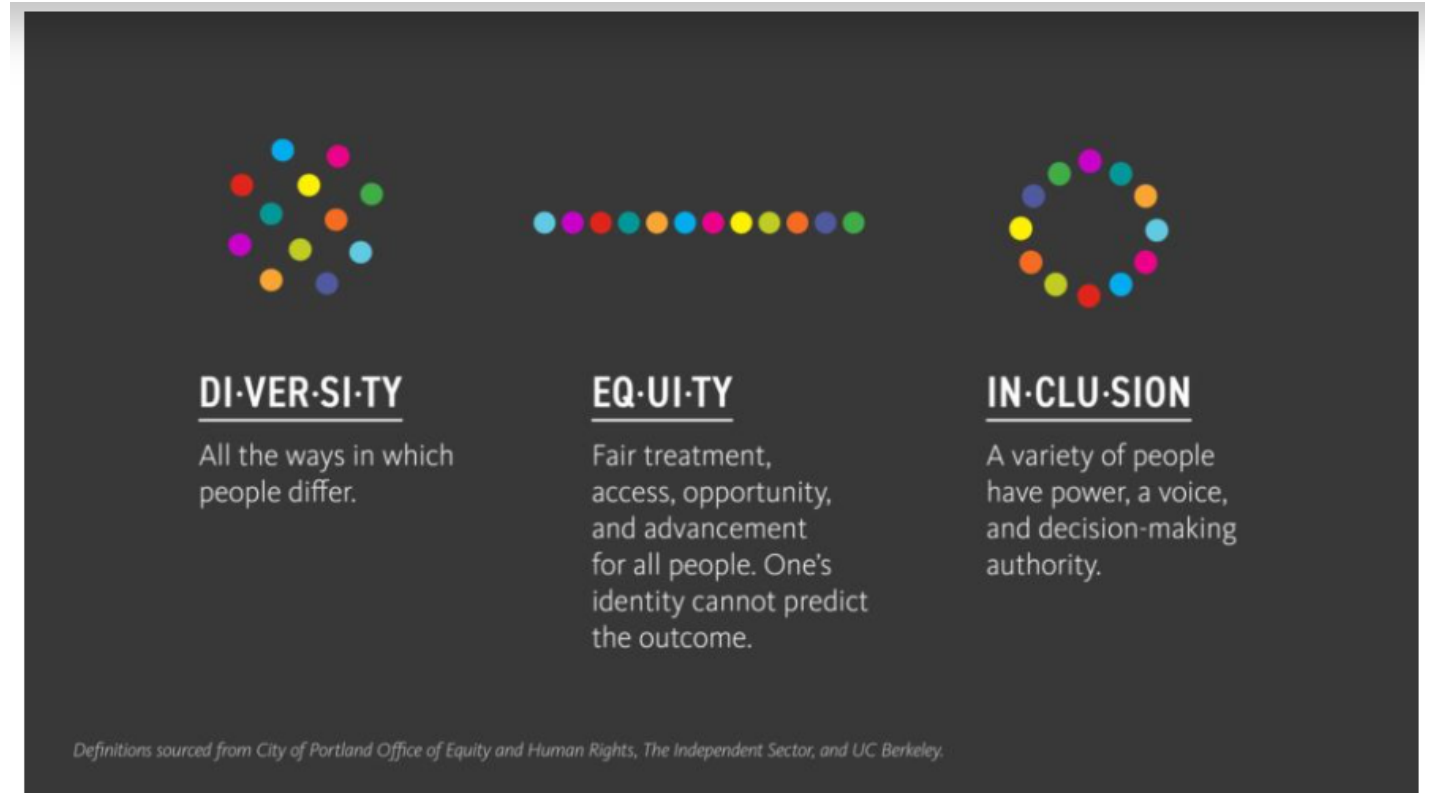
RECOMMENDATIONS

- Standardize the definition of Emergency Management and the various roles within the field
- The EM field needs to collect comprehensive demographic data across all diversity categories
- IAEM needs to collect more demographic data across all diversity categories so that can be leveraged by the Diversity Committee to understand DEI trends
- Provide industry recognized DEI training (ISO 30415:2021 Human resource management — Diversity and inclusion) to EM professionals and leadership
- Hire more diverse professionals in EM field that can bring various perspectives to represent the community they serve and better achieve whole community approach
- Create mentorship programs to bridge diversity gaps

CONCLUSION

- Based on the findings of this research, **the number of emergency management professionals currently employed in the field is not adequately diverse to represent the community they serve.**
- it is evident that a paradigm shift is needed to operationalize equity and increase diversity for the number of persons employed in the field of emergency management in order to improve resilience for underserved, marginalized populations.
- By improving diversity through equitable representation in the field, from the emergency planners to those in leadership, ensures that decision making, policies, programs, and procedures create a system of equity within the field, thus ensuring that the whole community approach can be fully achieved.
- **The strength of the emergency management field lies in the diversity of its professionals currently employed and a commitment to seeing equitable, coordinated, and outcome-driven solutions.**

- Diversity is important as it allows the collaboration of different perspectives to work harmoniously together in the same direction, while having equitable opportunities and resources available to progressively achieve goals: If I can see it, then I can be it. (Persad Shah, 2021)



Source: *Inclusion by Design: Insights from Design Week Portland*; Gensler