Leading with a DEI Mindset as Emergency Managers at IAEM

Farzana Nayani
ACKNOWLEDGEMENTS

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FARZANA NAYANI, CONSULTING & TRAINING

We are an impact-focused consultancy offering expertise and insights to support the firm's vision for a more diverse, inclusive, and equitable workplace.

With extensive experience delivering client results across industry sectors, our team has been engaged by IAEM to assess the current landscape, deliver data analysis and findings, and offer strategy and recommendations.
ABOUT US - OUR TEAM

Farzana Nayani (she/her)
CEO, Principal Consultant
20+ years of experience in Diversity and Intercultural field, for thought leadership, and strategy. Internationally recognized DEI leader, public speaker, author.

Chanel Keyvan (she/her)
Senior Project Manager & Curriculum Lead
Expertise in inclusive instruction and creating culturally-informed approaches to learning.

Natasha Bradley (she/her)
Client Coordinator & Consultant
Expertise in operations and client management; former Employee Resource Group (ERG) lead.

Shanté Pumphrey (she/her)
Consultant & HR/DEI Subject Matter Expert
20+ years of experience in HR spanning Talent Acquisition, Business Partnering, and Diversity, Equity & Inclusion.

Alma Ramos (she/her)
Client Project Manager & Consultant
8+ years of expertise in leadership development, project management, and retention via organizational culture & affinity groups.

Kelly Friedman (she/her)
Associate & Consultant
10+ years of experience in DEI consulting work and facilitation in various DEI-focused topics.

Thomas Tseng (he/him)
Principal of Sengo Insights, LLC
20+ years of experience in marketing research and expertise in strategic, actionable consumer insights

Shanté Pumphrey (she/her)
Consultant & HR/DEI Subject Matter Expert
15+ years of talent acquisition experience, ERGs, and community building for impactful partnerships.

FACILITATOR BACKGROUND:

FARZANA NAYANI
DIVERSITY, EQUITY, & INCLUSION
(DEI) CONSULTANT, ERG SPECIALIST, COACH, KEYNOTE SPEAKER & AUTHOR

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Our Commitments

1. Respectful Discussion
2. Refrain from Judgement & Retaliation
3. Remain Open & Curious
ZONES OF COMFORT & LEARNING

- Where will we go today?
- What will you do when we get there?

SESSION OVERVIEW

- About DEI and Emergency Management
- DEI IAEM Assessment Summary
- Discussion & Next Actions
Diversity

The quality of being different or unique at the individual or group level.

- Age
- Ethnicity
- Gender
- Gender Identity
- Language Differences
- Nationality
- Parental Status
- Ability
- Race
- Religion
- Spirituality
- Sexual Orientation
- Skin Color
- Body Size
- Socio-Economic Status
- Work Styles
- Behavioral Styles

Adapted from: The United Way

Inclusion

An approach to engage with diversity by creating an environment where people feel supported, listened to and able to do their personal best.

Adapted from: The United Way
Equity vs. Equality

**Equity** is when a person’s personal & social backgrounds are not an obstacle (diversity & fairness) to achieving a foundational level of skills, involvement, and success (inclusion).

The Why Behind DEI in Emergency Management's

- Ability to work with different populations
- Understanding the community’s needs based on their different identities
  - Age, ability status, cultural groups, economic groups
- Building community engagement
- Cross-cultural sensitivity in communication internally & externally
OUR JOURNEY

Recommendations & Strategy [Nov - Feb 2024]
Creating organizational strategy based off feedback

Findings Readouts [Sep - Nov 2023]
Share findings from survey, focus groups, and listening sessions

Survey Design & Implementation [Aug - Oct 2023]
Create DEI Survey to identify areas of strength and areas of growth

Listening Sessions & Focus Groups [May - Aug 2023]
Facilitate 4 Listening Sessions and 4 Focus Groups for IAEM-USA Members

IAEM Meetings & Crisis Communication [April - Nov 2023]
Prepare for upcoming deliverables and navigate crisis communication from IAEM-USA Members

DEI ASSESSMENT OVERVIEW

<table>
<thead>
<tr>
<th>DIVERSITY AUDIT</th>
<th>Analysis of diversity in an organization using quantitative data from a variety of sources</th>
</tr>
</thead>
<tbody>
<tr>
<td>EQUITY ASSESSMENT</td>
<td>Using Diversity Audit information, evaluating the needs of various populations within the membership compared to the existing processes and policies of the organization.</td>
</tr>
</tbody>
</table>
SNAPSHOT:
SURVEY DATA FINDINGS

Survey Demographics: AGE

C1. What is your age?

<table>
<thead>
<tr>
<th>Age</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 34 yrs</td>
<td>14%</td>
</tr>
<tr>
<td>35-44 yrs</td>
<td>26%</td>
</tr>
<tr>
<td>45-54 yrs</td>
<td>25%</td>
</tr>
<tr>
<td>55-64 yrs</td>
<td>24%</td>
</tr>
<tr>
<td>65+</td>
<td>11%</td>
</tr>
</tbody>
</table>

N = 753
Survey Demographics: RACE / ETHNICITY

- White: 62%
- Hispanic/Latinx: 11%
- AA/Black: 10%
- AAPI: 4%
- All Others: 6%
- Multiracial: 2%
- N/A: 0%


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Survey Demographics: GENDER + SEXUAL ORIENTATION

- Gender: Men 54%, Women 33%, All Others 7%, N/A 7%
- Sexual Orientation: Straight: 71%, LGBTQ+: 15%, N/A: 14%


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Survey Demographics: LANGUAGE & DISABILITY

C8. Do you fluently speak any languages in addition to English?  

- N/A: 20%
- Speaks another language: 80%

N = 753

C7. Are you a person with a disability/different ability status? i.e., cognitive, learning, physical, emotional, etc.

- Yes: 10%
- No: 69%
- N/A: 21%

N = 753

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Survey Demographics: MILITARY STATUS

C6. Military/Veteran: Which best describes you?

- Active Military/Reserve/Nat’l Guard: 2%
- Not Active Military: 72%
- Veteran: 26%

N = 753

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Executive Summary
DEI Focus Area Themes

1. DEI Initiatives & Organizational Structure
2. Organizational Culture & Climate
3. Leadership & Board Governance
4. Policies & Procedures

FINDINGS
Strengths

➢ Creation of the DEI Committee & Resulting DEI Efforts
➢ Membership Experiences at the IAEM-USA Conference
➢ Membership Engagement in IAEM-USA Committees & Events
➢ Existence of and Improvements to the CEM
➢ Expansion of Membership Demographics Tracking
**FINDINGS**

Challenges

- Organizational DEI Plan, Structure & Accountability
- DEI Support & Development for Emergency Managers
- Foster an Inclusive Culture
- Membership Feedback Loops
- Polarization on DEI Initiatives

**REFLECTION:**

- What is your initial reaction to the assessment findings?
- What do you believe is IAEM’s next course of action?
DEI in Emergency Management

Roundtable Discussion

Mentimeter Poll Reflection

Select the statement that best represents you:

a. “I am already willing to take action, but I need to learn more about DEI”

b. “I understand DEI is important but I need to learn more about how to take action”

c. “I understand DEI and take action towards it”

d. “I don’t think DEI needs to be a focus at IAEM”
DEI Preparedness in Emergency Management

Planning, Preparedness and Response

- Addressing the needs of people from different populations
  1. How do we best serve these needs?
  2. How am I communicating with people from various backgrounds?

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2022–2026
FEMA Strategic Plan

Building the FEMA our nation needs and deserves.

Goal 1: Instill equity as a foundation of emergency management
Roundtable Discussions

DEI at IAEM

Roundtable Discussion

1. What are the needs of different populations at IAEM and how can we best serve them?

2. What are the barriers for participation within these different populations?
   
   E.g. Age, ability status, cultural groups, economic groups, and more
How does this relate to IAEM?

DEI Initiatives & Organizational Structure
Organizational Culture & Climate
Leadership & Board Governance
Policies & Procedures

Discussion Question:
- What solutions would you recommend to IAEM to meet DEI needs?
How can we best collaborate while meeting competing priorities?

Individual Next Steps

1. Presentation of Strategies and Recommendation

2. Share any other recommendations to IAEM DEI Feedback email:
   dei-feedback@iaem.com

3. Gain more knowledge on DEI within EM
IAEM NEXT DEI EVENTS:

1. Virtual DEI Roundtable: December 6th
   10:30-11:30 am PT / 1:30-2:30 pm ET

2. Strategies and Recommendations
   Readout Sessions - January & February 2024

Begin your own DEI journey by understanding how Unconscious Bias shows up and how to disrupt it.

Sign up for an exclusive discount for IAEM Conference Attendees
THANK YOU FOR JOINING

Please let us know if you have any questions!
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