



Diversity, Equity & Inclusion Intersects the Incident Command System



Poster Showcase
#iaem22
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Sandwich Fire Department
Non-Competitive

Background

On January 20, 2021 President Joe Biden signed Executive Order 13985 which required Advancing Racial Equality and Support for Underserved Communities Through Federal Government

This order required the rethinking of how we manage and respond to disasters and emergencies to make sure everyone in our community is provided for.

The Sandwich Fire Department, Sandwich Office of Emergency Management and the Boston University School of Medicine's Graduate Program in Healthcare Emergency Management and the Global Center for Hispanic and Latino Affairs (Portland, OR) set out to integrate vulnerable populations into their response matrix utilizing the Incident Command System.

Methodology

The already established Incident Command System was modified to include the key Diversity, Equity and Inclusion pieces that were needed and required for preparedness, response and recovery.

Public Outreach was conducted with the Town of Sandwich Diversity, Equity and Inclusion committee as well as the Town of Sandwich Disabilities Commission for guidance on terminology and already existing best practices.

Results

The program enabled first responders and emergency management personnel to put DEI initiatives into action utilizing the language already understood by first responders and emergency managers, the Incident Command System.

The program proved valuable in response to several large-scale storms and allowed for the integration of additional advocacy groups into the Emergency Management EOC structure as well as leveraging technological resources to be put to increased use.

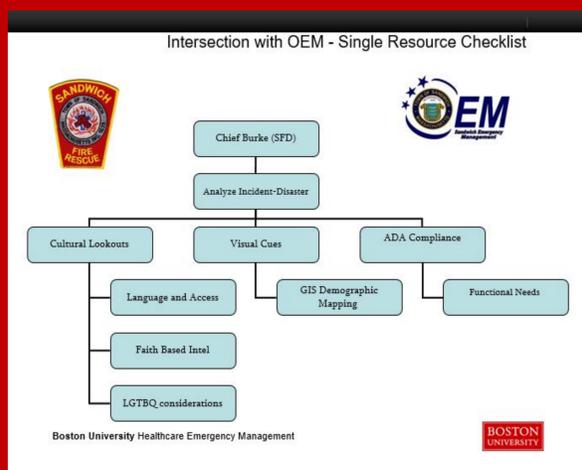
Conclusion

The DEI initiative was initially overwhelming to implement. The key was doing a partial EOC activation with already existing partners to see what stakeholders could be brought in to help.

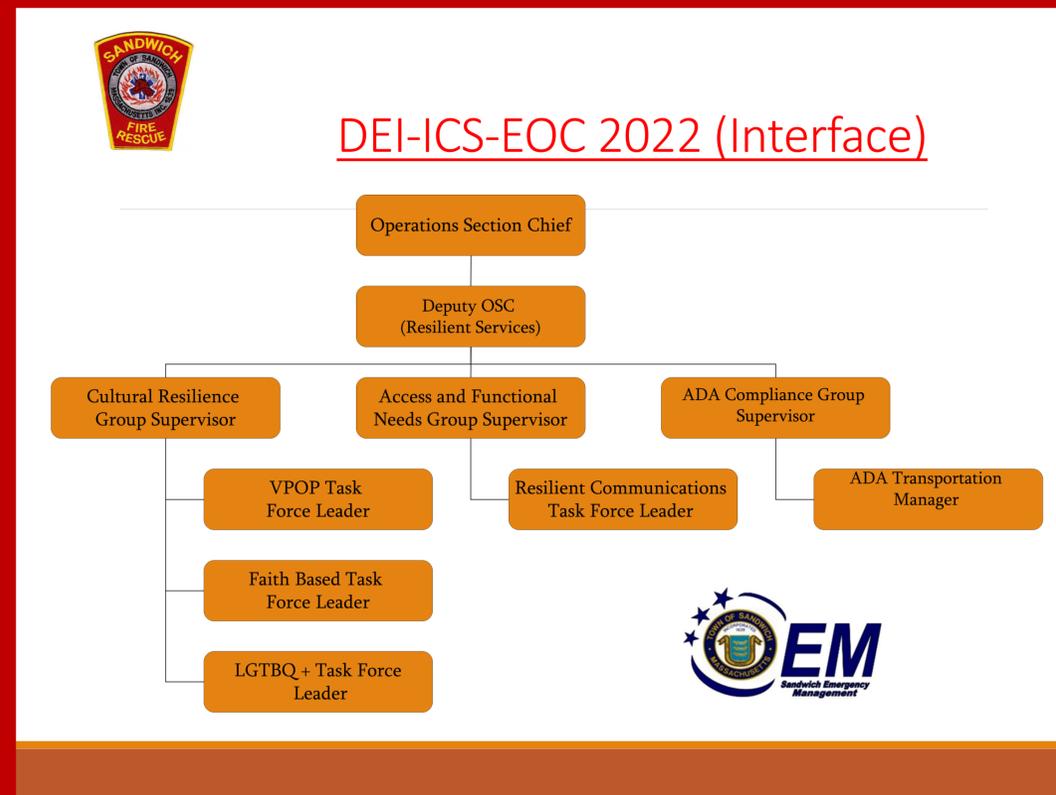
The implementation brought greater understanding and outreach with the Massachusetts Emergency Management Agency (MEMA) Functional Needs Support Services as well as the Federal Emergency Management Agency (FEMA) Office of Disability Integration.

The Local Emergency Planning Committee (LEPC) was transformed adding a Disability Commission member as well as DEI advocates to round out our emergency management response, especially for sheltering. The Town of Sandwich is in a better place to serve residents moving forward in disaster situations.

DEI Single Incident Flow Chart



DEI-ICS-EOC 2022 (Interface)



Acknowledgements

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OSC – Operations Section Chief
VPOP – Vulnerable Populations
ADA – American with Disabilities Act