

OFFICE of EMERGENCY MANAGEMENT-
HOMELAND SECURITY &
COMMUNICATIONS

Presented by

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WORKFORCE DEMOGRAPHICS

➤ FPC

- ✓ I person (me) - included in FPC reports

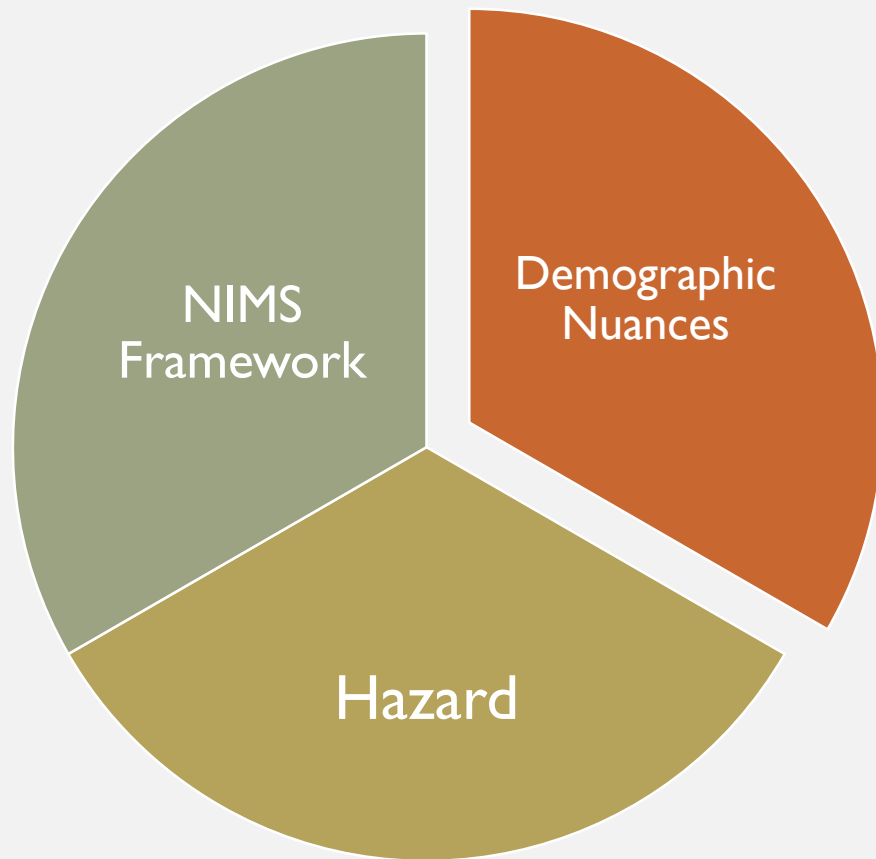
➤ Re-evaluating PAll Allocation

- ✓ OEM vs. FPC/City need
- ✓ Leverage current successful inclusivity hiring approaches

HIGHLIGHTS

- COVID19 Response
- Civil Unrest Closeout/Assessments
- Final DNC Preparations
- CEMP Update
 - ✓ Action Plans
 - ✓ COOP/COG
- NG911
- CAD Integration
- Industry Research & Grants

CONTINUOUS EM INTEGRATION



INCLUSION MISSION STATEMENT

“Ensure community participation of historically underserved populations including diverse racial and ethnic communities, individuals with disabilities and others with access and functional needs, children, seniors, and individuals with limited English proficiency”

ACCOUNTABILITY

- *EMAP Exploration*
 - ✓ Industry Benchmark

- Equity Lens & Culturally Responsive Service
 - ✓ Include existing options (People & Processes)
 - ✓ Equal Rights Commission Guidance
 - ✓ Racial Equity Impact Assessment (REIA)
 - ✓ Health in All Policies (HiAP)
 - ✓ I-DIEM or like Consultation

ACCOUNTABILITY CONT.

➤ Metrics

- ✓ Hazard Risk Assessments = “Vulnerable Populations”
- ✓ Community Surveys: Challenges, Barriers, Perceived vs. Actual Risk, Communication Methods etc.

➤ Engagement & Requirement Barriers

- ✓ Maximize Outreach/Education (Externally & Internally)
- ✓ Crime & Safety Meetings
- ✓ African American Affairs Bldg. – Preparedness Seminars
- ✓ Rebranding Media Presence
- ✓ Leverage Existing P3/*Whole Community* channels

CONCLUSION

- Equity lens tools regardless of EMAP
- Continue integrating *whole community* into all EM phases
 - ✓ Prevention
 - ✓ Preparedness
 - ✓ Response
 - ✓ Recovery
 - ✓ Mitigation
- Outreach