



IAEM 71<sup>st</sup> Annual Conference & EMEX

# *Leading with a DEI Mindset as Emergency Managers at IAEM*

*Farzana Nayani*



FARZANA NAYANI  
CONSULTING & TRAINING

#IAEM23

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training



# Leading with a DEI Mindset as Emergency Managers at IAEM

IAEM Annual Conference & EMEX 23

November 07, 2023

Farzana Nayani, Consulting & Training

# ACKNOWLEDGEMENTS



© FARZANA NAYANI 2023 | FARZANANAYANI.COM

3

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training



## 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.



  
**FARZANA NAYANI**  
CONSULTING & TRAINING  
SPEAKING | CONSULTING  
COACHING | TRAINING  
[farzananayani.com](http://farzananayani.com)  
[@farzananayani](https://twitter.com/farzananayani)

4

# 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.



## Alma Ramos (she/her)

Client Project Manager & Consultant  
8+ years of expertise in leadership development, project management, and retention via organizational culture & affinity groups.



## Chanel Keyvan (she/her)

Senior Project Manager & Curriculum Lead  
Expertise in inclusive instruction and creating culturally-informed approaches to learning.



## Kelly Friedman (she/her)

Associate & Consultant  
10+ years of experience in DEI consulting work and facilitation in various DEI-focused topics.



## Natasha Bradley (she/her)

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



## 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  
20+ years of experience in HR spanning Talent Acquisition, Business Partnering, and Diversity, Equity & Inclusion.



## Garland Fuller (she/her)

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

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

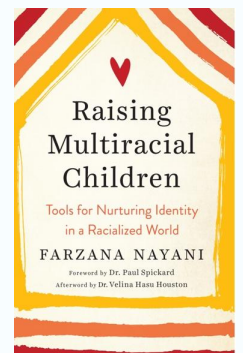
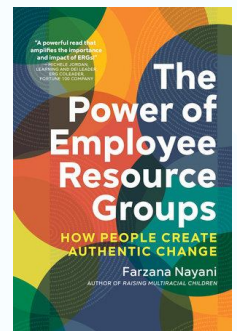
For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training

## FACILITATOR BACKGROUND:



## FARZANA NAYANI

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



## FACILITATOR BACKGROUND:



**ALMA RAMOS** (she/her)  
Client Project Manager & Consultant



**KELLY FRIEDMAN** (she/her)  
Consultant & Associate

© FARZANA NAYANI 2023 | FARZANANAYANI.COM

## Our Clients



© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training

## Our Commitments



1. Respectful Discussion
2. Refrain from Judgement & Retaliation
3. Remain Open & Curious

© FARZANA NAYANI 2023 | FARZANANAYANI.COM

## 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

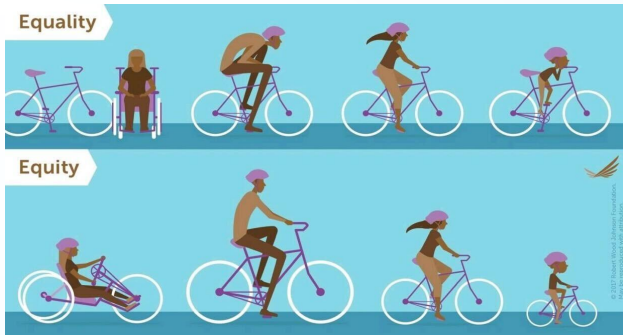
*Adapted from: The United Way*

# 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



## DEI ASSESSMENT OVERVIEW

<b>DIVERSITY AUDIT</b>	Analysis of diversity in an organization using quantitative data from a variety of sources
<b>EQUITY ASSESSMENT</b>	Using Diversity Audit information, evaluating the needs of various populations within the membership compared to the existing processes and policies of the organization.



# SNAPSHOT: SURVEY DATA FINDINGS

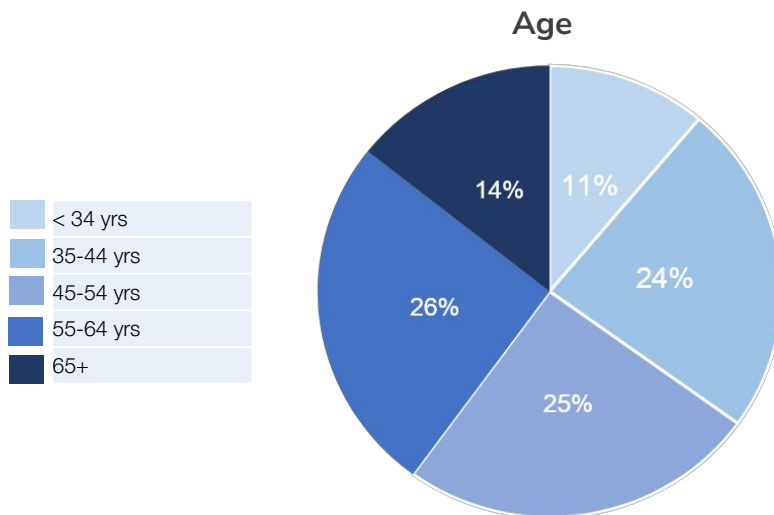


© FARZANA NAYANI 2023 | FARZANANAYANI.COM

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training

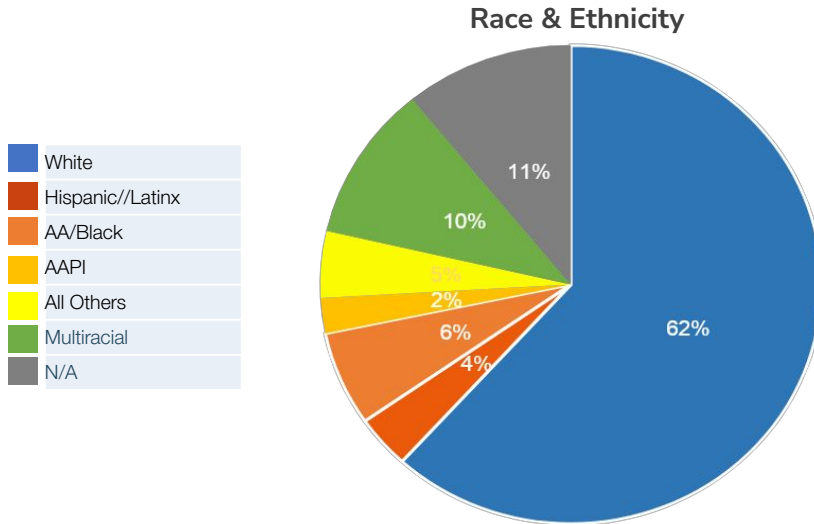
## Survey Demographics: AGE



C1. What is your age?

N = 753

## Survey Demographics: RACE / ETHNICITY



C2. Race/Ethnicity: Which best describes you?

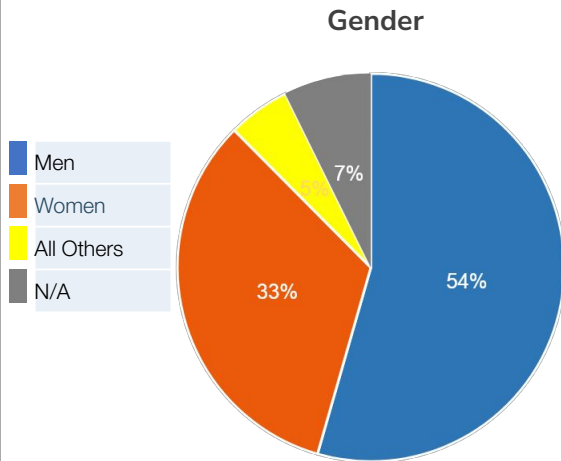
N = 753

© 2023 FARZANA NAYANI, CONSULTING & TRAINING | THIS DOCUMENT IS NOT TO BE READ OUT OR DISTRIBUTED WITHOUT PERMISSION OF FARZANA NAYANI, CONSULTING & TRAINING, SENGO INSIGHTS, AND IAEM-USA.

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

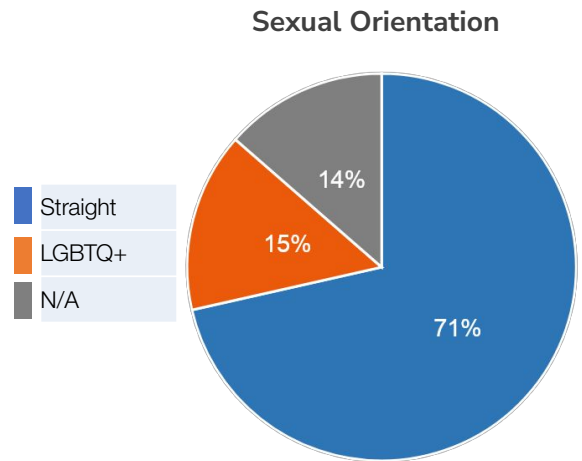
For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training

## Survey Demographics: GENDER + SEXUAL ORIENTATION



C3. Gender Identity: Which best describes you?

N = 753



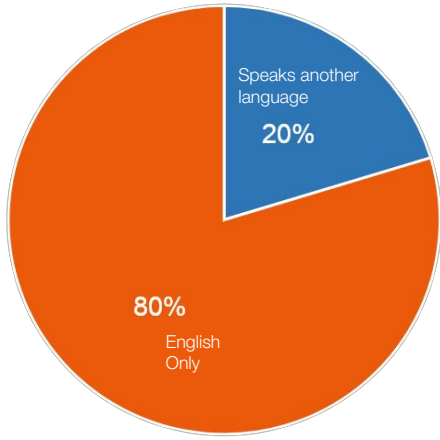
C5. Sexual Orientation: Which best describes you?

N = 753

© 2023 FARZANA NAYANI, CONSULTING & TRAINING | THIS DOCUMENT IS NOT TO BE READ OUT OR DISTRIBUTED WITHOUT PERMISSION OF FARZANA NAYANI, CONSULTING & TRAINING, SENGO INSIGHTS, AND IAEM-USA.

## Survey Demographics: LANGUAGE & DISABILITY

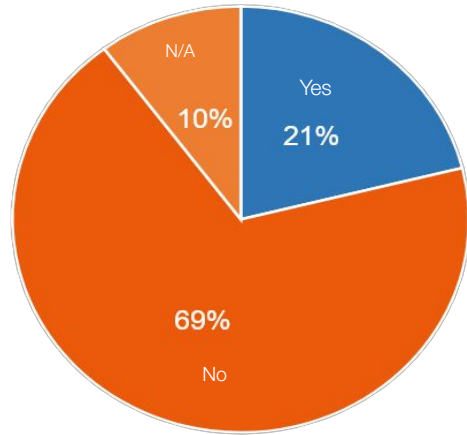
### Language Fluency



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

N = 753

### Disability Status



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

N = 753

© 2023 FARZANA NAYANI, CONSULTING & TRAINING | THIS DOCUMENT IS NOT TO BE READ OUT OR DISTRIBUTED WITHOUT PERMISSION OF FARZANA NAYANI, CONSULTING & TRAINING, SENGO INSIGHTS, AND IAEM-USA.

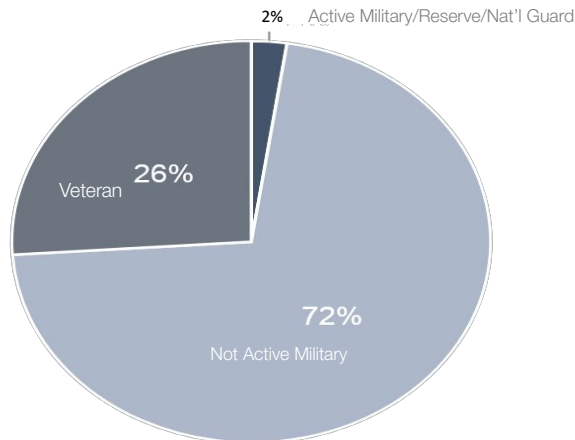
21

© 2023 Farzana Nayani, Consulting & Training | [www.farzananayani.com](http://www.farzananayani.com) |

For learning purposes only. Do not distribute without permission of Farzana Nayani, Consulting & Training

## Survey Demographics: MILITARY STATUS

### Military/Veteran



C6. Military/Veteran: Which best describes you?

N = 753

© 2023 FARZANA NAYANI, CONSULTING & TRAINING | THIS DOCUMENT IS NOT TO BE READ OUT OR DISTRIBUTED WITHOUT PERMISSION OF FARZANA NAYANI, CONSULTING & TRAINING, SENGO INSIGHTS, AND IAEM-USA.

22

# 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

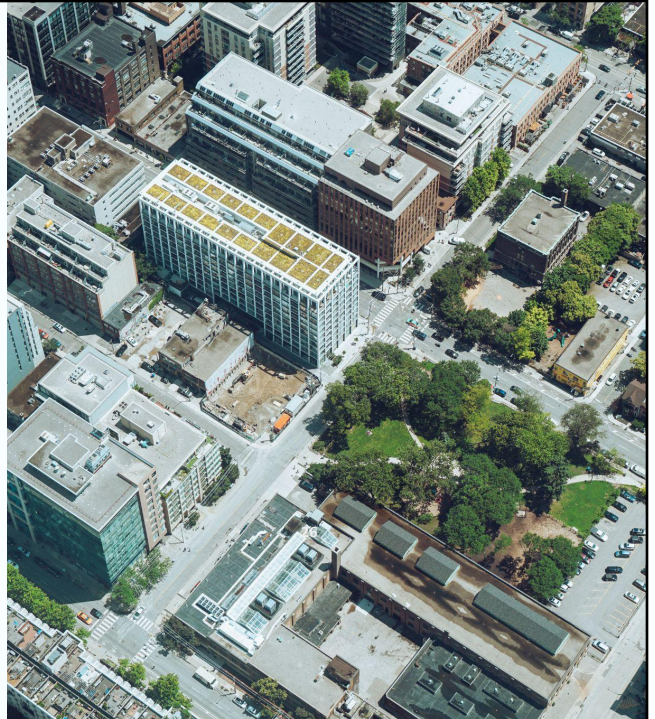
# FINDINGS

## 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

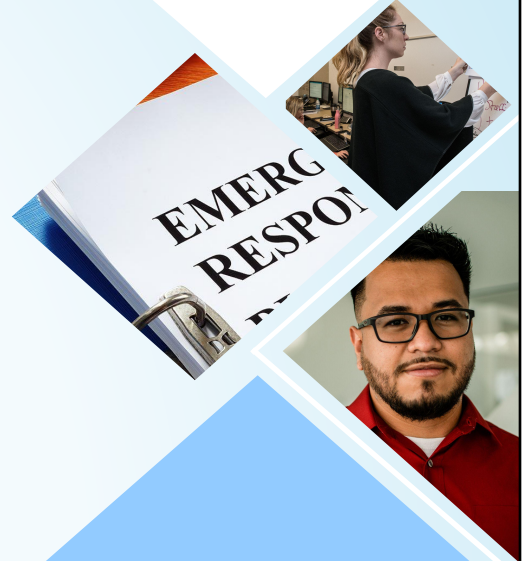
**Select the statement that best represents you:**

- 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?



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](mailto: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



TAUGHT BY INDUSTRY EXPERT  
FARZANA NAYANI

**Disrupt Unconscious Bias  
and Improve Your  
Workplace Culture**

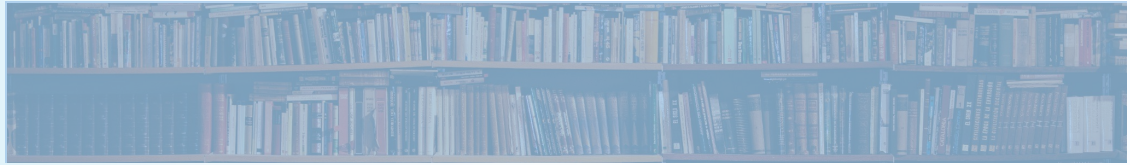
Online Course



**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!  
[dei@farzananayani.com](mailto:dei@farzananayani.com)



[@farzananayani](https://www.instagram.com/farzananayani)



[linkedin.com/in/farzananayani/](https://www.linkedin.com/in/farzananayani/)



[farzananayani.com](http://farzananayani.com)



## *Thank You!*

[dei@farzananayani.com](mailto:dei@farzananayani.com)

[@farzananayani](https://www.instagram.com/farzananayani)

[linkedin.com/in/farzananayani/](https://www.linkedin.com/in/farzananayani/)

[www.farzananayani.com](http://www.farzananayani.com)

