

Monthly Briefing Points on DEI Assessment

Prepared for IAEM Board Members
by Farzana Nayani, Consulting & Training

Update on September 12, 2023
For board meeting September 19, 2023

Current Phase

- **PHASE 1: ASSESSMENT & ANALYSIS**
- PHASE 2: IAEM ANNUAL CONFERENCE
- PHASE 3: REPORTING & BRIEFINGS

DEI Consulting Updates:

1) SURVEY

The DEI Survey ran from August 25 through September 11, 2023. Over 13,000 individuals received the Survey link, including IAEM-USA members, IAEM-USA former members (up to five years), IAEM-USA Annual Conference attendees, and ACM/CEM certification recipients. Two reminder emails were sent before the survey close date. The survey received 785 completed responses. 1989 surveys were not completed, and 52 individuals were disqualified due to not falling into one of the qualifying categories above.

The Farzana Nayani team has completed data analysis of the listening sessions and focus groups. Qualitative and quantitative analysis of the survey is underway and initial findings will be shared in readout sessions, which are briefings on the results that will be led by the FN Team survey partner.

2) COMMUNICATIONS

The IAEM dei-feedback email is being closely monitored.

4 additional follow-up meetings were completed. We discussed with members reactions and responses to the survey.

3) CONFERENCE

In addition to the data analysis, the FN Consulting team is actively working on preparing for their **DEI Spotlight Session** at the November Conference in Long Beach. Farzana Nayani, along with two other members, will deliver an engaging and informative 90-minute session. The proposed agenda for the session is as follows:

- 30-minute Keynote: Farzana Nayani will share high-level findings synthesized from the Listening Sessions, Focus Groups, and DEI Survey. The framing will be the need for a DEI

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mindset when addressing disasters and other responsibilities of Emergency Managers. The working title for the session is: “Leading with a DEI Mindset as Emergency Managers at IAEM.”

- This session will be recorded
- 60-minute Interactive Audience Discussions: Farzana Nayani Consulting Team members will facilitate conversation and connect the challenges, assets, best practices and other strategies shared to the keynote.
- ONLINE COMPONENT [APPROVED]: The FN Consulting team will host a 60-minute virtual session (same session as held at conference) for IAEM-USA members who did not attend the Conference. Participants will watch the recorded keynote presentation ahead of time, then engage in breakout sessions via Zoom. Date TBD.

Consultant & IAEM Next Actions:

- Farzana Nayani Consulting team and IAEM staff to finalize dates for survey readouts
- Farzana Nayani Consulting team and IAEM staff to finalize details for post-conference virtual DEI Spotlight session

Board Actions:

- Board members to encourage members who are eager to learn about the results of the DEI Survey to attend the DEI Spotlight Session at November conference OR the virtual session.

Board members attend DEI Assessment Readout (meeting where findings will be shared). Poll will be shared by Dawn to solidify readout date and time.