

Monthly Briefing Points on DEI Assessment

Prepared for IAEM Board Members
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Update on October 30, 2023
For board meeting November 4, 2023

Current Phase:

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

DEI Consulting Updates:

IAEM ANNUAL CONFERENCE - DEI SPOTLIGHT SESSIONS ON 11/7/23 & 12/6/23

The FN Consulting team is excited to deliver their **DEI Spotlight Session** at the Annual Conference in Long Beach on **Tuesday, November 7** from **8:00-9:30 am PST**. Farzana Nayani, along with consultants Alma Ramos and Kelly Friedman, will deliver an engaging and informative 90-minute session. The agenda for the session is as follows:

- **30-minute Keynote:** Farzana Nayani will share an overview of DEI and high-level assessment findings synthesized from the Listening Sessions, Focus Groups, and DEI Survey. The framing will be the need for a DEI mindset in their role as an IAEM member, conference attendee, and their role as an Emergency Manager. The 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.
- **VIRTUAL Conference Session: December 6, 2023 from 10:30-11:30 am PST / 1:30-2:30 pm EST**
 - The FN Consulting team will host a 60-minute virtual session 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.

Consultant & IAEM Next Actions:

- Farzana Nayani Consulting team and IAEM Staff to set date and time for remaining two DEI Assessment Readout sessions in 2024.
 - Readout to Chairs and Vice Chairs: Date TBD
 - Readout to interested IAEM members: Date TBD
- Farzana Nayani Consulting team synthesizing findings and recommendations in a full findings report to be delivered in 2024.

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Board Actions:

Board members are highly encouraged to attend and promote two upcoming opportunities to learn more about the DEI Assessment from the FN Consulting team:

- **DEI Spotlight Session at the Annual Conference in Long Beach**
 - Date & Time: **Tuesday, November 7, 2023 from 8:00-9:30 am PST**
 - Location: Grand Ballroom
 - Recommended for: IAEM members attending the Annual Conference who are eager to learn about the DEI Assessment findings; Emergency Managers seeking understanding on core concepts of diversity, equity and inclusion in relation to emergency management.
- **Virtual DEI Spotlight Session**
 - Date & Time: **Wednesday, December 6, 2023 from 10:30-11:30 am PST / 1:30-2:30 pm EST**
 - Location: Zoom (link TBD)
 - Recommended for: IAEM members who could not attend the live session in Long Beach.
 - **Prework:** Participants to watch recording of Annual Conference session in Long Beach for context and foundational content around DEI in emergency management.