

Monthly Briefing Points on DEI Assessment

Prepared for IAEM Board Members
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Update on December 11, 2023
For Board Meeting December 19, 2023

Current Phase:

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

Annual Conference DEI Spotlight Session Recap // November 7, Long Beach

The FN Consulting team delivered their DEI Spotlight Session at the Annual Conference in Long Beach on Tuesday, November 7 from 8:00-9:30 am PST titled “Leading with a DEI Mindset as Emergency Managers at IAEM.” Farzana Nayani, along with consultants Alma Ramos and Kelly Friedman, held an engaging and informative 90-minute session. The session included:

- **30-minute Keynote:** Farzana Nayani shared an overview of DEI concepts and high-level assessment findings synthesized from the Listening Sessions, Focus Groups, and DEI Survey. The framing for the session was the need for a DEI mindset in the roles of IAEM member, conference attendee, and Emergency Manager.
- **60-minute Interactive Audience Discussions:** Farzana Nayani Consulting team members facilitated conversation at round tables, and connected the challenges, assets, best practices and other strategies shared with the keynote content. Participants shared solutions, recommendations, and further questions via note cards and electronically on Google Forms.

This session was recorded and the 30-minute keynote section was posted to the IAEM portal to be accessed by members who could not attend.

Virtual Conference DEI Spotlight Session Recap // December 6, Zoom

The FN Consulting team hosted a 60-minute virtual session for IAEM-USA members who did not attend the Annual Conference in Long Beach. **120 members registered and 58 members attended the session on December 6, 2023** from 10:30-11:30 am PST hosted on Zoom. Participants were asked to watch the recorded keynote presentation from the Annual Conference ahead of time for context and foundational content around DEI in emergency management; the YouTube link had 84 views before the start of the virtual session, close to three-quarters of registrants.

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Similar to the Annual Conference session, participants shared in breakout rooms their ideas on barriers to DEI at IAEM, as well as possible solutions. Recurring themes from both sessions include DEI at IAEM, DEI within the emergency management profession, and how to serve communities equitably. Participants came off mute, utilized the chat, and shared their feedback in a Google Form. In both the Annual Conference session and the Virtual Session, attendees were made aware of upcoming opportunities in February to attend a Readout Session with a more comprehensive discussion of the findings and recommendations that have emerged from the DEI Assessment.

This session was recorded and will be shared with IAEM members for a specific period of time.

Consultant & IAEM Next Actions:

- Farzana Nayani Consulting team synthesizing findings and recommendations in a full findings report.
- Farzana Nayani Consulting team to send findings report (comprehensive DEI Assessment) in December, 2023.
- Farzana Nayani Consulting team to send strategies and recommendations Readout PDF to Board in January, 2024.
- Farzana Nayani Consulting team to attend a Special Board Meeting in January to review the findings report.
- IAEM Staff to set up registration for the remaining two DEI Assessment Readout sessions in February, 2024. These Readout sessions will include abbreviated strategies and recommendations in addition to DEI Assessment findings.
 - Readout to Chairs and Vice Chairs: **February 21, 2024** from 9:30 - 11:00 am PT
 - Readout to interested IAEM members: **February 22, 2024** from 10:30 am -12:00 pm PT

Board Actions:

- Board members respond to poll for a January date for a Special Board Meeting to discuss the findings report ahead of February Readout dates. Dates offered are:
 - 1/17: 9:00-11am PT
 - 1/18: 9:00-11am PT
 - 1/29: 11am-1pm PT
- Board members are invited to review the findings report and provide feedback.
- Board members to encourage Chairs and Vice Chairs to hold their calendars for Readout Session #3 on Wednesday, February 21, 2024 from 9:30 - 11:00 am PT and general membership to watch for registration opportunities for the all-members Readout Session #4 on Thursday, February 22, 2024 from 10:30 am -12:00 pm PT.