

Monthly Briefing Points on DEI Assessment

- PHASE 3: REPORTING & BRIEFINGS

Project Updates

The first three weeks of the engagement have been focused on assisting IAEM staff and leaders through crisis communications, addressing and responding to concerns, and developing and distributing the announcement of the DEI consultant. In order to redirect commentary from social media (primarily LinkedIn and Twitter) and to ensure there was a specific space for conversation at the virtual conference, Farzana Nayani, Consulting & Training held an initial listening session during the IAEM Plugged-In conference on 4/20/23. At this session, a feedback form was provided, as well as the announcement of the creation of the new DEI feedback email. As part of the crisis communications strategy and management, the FN Consulting team has been gathering and categorizing feedback, and have met with individual members who have raised concerns.

Initial Listening Session Highlights:

- 12 responses to initial listening session comment form
- 10 emails received and responded to at dei-feedback@iaem.com
- 9 follow-up meetings from DEI email (1:1 meetings)

Other Updates:

- Collected 80 quotes since the start of engagement
- Held five stakeholder meetings (with the IAEM board or DEI committee)
- Revised and offered input on three accountability letters
- Scheduled four group listening sessions:
 - May 31, 11-12pm ET
 - June 12, 2-3pm ET
 - June 21, 2-3pm ET
 - June 28, 11am-12pm ET

Next Actions

- IAEM drafts group listening session communication and send to Farzana Nayani team to review
- IAEM sends out group listening session communication to members and non-members
- IAEM creates registration on platform to have event with 60 total attendees per group listening session
- Farzana Nayani team creates pre-session comment form for sessions
- Farzana Nayani team sends IAEM listening session Zoom links

Needs

- n/a