



A DIET for Emergency Management

A Diversity + Inclusion + Equity Transformation

Thursday, June 4, 2020



FEMA

22nd Annual Emergency Management Higher Education Symposium, June 1–4, 2020

Dr. S. Atyia Martin, CEM

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#BeBetterDoBetter

FOCUS AREAS



FOCUS AREA

**CRISIS &
EMERGENCY
MANAGEMENT**

**Resilience
& Racial
Equity**

Current Emergency
Management &
Resilience Action

Missing Element

Economy

Critical
Infrastructure

Built
Environment

Natural
Environment

People

www.StillBoston.com

Transformative Opportunities in Emergency Mgmt + Resilience

Economy

**Critical
Infrastructure**

**Built
Environment**

**Natural
Environment**

People

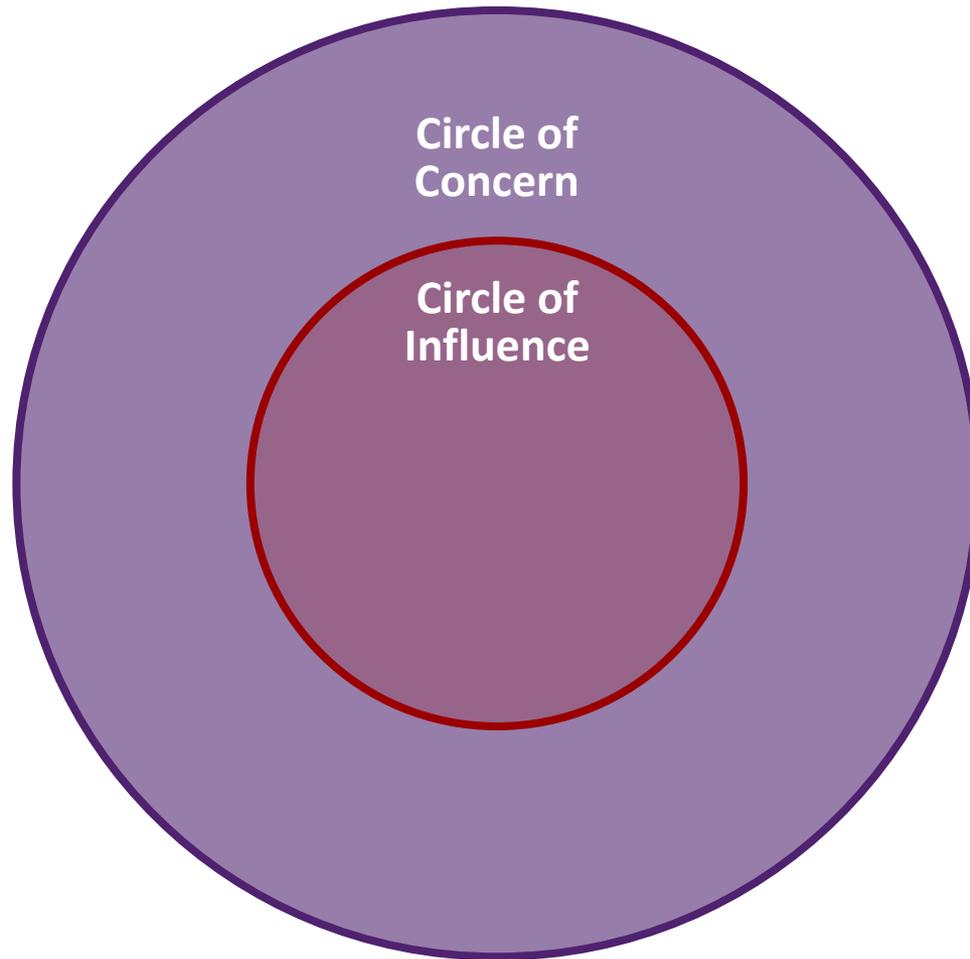
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Circle of Concern



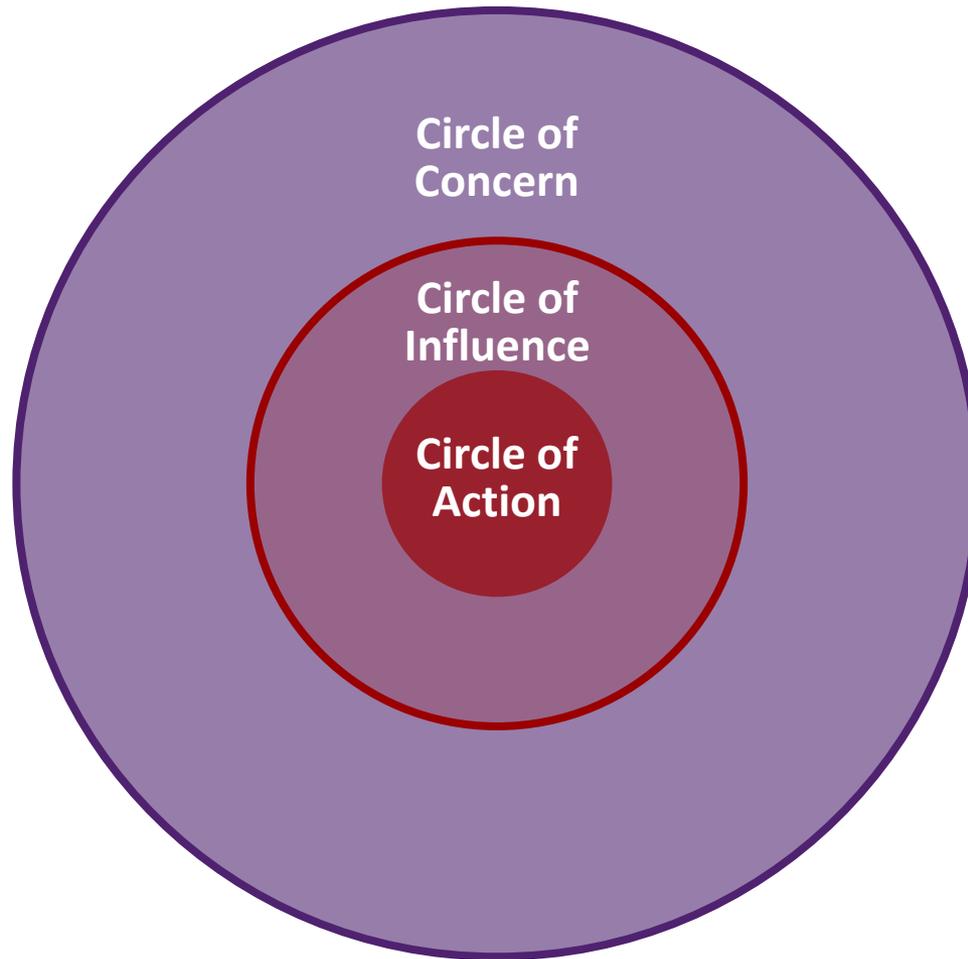
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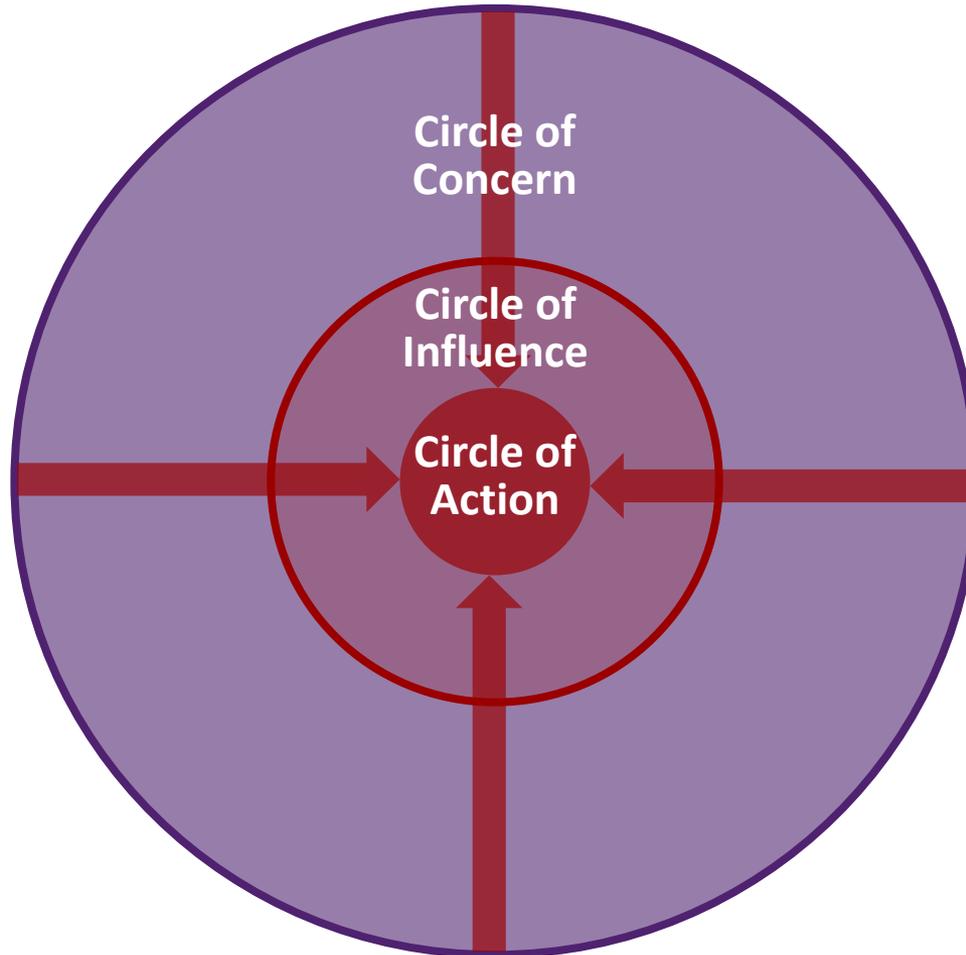
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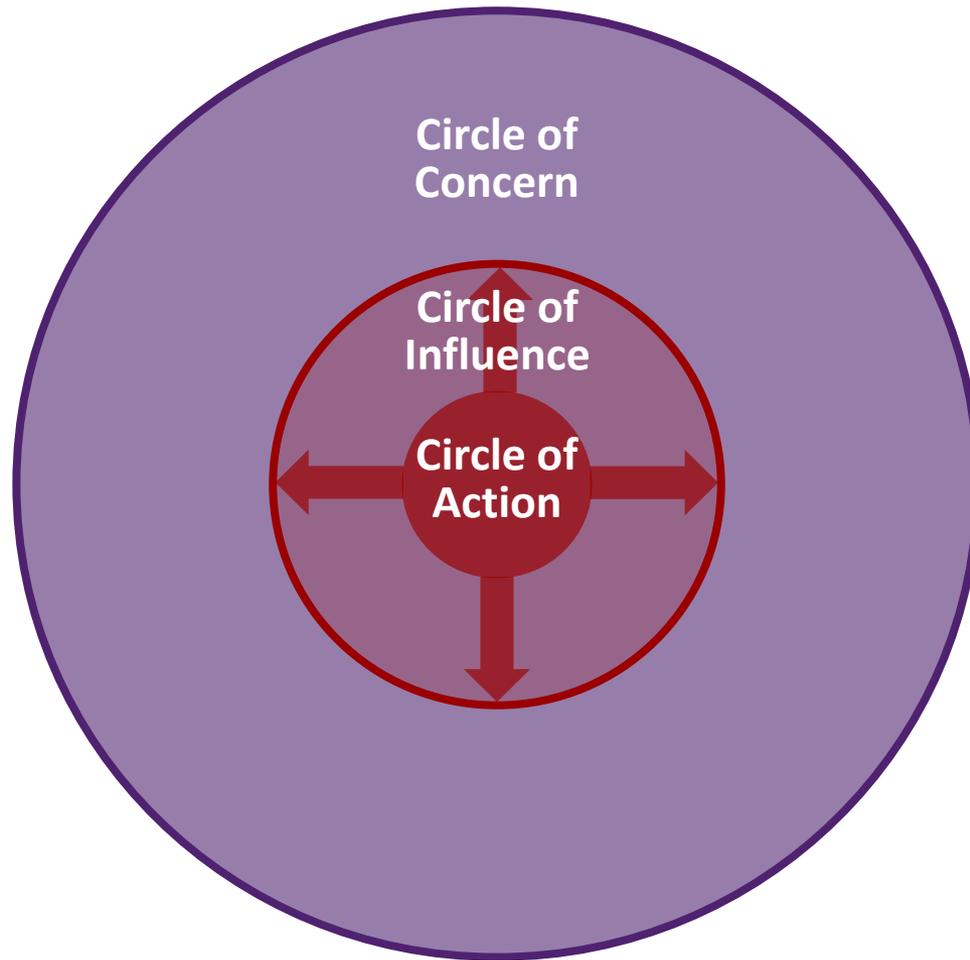
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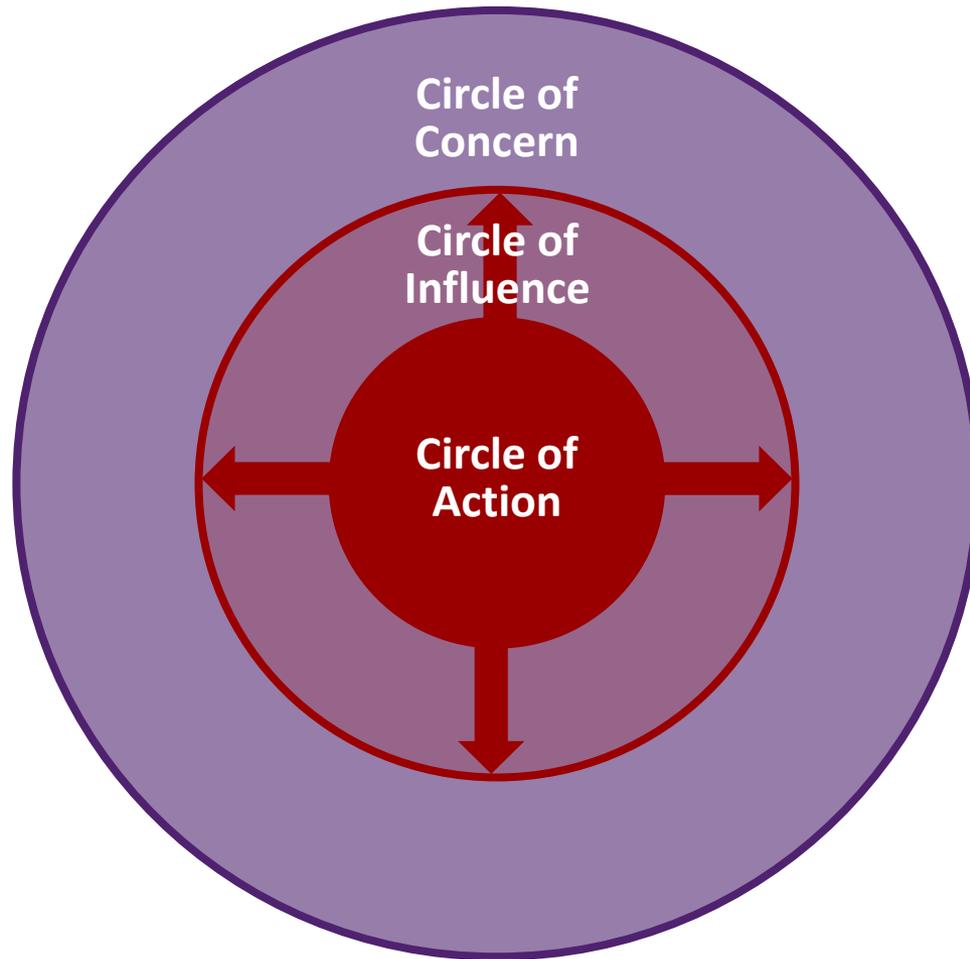
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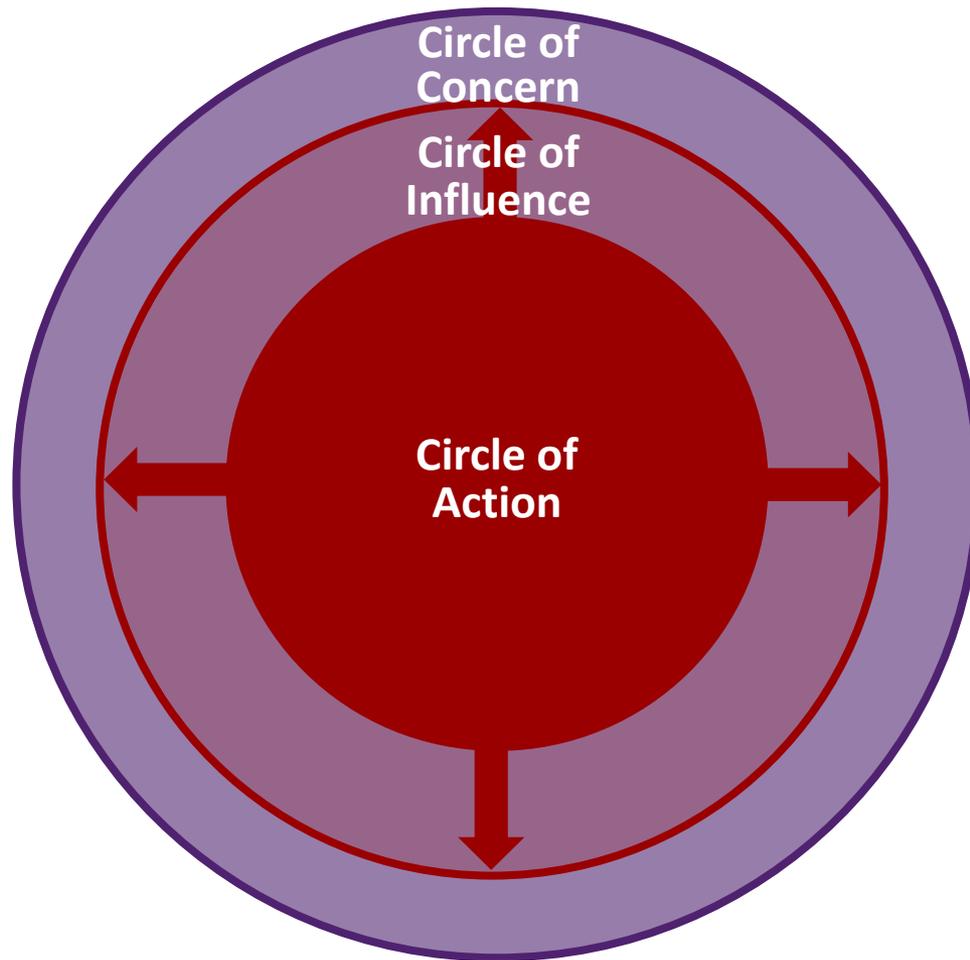
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CONDUCTOR

ACTION

DISRUPTOR



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UNCONSCIOUS

CONSCIOUS

THINKING

CONDUCTOR

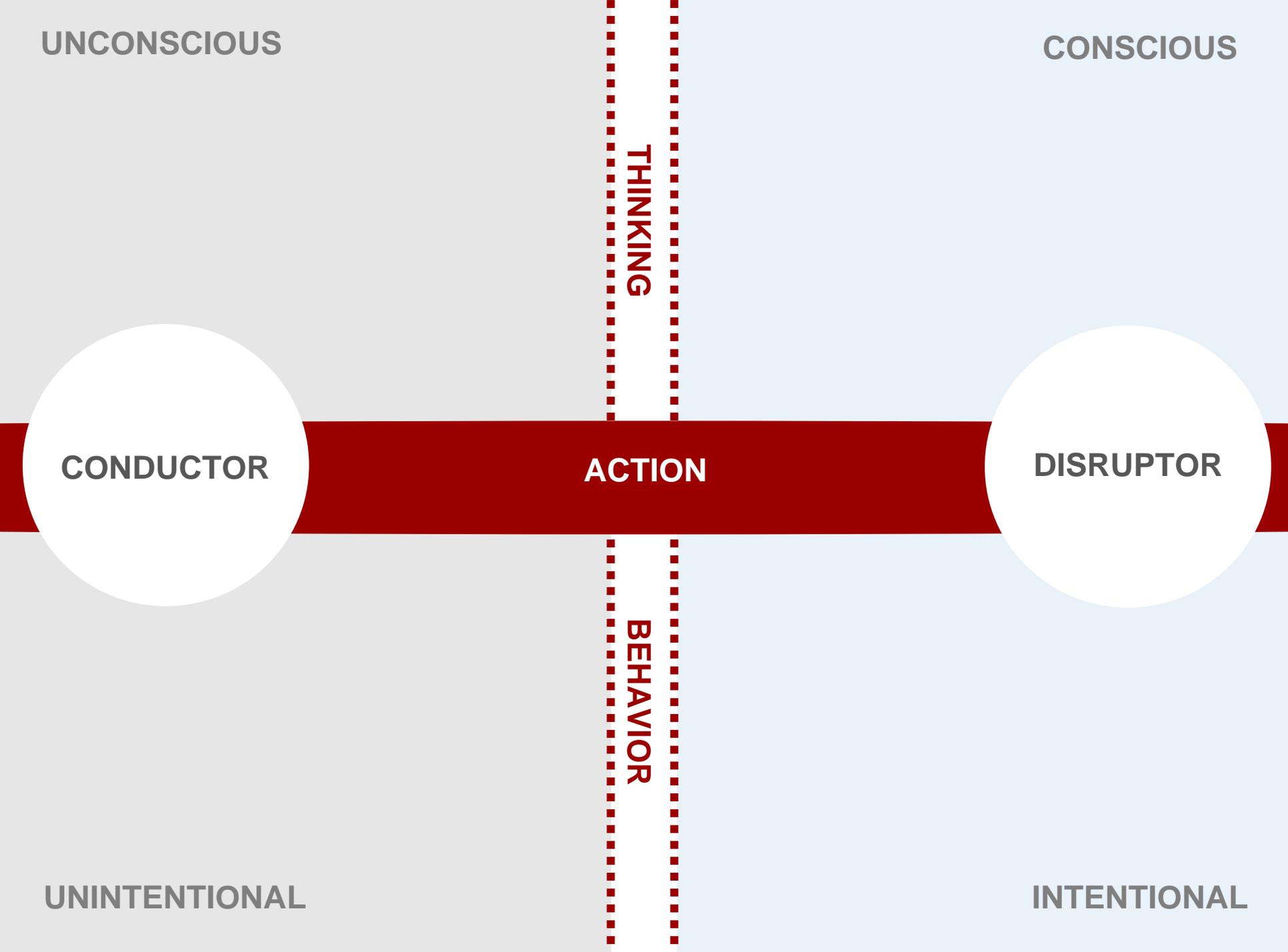
ACTION

DISRUPTOR

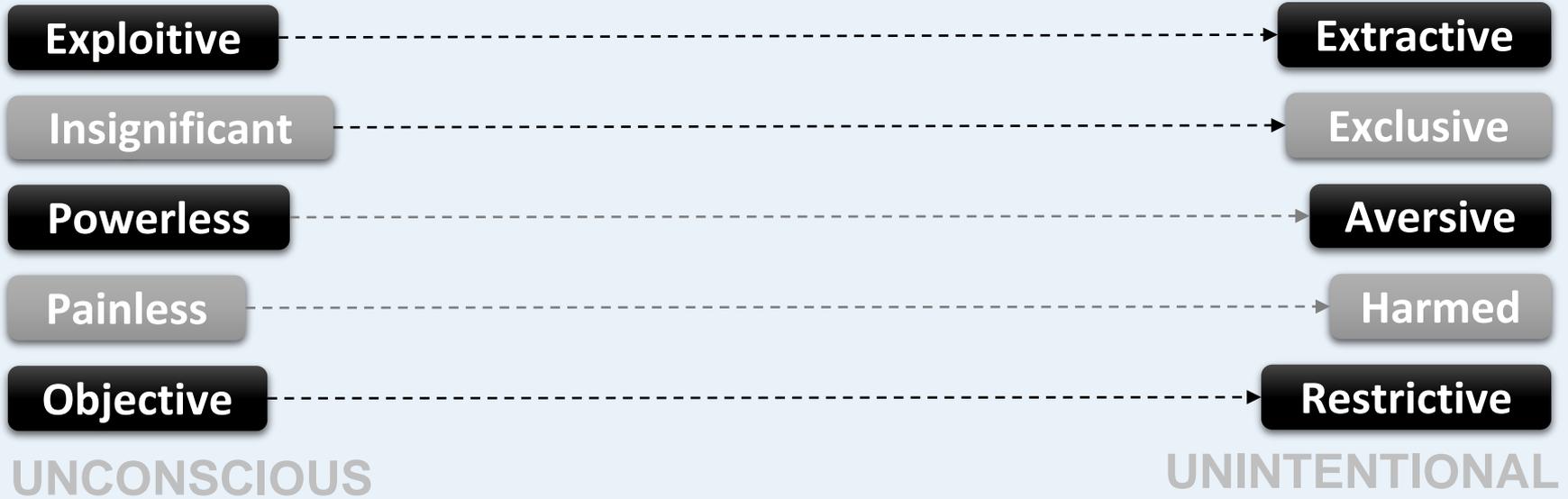
BEHAVIOR

UNINTENTIONAL

INTENTIONAL



CONDUCTOR



THINKING

BEHAVIOR

DISRUPTOR



DIVERSITY, INCLUSION, & EQUITY TRANSFORMATION (DIET) FRAMEWORK ©



All Aces, Inc.

CONDUCTIVE

DISRUPTIVE

EQUITY OPPORTUNITIES

INCREASING LEVELS OF ORGANIZATIONAL DEVELOPMENT

STRATEGIC DIRECTION
 STRUCTURE & PROCESS
 NORMS & STANDARDS
 COMMUNICATION
 KNOWLEDGE
 RELATIONSHIPS
 DECISIONMAKING
 RESOURCES

Unaware or uninterested in how racism and other forms of oppression impact the organization's mission, functions, culture, and staff. Has no policies or practices in place and justifies doing things the way they've always been done.

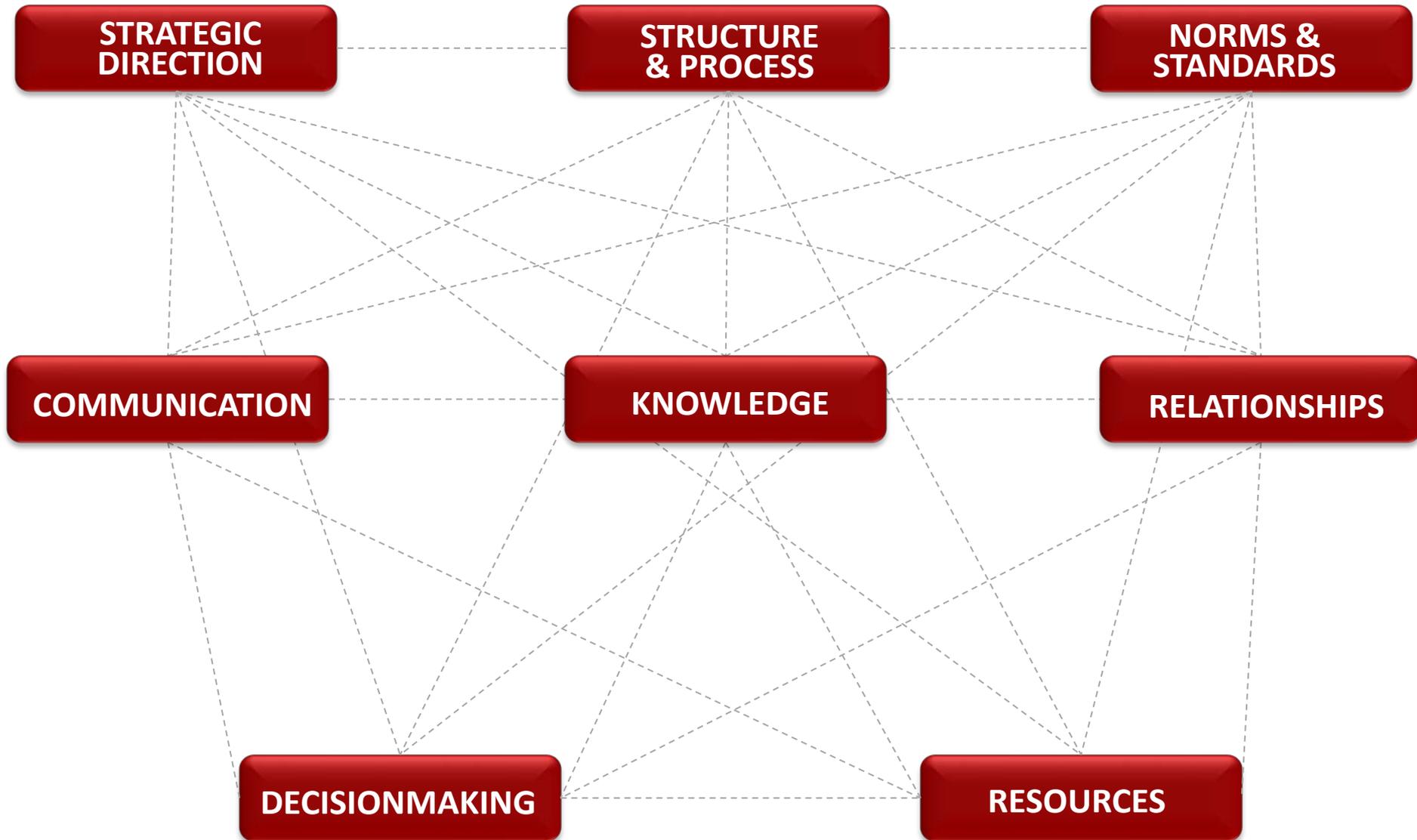
Accepts the existence of racism and other forms of oppression but only does the minimum required by law, collects basic data, and some policies are developed but the responsibility sits with a limited few such as Human Resources or a committee.

Includes specific language in vision and/or mission related to racial equity and social justice as well as develops metrics within its strategy that are tracked and communicated across the organization to address racism and other forms of oppression.

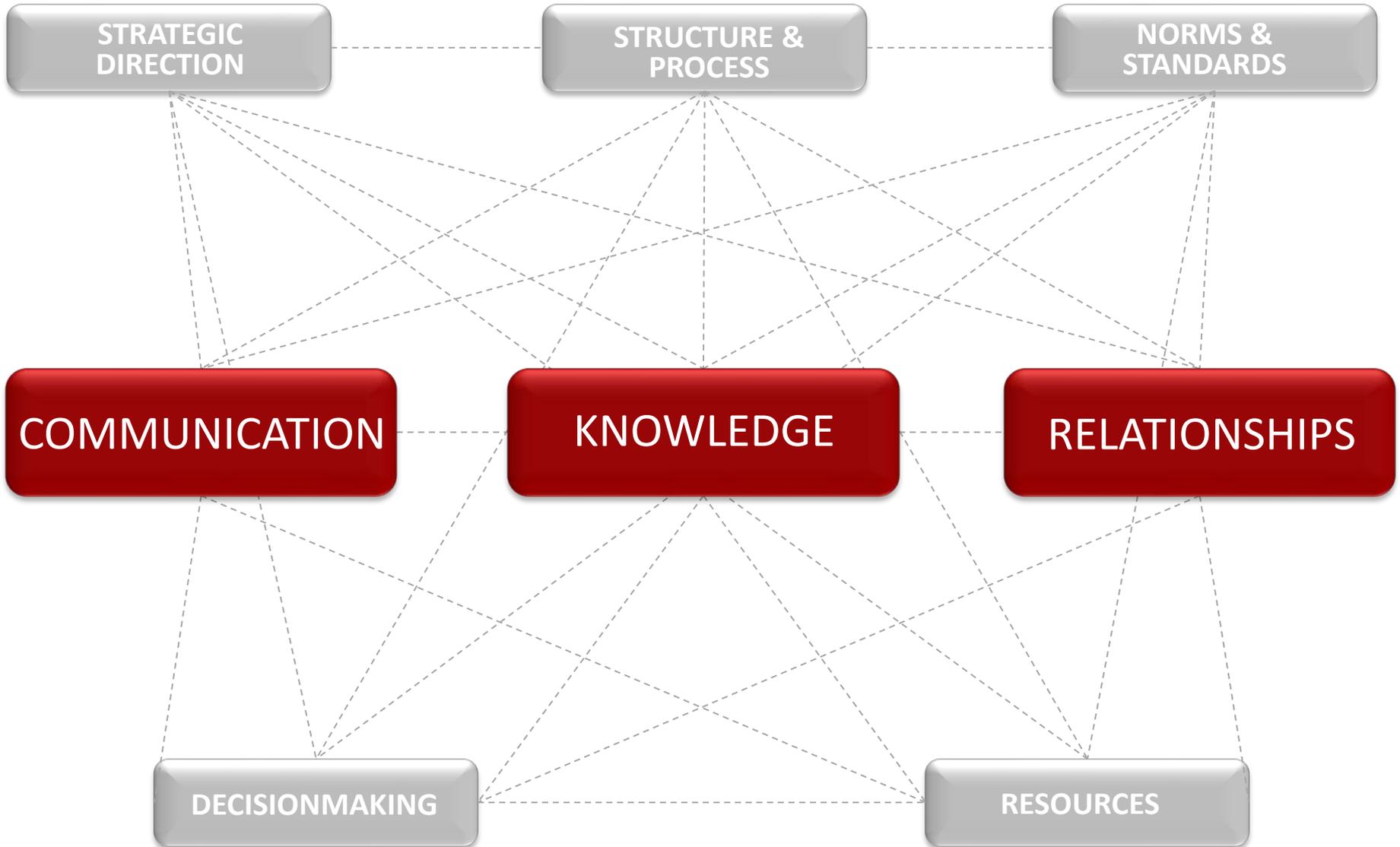
Integrates addressing racism and other forms of oppression into all policies and practices to reflect and reinforce strategic direction while also actively supporting and tapping into all employees, ensuring people of color and other marginalized groups are meaningfully engaged.

Demonstrates leadership, innovation, and courage in challenging racism and other forms of oppression within field/industry while creating space in its operations for consciousness, critical thinking, and a commitment to continuous personal, professional, and organizational improvement.

EQUITY OPPORTUNITIES



EQUITY OPPORTUNITIES



ORGANIZATIONAL DEVELOPEMENT

PROPER DEVELOPEMENT

All Aces, Inc.

SUPPORTING EQUITY OPPORTUNITIES

STRATEGIC DIRECTION

STRUCTURE & PROCESS

NORMS & STANDARDS

DECISIONMAKING

RESOURCES

CORE EQUITY OPPORTUNITIES

COMMUNICATION

KNOWLEDGE

RELATIONSHIPS

DEPENDENCE + ARRESTED DEVELOPMENT → INDEPENDENCE + DEVELOPMENT → INTERDEPENDENCE + FULL POTENTIAL

SELF-CARE

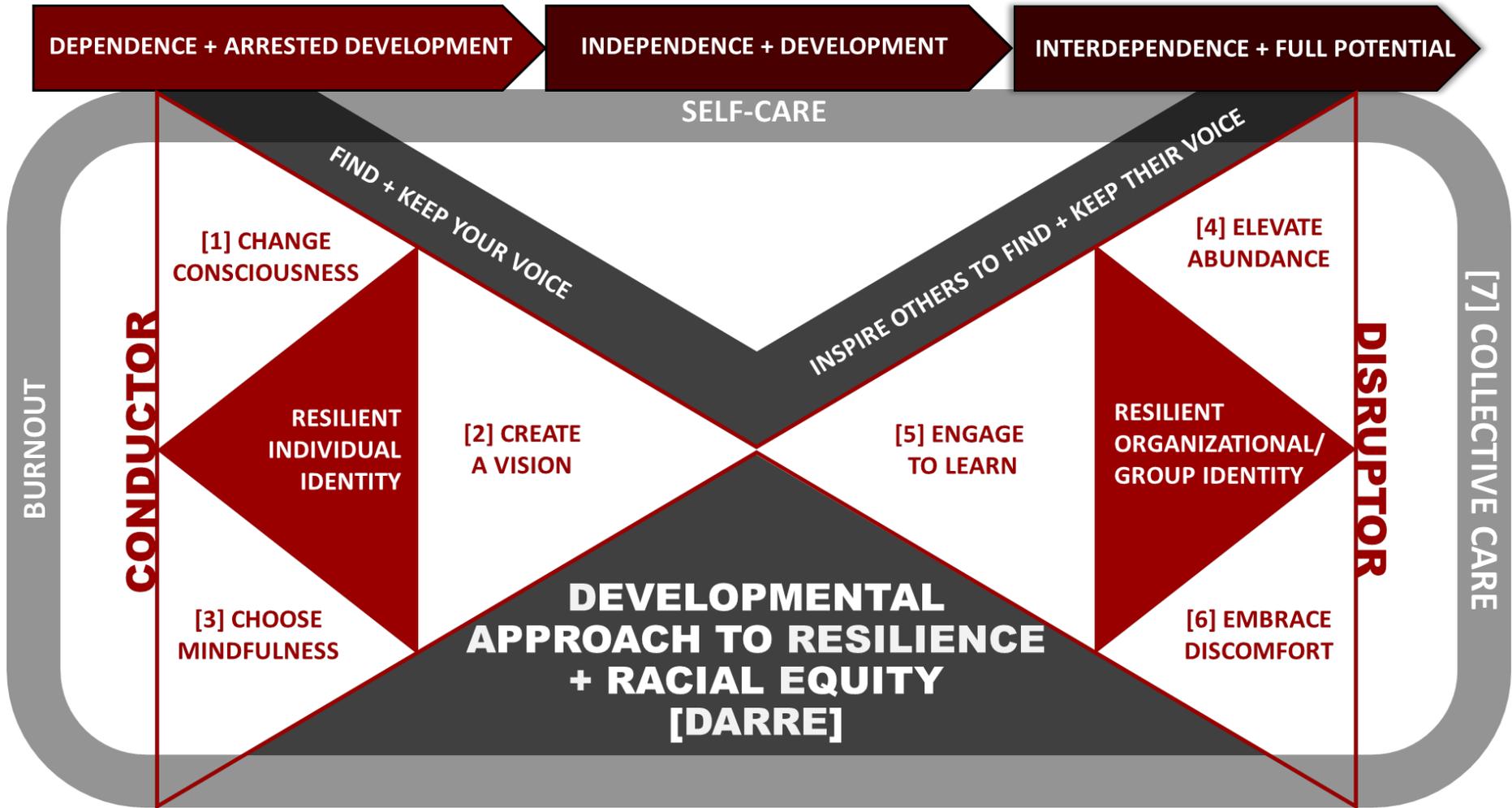


PROFESSIONAL + PERSONAL DEVELOPEMENT



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Emergency Management Cycle

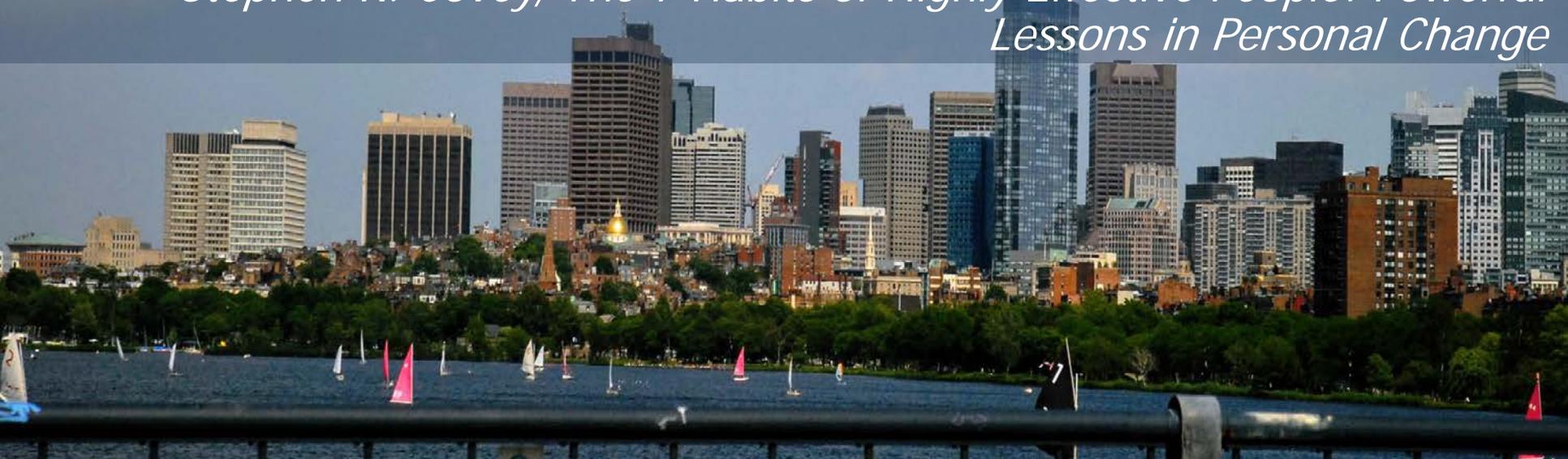


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■ “We see the world, not as it is, but as we are — or, as we are conditioned to see it.”

- Stephen R. Covey, The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change



THANK YOU

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