THE PARTNERSHIP
FOR INCLUSIVE DISASTER STRATEGIES

Collaborate to Educate:
How Planners, Emergency Management, and Communities with Access and Functional Needs Can Communicate

Welcome and About Us

Agreements and Goals

Group Agreements

- Maintain confidentiality.

- Ask questions.

- Have fun!

Today's Goals

By the end of this session, you will better understand ways to:

- Utilize the National Planning Framework as a common language

- Identify and interrupt disability bias and ableism

- Include the disability community in emergency planning

- Collaborate across sectors to save lives

Common Language and Understanding

Communication is the key to collaboration.

To communicate successfully, partners need:

- Common vocabulary

- Appreciation of each other's needs and priorities

Access and Functional Needs

The term can be problematic:

- It can get forgotten that people with disabilities are members of a legally protected class with rights others with access and functional needs do not have.

Our Audience

Today's audience is diverse.

- While some of today's material may be review for some, it may be new to others.

- There will be something new for everyone!

- Sharing information is how we begin to develop collaborative relationships.

Questions?

National Planning Framework

Question for You

How familiar are you with the National Planning Framework?

- Not at all familiar

- Somewhat familiar

- Very familiar

The National Planning Frameworks

The National Planning Frameworks describe how the whole community works together to achieve the National Preparedness Goal.

- **The Goal:** "A secure and resilient nation with the capabilities required across the whole community to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that pose the greatest risk."

What is "Whole Community?"

The concept of "whole community" is one of the guiding principles of emergency preparedness. It means two things:

- Involving communities in the development of local, state, and national preparedness plans and guidance.

- Ensuring community stakeholders' lived experience and subject matter expertise are reflected in the content of the materials.

National Preparedness System

The National Preparedness System outlines an organized, six-part process for the whole community to move forward with their preparedness activities and achieve the National Preparedness Goal.

National Preparedness System

1. Identifying and Assessing Risk

2. Estimating Capability Requirements

3. Building and Sustaining Capabilities

4. Planning to Deliver Capabilities

5. Validating Capabilities

6. Reviewing and Updating

National Incident Management System (NIMS)

- Guides all levels of government, nongovernmental organizations (NGO), and the private sector to work together to prevent, protect against, mitigate, respond to, and recover from incidents.

- Provides stakeholders across the whole community with the shared vocabulary, systems, and processes to successfully deliver the capabilities described in the National Preparedness System.

Emergency Support Functions (ESF)

ESFs provide the structure for coordinating Federal interagency support for a Federal response to an incident.

"… describe[s] the federal coordinating structures that group resources and capabilities into functional areas most frequently needed in a national response."

- National Response Framework

Emergency Support Functions (ESF)

There are 15 Federal Emergency Support Functions

- FEMA ESF List

- States may have different ESFs

- ESF is only as good as each individual function's communication with the rest.

Emergency Support Functions (ESF)

- **ESF 1:** Transportation

- **ESF 2:** Communications

- **ESF 3:** Public Works and Engineering

- **ESF 4:** Firefighting

- **ESF 5:** Information and Planning

- **ESF 6:** Mass Care, Emergency Assistance, Temporary Housing, and Human Assistance

- **ESF 7:** Logistics

Emergency Support Functions (ESF)

- **ESF 8:** Public Health and Medical Services

- **ESF 9:** Search & Rescue

- **ESF 10:** Oil and Hazardous Materials Response

- **ESF 11:** Agriculture and Natural Resources

- **ESF 12:** Energy

- **ESF 13:** Public Safety and Security

- **ESF 14:** Cross-Sector Business and Infrastructure

- **ESF 15:** External Affairs

Emergency Support Function (ESF) 6

ESF 6 at the state and local level may include:

- Mass Care: feeding, sheltering, reunification, and distribution of emergency supplies

- Emergency Assistance (financial)

- Human Services
    - Assistance with health/mental health needs
    - Disaster Supplemental Nutrition Plan (D-SNAP)

Emergency Support Function (ESF) 8

ESF 8 may include provision of:

- Medical care and human services to those affected

- Disease surveillance, environmental public health actions to reduce the public health effects on the community

- Education and training to enhance community resilience to respond to a disaster

Illinois Emergency Operations

The Illinois Emergency Operations Plan is focused on addressing the seven Community Lifelines identified by the Federal Emergency Management Agency (FEMA):

- Safety and Security
- Food, Water, Shelter
- Health and Medical
- Energy
- Communications
- Transportation
- Hazardous Material

Including Disabled People

Include disabled people into ESF 6 planning to help ensure needs are met in Mass Care and Human Services.

Include disabled people into planning so that ESF 8 will focus on supporting the rights and needs of disabled people to live in their community.

Whose Responsibility is Sheltering?

- Always local or county government

- Sometimes the state also has responsibilities

- Local governments may contract with other entities
  - American Red Cross
  - Salvation Army

- Sometimes county manages the shelters, and other entities like Red Cross supplement services

- Pop-up shelters

Questions?

Ableism and Bias During Disasters

Access and Functional Needs

In review: People with disabilities are a part of people with access and functional needs.

People with access and functional needs also includes:

- Children

- Older adults

- People with limited literacy or English proficiency

- People with unmet transportation needs

- People experiencing houselessness

Language and Acronyms

- Avoid acronyms, especially when referring to access and functional needs.

- It is never okay to refer to a person as "an AFN."

- It is not accurate to refer to a legal obligation as "an AFN."

Why Understanding Ableism and Bias is Important

Understanding disability bias and ableism:

- Is critical to understanding how to communicate with disabled people and disability-led organizations

- Enables you to identify and interrupt individual and systemic ableism

- Provides a frame of reference for the experience of disabled people

Ableism Definition

Ableism

- Oppression based on physical, mental, intellectual, cognitive, sensory or other ability or perceived ability.

- The belief that not having a disability is superior to having a disability.

- The belief that non-disabled people are superior to disabled people.

- Melissa Marshall

# Bias and Implicit Bias Definition

Bias

Bias is prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair.

Implicit Bias

Implicit bias (unconscious bias) occurs when we have negative attitudes towards people, or associate stereotypes with them without our conscious knowledge.

Intersectionality

Coined by Dr. Kimberlé Crenshaw, __intersectionality__ **is a framework** designed to explore the interlocking effects of race, class, gender, and other marginalizing characteristics that contribute to social identity and affect health.
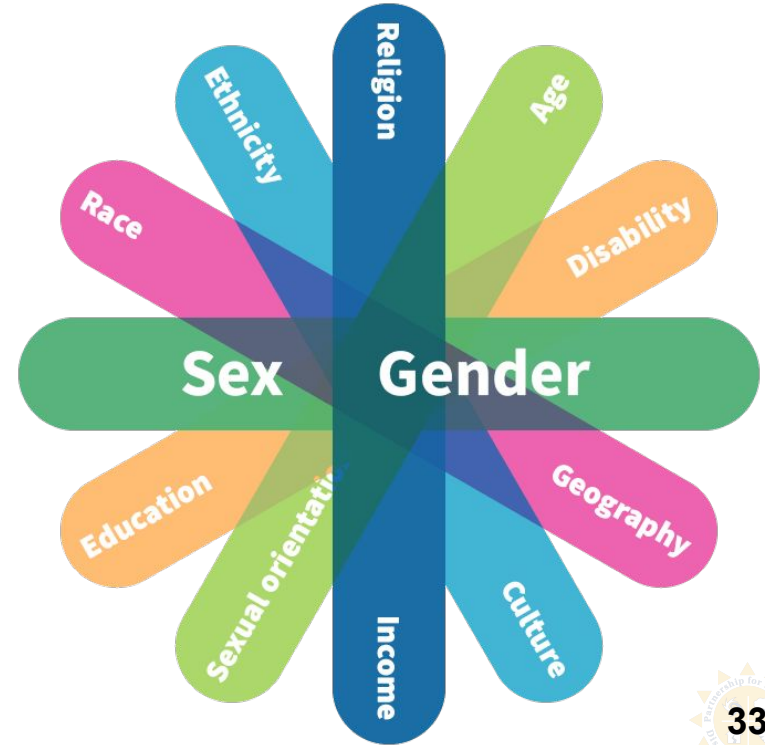
Examples of Ableism and Bias During Disasters

- Telling a disabled person that they must go to a medical facility

- Believing that disabled lives are less worthy of rescue

- Assuming that disabled people don't have the ability to consent

Ableism Manifested in Disasters

Assumptions that:

- Disaster notifications by sound are equitable

- Sign language interpreters are readily available

- Physical access applies only to buildings

  - Points of distribution must be accessible, even when outdoors

- Transportation is accessible

  - Rideshare services are typically not accessible

Interrupting Ableism During Disasters

Ask yourself:

- Is this behavior a reflection of bias or ableism?

- What can I do or say to interrupt this?

Scenario

A co-worker tells you that, while they understand that people with disabilities may not want to go to nursing facilities, they think that people are safer there, especially now when there is so much debris around, it increases people's risk of falling.

How do you respond?

Ableism in Disasters

Ableism is manifested whenever there is not compliance with disability rights laws. This includes:

- Refusing to admit a service animal to disaster shelter
- Not providing paper and electronic materials in accessible format
- Not providing sign language interpreters or video remote interpreting (VRI)
- Using inaccessible spaces for disaster shelters, disaster recovery centers, and points of distribution

Systemic Ableism in Disasters

Ableism is also steeped in the systems of disaster preparedness, response, and recovery.

This is reflected in:

- Institutional bias, including practices and policies that make it easier for us to be institutionalized such as the 1135 waiver

- Segregated "special needs" disaster shelters

- Disaster registries

Interrupting Systemic Ableism During Disasters

- Review Emergency Operations Plans (EOP) with disability stakeholders and partners.

- Create and implement a plan to address systemic ableism.

- Support initiatives that will help dismantle systemic ableism.

Use Respectful Language

It is **okay** to use person-first language (e.g. "person with a disability").

It is also **okay** to use identity-first language (e.g. "disabled person").

Avoid:

- Euphemisms (i.e. "differently abled")
- Dated terms (i.e. "handicapped"(
- Terms that may be viewed as patronizing (i.e. "honey," "baby")

Respectful Language

Avoid language that presupposes the negative
- Victim of…
- Suffering from…

Avoid language that groups people
- The mentally ill
- The disabled
- The AFNs

Taking an Anti-Ableist Approach

- Learn to identify and mitigate disability bias and ableism.

- Understand the legal obligations of your organization to disabled people.

- Prioritize hiring disabled people.

- Include disabled subject matter experts and disability-led organizations in all aspects of planning and implementation.

Questions?

Including the Disability Community

Activity

Scenario: You are told that you need to have representatives of the disability community at your next meeting.

Questions:

- Who do you invite?

- How do you get people to attend?

- What steps do you take to make the process accessible?

Make Your Meeting Accessible

- Ensure that invitations are in accessible format(s).

  - Request information on any accommodations required for full participation in the meeting.

- Book language access providers, such as sign language interpreters or CART captions.

- Provide print/electronic materials in accessible formats.

Make Your Meeting Accessible

- Assess venue for access by a trained access auditor.
    - Maintaining access of venue
- Ensure that venue is on a bus route, and that there is an accessible path of travel to the venue.
- Verify that the venue has ample accessible parking.

Invite Disability-Led Organizations

- Disability-Led organizations are organizations where the majority of board and staff are disabled people.

- Disability-led organizations may be single-disability or cross-disability focused.

Inclusive Disaster Planning Strategies

Connect with the Disability Community by contacting:

- Centers for Independent Living (CILs)

- The Statewide Independent Living Council (SILC)

- Other disability-led groups

Centers for Independent Living (CILs)

CILs are:

- Disability-led

- Cross-disability

- Locally administered

- Not-for-profit organizations

They provide advocacy and support to assist people with disabilities of all ages to live independently and fully integrated in their communities.

Independent Living Philosophy

Acceptance of the Social Model of Disability:

- Disabilities don't need to be fixed; rather, society needs to remove barriers and create inclusive environments.

- Ableism and disability bias need to be mitigated.

- Disabled people should have the right to self-determination, equal opportunity, full participation, and equity.

Disabled Subject Matter Experts

While everyone with a disability is an expert in their own experience, not everyone with a disability is, or should be expected to be, a subject matter expert.

- Ask about an individual's qualifications when technical expertise is needed.

- Compensate disabled people for their time and expertise.

Plan and Partner with Disability-Led Organizations

- Include disability-led organizations (DLOs) in ALL aspects of planning, not just access and functional needs.

- Include organizations which represent people with all types of disabilities.

- Create opportunities for partners to convene and lead planning meetings, preparedness events, exercises/drills.

- Don't just invite DLOs to come to your table, ask to visit theirs.

Centers for Independent Living (CILs)

Core services include:

- Information and referral services
- Peer support
- Individual and systems advocacy
- Independent living skills training
- Transition services for both youth transition and nursing facility transition

CILs can and have been resources in disasters and public health emergencies.

Inclusive Disaster Planning Strategies

Centers for Independent Living may be able to:

- Identify locations of some disabled people

- Be points of distribution

- Identify accommodations

- Collaborate in response and recovery

Inclusive Disaster Planning Strategies

Invite people with disabilities to your table:

- Planning meetings

- Exercises

- Conferences

Inclusive Disaster Planning Strategies

Go to Disability Community tables.

- Invite yourself to their tables.

- Start and continue to build relationships with DLOs.

- Get on Disability Community mailing lists.

What Works

- Disability community-informed planning for preparedness, response, and recovery

- Disability community-informed training for emergency responders and managers

- Real-time, real-people drills and exercises

- Acknowledgement of individual and community agency, mutual aid efforts, and resilience

Questions?

Working Together to Save Lives

STORY

A person had to sit and sleep in their mobility device for 10 days at a government-run "medical special needs" shelter, which led to severe edema in their legs.

The Partnership was able to assist in the delivery of an appropriate bed for them, provided by the American Red Cross.

Inclusive Collaboration

1. **Identify the problem solvers**

   - Who is already serving the disability community in disasters and emergencies?

2. **Establish a shared purpose**

   - What's the goal? (Ex.: access, equity, safety)

3. **Agree on a plan of action**

   - Who does what? With what? For how long?

Inclusive Collaboration

4. **Implement and exercise the plan**

5. **Evaluate the plans and exercises regularly**

    - What works? What needs improvement?

Other Ways to Engage DLO Partners

- Overnight shelter exercise

- Tabletop exercises

- Participation in large-scale exercises

- CERT training

- FAST training

- Community preparedness events

State Access and Functional Needs Coordinators

- Serves as a resource to support state and local emergency management.

- Identifies the needs of people with disabilities and people with access and functional needs.

- Offers training and education to emergency managers, first responders, and disability community, stakeholders, and organizations.

Effective Approaches for Better Outcomes

Hold regular meetings with stakeholders from across sectors and across the disability community to identify barriers and create collaborative solutions.

Stakeholders include:
- Emergency management agencies,
- Public health,
- Decision and policy makers,
- Disability-led and disability-related organizations.

Promising Practice

The Coalition on Inclusive Emergency Planning (CIEP) in Washington State:

- CIEP is a statewide, cross-disability, advisory group that works with state and local emergency management stakeholders to build disability accessibility and inclusion into all aspects of emergency management.

Promising Practice

The Coalition on Inclusive Emergency Planning (CIEP) in Washington State:

- CIEP is funded by a grant from the WA Department of Health Executive Office of Resiliency and Health Security.

Promising Practices

Florida CIL Network

In October 2018, Hurricane Michael struck the Florida Panhandle as a devastating Category 5 storm. The Florida Statewide Independent Living Council (FLSILC) and CIL Network encountered many barriers to meeting the needs of disabled survivors.

Promising Practices

Since then they have collaborated with emergency management and public health to remove many of these barriers.

Major Milestones:

- FL SILC Director has a seat in the EOC

- CILs have access to state housing resources

Questions?

Activity: Ideas for Your Community

- Discuss with your table how emergency management; public health, including hospitals, and the disability community can collaborate to improve resilience.
  - How will you change or expand disaster planning based on what we have discussed?
  - What organizations or individuals might you add to your planning group or team?
- Assign a spokesperson.

Resources

Equip for Equality (Protection and Advocacy office)

Illinois Council on Developmental Disabilities

Disability and Human Development (UCEDD)

The Statewide Independent Living Council of Illinois

Illinois Network of Centers for Independent Living

Thank you!

Melissa Marshall, J.D.

melissa@disasterstrategies.org

(860) 916-6786

Shari Myers

shari@disasterstrategies.org

(214) 755-3446

www.disasterstrategies.org

112 N. 8th Street, Suite 600, Philadelphia PA 19107