



# The Mindset of Diversity

A conversation on diversity and inclusivity  
in the field of Emergency Management

**Roundtable Discussion**

# Welcome

- Panel Introduction
  - **Chauncia Willis**, City of Tampa, Office of Emergency Management
  - **Susan Rinaman**, Home Shopping Network, Pinellas County
  - **Oliver Greene**, City of Tampa, Office of Emergency Management
  - **Sandra Tapfumaneyi**, Lee County Emergency Management

# Background

- Taboo Topics article in 2014
  - Survey from Colorado State University:
    - 80.7% of Emergency Managers were male
    - 72% of Emergency Managers were 46 years of age or older
    - 94% of Emergency Managers listed race as Caucasian
  - World Health Organization research:
    - Women and children are most negatively affected by disasters, accounting for more than 75% of displaced persons
- IAEM Diversity Ad Hoc Committee
  - Developed in May, 2012
  - Key mission area is to improve the diversity profile in the emergency management profession and promote best practices for outreach within diverse communities

# What is diversity?

- Diversity is the visible and invisible qualities and values that shape a person including race or ethnicity, nationality, language, age, gender, sexual orientation, gender identity or expression, socioeconomic status, education, religion, physical and intellectual abilities/disabilities, personal appearance, etc.



# Diversity and Inclusivity



Research repeatedly shows that diverse and inclusive organizations and industries are higher-performers, more innovative, and adapt better to change.



# Diversity and Inclusion Strategies

- Support recruitment and retention of diverse trainees
- Become familiar with issues and strategies related to diversity, disparities, institutional and individual cultural competence
- Partner with community-based organizations in diverse communities to carry out projects in response to the needs and values of the community
- Enhance/promote cultural and linguistic competency in the workplace





# What can you do?

- Take the time to learn about different cultures, races, religions and backgrounds represented by your colleagues
- Ask your coworkers to share some of the customs and practices associated with their cultures
- Become familiar with diversity-related terms and, if you err, apologize and ask for help
- Know your agency's diversity goals and values and how they connect to the work that you do





# What can you do? (cont'd.)

- Be a spokesperson for diversity issues that are not necessarily your own
- Start or participate in an employee resource group that promotes diversity-related issues and activities
- Welcome ideas that are different from your own, and support fellow coworkers
- Understand the diversity elements you personally bring to the organization. Each of us is different and adds value to the organization because of these differences

# Thoughts, comments, questions??



# Thank you!

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**Diversity work is a journey, not a destination. It takes time, patience, and perseverance!**