



ODIC Director's Intent: A New Vision for Meeting the Disability Integration Mission

Sherman Gillums Jr.

FEMA Disability Coordinator

Director, Office of Disability Integration and
Coordination (ODIC)

Learning Objectives

- Identify typical points of inequity in the disaster cycle for persons with disabilities or access and functional needs
- Compare and contrast the utility of “measures of effectiveness” versus “process evaluation” in disability integration disaster response
- Describe how equity functions as a “force multiplier” in emergency management
- Articulate the role of community-level stakeholders in the disability integration mission before, during, and after disasters



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Federal Emergency Management Agency

Background



FEMA Disability Coordinator & ODIC Director Sherman Gillums Jr.



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Post-Katrina Emergency Management Reform Act

§321b. Disability Coordinator

(a) In general

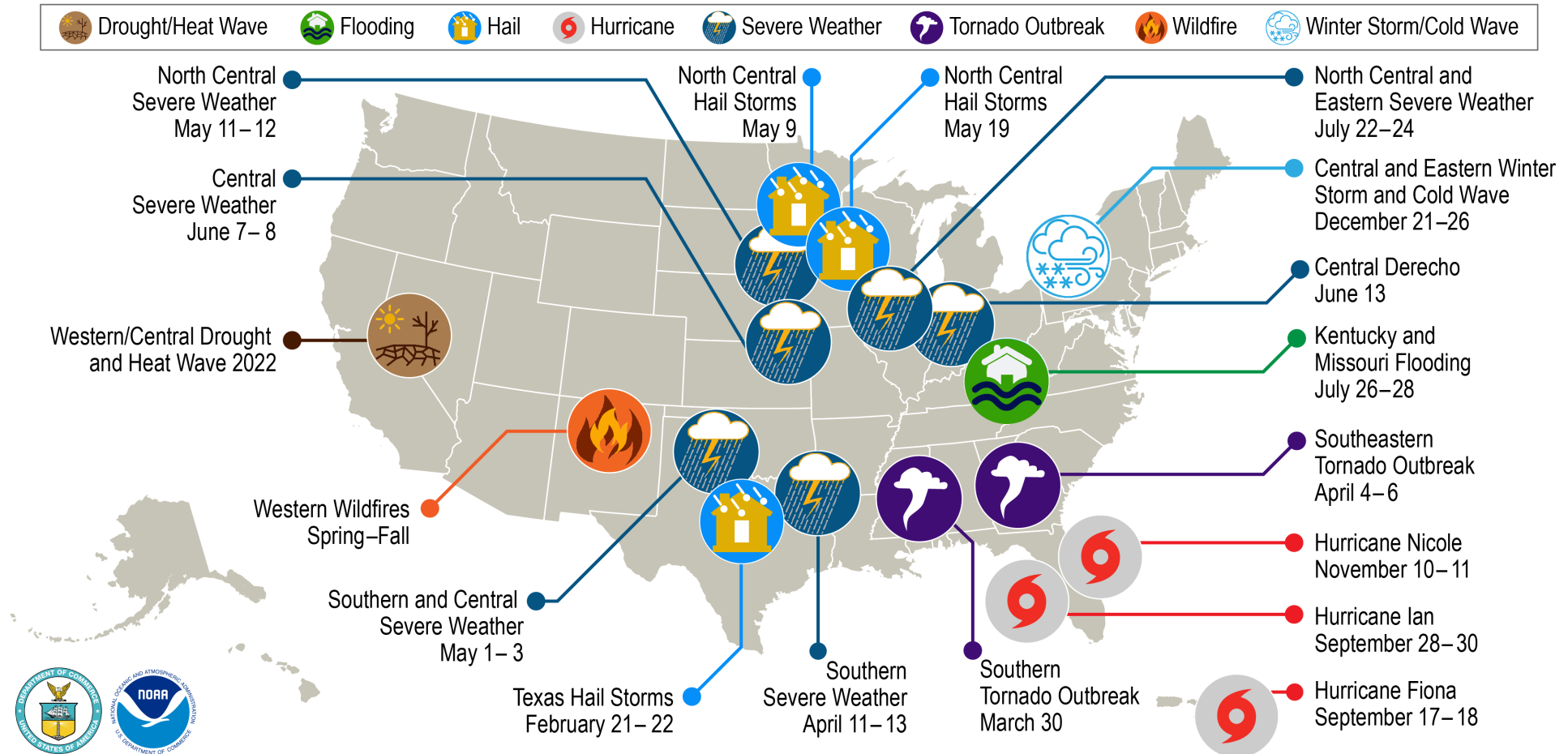
After consultation with organizations representing individuals with disabilities, the National Council on Disabilities, and the Interagency Coordinating Council on Preparedness and Individuals with Disabilities, established under Executive Order No. 13347, the Administrator shall appoint a Disability Coordinator.

The Disability Coordinator shall report directly to the Administrator, in order to ensure that the needs of individuals with disabilities are being properly addressed in emergency preparedness and disaster relief.

Source: Title 6, Chapter 1, Subchapter V at <https://uscode.house.gov/>



U.S. 2022 Billion-Dollar Weather and Climate Disasters



This map denotes the approximate location for each of the 18 separate billion-dollar weather and climate disasters that impacted the United States in 2022.



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Stafford Act Assistance Process



FEMA

2022-2026

FEMA Strategic Plan

Building the FEMA our Nation Needs and Deserves



Goal 1: Instill Equity as a Foundation of Emergency Management

- 1.1 Cultivate a FEMA that prioritizes and harnesses a diverse workforce
- 1.2 Remove barriers to FEMA programs through a people first approach
- 1.3 Achieve equitable outcomes for those we serve



Goal 2: Lead Whole of Community in Climate Resilience

- 2.1 Increase climate literacy among the emergency management community
- 2.2 Build a climate resilient nation
- 2.3 Empower risk-informed decision making



Goal 3: Promote and Sustain a Ready FEMA and Prepared Nation

- 3.1 Strengthen the emergency management workforce
- 3.2 Posture FEMA to meet current and emergent threats
- 3.3 Unify coordination and delivery of federal assistance



Director's Intent: Purpose, Method, End State

- Clear, concise articulation of the purpose(s) behind one or more tasks assigned
- Helps staff understand the larger context of their actions and guides them in the absence of orders
- Empowers staff to exercise judgment and initiative in a way that is consistent with their leadership's aims when the unforeseen occurs
- Places the emphasis on the aspirational “must do” versus the day-to-day “how to”

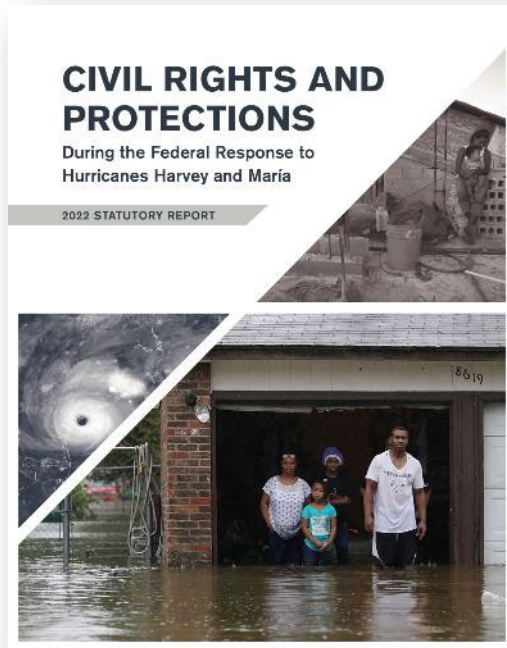


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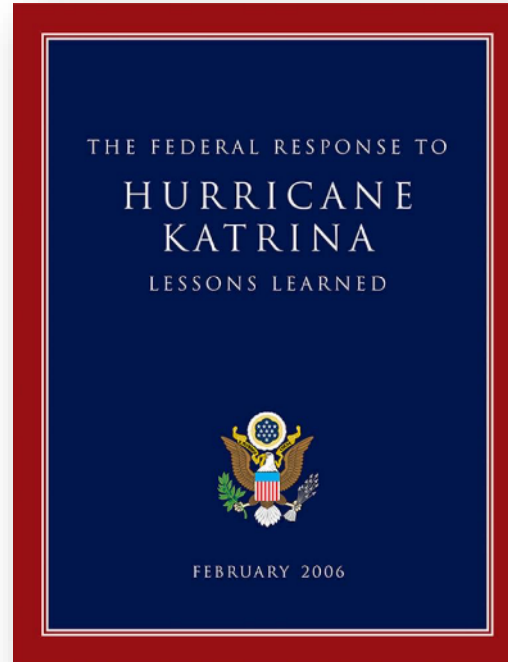
Federal Emergency Management Agency

What problem are we trying to solve?

Director's Intent: Framing Documents & Reports



Source: [Civil Rights and Protections During the Federal Response to Hurricanes Harvey and María | U.S. Commission on Civil Rights \(usccr.gov\)](https://www.usccr.gov/)



Source: [The Federal Response to Hurricane Katrina: Lessons Learned \(archives.gov\)](https://www.archives.gov/)



Source: [Preserving Our Freedom: Ending Institutionalization of People with Disabilities During and After Disasters | NCD.gov](https://www.ncd.gov/)



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Puerto Rico DR-4671-PR
Florida DR-4675-FL
Alabama DR-4684-AL
Mississippi DR-4697-MS
Ohio train derailment



Diagnosis versus Design



Equality is when each individual or group of people is given the same resources or opportunities.

Accommodations ensures each individual or group of people is given what they need to get the job done.

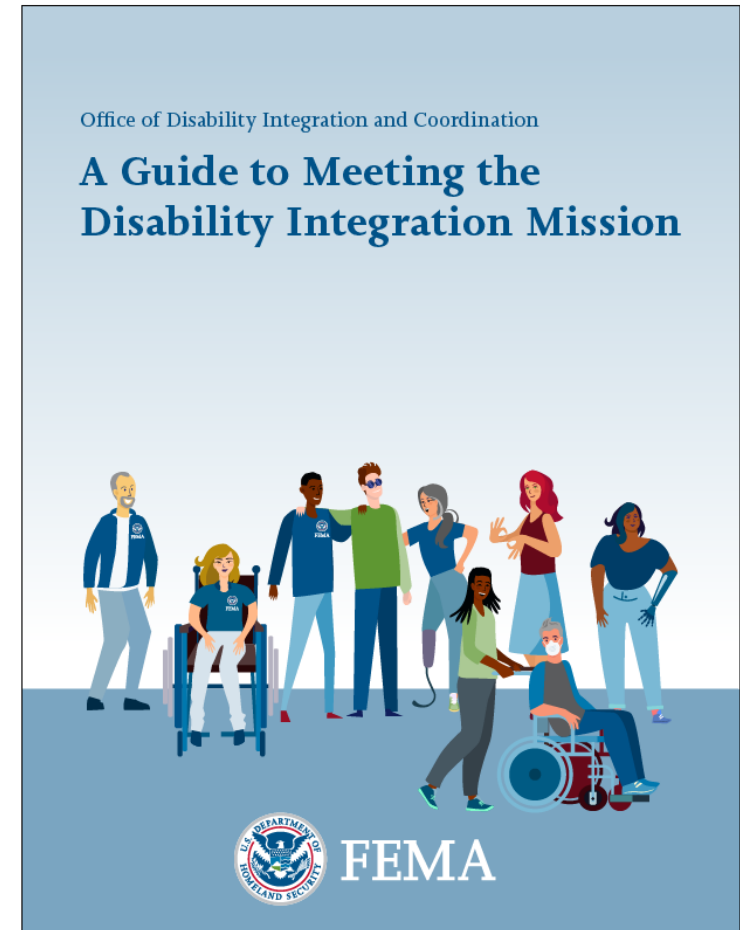
Accessibility is the practice of making information, activities, and/or environments sensible, meaningful, and usable for as many people as possible.

Equity recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an equal outcome.

Director's Intent

Elements:

- 14 points of inequity
- Risk assessment
- Measures of effectiveness
- Stakeholder engagement and mobilization
- Key areas of opportunity



14 Potential Points of Inequity in the Disaster Cycle



Inclusive planning

Inclusion in emergency planning that directly affects people with access and functional needs



Alerts and warnings

Pre-disaster alerts, warnings, and notifications



Information

Culturally informed actionable information and instructions post once a disaster has occurred

Evacuation/transportation

Evacuation and accessible transportation

Emergency contact/S&R

Emergency contact before the disaster, search, and rescue

Sheltering

Sheltering in the most integrated, accessible setting (emergency, intermediate, and long-term)



Communication aids and assistive services

ASL interpreters, screen readers, 508-compliant web-based content

Recovery/mitigation

Disaster recovery and mitigation investments for people and community facilities

Medical care/health

Acute medical care, mental health services, health maintenance, and access to prescriptions support



Power dependency

Power dependency (dialysis, oxygen, and prosthetic devices), personal care services, and service animals



Special diets/drinking water

Dietary/culturally appropriate food needs, and potable water access

Register for disaster services

Registration for disaster services, including FEMA and state/local/tribal/territorial emergency programs

Housing

Temporary and permanent accessible housing

Pre-disaster

home/work/school life

Return to pre-disaster home, school, work, and community life



Risk Assessment - Authorities

Section 602(a)(3) of the Stafford Act defines “emergency preparedness” as “all those activities and measures designed or undertaken to **prepare for or minimize the effects** of a hazard upon the civilian population, [and] to deal with the immediate emergency conditions which would be created by the hazard....”

Section 611(e) of the Stafford Act reads “[t]he Administrator may study and develop emergency preparedness measures designed to **afford adequate protection of life and property**, including research and studies as to the best methods of treating the effects of hazards....”

Source: [Stafford Act \(Amended\) - FEMA P-592 vol. 1 May 2021](#)

42 U.S.C. 5195a(a)(3) expressly provides for “[m]easures to be undertaken **in preparation for anticipated hazards**” and “[m]easures to be undertaken during a hazard.” Accordingly, this section defines emergency preparedness to include **measures taken before a disaster occurs** where such are designed or undertaken for preparatory purposes.

42 U.S.C. 5196(e)(1) echoes section 602(a)(3) and section 611(e), which contemplates **undertaking measures prior to disasters** to research and study methods which may mitigate the impacts of future disasters.

Source: [42 USC Ch. 68: DISASTER RELIEF \(house.gov\)](#)



Risk Assessment - Data Analysis

Population disability data (U.S. Census)

Social Vulnerability Index (CDC/ATSDR)

emPOWER Data (HHS)

IA Disability Applications (FEMA IA Program)



Regional/SLTT Partners (EM/DI/AFN)

FCO/COS, IMAT Leadership

EA Listening Reports, National/Local Media, Social Media

Stakeholders (Nonprofits, NGOs, Volunteer Organizations)

U.S. Department of Health and Human Services (HHS) emPOWER Data:

Use the filters below to create a custom report:

Region: IV | State: Florida | County: Lee

Medicare Beneficiaries: **206,015**
 Electricity-Dependent Beneficiaries: **6,661**

Region: IV | State: Florida | County/Parish: Lee | Declaration: DR-4673-FL | Registration Method: (All) | Applied Date: 6/25/2021 12/7/2022 | Valid: (All) | Owner/Renter: (All) | AFN: (All)

Sections will appear blank when there is no applicable data.

Application Overview:

- Total Applicants: **191,769**
- Valid Applicants: **191,293 (99.8%)**
- Applicants with AFN: **32,722 (17.1%)**

Centers for Disease Control and Prevention (CDC) Social Vulnerability Index (SVI) by County:

Use the filters below to create a custom report:

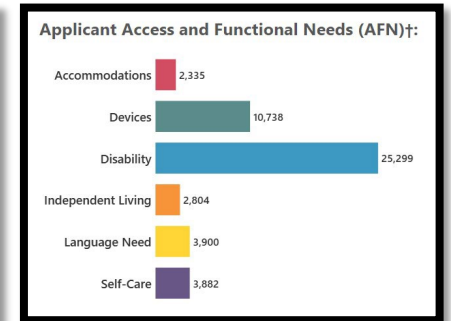
Region: IV | State: Florida | County: (All) | Vulnerability Ranking: (All)

Vulnerability Ranking:

- Lowest (0 - 24%): **4 counties**
- Low (25 - 49%): **15 counties**
- Moderate (50 - 74%): **19 counties**
- Highest (75 - 100%): **29 counties**

Lee, Florida

SVI Rating: 55.3%
Vulnerability Ranking: **Moderate (50 - 74%)**

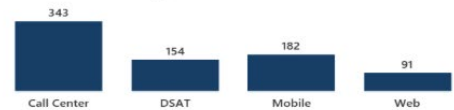


Data-informed Decisions

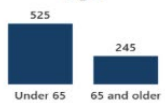
Application Overview:



Registration Method:



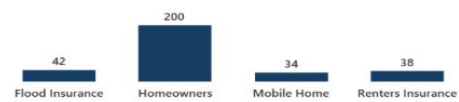
Age:



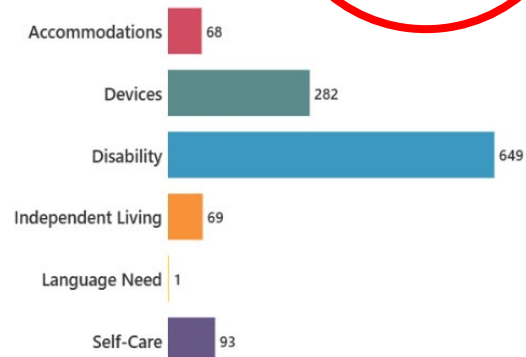
Income*:



Insurance:



Applicant Access and Functional Needs (AFN)†:

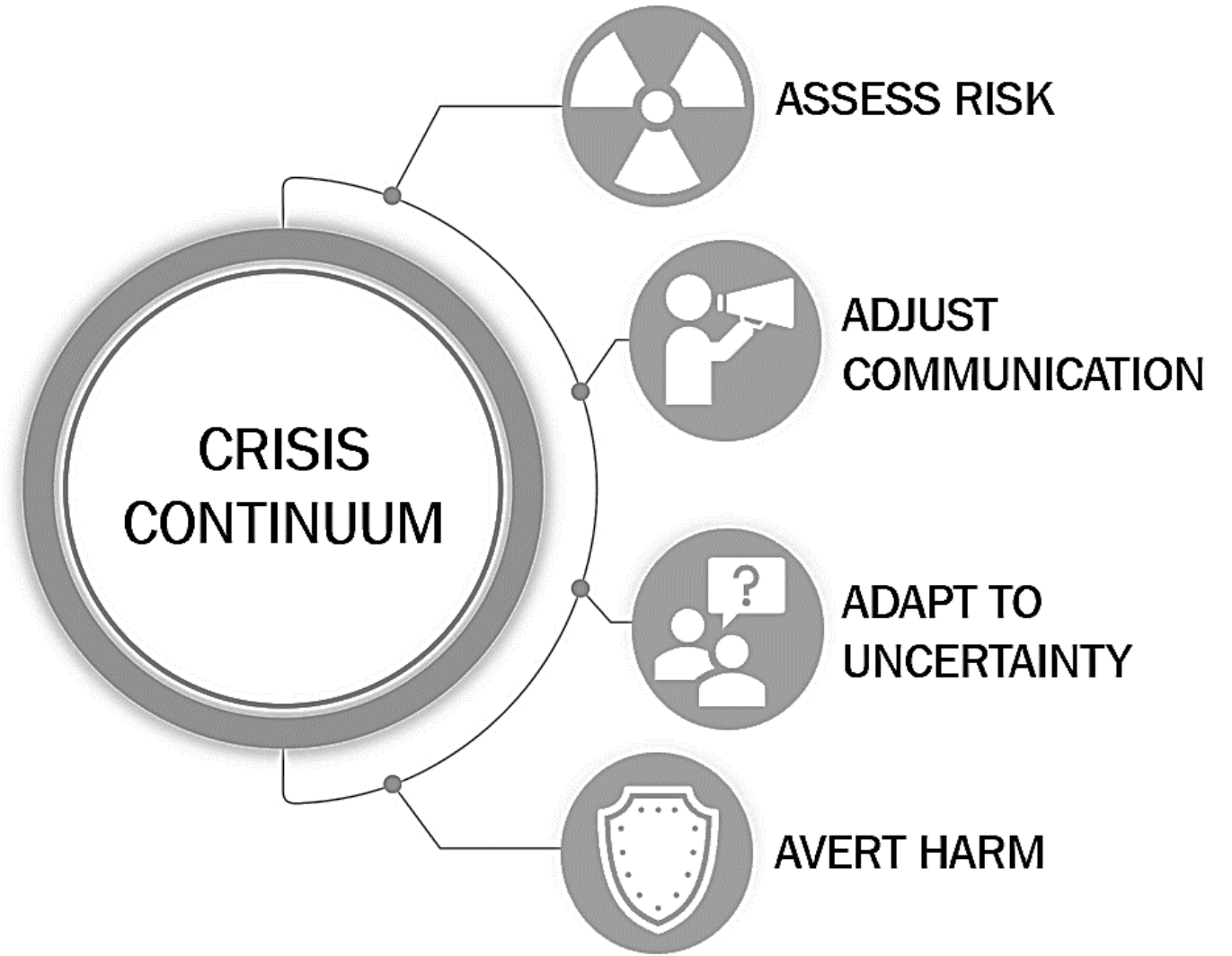


Director Gillums speaking with a Disaster Survivor Assistance Team during a field visit to Selma, Alabama. *February 2023.*



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Measures of Effectiveness

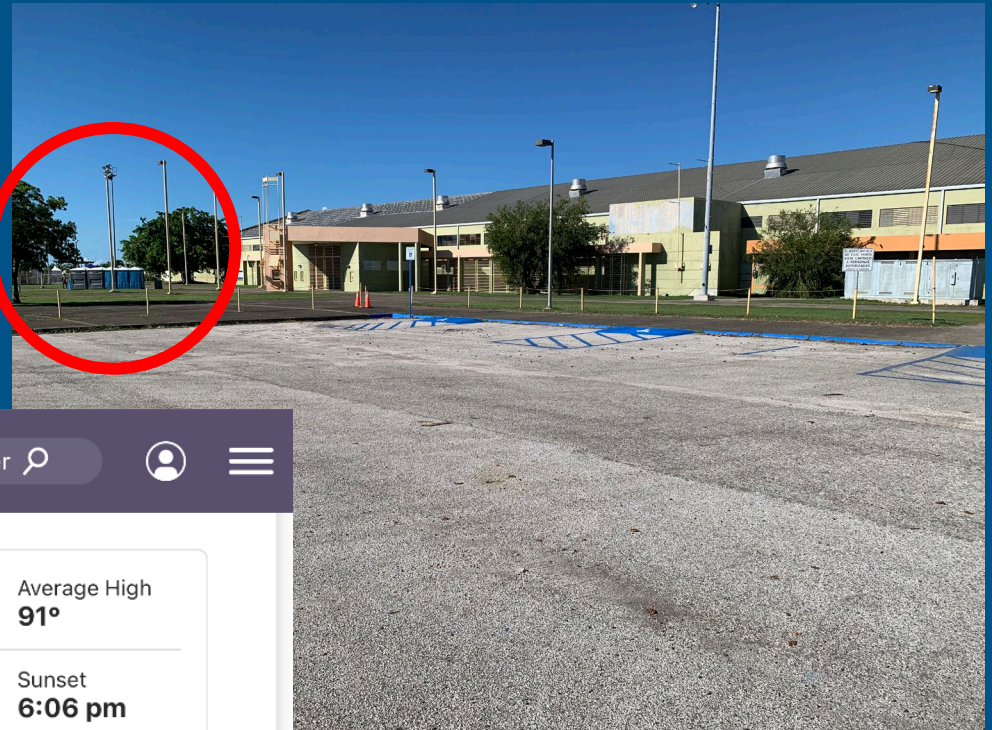
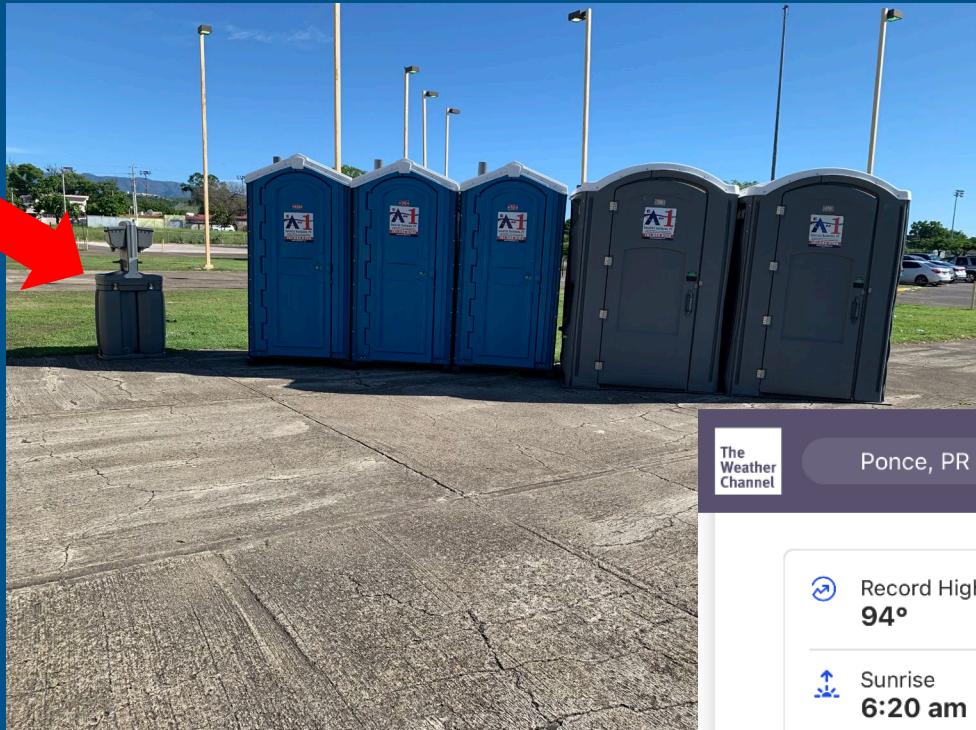


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Case Studies: Inequity, Risk, Consequence, Action

Case Study



The Weather Channel

Ponce, PR Weather 🔍

🔄 Record High 94°	📈 Average High 91°
📶 Sunrise 6:20 am	📶 Sunset 6:06 pm

Case Study 2



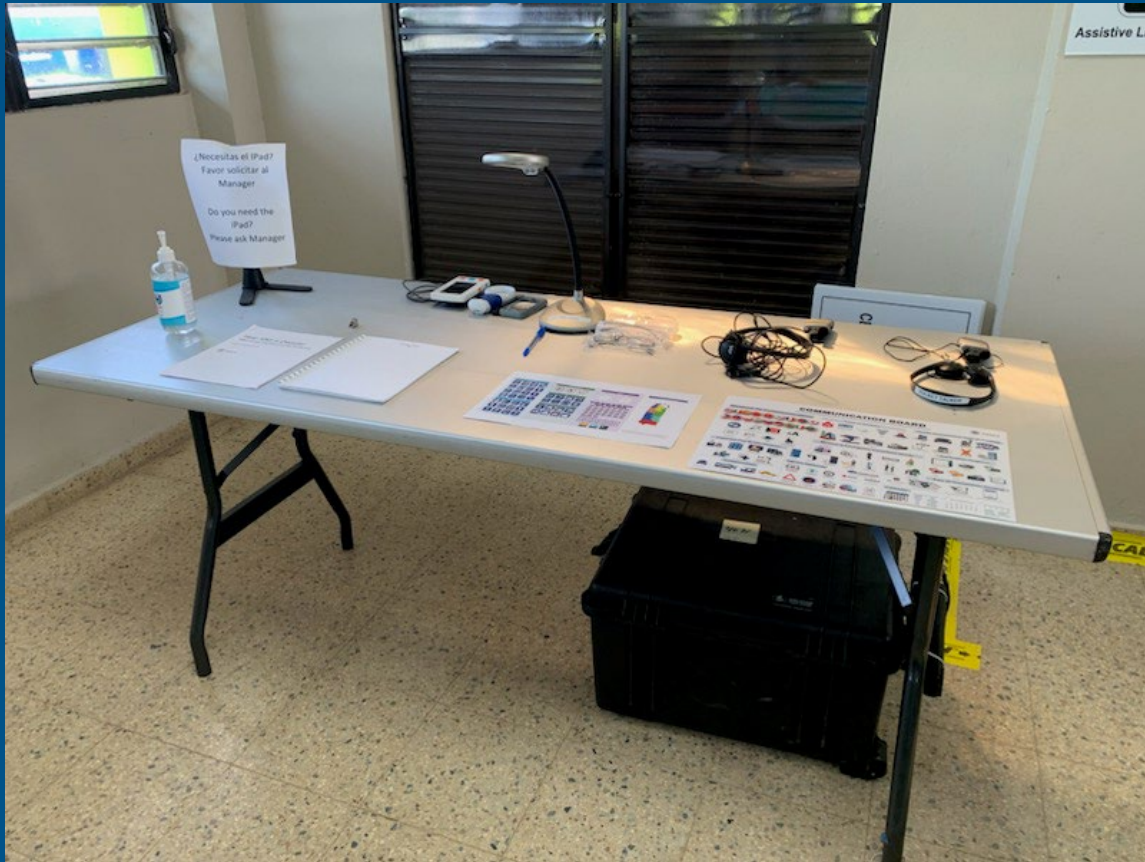
Case Study 3



Case Study



Case Study 5



Case Study

PDA NARRATIVE REPORT					
City	County	State	Date	Page	Local Government Official/Contact #
1. Event type (i.e. flood, wind driven rain, tornado) and description of damage trends observed (i.e., water contamination).					
2. Identify issues related to sewer back up (i.e., insurance, damage to sewer lines, normal sewer back up).					
3. Identify areas with utilities out; include projected date of restoration.					
4. Identify areas of concentrated damages.					
5. Identify remote areas.			6. Identify major inaccessible areas and reasons (i.e., mudslide, landslide, roads out).		
7. Describe types of structures surveyed (i.e., brick, wood frame, foundation, basements, etc).					
8. Describe prevalence of damage to manufactured homes or mobile home parks.					
9. Number of businesses impacted.			10. Names of major employers impacted (i.e., description, # of employees).		
11. Other factors that impact tax-base (i.e., vacation and tourism properties damaged, permanent exodus of population from disaster area, loss of use of commercial areas, loss of production base).			12. Describe agricultural impact, if applicable (i.e., loss of crops, livestock).		
13. Are there currently shelters open?					
14. Estimated number of displaced households and where they are staying.					
15. Are there sufficient housing and rental resources to meet the needs of the displaced? If no, where are the nearest available resources?					
16. Describe local and VOAD activities, and agency resources available.					
17. Is there a significant need for counseling services?					
18. Describe impact on special populations (i.e., access and functional needs, people with language barriers, seniors and children).					
19. List Tribal nations impacted.					
20. List storm related fatalities and injuries (provide total numbers and names if possible).					
21. Any other factors affecting the area not listed above (i.e., evacuations, manufactured homes moved, schools as shelters, secondary homes, concern of local contact).					





0:00 / 1:45



An aerial photograph of a coastal town, likely Newport, Rhode Island, featuring a harbor filled with sailboats, a church with a tall steeple, and a dense forest of green trees covering the surrounding hills. The image is overlaid with a semi-transparent blue filter.

“The secret of all victory lies in the organization of the non-obvious.”

~ Marcus Aurelius

Stakeholder Engagement & Mobilization

Platform under development:

- State Emergency Managers
- State AFN/Disability Advisors
- Administration for Community Living
 - Centers for Independent Living
 - Protection and Advocacy Systems
 - University Centers for Excellence in Developmental Disabilities
 - State Councils on Developmental Disabilities
 - Area Agencies on Aging
- Nonprofit/Advocacy Organizations
- Voluntary Organizations Active in Disasters
- Local and trusted community resources (media, faith-based, education, health, social services, etc.)

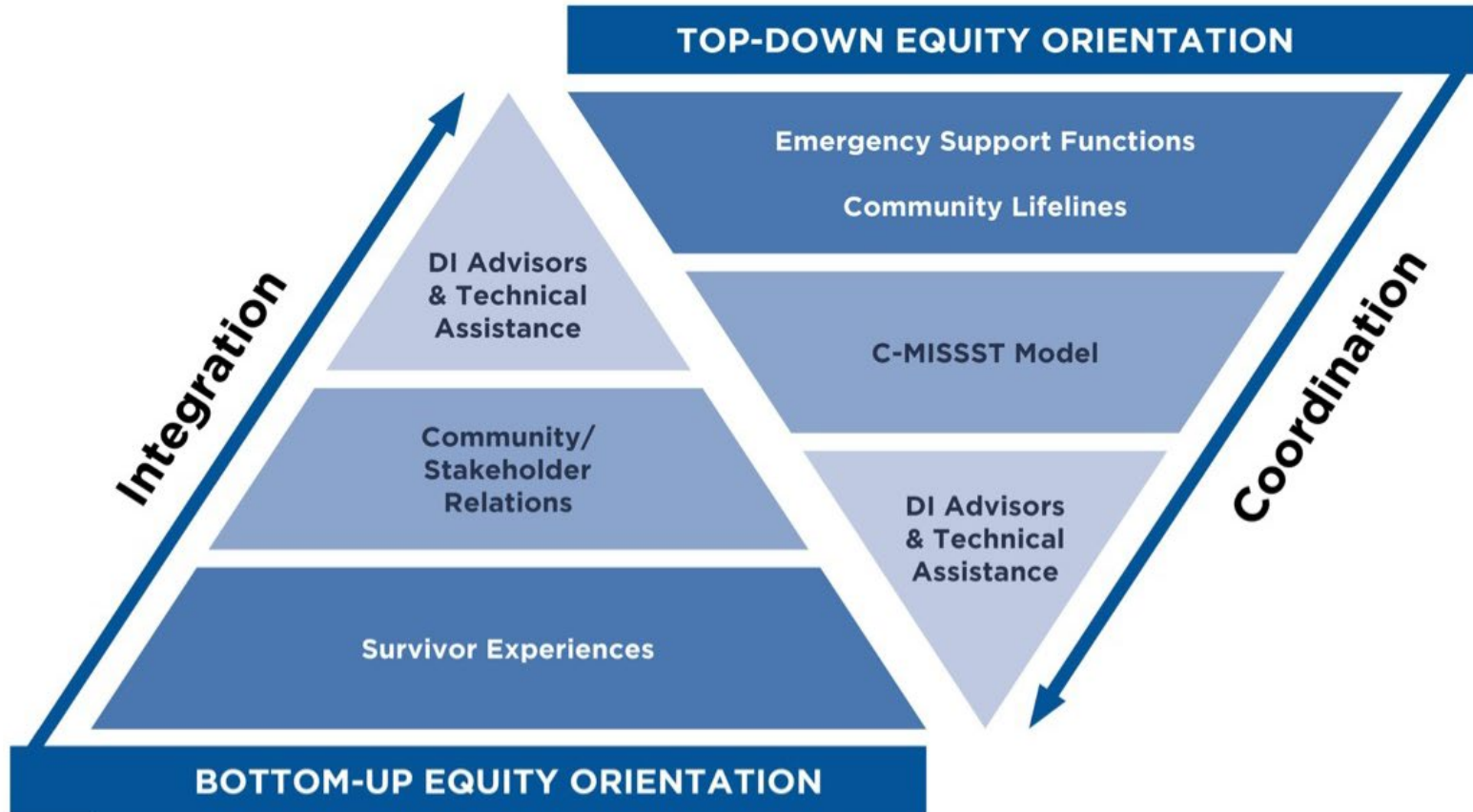


Director Gillums meeting with the executive director of Movimiento para el Alcance de Vida Independiente (MAVI) during a field visit to Ponce, Puerto Rico



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Bidirectional Equity Dynamics



Key Areas of Opportunity to Ensure Equity in the Disaster Cycle



Engage

Include people with disabilities in the design and execution of evacuation exercises, training, policies and plans.

Advocate for the resilience of national health systems.

Support the design and implementation of inclusive policies and social safety-net mechanisms, including access to community independent living programs.



Collaborate

Disseminate disability integration-related information to community-based and non-governmental disability-focused organizations.

Reduce the cost of inequity and inaccessibility measured by the duration of the disaster cycle for people with access and functional needs.

Encourage the application of universal design as a matter of building pre-disaster community resilience.

Communicate

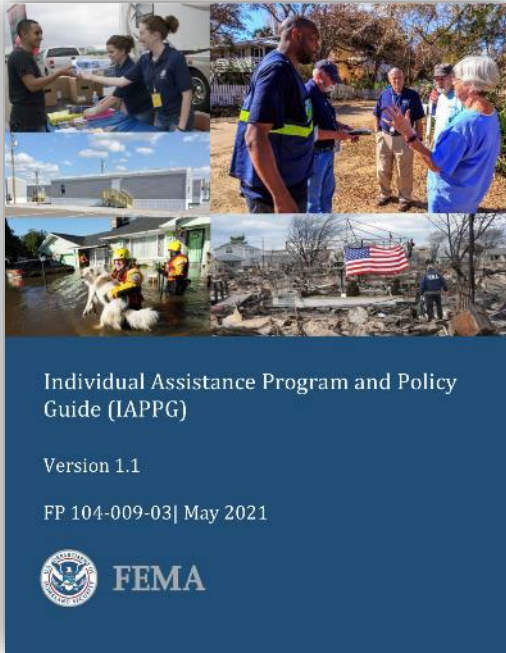
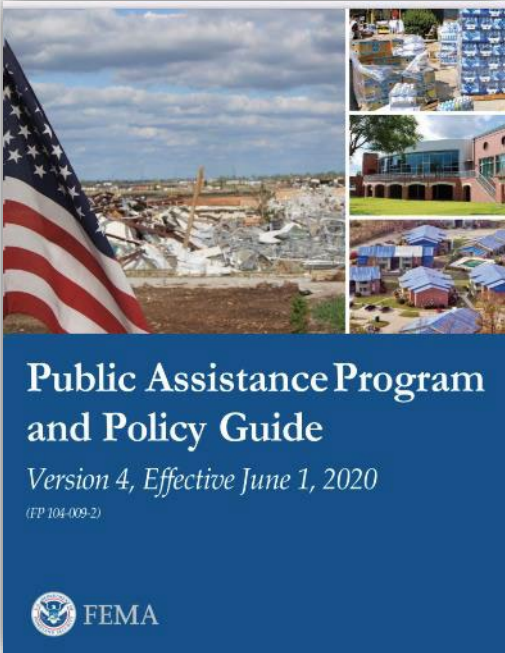
Promote the incorporation of disability integration into FEMA emergency management professional education and training.



Increase awareness agency-wide of disability integration in disaster risk, mitigation and preparedness.

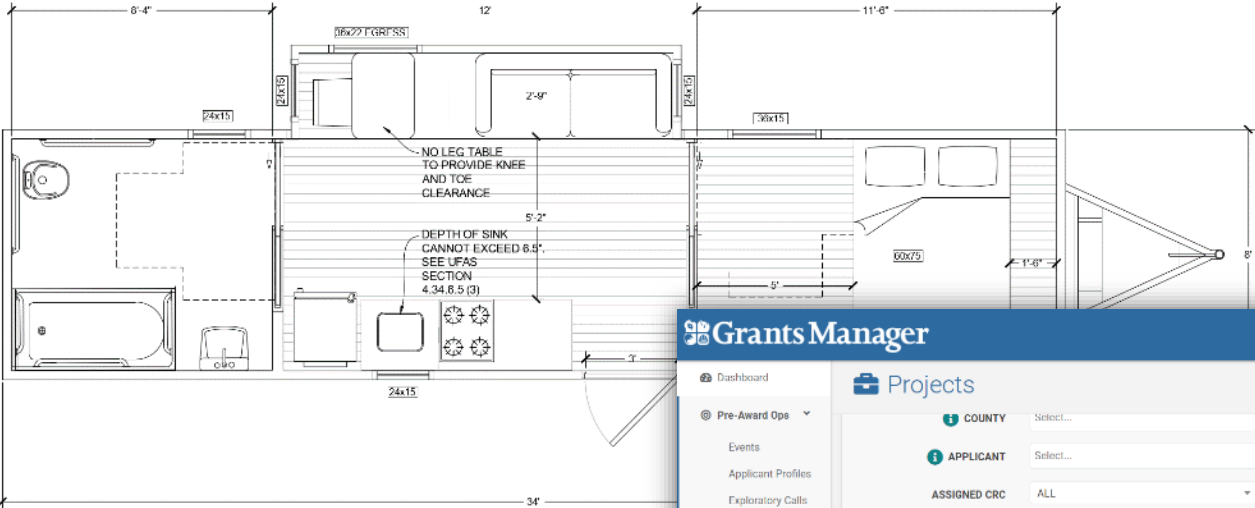
Confront the growing threat of climate change on persons whose susceptibility to mental illness, additional injury, or death is disproportionately heightened during extreme temperatures.

Key Area of Opportunity - Policy



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Key Area of Opportunity - Practice



*ADA Requirements

Grants Manager interface showing a sidebar with navigation options (Dashboard, Pre-Award Ops, Award Ops, Post-Award Ops) and a main area with filters for COUNTY, APPLICANT, ASSIGNED CRC, FIELD RESPONSIBILITY, PHASE 3 RESPONSIBILITY, ASSIGNED TO, ALSO ASSIGNED TO, and TYPE. A dropdown menu for "HAS POLICY ISSUE?" is open, showing the option "*ADA REQUIREMENTS".



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Key Area of Opportunity - Training

IS-368: Including People With Disabilities & Others With Access & Functional Needs in Disaster Operations (pending release soon)

Format: Independent study

Audience: SLTT Partners

Increases awareness and understanding of the need for full inclusion of disaster survivors and FEMA staff who are people with disabilities, and people with access and functional needs.

EL-197: Emergency Planning and Special Needs Populations (under review and transition to new LMS)

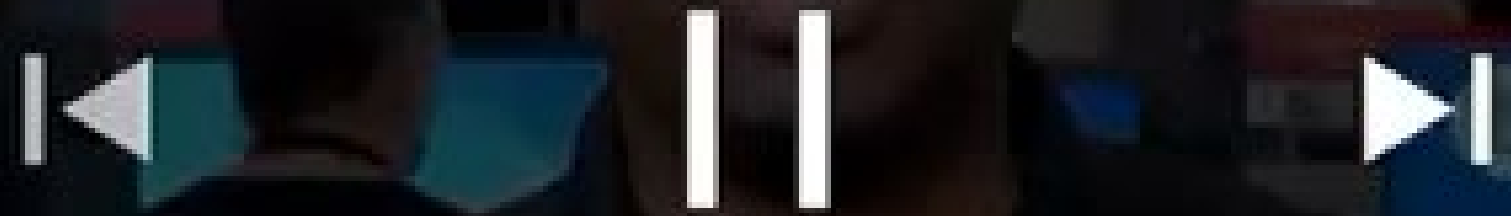
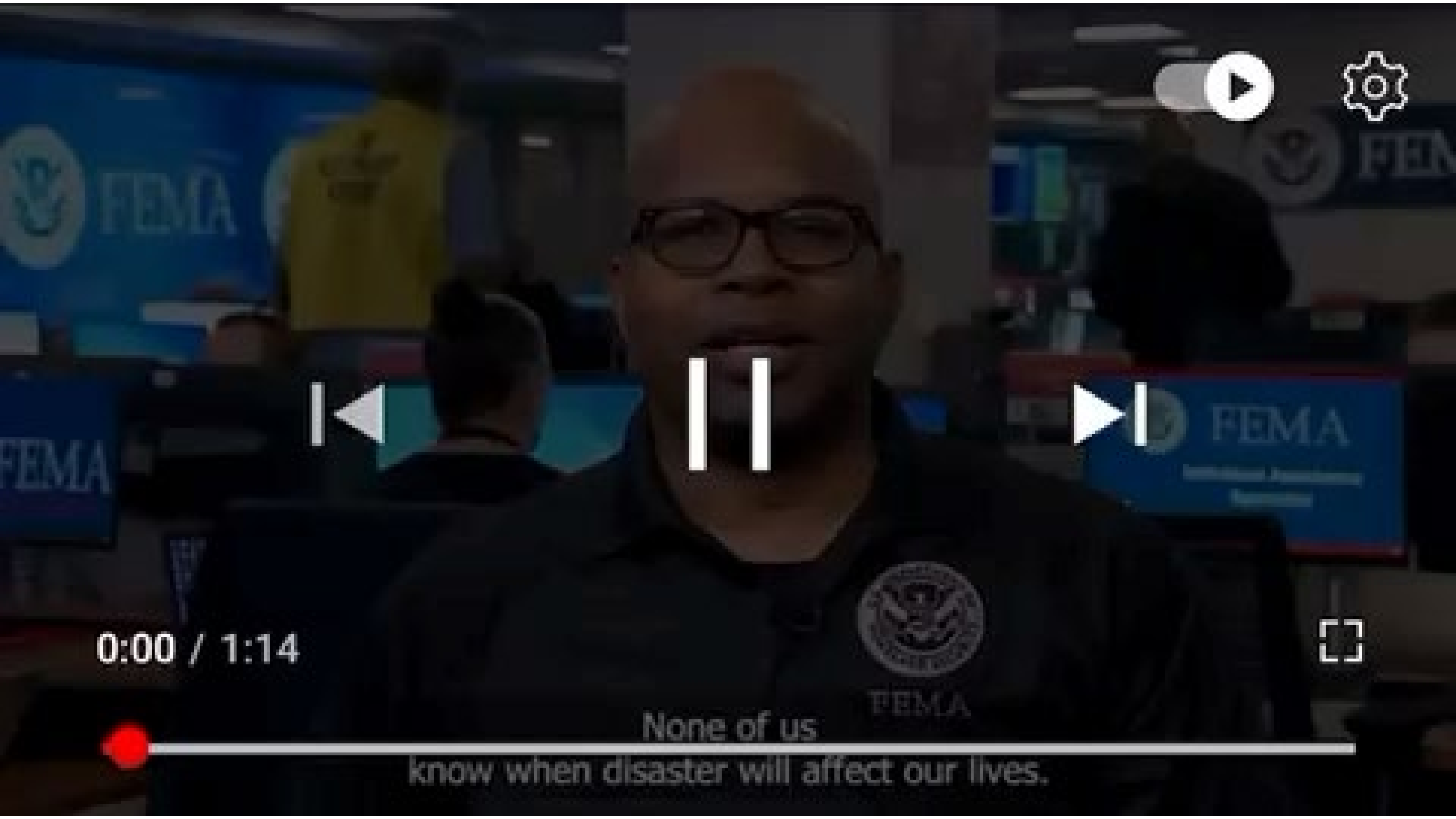
Format: Instructor led

Audience: Community Stakeholders

Provides those with responsibilities for providing emergency planning or care of seniors, people with disabilities, and/or special needs groups with the skills and knowledge they will need to prepare for, respond to, and recover from emergency situations.



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None of us

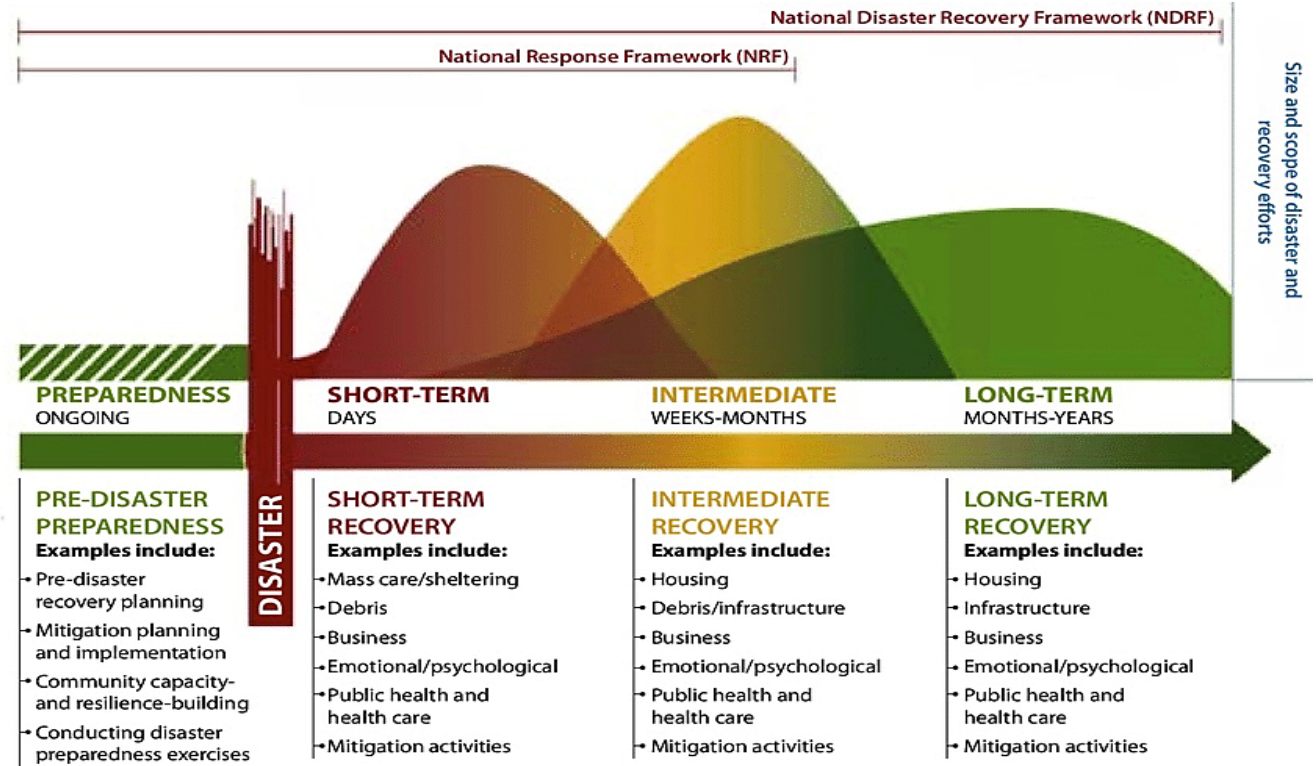
know when disaster will affect our lives.



End Goal: Shorten the Disaster Cycle for All Survivors

“Disasters do not cause inequity. Disasters reveal its omnipresence in the lived experiences of people with disabilities. For too many, disasters intensify preexisting inequity in communities and mainstream society.”

Sherman Gillums Jr., Disability Coordinator – Mar 2023



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Contact Information:

*Sherman Gillums Jr., FEMA Disability Coordinator
Director, Office of Disability Integration and Coordination
Federal Emergency Management Agency
U.S. Department of Homeland Security*

sherman.gillumsjr@fema.dhs.gov



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