All human beings are born free and equal in dignity and rights.

Integrating the Access and Functional Needs of the Whole Community Before, During and After Disasters

October 2015

FEMA
FEMA Mission

“FEMA’s mission is to support our citizens and first responders to ensure that as a nation we work together to build, sustain, and improve our capability to prepare for, protect against, respond to, recover from, and mitigate all hazards.”
“It is time children, people with disabilities or any other segment of our communities who have traditionally been underserved, to be more fully and consistently integrated into preparedness and planning efforts at every level of government.”

Craig Fugate
FEMA Administrator
FEMA Programs
Office of Disability Integration and Coordination (ODIC)

Mission Statement

The Office of Disability Integration and Coordination (ODIC) guides FEMA’s commitment to achieving universally accessible, survivor centric, fully inclusive emergency management. This requires integrating the whole community inclusive of people with disabilities, people with access and functional needs, first responders, community partners and across government to achieve program, physical, and effective communication access throughout all FEMA programs, services, activities and functions before, during, and after disasters.
Federal Laws Prohibiting Discrimination in Emergency Programs on the Basis of Disability

- Rehabilitation Act of 1973
- Americans with Disabilities Act of 1990
- Stafford Act of 1988
- Post Katrina Emergency Management Reform Act of 2006
- Fair Housing Act Amendments of 1988
- Architectural Barriers Act of 1968
- Individuals with Disabilities Education Act of 1975
- Telecommunications Act of 1996
- Twenty-first Century Communications and Video Accessibility Act of 2010
The Rehabilitation Act, Americans with Disabilities Act and other laws apply in:

- Preparation
- Training and exercises
- Notification
- Evacuation and transportation
- Sheltering
- First aid and medical services
- Temporary lodging and housing
- Transition back to the community
- Clean up
- Recovery
- Mitigation
- Other emergency- and disaster-related programs, services, and activities
Key Principles of US Disability Rights and Non-Discrimination Laws that Apply in Emergency Programs:

- Equal Access
- Physical Access
- Access to Effective Communication
- Inclusion
- Integration
- Program Modifications
- No Charge
REGIONAL DISABILITY INTEGRATION SPECIALISTS

Responsible for ensuring that the access and functional needs and requirements of individuals with disabilities are being properly included and addressed in all aspects of emergency preparedness and disaster response, recovery, and mitigation.

Marcie Roth, Director, Office of Disability Integration and Coordination
October 2015
Disability Integration Cadre
Current force strength - 70 advisors
2016 force strength - 285 Advisors
Access and Functional Needs

- Children and adults with physical, mobility, sensory, intellectual, developmental, cognitive or mental health disabilities
- Older Adults
- People with chronic or temporary health conditions
- Women in late stages of pregnancy
- People needing bariatric equipment
- People with Limited English Proficiency, low literacy or additional communication needs
- People with very low incomes
- People without access to transportation
- People experiencing homelessness
- Others
Whole Community

Individuals with Access and Functional Needs

Individuals with Disabilities
Language Influences Behavior

- “Access and functional needs” NOT “special needs”
- “Whole community” NOT “special populations”
- “Disproportionate impact” NOT “vulnerable or at-risk populations”
- “Individuals” NOT “special populations”
- Planning “with” NOT planning “for”
Promising Practices:

- Universal accessibility is “baked in” to all aspects of community development, not an afterthought or annex
- People with disabilities are “at the table” and their role is real, not tokenized
- Qualified people with disabilities serve in leadership roles
Making accommodations is reactive, whereas universal design is proactive.
NOTHING ABOUT US, WITHOUT US
Memorandum of Agreement Between FEMA and Portlight, NCIL, NDRN and PIOC:

Outlines the ways in which DHS/FEMA and national disability organizations will collaborate and develop relationships to carry out their respective responsibilities with respect to disaster mitigation, preparedness, response, and recovery operations in the event of a natural disaster, act of terrorism or man-made disaster.
Homeland Security Grants

FEMA/DHS FY 15 grant guidance “strongly encourages grantees to address how investments will provide equal access and increased effectiveness of emergency preparedness planning and response and to increase the involvement of disability inclusion experts as partners across all aspects of emergency management.”

Marcie Roth, Director, Office of Disability Integration and Coordination
October 2015
FISCAL YEAR 2015
HOMELAND SECURITY GRANT PROGRAM
SUPPLEMENTAL RESOURCE:
PEOPLE WITH DISABILITIES IN DISASTERS GUIDANCE

Examples of Allowable Use of Funds:

- Inclusive meeting practices
- Producing materials and tools
- General population shelter planning, training, equipment and supplies
- Accessible Alert, Warning and Notification systems
- Gap analysis
- Resource tracking
- Cross training
- Analysis and evaluation of potential shelter locations
- Planners
- Neighborhood leadership development
INTEGRATION AND COORDINATION

When communities integrate the access and functional needs of children and adults with and without disabilities in all phases of community-wide emergency management, they strengthen their ability to prepare for, protect against, respond to, recover from, and mitigate all hazards.

Marcie Roth, Director, Office of Disability Integration and Coordination
October 2015