



September 12, 2023 | Issue 73

Resilience Report

Brief insights and the latest innovations in emergency management and health security.

Back-to-School: Safety First



Happy back-to-school! Most K-12 students across the U.S. returned to school in August or September, and as the school year moves toward full swing, the importance of the integration between emergency management and education is spotlighted in many categories. Below, we highlight several resources, guidance, and information for our readers - whether you play a direct role in school emergency preparedness or approach the topic from the parental or community member point of view.

- **What you should know:** Schools face immense challenges with implementing emergency preparedness programs. Many are reacting to incidents of different scopes and scales constantly. There are substantial resource and funding challenges for technology, mental health support, security, etc. Turnover plagues some opportunities for continuous staff training and exercises. Coordination with the community and local government requires continuous effort. Legal and regulatory requirements need to be followed. Furthermore, internal and external incidents frequently impact schools. Addressing these challenges requires a multi-faceted

approach, which includes collaboration between school districts, emergency managers, first responders, and the community.

- **Why this matters:** Data from the [National Center for Education Statistics](#) that compares emergency planning for K-12 public schools in 2009/2010 versus 2019/2020 shows that improvements have been made in increased written procedures for various incidents. However, sizeable gaps in areas such as hostages, pandemic disease, and CBRNE threats or incidents remain. Concerns have also been raised about implementing planning efforts, both theoretically and in AARs following real-world incidents. For example, [communication and visibility gaps](#) resulting from technology challenges continue to hinder responses. In addition to grappling with [increased violence](#), K-12 schools are also dealing with false active shooter or [threat reports](#).
- **Resources you should know about:** School emergency preparedness is a complex topic. Below are just a few resources to get you started:
 - [Schoolsafety.gov](#) was launched in 2020 as a joint initiative between the U.S. Departments of Education, Health and Human Services, Homeland Security, and Justice. It distributes resources, guidance, and tools.
 - The [Readiness and Emergency Management for Schools \(REMS\) Technical Assistance Center](#) crafted EOP Interactive Tools to assist practitioners in developing EOPs that align with best practices.
 - The CDC addresses [school preparedness](#) holistically and provides suggestions for before, during, and after school emergencies.
 - The Bipartisan Safer Communities Act, signed into law in June 2022, includes the [Stronger Connections Grant Program](#), which appropriated \$1B for local education agencies - and many states are currently utilizing these funds to address "high-need" areas and priorities on the local level.
 - In California, Cal OES and the California Department of Education published a [Guide for Districts and Sites on California Emergency Management for Schools](#).

Celebrating CONSTANT

Great Place to Work Certification



Our employees have spoken!
Our company culture is amazing and our
Great Place to Work Certification™ proves it.

Source: 2023 Great Place to Work Trust Index® Survey



- CONSTANT is thrilled to announce that we have been recognized as a [Great Place to Work®](#) for the fourth year in a row!

“Achieving the Great Place To Work certification for the fourth consecutive year is a testament to our team,” said [Maggie Peters](#), CONSTANT's Director of People and Culture. “The level of collaboration they bring every day to each other, and our clients, is so evident. Our team members are highly engaged and provide actionable feedback, which has greatly contributed to our continued success.”

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Inc. 5000 Recognition



- CONSTANT is proud to join [Inc. 5000's](#) annual list of the fastest growing private companies in the U.S. as [number 2,908](#).

"We are honored to be recognized on the Inc. 5000 list," said [Michelle Constant](#), CONSTANT's Chief Executive Officer. "This recognition reflects our ability to innovate, our commitment to quality, and our knack for becoming trusted advisors to our clients. CONSTANT has been blessed with consistent year-over-year growth, which is a direct reflection of our people and our commitment to mission."

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CONSTANT Insights

CONSTANT has authored a number of informative blogs or press releases over the past month including:

- [Keep Eating the Elephant: Integrating Access and Functional Needs into Emergency Management](#), interview with Sadie Martinez - AFN Coordinator for the State of Colorado Division of Homeland Security and Emergency Management and the Access and Whole Community Inclusion Caucus Chair for the International Association of Emergency Managers (IAEM)
- [CONSTANT Supports Inclusive Evacuation Planning Guide](#) on behalf of the California Governor's Office of Emergency Services (Cal OES)
- [Navigating Catastrophic Flooding in the Era of Climate Change](#)
- [Implementing 2023 National Preparedness Month Activities](#)

In the News



Take Control in 1, 2, 3

FEMA's annual National Preparedness Month is observed in September, and this year's campaign spotlights the needs of older adults during all-hazard events. The CDC has crafted a corresponding series of [discussion-based activities](#) to assist public health departments in developing "whole community" plans that integrate the impacts of social determinants of health on health preparedness.

[Read More](#)



Hurricane Season Updates

In August, the [NOAA](#) increased its Atlantic Hurricane season prediction to 'above normal.' As forecasters track Hurricane Lee, FEMA is also monitoring its [disaster relief fund](#). Under new spending restrictions, the fund is currently being used only for critical response efforts to events like Hurricane Idalia and the Maui fires in anticipating that the current disaster environment could pose more challenges.

[Read More](#)



Fighting the Infodemic

The Center for Health Security released an analysis, published in *BMC Public Health*, that explores current strategies for infodemic management. It presents a framework, the 4 i Framework for Advancing Communication and Trust (4 i FACT) that addresses approaches at 4 levels of the model - informational, individual, interpersonal, and institutional. This analysis is meant to elevate available tools and resources.

[Read More](#)

The Fun Stuff



NFL Week 1

Sunday officially kicked off Week 1 with featured games including the Giants vs. the Cowboys, the Bills vs. the Jets, the Lions vs. the Chiefs, and more. Keep up with all the NFL 2023 action [here](#).

National Hispanic Heritage Month

Friday kicks off National Hispanic Heritage Month, a month-long celebration through October 15. Learn more about event and activities, and the history of the month of recognition [here](#).



We're Here to Support You

If you need help with disaster preparedness, COVID-19 AARs, or anything in between, send us an email at donna@constantassociates.com. We are here to help.

CONSTANT is certified as an 8(a) and Economically Disadvantaged Woman Owned Business (EDWOSB) and as a Great Place To Work. We are an Equal Opportunity Employer.

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