



December 10, 2024 | Issue 88

Resilience Report

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

Takeaways from the IAEM Conference: Meeting Community Needs



CONSTANT team members (L-R) Ali Leis, Kim Hayward Buys, and Mona Bontty attended the International Association of Emergency Managers Conference in Colorado Springs.

CONSTANT attended the International Association of Emergency Managers (IAEM) Conference last month. One of our takeaways was the continued challenges with meeting community needs given the frequency of natural disasters and equity considerations.

Natural disasters are increasing in frequency and intensity, posing significant challenges to communities worldwide. These events disproportionately impact low-income communities and marginalized groups who often lack the resources to recover. The long-term consequences of disasters can be devastating, leading to economic hardship, housing instability, and mental and behavioral health challenges being experienced by the

community. Communities with less access to resources also experience inequities during disaster response and recovery.

Reducing barriers to support, expanding access to programs, and promoting inclusivity and equity are paramount to work conducted throughout the emergency management community. As 2025 nears, here are a few research findings, tips, and resources to consider next year whilst developing, strengthening, and sustaining mitigation, preparedness, response, and recovery programs:

- **Future trends in emergency management:** Collectively, trends are redefining how communities organize, identify with local associations, and respond to emergencies, emphasizing the need for adaptive and equitable disaster management strategies. Currently, trends include ongoing population shifts into high-risk areas, such as hurricane-prone coastal regions; demographic shifts, such as the rising prevalence of chronic health conditions; the aging population, driven by the Baby Boom generation, reshaping community needs; immigration contributing to increasing ethnic and linguistic diversity of urban and suburban areas; and employment trends and emerging technologies reshaping how people commute and spend their leisure time, affecting community dynamics and preparedness efforts.
- **Studies emphasize importance of equitable initiatives:** A research finding from the [Census Bureau's Community Resilience Equity Supplement](#) links social vulnerability and income inequality, noting that 24% of people residing in counties with high income inequality are socially vulnerable to disasters. This data shows the need for systemic reinvestment in socially vulnerable communities and the need for emergency managers to prioritize those who are socially vulnerable during emergency response and recovery.
- **Strategies for bridging gaps in resources, support, and decision-making opportunities:** Addressing equity in the emergency management cycle requires integrating inclusive strategies at every stage to ensure that marginalized groups have access to resources, support, and decision-making opportunities. Across all phases, training emergency managers in cultural competence and implicit bias helps facilitate fair resource allocation, while partnerships with advocacy organizations for marginalized groups enhance inclusivity and representation. These integrated approaches promote resilience and equity, ensuring no community is left behind.
 - **Mitigation:** For mitigation, data-driven tools like the [Resilience Analysis and Planning Tool \(RAPT\)](#) help identify disparities in risk and vulnerability, enabling targeted interventions. Equity-focused hazard mitigation planning involves including diverse stakeholders to create strategies that address systemic inequities.
 - **Preparedness:** During the preparedness phase, it is vital to engage underrepresented groups in planning through partnerships with trusted community-based organizations. Multilingual outreach materials can help ensure non-English speakers receive critical preparedness information.
 - **Response:** In the response phase, equitable distribution of resources is key, prioritizing aid to high-vulnerability communities and ensuring emergency shelters are accessible for individuals with disabilities or chronic illnesses.
 - **Recovery:** Recovery efforts should empower affected communities to lead rebuilding initiatives, emphasizing equitable funding for housing and small businesses in underserved areas. Accessible mental health resources are also essential to address disaster-related trauma.

CONSTANT Announces Headquarters in Virginia to Support Growth and

Long-Term Vision

CONSTANT Announces Headquarters in Virginia

CONSTANT's New Headquarters will be located at: 1800 Diagonal Rd, Suite 600, Alexandria, VA 22314.

CONSTANT will continue to operate our Southern California office, and the combination of locations will enable us to serve clients nationwide.



CONSTANT is excited to announce the opening of its new headquarters in Alexandria, Virginia. This strategic move underscores our ongoing growth and our commitment to providing innovative solutions to federal, state, and local clients across the nation.

The new headquarters, located at 1800 Diagonal Road, Suite 600, Alexandria, VA 22314, is positioned in the heart of downtown Alexandria, providing CONSTANT with a prime location to better serve our federal clients while complementing our existing office in California. Read more about this exciting milestone on our [website](#).

Upcoming Conferences

CONSTANT continues our attendance at upcoming industry conferences! Learn more below about where CONSTANT team members will be in December. Please contact us at info@constantassociates.com should you be interested in meeting with one of our team members while attending these events.

As we wrap up our 2024 conference season, we look forward to seeing our colleagues at next year's events!

National Healthcare Coalition Preparedness Conference

National Healthcare Coalition Preparedness Conference

Ali Leis, *Portfolio Manager*, is attending the National Healthcare Coalition Preparedness Conference.

Visions of Progress: Sustainable Strategies for Emergency Preparedness and Resilience.

December 10-12
Orlando, FL



Ali Leis, CONSTANT's Health Security and Healthcare Preparedness Portfolio Manager, will be attending the [National Healthcare Coalition Preparedness Conference](#)! Should you be attending the event in Orlando beginning today, contact us to connect with Ali. We look forward to attending innovative sessions in the healthcare preparedness space.

In the News



Emergency Management Round Up

FEMA launched the [Strategic Foresight 2050 report](#), which outlines five themes representing the state of the emergency management landscape and foresighted scenarios to account for within the uncertain future. In other FEMA news, [\\$200M has been made available](#) through the Flood Mitigation Assistance grant for states impacted by

flooding incidents. Finally, last week, [a 7.0 magnitude earthquake](#) was reported off the Northern Carolina coast with tsunami warnings issued briefly. Local news assessed alert and warning tied to the event.

[Read More](#)



CISA and Partners Release Guidance and Reports

CISA, NSA, and the FBI released a [Guide for Protecting Communications Infrastructure](#) that summarizes best practices for protecting communication networks against threat actors. Last month, CISA also published [a Venue Guide for Security Considerations](#) to assist venue operators in creating secure environments. A New [Resilient Power Guidance](#) was added to the CISA Resilient Toolkit Portal. Finally, a summary report released in November summarizes 2023's top routinely exploited vulnerabilities.

[Read More](#)



Bird Flu, COVID-19, and Public Health Policy Issues

At time of writing, there are [58 confirmed human cases of H5 bird flu](#). Officials are concerned about [cases with unknown origin](#), and the implications they pose for the potential of community spread. This is further exacerbated by a [recent study](#) that suggests that a bird flu mutation could let the virus latch easily to human cells. In other public health news, a [520-page COVID-19 report](#) by a House Select Subcommittee was released after a 2 year investigation and the ASTHO unveiled five public health policy issues to watch in 2025.

[Read More](#)

The Fun Stuff



Happy Holidays!

Happy Holidays! CONSTANT is wishing the warmest thoughts and best wishes to our team members, partners, clients, and colleagues for a wonderful holiday season and a Happy New Year. We look forward to 2025!

Recognizing Human Rights Day

CONSTANT observes [Human Rights Day](#) today, December 10. This day commemorates the anniversary of the Universal Declaration of Human Rights in 1948. This year's theme is Our Rights, Our Future, Right Now.



We're Here to Support You

If you need help with disaster preparedness, infectious disease planning, or anything in between, send us an email at staff@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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