

**Important**

STATEMENT FROM THE CENTER'S STAFF, ADVISORY BOARD AND SENIOR FELLOWS

At the Center, we are listening and learning on how to be better allies for people of color. Our staff, Advisory Board and Senior Fellows acknowledge and support people of color in their ongoing desire for equality and justice. We honor the lives of individuals who have been hurt and killed by acts stemming from discrimination, racism and implicit bias. Black Lives Matter and now it is even more important to say it out loud.

We have committed to working harder to enhance diversity, inclusion and equity within our career pathway programs. We will also adhere to the Washington State Board for Community and Technical College's vision statement, which states, "Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in the service to our diverse communities."

In a letter to the Pierce College Community, Chancellor Dr. Michele Johnson states: "At Pierce College, Black Lives Matter. We recognize the immense pain that many of our Black colleagues are feeling. We reaffirm our commitment and accountability to continue relentless pursuit of equity, peace, and justice for Black communities."

Curry Mayer, the Center's Advisory Board Co-Chair emphasizes, "I am proud that we are taking positive, action-oriented steps toward addressing the inequities of systematic racism and implicit bias that have plagued our institutions and limited opportunities for faculty and students of color. We acknowledge that there is much work to be done and this is just the beginning. The HSEM program will be enhanced and improved when all people are represented and provided access and opportunities in that program."

A primary goal of the Center is to create practical ways to enhance diversity and inclusion into our all-hazard career pathways. We are collaborating and encouraging our career pathway programs (which include Criminal Justice, Homeland Security Emergency Management, Cyber Security, Fire Service, Occupational Health and Safety, and Emergency Medical Service) to expand their commitment to reach a more diverse student population, broaden curriculum to include topics such as systemic racism and implicit bias within the industries, and hire faculty of color that will help to enlarge perspectives of the programs.

PUBLICATION CREDIT

Our Team

Linda Crerar, COE HSEM Director
Kellie Hale, Managing & Communication Editor
Jasmine May, Content Production & Digital Designer
Bryan Johnson, Webmaster

Publication Contributors:

Jim Mullen, "Emergency Management Once Removed" Blog
Education Institute Senior Fellows

Contact us:

Phone: (253) 912-3689
Address: 9401 Farwest Drive S.W.,
Lakewood, WA 98498-1999

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GOALS:

- Promote, support and disseminate research regarding diversity and inclusion in Emergency Management.
- Cultivate women and people of color as emergency management leaders.
- Build resilience in communities of color by supporting innovative mitigation and adaptation projects.
- Highlight innovative diversity and inclusion practices enhancing community resilience.
- Increase the number of women and people of color within the emergency management profession.
- Promote efforts to integrate social equity within emergency management to improve outcomes for communities of color and vulnerable populations.
- Diversify participation in the resilience and emergency management economy

Leaders Helping Veterans to Successful Civilian Employment Transitions: An Interview with Center’s Advisory Board Member, Steve Vincent, PMP

By Linda Crerar

There is an increased demand in all sectors of the community for professionals, who understand the complex nature of Public Safety, Security and Emergency Management. Combined with an aging workforce at or near retirement, the demand has dramatically increased the need to prepare students to enter these fields. Washington State companies and organization are seeking now more than ever employees in the security industry, law enforcement, emergency communications, and public health care professionals with emergency and disaster management experience. Our military population is a key source of talent to meet these demands. However, the current approach to transitioning military to these professions fails to fully leverage their experience and education and lacks consistency.

The Center, with leadership from its Advisory Board Members such as Steve Vincent, got actively involved in helping educate employers and Veterans to facilitate successful transitions to civilian jobs. The Center produced a guide that provides a crosswalk based on the skill level and experience of the veteran to determine what certification, licenses and credentials would be utilized by civilian employers.

Steve is a retired veteran who served 25 years in the Navy before making his own transition to civilian employment, He shared with us his personal journey going through his own transition process in an interview with me. Steve shared about the importance of telling his story and in hope that it will help other military members going through transition. Steve provides great insights and stories about volunteer work with the veteran community.



“We looked at how we educate employers and veterans on the pathways that they can take. It really was a grass roots volunteer effort.”

Steve said his experience as a mentor working with Hire Our Heroes and the Washington State Veteran Employee’s Resource Groups (VERGs), which was set up through an executive order from Governor Inslee. According to VERG, its purpose is “to help integrate the experience, values, and knowledge of both veterans and service members in state employment. This Employee Resource Group supports former and active military personnel and their families through a system of comprehensive activities and developmental opportunities.”

There was a massive career fair as part of Gov. Inslee’s executive order that created a Washington State Transition Council. This Council was co-chaired by the JBLM Base Commander and the Director of Veteran’s Affairs and was focused on how we bring the private sector, Department of Defense (DOD) and the state agencies together on solving common problems and reducing barriers.

“I worked for several years in a volunteer capacity with one of the subgroups on technical education and apprenticeships with educators from the community colleges and staff from the State Board for Community and Technical Colleges (SBCTC),” Steve informed Linda and continued with, “We looked at how we educate employers and veterans on the pathways that they can take. It really was a grass roots volunteer effort.”

Over the course of three years, Steve worked with the VERGs and the Transition Council organizing and attending transition summits and career fairs held at Joint Base Lewis McCord. Steve said, “Having a table at the career fair was not always the best use of time so what I would do is typically stand in the middle of an aisle and just look at faces and you could see the faces of the people that were trying to figure out what to do? I would work with folks that were feeling lost or overwhelmed by how to get into the private civilian company’s and do a warm handoff to the companies.”

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Steve also mentioned, "I would have companies who would listen to me talking to people and they told me they realized that they were missing out on some talent because they were not asking the right questions. There is a great talent base in those veterans who are leaving active duty and about half stay here in Washington State and it is important for employers to tap into them and talk their language." He went on to explain how, "There are a whole lot of jobs in the military that match up with what civilian employers need in the private sector and it is important to help both employer and veteran match up their knowledge, skills, abilities and certifications so they are better set up for transitions."

It was a pleasure talking with Steve about the importance of supporting of veterans in their transitions to civilian careers and reminded of his problem-solving aptitude.

Listening skills and passion and focus for helping people successfully resolve their challenges. Steve has been a Member of the Center's Advisory Board for over five (5) years and has always delivered on his commitments with professionalism, integrity and accountability.

To view Steve's interview and read the transcript, click here: <https://soundcloud.com/user-851177719/interview-with-steve-vincent>

To read Steve's article from the U.S. Naval Institute Proceedings, click here: http://www.coehsem.com/wp-content/uploads/2020/06/LF-Vincent-May20_copyright.pdf

Visit our website for the Guide to Establishing Military Pathways: Public Safety, Security, and Emergency Management



CONGRATULATIONS GRADUATES OF 2020

By Kellie Hale

Being in a graduating class for 2020 has been a tumultuous time. None of us expected the current events to such a huge impact on our daily routines or scheduled plans (e.g. graduation ceremonies). I am a part of the graduating class of 2020 at Excelsior College where I obtained a Bachelor's of Science degree in Business. I had originally planned to attend the commencement ceremony in Albany, New York to celebrate with my fellow students. Unfortunately, with COVID-19 still not under control, the College had to forgo the face-to-face graduation ceremony for a virtual commencement ceremony.

Like other graduates of 2020, our commencement/graduation ceremonies have been hijacked thanks to COVID-19. Who I really feel upset for are the first time graduates, whether it be high school or college, not being able to

down their caps and gowns and walk in the ceremony. Getting the chance to partake in the traditions of graduation is a rite of passage for some people.

However, we cannot allow current events such as a pandemic to downplay our achievements. Remember, you did it! You graduated! All of your hard work and stress resulted in you achieving the final outcome: a diploma, a certificate, or a degree. That is something to be proud of and to celebrate.

Despite disruptions now becoming our new normal that does not mean it has to stop us from enjoying our accomplishments and celebrating milestones.

To the Class of 2020, I salute you and may you never stop inspiring to achieve your goals.

Take care of yourselves and continue to dream big.



RISING STAR AWARD

For outstanding accomplishments and extraordinary contributions to the Center

The Center has always been focused on student success and helping people to positively change the trajectory of their lives. Each year, the Center recognizes outstanding award winners with its Rising Star Award. Winners are honored for their accomplishments and contributions to the Center and industry sector.

Check out our video to learn more about the Rising Star Award!

If you know someone who is a Rising Star, nominate them starting in July 2020. Please stay tuned for more details on the nomination process, which will be released through our Constant Contact mailing list in the upcoming weeks.

<https://www.youtube.com/watch?v=5sptNkryNxw&t=3s>

JAMYE WISECUP SCHOLARSHIP



When Jamye passed away last year, it was a shock to everyone she knew. Her presence within her community is sorely missed. To honor Jamye's memory, the Center will be working with Peninsula College Foundation to establish the Jamye Wisecup Memorial Scholarship/Program Endowment through the College's Foundation.

We hope you enjoy viewing our video about the Jamye Wisecup Scholarship with special guest features from Sheriff Bill Benedict and Undersheriff Ron Cameron from Clallam County, along with Alec Risk, Campus Security Officer from Peninsula College.

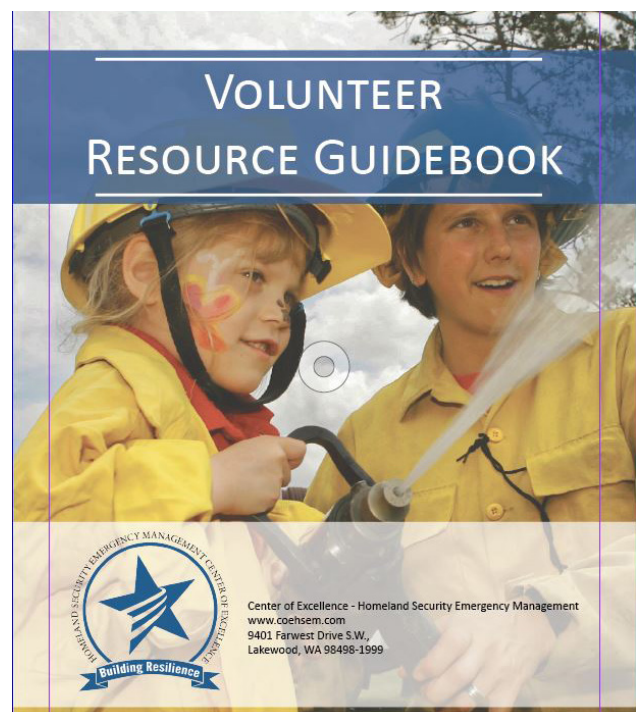
<https://www.youtube.com/watch?v=NWoNREGjsOc&t=4s>

VOLUNTEER RESOURCE GUIDEBOOK

The Center will be creating a Washington State Volunteer Resource Guidebook, which will include organizations where citizens can volunteer. Many young people finish college successfully only to find that their resume doesn't have everything they need to land a job in their field. New graduates are advised to remember that their volunteer experience is a great thing to include when building their resume. People who volunteer and/or intern should remember that unpaid work is a valid and helpful thing to exhibit as part of their work experience history. Volunteers are advised to think about what specific list of qualities applies to their history of experience and then gear it towards the field that they are hoping to go into. Someone who is volunteering in their career pathway to gain experience can document their volunteer hours both in long-term weekly volunteer commitments which count more like a part-time job as well as projects over a period of time which could be counted more as an internship.

The ultimate goal has always been, and will always be, to provide great experiences to volunteers and affect the community in an organized and efficient way.

Organizations that have successful advantage trends, utilize technology and adjust to changes have the best chance of recruiting volunteers, retraining them, making a bigger impact and positively touching the bottom line.



This guidebook will help potential volunteers be able to look for amazing volunteer opportunities across the state.

Visit: <http://www.coehsem.com/wp-content/uploads/2020/06/Volunteer-Resource-Guidebook-1.pdf>