



Confluence serves as an intersection where we share events, interests, and important information about our Center and the state’s all-hazard emergency management pathway programs.

January 2020 / EDITION / VOL. 16



In Memory of Denise Yochum – Retired President of Pierce College Fort Steilacoom

It is with deep sorrow that Chancellor Michele Johnson shared the news that our beloved friend and colleague Denise Yochum passed away early in the morning on Jan. 13 after a long, courageous battle with cancer.

Denise served as president at Pierce College Fort Steilacoom for 13 years, retiring last January. Denise’s commitment to student success and her dedicated service to the college was exemplary. She has also been an active and beloved member in the local community, a state leader, and was a shining example of leadership that was grounded in integrity, skill, and courage.

During her time with us, Denise led the college through a number of large-scale construction and renovation projects, including a new science and math building (with an interactive Science Dome), and improved classroom and student services spaces for student success. She also played an integral role in helping the college make remarkable strides in closing equity gaps for all students, doubling graduation rates between 2010 and 2018.

Denise’s thoughtful, caring, outgoing personality and sharp mind has endeared her to us now and long into the future, Dr. Johnson said. Her spirit and energy will forever be present at Pierce College.

She will be greatly missed by the college community and by many who were fortunate enough to call her a friend.

Denise is survived by her husband Eric, sons Eric and Kyle, five grandchildren, and a large extended family. A memorial service will be held at Pierce College Fort Steilacoom in the Cascade Building’s Performance Lounge on **Sunday, February 9 at 1:00 pm.**



FEATURED

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3 | Institute for Diversity and Inclusion in Emergency Management

3 | Professional Technical Program Clusters Enrolled State Enrollments

4 | Interview with Joseph Dilley about Fire Service Leadership Management programs

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Diversity in Emergency Management: How it needs to become the New Normal

By: Kellie Hale

When it comes to incorporating diversity in any career field, there is always that one person who says, “Just do a good job people. It doesn’t matter if you are boy, girl, man, woman, white, black or purple.” Well, as far as I know, there are no purple people. Diversity should not be viewed as a “feel good” word and it means more than how someone looks.

What does the term diversity actually mean? Diversity incorporates acceptance and respect, along with understanding that individuals are unique and recognizing those individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. Therefore, when someone says, “Always appoint the best worker to the position; if they’re all women, fine; if they’re all white men, fine; if they’re all black, fine” is clearly missing the point of diversity and inclusion.

How will the emergency management field be expected to grow and become more inclusive if it does not help to open doors for those representing different communities? Vilma Milmo, the Senior Policy Advisory for Emergency Management Institute (EMI) stated, “Emergency management will never meet the mission without diversity. True Diversity – in all forms, is not just a snapshot of individuals from various backgrounds co-existing and contributing in any organization, but rather the opportunity for active engagement with varying ideas, approaches, and solutions to problems. This is a complex field and we need the greatest collaboration possible to face and address these problems. We make significant improvements in the lives of people every day and we need to be able to relate to our diverse communities.” However, diversity is more than merely acknowledging and tolerating the differences of individuals. Diversity is a conscious practice involves recognizing how personal, cultural, and institutionalized discrimination/racism will create and sustain privileges for a certain subgroup of people while continuing to create and sustain disadvantages for others. A way to battle those adversaries to diversity is build strong alliances across different subgroups to work together in eliminating personal, cultural, and institutionalized discrimination/racism.

Women, people of color, low-income and/or rural communities, under-represented groups, disables populations, and other marginalized people are the ones who will suffer the most as natural disasters increase and become extreme. Emergency Managers have a tendency to enact policies, programs, and decisions that often leave out the participation and considerations of vulnerable populations.

Career Pathways

Criminal Justice
The Criminal Justice pathway includes the processes and interactions that occur between the police, courts, and correctional services. Whether it's the police that keep our streets and families safe, the advocates protecting the rights of victims, or the corrections officers that monitor our jails and prisons, public safety is greatly impacted by these brave professionals.

Fire Services
Fire service professionals face a diverse and complex environment, including fire protection, fire prevention planning, fire education, emergency preparedness, coordination, resource economics. The duties of the firefighter include extinguishing and controlling fires, performing rescue and evacuation work incidental to fire control, and aiding in response to accidents, natural disasters, and other incidents where human lives are threatened.

Cybersecurity
Those who pursue the Cyber Security pathway will develop and use the skills necessary to detect, document, and counter virtual security threats. This will be done through the use of various programs, networks and systems to safeguard information and keep the United States' security edge sharp.

Occupational Health and Safety
Occupational Safety and Health professionals work to prevent accidents and health hazards to workers, the community, and the environment. They are responsible for the compliance with state and federal regulations regarding workplace safety. They collect data on safety and health conditions, monitor and measure hazards, and make recommendations that help prevent harm to workers, property, the environment, and the general public. They also respond to emergency preparedness and homeland security issues.

Emergency Medical and Health Services
The pathway of Emergency Medical and Health Services deals largely with the performance of basic life-saving skills which include: control of bleeding, stabilizing fractures, providing oxygen and other necessities to avoid the development or progression of shock, as well as transportation to the emergency room.

Homeland Security Emergency Management
Homeland Security Emergency Management individuals are ready to respond to a natural disaster, public health threat, manmade and technological disasters, and other emergency situations. They coordinate disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures.

Institute for Diversity and Inclusion in Emergency Management



The Institute for Diversity and Inclusion in Emergency Management (I-DIEM) is a global non-profit group that was established to affect people’s lives in a positive way by integrating social equity values into all aspects of the emergency management enterprise. Its mission is to serve as a resource and advocate for diversity and inclusion in Emergency Management.

Diversity + Inclusion = Resilience is I-DIEM’s vision when it comes enhancing global and community resilience and improving the outcomes of emergency management through leveraging diversity, inclusion and equity.

Per its website, one of I-DIEM’s goals in action includes:

- Educate and train the emergency management enterprise on diversity, inclusion and equity issues as it relates to women, people of color, people with disabilities, LGBTQ, various religious beliefs, low-income, disadvantaged communities, and other underrepresented groups within each phase of emergency management.

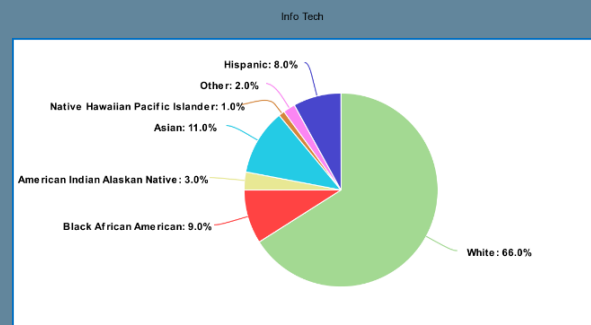
I-DIEM is a great resource for emergency managers and other public service representatives on how to best go about incorporating more diversity and inclusion in its best practices and everyday activities.

Sources:

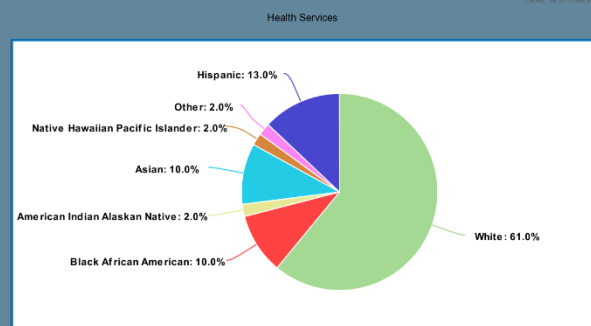
- <https://i-diem.org/>
- <https://www.fema.gov/blog/2016-03-18/diversity-emergency-management-and-new-normal>
- <http://www.qcc.cuny.edu/diversity/definition.html>

PROFESSIONAL TECHNICAL PROGRAM CLUSTERS ENROLLED FALL 2013 STATE ENROLLMENTS

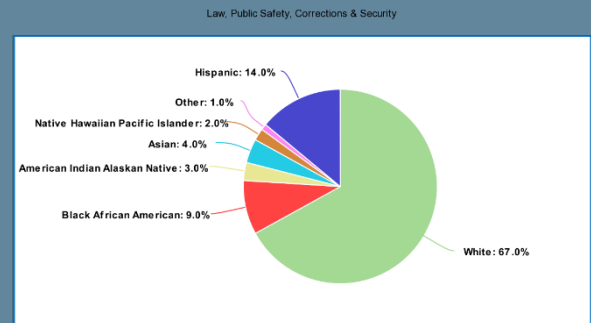
The States’ Career Clusters Initiative clusters programs into career groupings. These graphs shows each race and ethnic group’s share of all professional technical students and then their share of each career cluster category.



White Black African American American Indian Alaskan Native Asian Native Hawaiian Pacific Islander Other Hispanic



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<https://www.sbctc.edu/colleges-staff/research/reports/students-color-research.aspx>



JOSEPH DILLEY, DPA

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Dr. Dilley was appointed the Program Coordinator and Assistant Professor for the Fire Services and Leadership Management (FSLM) Bachelor's and Associate's degree programs at Pierce College. His experience is quite diverse; he has served as Assistant Chief/Captain/ Health and Safety Officer/ Training Officer for McNeil Island Fire Department. He is also a combat veteran, having served in both the Air Force and Army, and has worked in emergency services in a wide variety of roles including wildland firefighting, airport rescue and firefighting, emergency medical services, and structural firefighting for over 16 years -- ultimately obtaining the rank of Captain.

Interview with Joseph Dilley

Where do you see the degree programs going in the next 3-5 years?

I am hopeful that in the next 3 to 5 years our FSLM (BAS & AAS-T) degree programs will be the premier programs for fire service higher education in the Pacific Northwest. These programs are working diligently to become the standard in leadership and management education. We are also working to develop partnerships throughout the fire service and higher education institutions while continuing to build upon our current partnerships within the fire service. We are working closely with our advisory committee to gain valuable input on the direction of our program.

Technology – how has technology changed the way you are teaching and what are the challenges?

The world that is the fire service is one of ever evolving technology in all aspects. The transition to online instructing and education is the next evolutionary step from grounded courses. This is the first quarter of the BAS program and we are attempting to challenge our teaching styles by adding additional technologies within our classroom. An example would be the video software, Zoom. This allows students to have real world discussions. There were new master course shells developed to enhance student outcomes, module's materials and assignments understandable. The use of videos will stimulate a deeper understanding of the materials while enhancing the critical thinking of our students.

Online classes: how do you make it effective so students retain and understand learnings (e.g. applied learning)?

The online model of education has offered an opportunity for fire service personnel to obtain valuable academic education, where the opportunity otherwise would have been limited due to their ever changing and unconventional schedules. The FSLM programs offer these students this opportunity of online education from a highly regarded local college. Formal academic education is becoming the standard for leadership position within the fire service, whereas in the past it was not normally utilized for leadership position qualifications in the certification dominated world of the fire service. Online course design is critical for instructors to fulfil the obligations set forth by the fire service standard of education, known as Fire Emergency Service Higher Education (FESHE).

I have firsthand knowledge of how difficult online learning can be for students. Because of this, I am adding different methods that have not been utilized within the FSLM program. Having different delivery methods will increase peer to peer interaction. Building an online environment more like a classroom. Improving the communication skills of the students. Other methods were implemented this quarter, such as weekly quizzes and writing assignments to assess the critical thinking skills and learning objectives of the course of the student. In future classes there will be a component of group projects and students become the instructor for the week within these groups.

What are the benefits to obtaining a BAS degree in FSML and how can it advance someone's career?

The fire service, along with emergency services is moving towards having formal education with certifications to progress through the career field. Depending on the size of the department, a bachelor's degree is either preferred or required to apply for a position as a fire chief. In larger fire departments, a master's degree is required to apply for the position of fire chief. Pierce developed the BAS to build knowledge, give confidence and develop the next leaders of the fire service which can be the one of the first steps in your career progression.