

CoE-HSEM: Strategic Planning Survey Response Summary

Question	Board Member Response	Senior Fellow Response
<p>1. Think about the last two years of the Center of Excellence’s success. What is working?</p>	<ul style="list-style-type: none"> • Passionate • Knowledgeable leadership • Effective marketing efforts • Newsletter is helpful when it comes to gaining knowledge about the Center’s activities/projects and outreach • Diverse and broad Advisory Board • Help with the launch of the HSEM Bachelors of Applied Science degree. Very impactful • Comprehensive work plans with important initiatives • Work to normalize the Criminal Justice offerings statewide 	<ul style="list-style-type: none"> • Good communication • Recognition and respect • Mission orientation • Public outreach • Excellent engagement with stakeholders • Great staff, vision, and work
<p>2. Diversity, Inclusion, and Equity, with a focus on understanding implicit bias in our communication and programming, is now a required part of our operations. What does Diversity, Inclusion, and Equity mean to you? What about implicit bias? How do you see us incorporating it into the Center’s planning and work?</p>	<ul style="list-style-type: none"> • As a community, we still have a long way to go in addressing these issues properly • People are still judged and impacted by the color of their skin • Easier to have these conversations • Inclusion means we do not deny any voice and listen. • Engage and encourage outreach • The Center can serve as that mode connecting the conversation with people • Reaching out to all who have an interest in what the programs have to offer • Including volunteer segments is extremely important and often overlooked 	<ul style="list-style-type: none"> • Common respect, dignity, and cooperation. • Nature of CoE programming is open and inclusive to all • Implicit bias comes from deeper within the subconscious • Shortcomings for diverse populations are repeatedly identified during emergency disasters • Issues still not addressed well in HSEM programs • Making sure everyone has access to resources is the key • Education about various types of communication that may inadvertently be hurtful is essential • An advisory committee to look at these issues is a key • The rush to “do something” quickly, negatively impacts diversity, inclusion, and equity

	<ul style="list-style-type: none"> • By recognizing implicit bias that each of us have, we can break them down or we can assist other overcoming their hurdles • Training and self-reflection • Look at current industry trends to make sure the Center is attempting to represent the full potential of the workforce • Taking the time to really look at verbiage used what groups we are targeting when it comes to outreach and marketing 	<ul style="list-style-type: none"> • Even with contingency planning, there are emergencies and disasters that have issues that do not necessarily fit the parameters of what we have set in place for diversity, inclusion and equity. • Continual work on better planning and communication must take place • The Center can show examples on how bias will lead to failure
<p>3. What’s changed with the Covid-19 virus? What do you think the impact will be on the Center’s operations and the Homeland Security / Emergency Management fields?</p>	<ul style="list-style-type: none"> • Provides opportunity and openness to better develop virtual connection • The Center can stand as an experienced leader already familiar with the utility and application of each way of conducting outreach, inclusion, and education • COVID-19 exposed the gap in training and preparedness • Learning how to manage a virtual Emergency Operations Center (EOC) • The COVID-19 response showed how broad emergency management can range • COVID-19 has given new meaning to emergency response 	<ul style="list-style-type: none"> • The switch to online/virtual meetings • Too soon to predict with accuracy • Bound to be more respect for coordinated preparedness and response industry, and a greater interest for entering the industry • Far more worried about the Cascadia earthquake • More aware of the domino effect in crisis and emergencies thanks to COVID-19 • Planning needs to be broaden to incorporate that thinking. • One of the biggest issues of COVID-19 is related Continuity of Operations Planning (COOP). • Cross training is a necessity
<p>4. What other future trends, not related to COVID-19, does the Center need to be aware of in terms of education and</p>	<ul style="list-style-type: none"> • International awareness is a key gap-disaster know boundary locally or globally. Evolution towards a global community 	<ul style="list-style-type: none"> • The Internet of Things (IOT) will become far more integrated and include sensors for all sorts of chemical, biological and related alerts

<p>careers in emergency management, such as artificial intelligence and automation?</p>	<ul style="list-style-type: none"> • Understanding the flexibility of emergency management is key to the student’s success 	<ul style="list-style-type: none"> • Need to stay on the cutting edge with technology • We need to remain cognizant of the inherent dangers or our reliance on technology • A focus on sustainable response, rather than being enamored with heroic response • Virtual learning tools and cyber security will continue to be high demand fields • AI could help with strategies and goals • Automation could dispatch needed resources following preset metrics • Having good competent trained people in the key positions will go a long way at mitigating poor decisions
<p>5. In your role as a Board member, what do you want and/or need to ensure you can fulfill your role and have a powerful positive experience? What do you think the board, as a whole, needs?</p>	<ul style="list-style-type: none"> • Understanding clearly what the Center needs from its Board members. • Are there identified needs we can serve for the Center? • Leadership and commitment by all of us • Understanding how I can give to or share with the Board • Connect with the college professors and serve as a mentor for students or as a source for activities and research • Not sure what the Board needs • How can I contribute better? 	<ul style="list-style-type: none"> • As a Senior Fellow, I would simply like to have the opportunity to contribute more • Continued communication and input