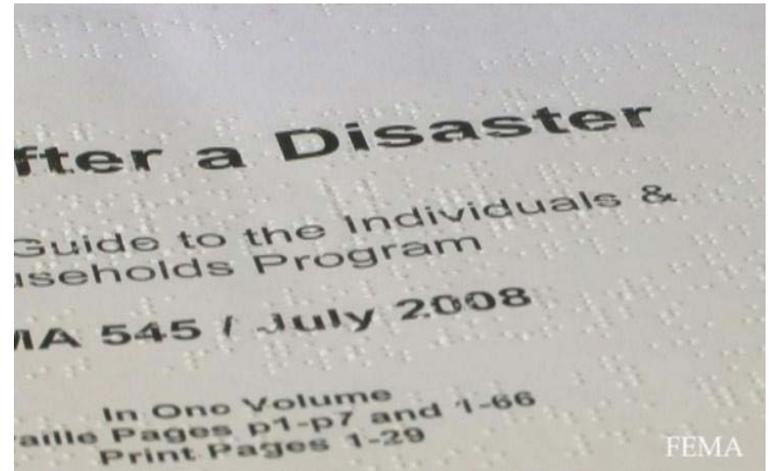


# Disability Inclusive Emergency Management

## Understanding the preparedness, response and recovery needs of the whole community

March, 2013



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**Benilda Caixeta**  
**July 31, 1954 – August 29, 2005**

**Unable to evacuate before or during hurricane Katrina, Benilda told me the water was rushing into her home just before her phone went dead. Her body and her wheelchair were found floating inside her home several days later.**



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*“FEMA’s mission is to support our citizens and first responders to ensure that as a nation we work together to build, sustain, and improve our capacity to prepare for, protect against, respond to, recover from, and mitigate all hazards.”*



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# FEMA's Role in a Disaster

- Always in support of the State
- Always by request
- Domestic



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“It is time children, people with disabilities or any other segment of our communities who have traditionally been underserved, to be more fully and consistently integrated into preparedness and planning efforts at every level of government.”

“My experience tells me if we wait and plan for people with disabilities after we write the basic plan, we fail.”

Craig Fugate,  
FEMA Administrator



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“We don’t plan for easy in FEMA ... we plan for real.”

Administrator Fugate  
March 2010

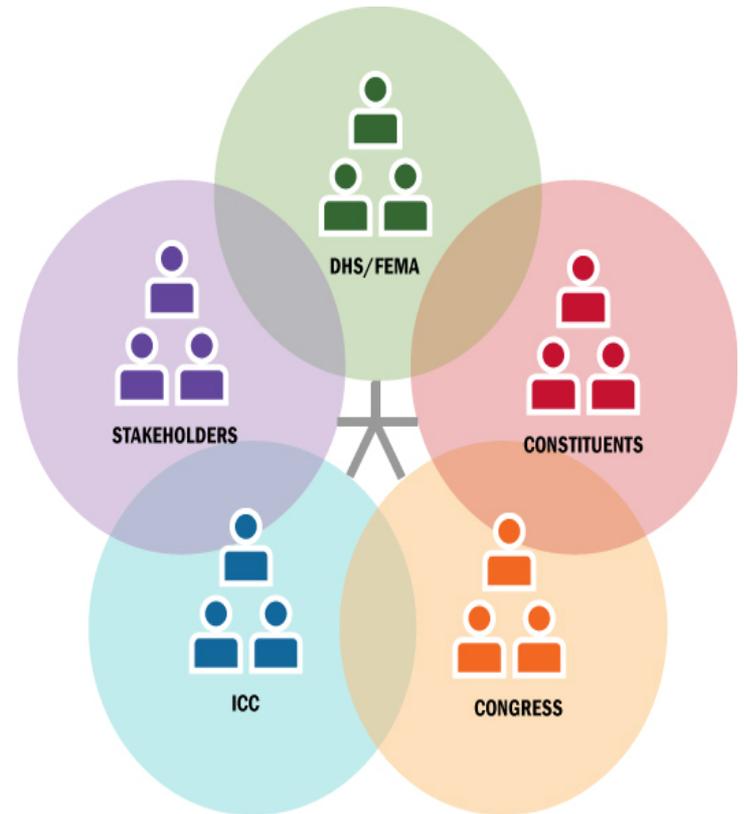


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# Office of Disability Integration and Coordination

## Mission Statement

Provide guidance, tools, methods and strategies to integrate and coordinate emergency management inclusive of individuals with access and functional needs, In accordance with Federal civil rights laws and regulations.



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# REGIONAL DISABILITY INTEGRATION SPECIALISTS



Responsible for ensuring that the access and functional needs and requirements of individuals with disabilities are being properly included and addressed in all aspects of emergency preparedness and disaster response, recovery, and mitigation.



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# National Preparedness Goal:

A secure and resilient Nation with the capabilities required across the whole community to prevent, protect against, mitigate, respond to, and recover from the threats and hazards that pose the greatest risk.



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National preparedness is the shared responsibility of our whole community. Every member contributes, including individuals, communities, the private and nonprofit sectors, faith-based organizations, and Federal, state, and local governments.



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# Whole Community:

Participation of the whole community requires:

- equal access to preparedness activities and programs without discrimination
- meeting the access and functional needs of all individuals
- consistent and active engagement and involvement in all aspects of planning.



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# Definition of Disability

- A physical or mental impairment that substantially limits one or more major life activities of such individual;
- A record of such an impairment; or
- Being regarded as having such an impairment
- This does not apply to impairments that are transitory and minor. A transitory impairment is an impairment with an actual or expected duration of 6 months or less.



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# Definition of Disability

## Major life activities:

- Include but are not limited to, caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

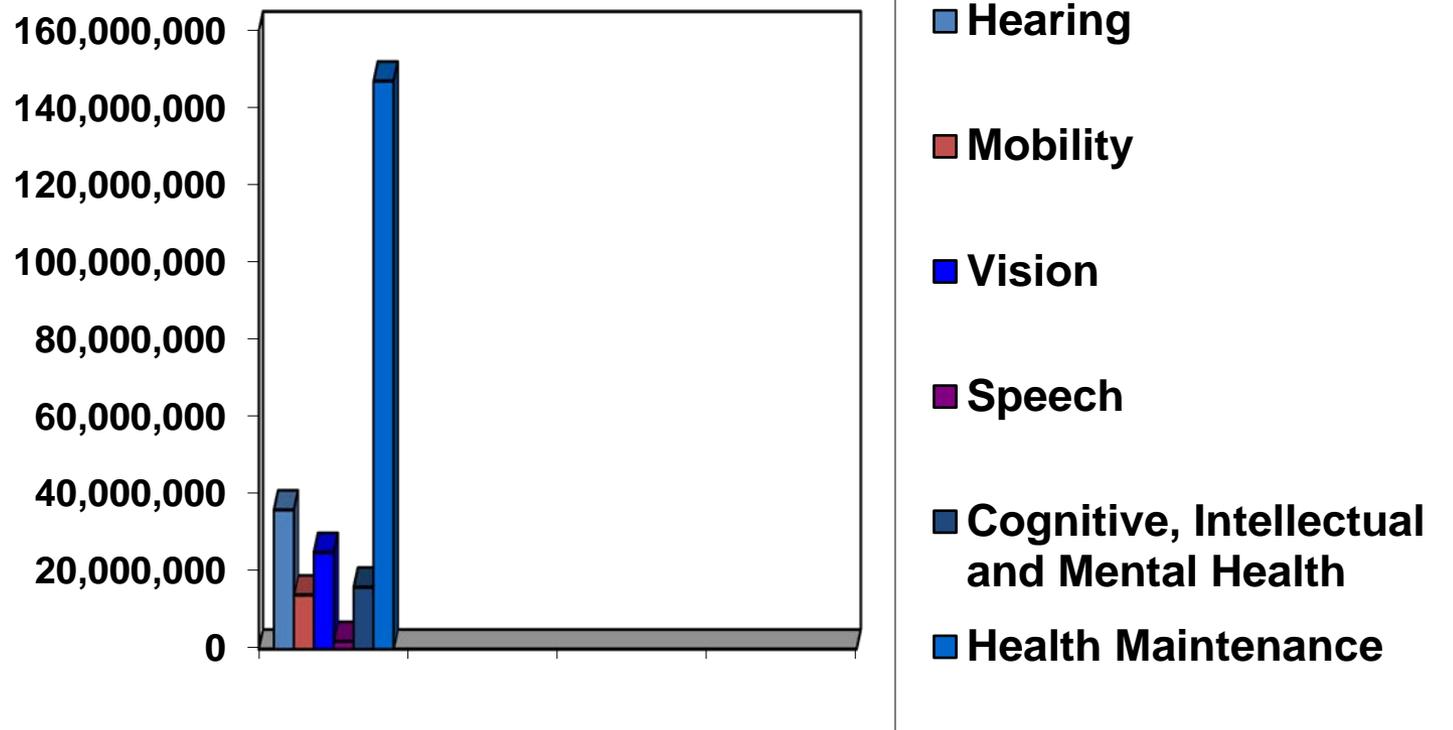
## Major bodily functions :

- Include but not limited to, functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive functions.



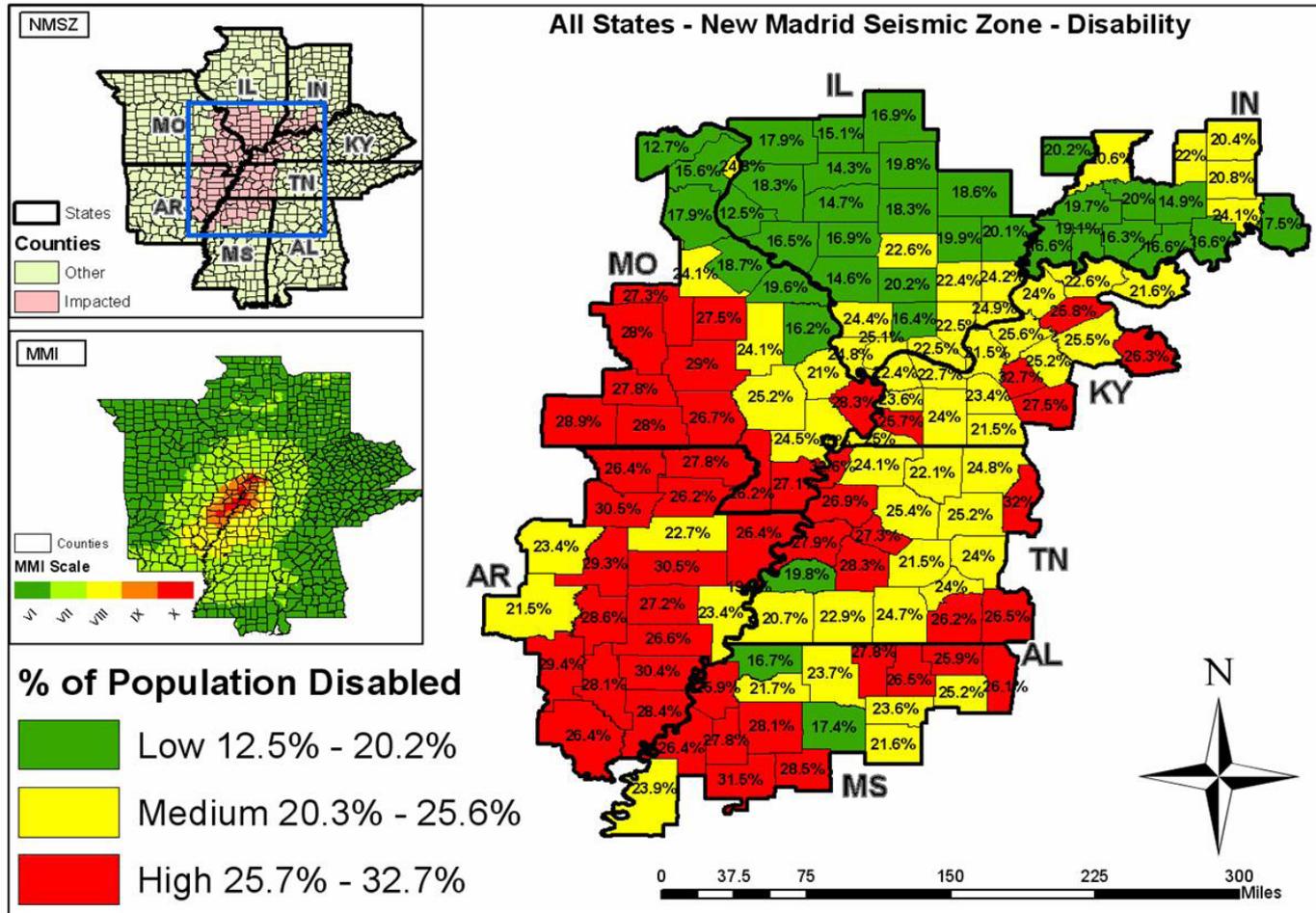
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# Types of Disabilities and Health Maintenance Needs



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# NMSZ Percentage of People With Disabilities



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# Access and Functional Needs

- Children and adults with physical, mobility, sensory, intellectual, developmental, cognitive or mental health disabilities
- Older Adults
- People with chronic or temporary health conditions
- Women in late stages of pregnancy
- People needing bariatric equipment
- People with Limited English Proficiency, low literacy or additional communication needs
- People with very low incomes
- People without access to transportation
- People experiencing homelessness
- Others



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# Access and Functional Needs vs. Acute Medical Needs

- Most people with disabilities do not have acute medical care needs, and maintain their health, safety and independence in their home and community on a daily basis.
- Planning to meet the access and functional needs of disaster survivors with and without disabilities in general population settings can significantly reduce the use of very limited acute care resources and optimize outcomes for people to return to their pre-disaster level of independence.



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The words we use:

We hear it all the time – ‘special needs’ and ‘vulnerable.’ Both terms do damage. When people with disabilities are thought of as ‘special,’ they are often thought of as marginal individuals who have needs, not rights. The word ‘vulnerable’ has a similarly unfortunate effect. Vulnerable people must have things done for them; they’re recipients, not participants.

-CT Protection & Advocacy Agency



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The difference between the right word  
and the almost right word is the  
difference between lightning and a  
lightning bug.

Mark Twain



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# Federal Laws Prohibiting Discrimination in Emergency Programs on the Basis of Disability

- Americans with Disabilities Act of 1990
- Stafford Act of 1988
- Post Katrina Emergency Management Reform Act of 2006
- Rehabilitation Act of 1973
- Fair Housing Act Amendments of 1988
- Architectural Barriers Act of 1968
- Individuals with Disabilities Education Act (EHA) of 1975
- Telecommunications Act of 1996
- Twenty-first Century Communications and Video Accessibility Act of 2010



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# The Americans with Disabilities Act and other laws apply in:

- Preparation
- Exercises
- Notification
- Evacuation and transportation
- Sheltering
- First aid and medical services
- Temporary lodging and housing
- Transition back to the community
- Clean up
- Other emergency- and disaster-related programs, services, and activities



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# Key Principles

- Equal Access – People with disabilities must be able to access the same programs and services as the general population. Access may include modifications to programs, policies, procedures, architecture, equipment, services, supplies, and communication methods.
- Physical Access – People with disabilities must be able to access locations where emergency programs and services are provided.
- Access to Effective Communication – People with disabilities must be given the same information provided to the general population using methods that are understandable and timely.



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# Key Principles Continued

- Inclusion – People with disabilities have the right to participate in and receive the benefits of emergency programs, services, and activities provided by governments, private businesses, and nonprofit organizations.
  - Integration - Emergency programs, services, and activities typically must be provided in an integrated setting.
  - Program Modifications - People with disabilities must have equal access to emergency programs and services, which may entail modifications to rules, policies, practices, and procedures.
  - No Charge - People with disabilities may not be charged to cover the costs of measures necessary to ensure equal access and nondiscriminatory treatment.



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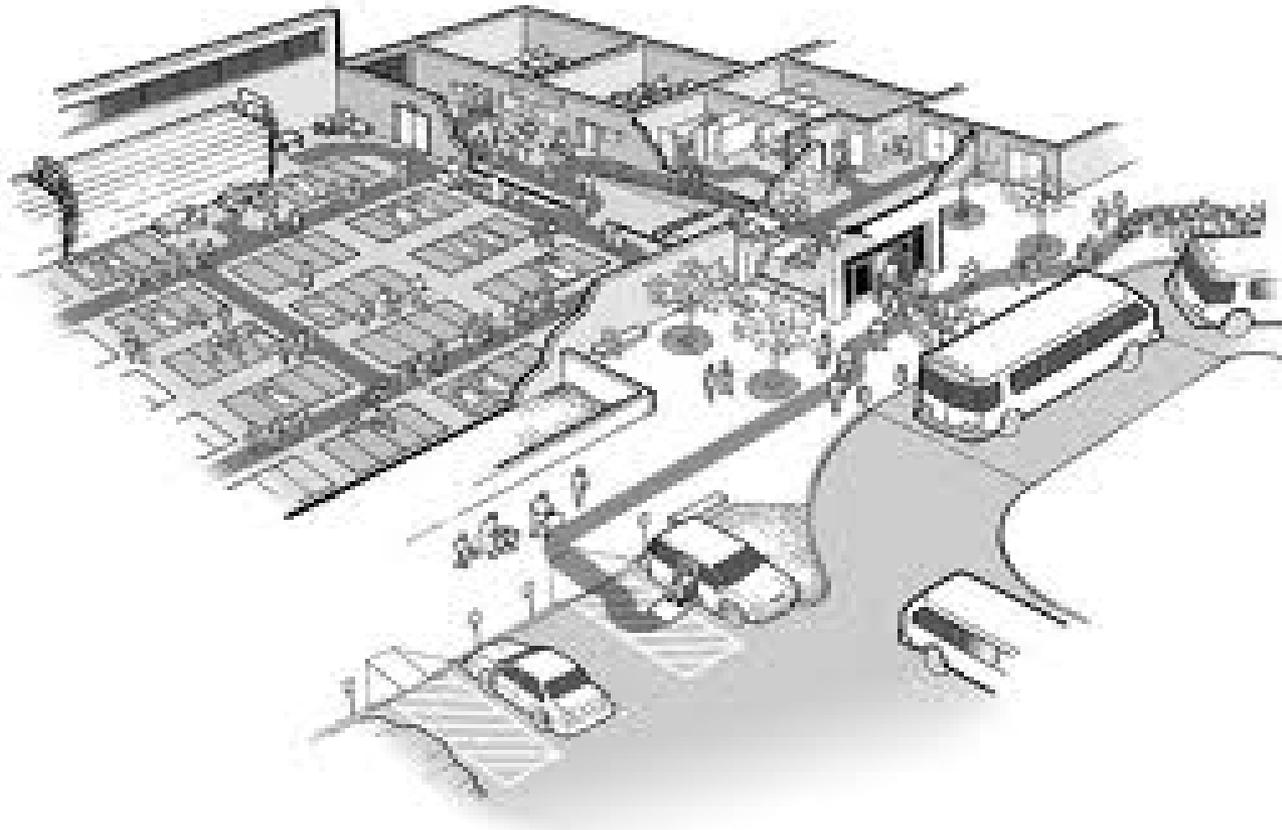
# The Post-Katrina Emergency Management Reform Act (PKEMRA) directed FEMA to:

- Establish a Disability Coordinator and develop accommodation guidelines;
- Add provisions to the non-discrimination list for relief and assistance activities;
- Coordinate and support evacuation and recovery efforts;
- Provide transportation assistance;
- Provide rescue, care, shelter, and essential needs assistance to individuals with service animals;
- Provide case management assistance
- Receive input



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# Physical Access



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# Programmatic Access



**NO PETS**  
Except Service Animals



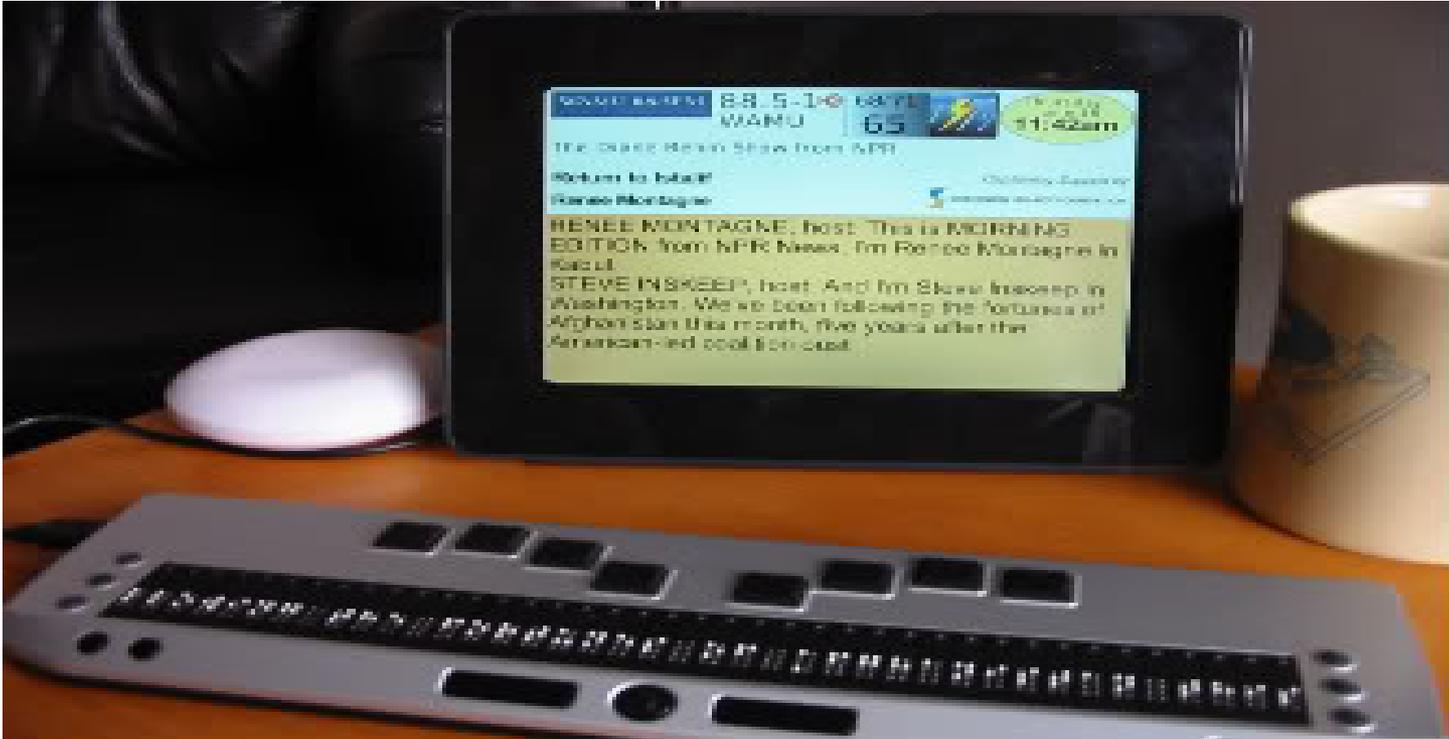
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# Effective Communications Access



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# Information has to be accessible to be actionable



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# If you need:



ASL Interpreter

Large  
Print

Materials In Large Print



Braille

Materials in Braille



Assistive Listening Device



TTY



Someone to explain

# JUST ASK!



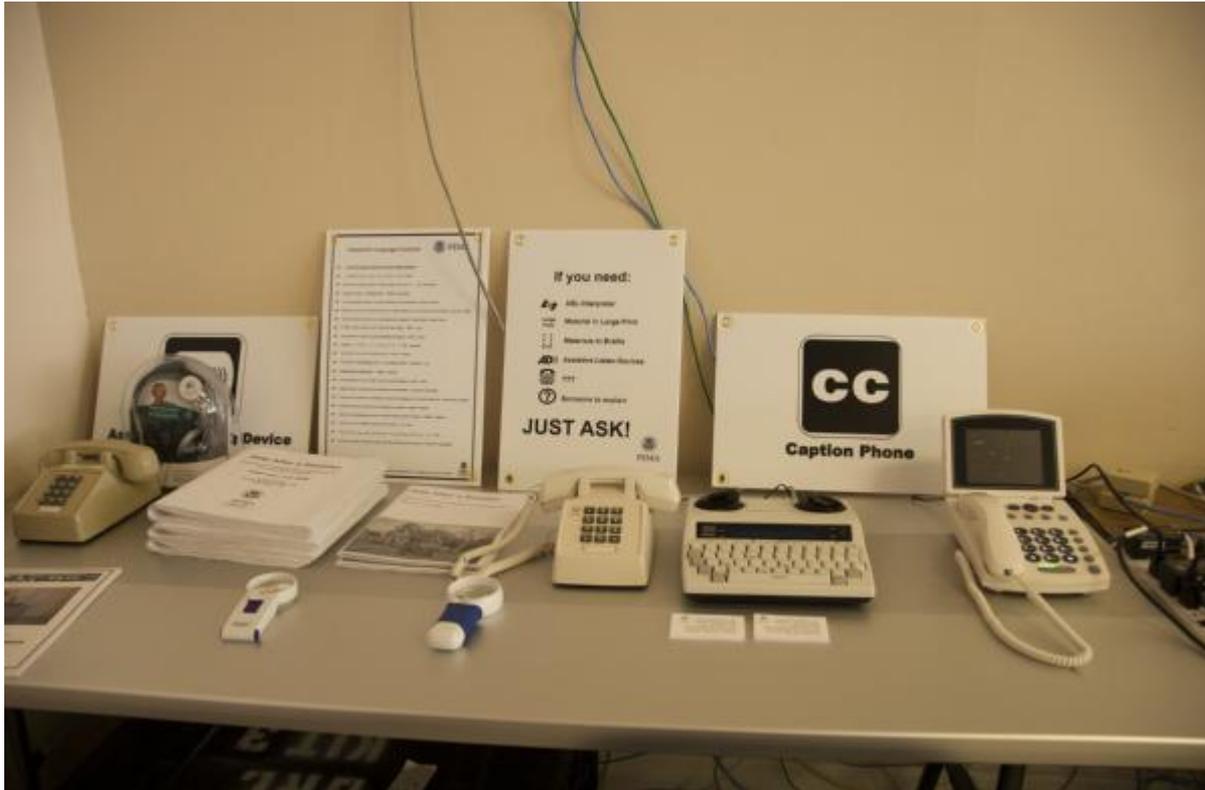
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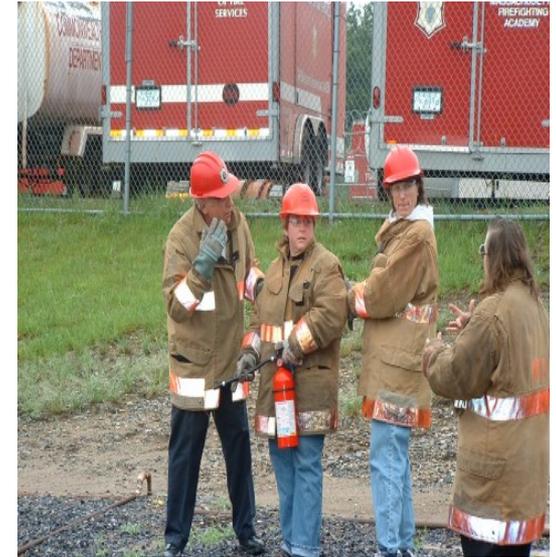
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# Integrated Public Alerts and Warning System



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# Assets Not Liabilities



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## Proactive community actions:

- Physical, programmatic and effective communication access in all aspects of preparedness, response, recovery and mitigation
- Assist individuals who use PAS/AT/ DME/service animals etc, their PAS providers and their circle of support to plan for emergencies
- Encourage active involvement of people with disabilities, personal assistance service providers, disability services and advocacy organizations and assistive technology loaner programs in community preparedness efforts, as partners, subject matter experts and local resources.
- Teach first responders not to separate people from their PAS/AT/ DME/service animal during evacuation.
- Plan for accessible transportation to keep people with their PAS/AT/ DME/service animal during evacuation.
- Active involvement in disaster recovery



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# Partnership



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# Power Issues



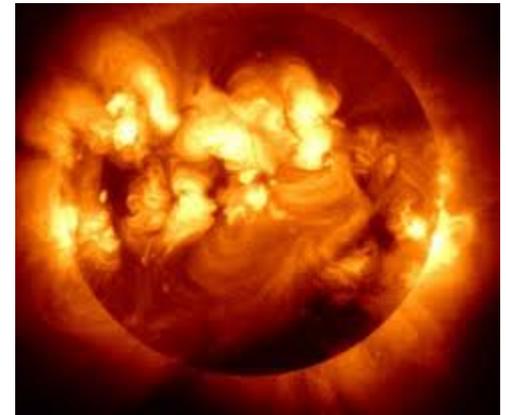
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# All Hazards Preparedness



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# Space Weather...



... potential impact on technology used by people with disabilities



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# EXERCISES

- Whole community practice for disasters
- People with a variety of disabilities must be included
- Actors should not be used
- People with disabilities should pose real life challenges



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# EVACUATION



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# General Population Sheltering Functional Needs Support Services (FNSS) Guidance

- Planning
- Finding subject matter experts
- Selecting potential shelter sites
- Accessible toilets and bathing facilities
- Personal assistance service needs
- Medical Care
- Durable Medical Equipment
- Consumable Medical Supplies
- Legal obligations
- Service and assistance animals



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# Housing



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# Recovery

All community members must have equal opportunity to participate in community recovery efforts in a meaningful way.



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# NOTHING ABOUT US, WITHOUT US



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# Employment with FEMA

- Disability Integration Specialists
- FEMA CORPS
- Reservist Program
  - Disability Integration Lead Advisor (DILA)
  - Disability Integration Advisor (DIA)
- IMAT
- Local Hires
- Mandatory Schedule A training



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# Promising Practices in Preparedness

[www.fema.gov/about/odc](http://www.fema.gov/about/odc)



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# INTEGRATION AND COORDINATION

When communities integrate the access and functional needs of children and adults with and without disabilities in all phases of community-wide emergency management, they strengthen their ability to prepare for, protect against, respond to, recover from, and mitigate all hazards.



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## Helpful Links:

- Office of Disability Integration and Coordination [www.fema.gov/about/oddc](http://www.fema.gov/about/oddc)
- Getting Real- Promising Practices in Inclusive Emergency Management  
• [gettingreal-ii.webcaston.tv/home/homepage.php](http://gettingreal-ii.webcaston.tv/home/homepage.php)
- Guidance on Planning for Integration of Functional Needs Support Services in General  
• Population Shelters [http://www.fema.gov/pdf/about/oddc/fnss\\_guidance.pdf](http://www.fema.gov/pdf/about/oddc/fnss_guidance.pdf)
- Personal Assistance Services Contract FAQ  
• [http://www.pascenter.org/publications/publication\\_home.php?id=1324&focus=](http://www.pascenter.org/publications/publication_home.php?id=1324&focus=)
- Planning for the Whole Community <http://terrorism.spcollege.edu/Broadcasts/LRBroadcast0611.aspx>
- First Responder Guide <http://terrorism.spcollege.edu/SPAWARAFN/index.html>
- CAL EMA Office for Access and Functional Needs  
• <http://www.calema.ca.gov/ChiefofStaff/Pages/Access-and-Functional-Needs.aspx>
- Disaster Resources for People with Disabilities and Others with Access and  
• Functional Needs <http://www.jik.com/disaster.html>
- PAS Center Emergency Preparedness <http://www.pascenter.org/emergency/index.php#promise>



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## Helpful Links:

- DOJ [www.ada.gov](http://www.ada.gov)
- Project Civic Access <http://www.ada.gov/civicac.htm>
- PCA Tool Kit:
- Chapter 3- General Effective Communication Requirements Under Title II of the ADA
- <http://www.ada.gov/pcatoolkit/chap3toolkit.htm>
- Chapter 7- Emergency Management Under Title II of the ADA
- <http://www.ada.gov/pcatoolkit/toolkitmain.htm#pcatoolkitch7>
- ADA Checklist for Emergency Shelters <http://www.ada.gov/shleterck.htm>
- An ADA Guide for Local Governments: Making Community Emergency Preparedness and Response Programs Accessible to People with Disabilities
- <http://www.ada.gov/emergencyprep.htm>
- DOJ Statement of Interest, CALIF, et al. v. City of Los Angeles, et al.
- [http://www.ada.gov/briefs/calif\\_interest\\_br.pdf](http://www.ada.gov/briefs/calif_interest_br.pdf)



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[www.fema.gov/about/odic](http://www.fema.gov/about/odic)



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