



NAACP Equity in Emergency Management and Climate Resilience

CERTIFICATION PROGRAM

1. **Overarching Goal:**

Develop and deploy a program that trains and facilitates leadership development of NAACP national, state and local representatives in successfully advancing an equity-based emergency management system (policies, protocols, programs, and practices) at federal, state, and local levels. Engage and activate use of a curated collection of tools, resources, information and technical partners that increase competency and leadership in emergency management systems reform.

2. **Objectives:**

- By the end of 2020, every state in the nation will have at least 2 representatives certified in disaster equity.
- By the end of 2020, every branch in the nation will be aware of the opportunity to have representatives certified in disaster equity and climate resilience.
- By the end of 2020, minimally 500 branches in the nation will have representatives certified in disaster equity and climate resilience.

3. **Participants:**

- NAACP State and Area Conferences, as well as branches, chapters, youth councils, NextGen, etc.

CERTIFICATION PROGRAM STAGES--OVERVIEW

Stage	Success Criteria	Acknowledgement
Disaster Equity Apprentice	<ul style="list-style-type: none"> • IS. 317A: Introduction to CERT Program Training (2 Hours) • IS.20a: Civil Rights and Disaster Assistance (1 Hour) • Online/In-Person NAACP Equity in Emergency Management and Climate Resilience Training (9 hours) 	Disaster Equity Apprentice Certificate
Disaster Equity Practitioner	<ul style="list-style-type: none"> • ICS 100: Introduction to the Incident Command System (2hrs) • IS-288: The Role of Voluntary Organizations in Emergency Management (1 hr) • Host a local disaster equity film screening and discussion • Conduct a Disaster Equity Town Hall Meeting • Conduct a local disaster equity training for a branch and community members • Establish an NAACP Branch/State CERT • Lead on establishing an NAACP state/branch emergency management plan 	Disaster Equity Practitioner Certificate + Vest and Badge
Disaster Equity Guardian	<ul style="list-style-type: none"> • IS-800.b: National Response Framework, An Introduction (3 hours) • IS-2900: National Disaster Recovery Framework (NDRF) Overview (3 hours) • Conduct an equity analysis of state/local policies through a disaster resilience lens • Advocate for and participate in establishing a state or local Emergency Management Plan • Join State/Local Emergency Management Planning Table • Execute a local communications campaign on equitable emergency management • Conduct an NAACP Emergency Management Equity Assessment • Advance a successful campaign to pass a state or local policy/ordinance (ex. anti-gentrification) 	Disaster Equity Guardian Certificate + Swag Package

DISASTER EQUITY APPRENTICE--- DETAILED COURSEWORK DESCRIPTION

PRE-COURSES

1. [Zoom Tutorial](#)
2. [IS. 317A: Introduction to CERT Program Training \(2 Hours\)](#)
3. [IS.20a: Civil Rights and Disaster Assistance](#) (1 Hour)

DAY ONE—Reviewing the Basics

Time	Topic	Description	Speaker/Facilitator
6:00pm	Musical Interlude		DJ
6:05pm	Greetings/ Welcome		Adora Obi Nweze
6:10pm	Review of Certification Program & Agenda	Stages and Success Criteria—Apprentice, Practitioner, Guidance + Training Agenda	Jacqui Patterson
6:20pm	Overview of Types of Disaster	<ul style="list-style-type: none"> • Pandemics • Hurricanes • Tornadoes • Blizzard • Earthquake • Wildfires • Flooding • Tsunami • Landslide <ul style="list-style-type: none"> • Extreme heat • Extreme cold • Drought • Chemical emergency • Terrorism • Large Scale Grid and/or Systems Failure 	Healthcare Ready
6:50pm	Emergency Management Phases 101	<ol style="list-style-type: none"> a. Prevention b. Mitigation c. Preparedness d. Response e. Recovery 	Healthcare Ready
7:05pm + BREAK	Emergency Management Policies and Governance	<ol style="list-style-type: none"> I. Policies <ol style="list-style-type: none"> a. Federal—Ex. Stafford Act, National Flood Insurance Program; Environmental Justice Executive Order b. State--Emergency Management Plan c. Local--Emergency Management Plan; Stormwater Management Ordinances II. Agencies and Programs <ol style="list-style-type: none"> a. Department of Homeland Security-- National Response Framework b. Federal Emergency Management Agency--National Disaster Recovery Framework--Emergency Support Function, Individual Assistance c. Department of Housing and Urban Development—HOME Program, Community Development Block Grants d. US Department of Agriculture—12 Disaster Programs e. Environmental Protection Agency—Emergency Response 	Center for Disaster Philanthropy
8:15pm	Private/Non-Profit Sector Response	<ol style="list-style-type: none"> a. National Voluntary Organizations Active in Disasters b. Red Cross c. Salvation Army d. National Baptist Convention e. All Healers Mental Health Alliance 	HWC, Inc
8:45pm	Q&A		Jacqui Patterson
9:00pm	Adjournment		Adora Obi Nweze

DAY TWO—EQUITY IN ACTION

Time	Topic	Description	Speaker/Facilitator
6:00pm	Musical Interlude		DJ
6:05pm	Greetings/ Welcome		Adora Obi Nweze
6:10pm	Agenda Overview		Jacqui Patterson
6:15pm	Equity Analysis and Implications -- Vulnerable/Marginalized Populations/Communities	<ul style="list-style-type: none"> ➤ Prevention ➤ Mitigation ➤ Preparedness ➤ Response ➤ Recovery 	NAACP
7:30pm	BREAK		
7:45pm	Simultaneous Scenario Exercises and Report Back	<ul style="list-style-type: none"> ➤ Scenario I ➤ Scenario II ➤ Scenario III ➤ Scenario IV 	Healthcare Ready
8:45pm	Q&A		Jacqui Patterson
9:00pm	Adjournment		Adora Obi Nweze

DAY THREE—TAKING IT HOME/PAVING PATHWAYS TO CHANGE

Time	Topic	Description	Speaker/Facilitator
6:00pm	Greetings/ Welcome		Adora Obi Nweze
6:05pm	Equity Centered Emergency Management and Climate Resilience Policy Platform Recommendations	<ul style="list-style-type: none"> ➤ Federal ➤ State ➤ County/Municipal 	NAACP
6:45pm	Leveraging Power— Advancing Change	<ul style="list-style-type: none"> ➤ Legislative ➤ Regulatory ➤ Legal ➤ State/Local Action Plans ➤ Federal, State, and Local Practices/Protocols ➤ Narrative Shift 	NAACP
7:30pm	BREAK		
7:45pm	Action Planning	<ul style="list-style-type: none"> ➤ Host a local disaster equity film screening and discussion ➤ Conduct a Disaster Equity Town Hall Meeting ➤ Conduct a local disaster equity training for a branch and community members ➤ Establish an NAACP Branch/State CERT ➤ Lead on establishing an NAACP state/branch emergency management plan ➤ Conduct an equity analysis of state/local policies through a disaster resilience lens ➤ Advocate for and participate in establishing a state or local Emergency Management Plan ➤ Join State/Local Emergency Management Planning Table ➤ Execute a local communications campaign on equitable emergency management ➤ Conduct an NAACP Emergency Management Equity Assessment 	NAACP HCW Healthcare Ready
8:45pm	Certification Program Next Steps		Jacqui Patterson
9:00pm	Adjournment		Adora Obi Nweze

DISASTER EQUITY PRACTITIONER—COURSEWORK AND ACTION REQUIREMENTS

- I. [ICS 100: Introduction to the Incident Command System \(2hrs\)](#)
- II. [IS-288: The Role of Voluntary Organizations in Emergency Management \(1hr\)](#)
- III. Host a local disaster equity film screening and discussion
- IV. Conduct a Disaster Equity Town Hall Meeting
- V. Conduct a local disaster equity training for a branch and community members
- VI. Establish an NAACP Branch/State CERT
- VII. Lead on establishing an NAACP state/branch emergency management plan
- VIII. IN-SERVICE ZOOM Webinar--NAACP

DISASTER EQUITY GUARDIAN—COURSEWORK AND ACTION REQUIREMENTS

- I. [IS-800.b: National Response Framework, An Introduction \(3 hours\)](#)
- II. [IS-2900: National Disaster Recovery Framework \(NDRF\) Overview \(3 hours\)](#)
- III. Conduct an equity analysis of state/local policies through a disaster resilience lens
- IV. Advocate for and participate in establishing a state or local Emergency Management Plan
- V. Join State/Local Emergency Management Planning Table
- VI. Execute a local communications campaign on equitable emergency management
- VII. Conduct an NAACP Emergency Management Equity Assessment
- VIII. Advance a successful campaign to pass a state or local policy/ordinance (ex. Anti-gentrification)
- IX. IN-SERVICE ZOOM Webinar--NAACP

RECOMMENDED READING AND ADDITIONAL ONLINE COURSES

I. Advocacy and Systems Change

a. Readings

- i. [NAACP Eye of the Storm Toolkit](#)
- ii. [NAACP COVID-19 Equity Considerations](#)
- iii. [Movement for Black Lives COVID 19 Policy Platform](#)
- iv. [Climate Justice Alliance—Just Recovery](#)
- v. [NACCHO Health Equity and Social Justice Resources](#)

II. Navigating Emergency Management Systems and Resources

a. Readings

- i. [FEMA Engaging Faith-Based and Community Organizations Planning Considerations for Emergency Managers](#)
- ii. [Healthcare Ready COVID-19 Guides and Resources](#)
- iii. [Healthcare Ready Reports and Publications](#)
- iv. [Civil Rights in Federally Assisted Disaster Preparedness and Recovery](#)
- v. [ADA National Network Learning Session: The Disaster Response Efforts of the Department of Homeland Security Office for Civil Rights and Civil Liberties](#)
- vi. [Effective Preparedness is Inclusive Preparedness: Accessibility in the Chemical Stockpile Emergency Preparedness Program](#)

b. Video/Online Courses

- i. [IS-660: Introduction to Public-Private Partnerships](#) (2 hours)
- ii. [IS-244.b: Developing and Managing Volunteers](#) (4 hours)
- iii. [IS-26: Guide to Points of Distribution](#) (4 hours)
- iv. [IS-42: Social Media in Emergency Management](#) (3 hours)
- v. [IS-29.A: FEMA Public Information Officer Awareness](#) (7 hours)
- vi. [Crisis and Emergency Risk Communication](#) (Interested participants will need to register for a [Training and Continuing Education Online Account](#))
- vii. Risk Based Trainings
 1. [IS-321: Hurricane Mitigation Basics for Mitigation Staff](#) (2 Hours)
 2. [IS-322: Flood Mitigation Basics for Mitigation Staff](#) (1 Hour)
 3. [IS-320: Wildfire Mitigation Basics for Mitigation Staff](#) (1 hour)
 4. [IS-323: Earthquake Mitigation Basics for Mitigation Staff](#) (1 hour)

III. Personal and Community Preparedness

a. Video/Online Training Courses

- i. [IS-505: Religious Literacy and Cultural Competency in Disaster](#) (4 hours)
- ii. [IS-909: Community Preparedness: Implementing Simple Activities for Everyone](#) (One Hour)
- iii. [You Are the Help Until Help Arrives](#) (One Hour)
- iv. Community Emergency Response Team Video Training
 1. [Fire Safety: The CERT Member's Role](#) (19 min)
 2. [CERT Triage: Handling Mass Casualty Situations](#) (23 min)
 3. [Safety in the After-Disaster Environment](#) (31 min)
 4. [CERT in Action](#) (20 min)
 5. [Demonstrating Victim Carries](#) (7 min)
 6. [Demonstrating Head-to-Toe Assessment](#) (6 min)
 7. [Coaching Hands-On Practice - Victim Extrication](#) (5 min)
 8. [Disaster Psychology](#) (44 min)