



Civil Rights Summit 2.0 - Equity

After-Action Report

April 2022



FEMA

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Executive Summary

On November 17, 2021, the Federal Emergency Management Agency’s (FEMA) Office of Equal Rights (OER), External Civil Rights Division (ECD), coordinated and hosted “Civil Rights Summit 2.0 - Equity”, a civil rights summit for external stakeholders. The civil rights summit was motivated by FEMA’s core values of compassion, fairness, integrity, and respect and its ongoing efforts to implement Executive Order (EO) 13985 and advance equity. The civil rights summit sought to engage FEMA and its stakeholders in collaborative dialogue aimed at identifying actual and perceived biases impacting equal access to FEMA’s programs and services.

The “Civil Rights Summit 2.0 - Equity” followed the first civil rights summit series FEMA held in 2020. The summit’s goal was to continue the conversation about equity, equal access, and implementation with members of the public with first-hand knowledge about how FEMA can better meet the needs of underserved and marginalized communities before, during, and after disasters. The sessions included FEMA leadership presentations, program offices serving survivors, and civil rights organization leaders. Due to COVID-19, the summit was held virtually using the Zoom platform. FEMA’s “Civil Rights Summit 2.0 - Equity” had over 1200 registered participants, with active participation evidenced by approximately 200 questions received from participants in the chat function.

Summit Presenters

The Office of Equal Rights (OER), External Civil Rights Division (ECRD) invited a robust and diverse group of presenters to ensure the “Civil Rights Summit 2.0 - Equity” – Equity was inclusive. Those presenters are listed below:

- Deanne Criswell, FEMA Administrator
- Jo Linda Johnson, Director, Office of Equal Rights
- Dr. Melissa Forbes, Deputy Assistant Administrator, Office of Response and Recovery
- Victoria Salinas, Associate Administrator, Resilience
- Adrian Sevier, Chief Counsel, FEMA
- Angie Gladwell, Director, Hazard Mitigation Assistance
- Katherine Fox, Assistant Administrator, Mitigation Directorate
- Chris Smith, Director, Individual Assistance Division
- Ana Montero, Division Director, Public Assistance Division
- Chris Logan, Acting Assistant Administrator, Grant Programs Directorate
- Paul Huang, Assistant Administrator, Federal Insurance
- Bobby McCane, Head of Contracting Activity, Mission Support
- Kristin Fontenot, Director, Office of Environmental Planning and Historic Preservation
- Kate Stojavljevic, Acting OEHP Environmental Officer, Office of Environmental Planning and Historic Preservation
- Vince Malkovich, Acting Regional Administrator, Region 10
- Kevin M. Sligh, Deputy Regional Administrator, FEMA Region 5
- Katherine Culliton-Gonzalez, Officer for Civil Rights and Civil Liberties, Office for Civil Rights and Civil Liberties (CRCL)
- Charlene Sargent, Director, Pacific Union Conference
- Diane Yentel, President and CEO, National Low Income Housing Coalition
- Reyma McCoy McDeid, Executive Director, National Council on Independent Living
- Annalise Setorie, Director of Partnerships, NAACP (National Association for the Advancement of Colored People)
- William (Bill) Moreno, Director of Policy and Legislation, League of United Latin American Citizens (LULAC)

FEMA Efforts

FEMA is working to advance equity and inclusive diversity within FEMA and the emergency management community across the country. This includes working with FEMA program offices and regions to integrate equity by raising awareness, developing solutions, and ensuring compliance with civil rights requirements and regulations. The “Civil Rights Summit 2.0 - Equity” – Equity goal was to discuss FEMA’s equity and civil rights efforts, including climate adaptation, environmental justice, and recent EOs.

Several FEMA programs discussed their equity assessment efforts under [\(EO\) 13985 Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#). EO 13985 requires the Federal Government to pursue a comprehensive approach to advancing equity for all, including communities underserved, marginalized, and adversely affected by persistent poverty and inequality. The EO also requires agencies to assess whether underserved communities face systemic barriers in access to agency programs and services and develop plans to address any barriers identified. Part of FEMA’s equity assessments includes determining the impact of FEMA financial assistance, through comprehensive data analysis and targeted outreach and engagement. FEMA strives to increase its understanding of how to engage and support the underserved communities it serves—focusing on data-driven decisions, building best practices, reducing program complexity, focusing on efficiency, streamlining processes, and eliminating other barriers.

FEMA’s intent is to build upon lessons learned from previous engagements by providing additional opportunities for information sharing, collaborative dialogue, and continuing to understand the needs of the communities FEMA serves.

“Civil Rights Summit 2.0 - Equity” – Equity:Topic Review

1. Equity and Civil Rights Overview

Based on EO 13985 and the establishment of an Equity Enterprise Steering Group (ESG), FEMA commenced an agency-wide equity review of its programs and policies. This endeavor consisted of review and recommended revisions to FEMA-wide policies, procedures, plans, and guidance, in collaboration with FEMA’s Enterprise Governance Boards, to ensure the integration of equity considerations to drive equitable outcomes. This review enabled the assessment of FEMA’s culture including how FEMA promotes and delivers policies, regulations, and programs. It also allowed FEMA to identify barriers to entry in the services it provides. By examining processes regularly, FEMA promotes fair, just, and impartial treatment for all disaster survivors.

As part of this effort, the Equity ESG, which was created to continue to advance equity across the agency, developed a [FEMA-wide definition of equity](#), and framework for implementing equity into agency programs in line with FEMA’s core values: compassion, fairness, integrity, and respect. The definition is established to make all programs at FEMA more accessible to underserved and historically marginalized communities. The FEMA equity definition is, “the consistent and systematic fair, just, and impartial treatment of all individuals.”

FEMA has focused its efforts on meeting the needs of underserved and marginalized communities, as well as identifying areas of success and opportunities for improvement. Natural disasters disproportionately impact underserved communities. FEMA continues its commitment to building more resilient communities as disasters are increasing in frequency and severity.



Question Posed: “Is the Agency looking closely into the medium- and long-term housing needs for disadvantaged and vulnerable communities, taking into consideration the current climate change trends?”

FEMA Response: “The vulnerability of our nation’s housing stock is certainly one of the most critical challenges to people and community resilience, especially as we think about the wide range of hazards and increased frequency that communities will face with climate change. Housing resilience is a big focus for federal agencies, including FEMA, the Department of Housing and Urban Development (HUD), the Department of Energy (DOE) and many others.”

2. FEMA Request for Information: Climate Adaptation and Equity

On April 22, 2021, FEMA issued a [Request for Information \(RFI\)](#) seeking information from the public on how FEMA could better advance the goals of equity, environmental justice, and bolster resilience to the impacts of climate change. FEMA hosted two, 90-minute public meetings/listening sessions, received a total of 340 comments, and posted a [summary report](#) on FEMA’s website.

2.1.1. KEY TAKEAWAYS

FEMA recognizes the need to create stronger partnerships to better support communities and underserved populations in building resilience and reducing the impacts of climate change. The input received from the RFI has helped and will continue to help FEMA better deliver on its mission in a manner that will allow it to advance equity for all. A few examples include:

- Revision to Individual Assistance program delivery fostered by RFI comments, which includes amendments to current policies involving assistance to survivors who incurred disaster-related disabilities, providing expanded housing assistance, and expanding forms of documentation to prove homeownership/renter occupancy
- Inclusion of technical support in recent Notice of Funding Opportunities (NOFOs) such as FEMA’s Building Resilient Infrastructure and Communities (BRIC) and Flood Mitigation Assistance (FMA) programs
- Incorporation of FEMA’s goal to instill equity as a foundation of emergency management as part of the 2022-2026 Strategic Plan
- Creation of Executive Steering Groups on Equity and Climate Change

3. Justice 40: Building Resilient Infrastructure and Communities (BRIC) Flood Mitigation Assistance

Justice40 is a government-wide effort to ensure that federal agencies work with states, tribes, territories, and local communities to deliver at least 40 percent of the overall benefits from federal investments in climate and clean energy to underserved communities. Key points:

- Justice40 leaders consulted with White House Environmental Justice Advisory Council to establish goals and critical elements of [Justice40](#) implementation
- 21 federal programs were selected to participate in a Justice40 Pilot to provide a blueprint for broader implementation across government

[Executive Order \(EO\) 14008, Tackling the Climate Crisis at Home and Abroad](#), formalized President Biden’s commitment to make environmental justice a part of the mission of every agency by directing federal agencies to develop programs, policies, and activities to address the disproportionate health, environmental, economic, and climate impacts on underserved communities. Part of this order was the Justice40 Initiative.

Council on Environmental Quality (CEQ) and Office of Management and Budget (OMB) selected the Building Resilient Infrastructure and Communities (BRIC), RiskMAP, and Flood Mitigation Assistance (FMA) programs as three (3) of 21 pilot programs that will undergo an initial implementation of the Justice40 Interim Implementation Guidance to maximize the benefits that are directed to underserved communities. These programs were selected by reviewing White House Environmental Justice Advisory Council (WHEJAC) recommendations, consulting with the Interagency Council (IAC), and reviewing agency responses to information requests about current federal investments in underserved communities.

CEQ and OMB provided interim guidance to set required actions for agencies that managed Justice40 programs. These actions include identifying the benefits of covered programs, determining how covered programs distribute benefits, and calculating and reporting on reaching the 40 percent goal of the Justice40 Initiative. Additional information on the application period can be found on FEMA's [website](#).



Question Posed: “Statistically the most disadvantaged, disproportionately and severely impacted community sector is individuals with disabilities, this community also spans all other demographics and are multiply marginalized in the communities of color. Why are they not included anywhere in this Justice40 program?”

FEMA Response: “The Justice40 Initiative is committed to securing environmental justice and spurring economic opportunity for underserved, geographic communities. The White House issued interim guidance in July 2021 with a definition and suggested indicators for identifying underserved communities to help agencies determine whether a specific geographic community is at-risk. Since the guidance is quite broad, agencies have latitude in defining what data and indexes to use. Although the guidance does not specifically call out individuals with disabilities, addressing the needs of these individuals is critical in our work to advance equity.”

To advance Justice40 efforts, FEMA developed an outreach and engagement plan that included conducting webinars, providing direct technical assistance, offering tools, and delivering training. Additionally, FEMA created the “Guide to Expanding Mitigation: Making the Connection to People with Disabilities” to increase community partnerships with individuals with disability to address the issues that disproportionately impact them in emergency management. For Fiscal Year (FY) 2021, FEMA is doubling the number of communities for BRIC Direct technical assistance and will use external stakeholder working groups to examine inequities in the Benefit-Cost Analysis (BCA) and provide feedback on the FMA Notice of Funding Opportunities (NOFOs).

3.1.1. KEY TAKEAWAYS

As part of the Justice40 Initiative, FEMA is focused on:

- Using data to determine who is and is not receiving FEMA funding
- Prioritizing outreach and assistance to underserved communities
- Building partnerships to support capability and capacity; and
- Implementing the Infrastructure Investment and Jobs Act (IIJA), which provides \$6.8 billion

in funding to invest in community resilience, including support for underserved communities

4. FEMA Equity Efforts

Under EO 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government, FEMA held discussions across its 10 regions to integrate equity by raising awareness, developing solutions, and ensuring compliance with civil rights requirements and obligations. As part of this effort, FEMA has deployed additional civil rights advisors to disaster areas in support of FEMA’s mission by assisting disaster survivors, conducting community outreach, and providing technical assistance, when needed. During the Civil Rights Summit Series, FEMA directly engaged with stakeholders at all levels by raising awareness of FEMA initiatives, requesting feedback from civil rights organizations, and directly responding to stakeholder questions. For the “Civil Rights Summit 2.0 - Equity”, FEMA invited representatives from the following program areas to discuss equity efforts across the agency:



Question Posed: “If equity is a systemic issue, how is FEMA addressing the underlining issues? How do you get stakeholders to step out of their comfort zone and learn to become comfortable being uncomfortable?”

FEMA Response: “Thank you for your question. FEMA is tackling this in a number of different ways, including hosting Equity Stand downs with our field leaders to give them tools to engage in uncomfortable conversations with stakeholders and recipients. One example comes from our COVID vaccination mission. We overlaid social vulnerability index data on states to spark a discussion with state leaders about where federally-run sites would be most accessible to underrepresented and marginalized groups.”

4.1.1. INDIVIDUAL ASSISTANCE

The Individual Assistance (IA) Division commits to ensuring disaster assistance programs are as equitable as possible, continuously assessing inequities to address root causes. The IA Division is focused on expanding eligibility, enhancing access, and reducing the administrative burden of disaster survivors seeking federal assistance.

As part of this effort, the IA Division has enacted three immediate policy changes to help reduce barriers and reflect FEMA’s commitment to equity:

1. Accepting broader ownership and occupancy documentation when survivors apply for assistance
2. Amending policy to aid survivors who experienced a disaster-related disaster and require installation of components such as ramps or grab bars to make their damaged homes safe and functional regardless of whether those components existed in the survivors’ s home prior to the disaster

3. Providing a limited amount of financial assistance if a survivor's home is not deemed uninhabitable yet, to address disaster-caused damage

Additionally, based on an analysis of FEMA's statutory and regulatory authorities, current policy and program guidance, and additional feedback, FEMA amended the [Individual Assistance Program and Policy Guide, Version 1.1](#), to create additional flexibilities that ensure access to assistance is equitably provided to all survivors.



Question Posed: "How does FEMA intend on supporting vulnerable populations who may be disadvantaged in applying for grants using online platforms?"

FEMA Response: "In situations like this, FEMA encourages individuals to reach out to their local emergency management agency. FEMA provides funding and support to state and local governments, as they are the ones in communities and on the ground. What FEMA does to support this local action is send disaster survivor assistance (DSA) out into communities to help people register on the spot. We also have an 800 number (see the [Individual Assistance webpage](#) for more) for people to call and get help registering for assistance on the phone."

4.1.2. PUBLIC ASSISTANCE

The Public Assistance (PA) program is FEMA's most extensive grant program. Federal financial assistance is provided to state, local, tribal, and territorial governments, as well as specific private nonprofit organizations, to provide rapid response and recovery from major disasters or emergencies. PA provided support and funding to communities across the country in response to the COVID-19 pandemic.

Under the Stafford Act, recipients of PA funding are required to provide disaster relief efforts in an equitable and nondiscriminatory manner. For example, FEMA recently issued a policy focused on ensuring recipients of COVID-19 PA funding comply with the Stafford Act and other federal civil rights laws. All recipients were required to document their pandemic response and recovery efforts, including data related to the distribution of vaccinations to show equitable disbursements.

4.1.3. MITIGATION

The Hazard Mitigation Assistance Division (HMA) built its mission on reducing the risk to individuals and property from natural hazards, while simultaneously building a more resilient nation against natural disasters. Its programs provide funding to communities for pre-disaster mitigation as well as post-disaster recovery with the goal of preventing future damages of a similar nature and magnitude. The major components of the strategic framework include reducing risk, promoting equity, building capacity, fostering connections, and valuing people.

HMA ensures that its stakeholders have straightforward and equitable access to mitigation programs by:

- Reducing barriers to accessing HMA programs promptly
- Providing focused assistance to underserved communities; and

- Simplifying the mitigation assistance process

As part of Executive Order 13985, HMA is leveraging a multi-pronged approach in assessing mitigation programs through:



4.1.4. NATIONAL FLOOD INSURANCE PROGRAM

Over 22,800 communities across the Nation participate in the National Flood Insurance Program (NFIP). The NFIP has taken on recent efforts to ensure equity for all participants. In April 2022, FEMA implemented the new rating methodology, [Risk Rating 2.0 Equity in Action for all policyholders](#). With the implementation of this effort, every policyholder pays a rate that reflects their property's unique flood risk. The [new flood insurance rating methodology](#) corrects a longstanding inequity discovered in the legacy rating system, which led to lower-valued homes paying more than their share of the risk while policyholders with higher-valued homes were playing less than their share of the risk. By using current data, flood models, and technology, FEMA considers many risk factors for individual properties, including frequency of flooding, multiple flood types, distance to a flooding source, and property characteristics such as elevation and the cost to rebuild. Additionally, the NFIP is providing unconscious bias training for adjusters. Further, FEMA hopes to work with those states that create specific affordability programs for insurance to assist with Group Flood Insurance Policy (GFIP) retention efforts.

4.1.5. GRANTS

FEMA's Grant Programs Directorate (GPD) has recently updated its approach to stakeholder engagement and outreach by leveraging existing engagements with partners like the Department of Homeland Security (DHS) to increase opportunities to reach potential applicant groups and underserved communities with information on grant opportunities.

GPD's engagement strategy includes the following three-phased, continuous, and cyclical approach:

- Phase 1: Immediate outreach via communication products and webinars to share results from previous grant cycles, listening sessions, and stakeholder feedback and/or recommendations
- Phase 2: Outreach before the application period to reach underserved communities, including diverse communities that have not previously applied for GPD programs
- Phase 3: Outreach during the application period to answer questions for a wide range of applicants to increase equity in the availability and capacity to apply to GPD programs

In addition to changes in its stakeholder engagement process, GPD has reevaluated the delivery of the Nonprofit Security Grant Program (NSGP) to ensure an equitable applicant pool. For this effort, GPD is analyzing who applies to NSGP, how funding was allocated, how applicants are categorized, and what barriers are encountered when an applicant applies or when eligibility is determined.



Question Posed: “How can I find out more about your funding program for non-profits?”

FEMA Response: “For more information about grant program funding, please visit

[FEMA Grants.](#)”

4.1.6. **PROCUREMENT**

Through the Office of the Chief Component Procurement Officer (OCCPO), FEMA purchases resources, goods, and services, needed to support mitigation, preparedness, response, and recovery. Through OCCPO, FEMA obligates approximately \$3.5 billion dollars per year, culminating in about 10,000 transactions. On average, over the last three years, 50-60 percent of the funding is spent on disaster response, and about 23 percent or \$805 million is spent directly with small businesses.

FEMA’s procurement process incorporates civil rights and equity requirements to ensure commodities and services are distributed appropriately. For example, the Federal Acquisition Regulation (FAR) – Part 6. Competition Requirements allows FEMA to provide contract funding to small businesses. In addition, FAR allows FEMA to recognize and set aside contract funding for historically underutilized business categories such as economically underserved women-owned small businesses, service-disabled veteran-owned small businesses, and section 8(a) competition.

To ensure an equitable federal acquisition process, FEMA’s procurement office conducts webinars and operates technical assistance centers across the country to provide information on how companies can do business with FEMA. In addition, OCCPO conducts numerous outreach and awareness events in regions, states, and cities specific to socio-economic categories, where there are opportunities to increase public engagement. In FY21, OCCPO conducted 29 outreach events, 7 industry days, and 10 DHS Office of Small & Disadvantaged Business Utilization (OSDBU) Small Business Vendor Outreach Sessions. The Head of Contracting Activity and Deputy Head of Contracting Activity Individually met with numerous socially underserved community members to discuss potential contracting opportunities.

4.1.7. **KEY TAKEAWAYS**

To meet more Americans where they are and to recognize that a one size fits all FEMA will be a challenge with the most underserved, FEMA must:

- Identify barriers to participation in FEMA’s programs to evaluate where changes are needed to its regulations, statutory authorities, policies, and processes
- Analyze the impacts of FEMA programs to determine actual impacts and develop and implement recommendations to enhance equity

5. FEMA Climate Adaptation and Environmental Justice Efforts

FEMA defines environmental justice as, “the fair treatment and meaningful involvement of all people regardless of race, color, culture, national origin, income, education level, concerning development, implementation, and enforcement of protective environmental laws, regulations, and policies.” As climate change increases disaster risks across the country, emergency managers and government officials are implementing strategies to build community resilience.

[Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations](#), directs federal agencies to avoid disproportionately high and adverse human health or environmental effects on low-income and minority populations. OEHP is responsible for ensuring FEMA programs adhere to environmental justice requirements, including reviewing grant applications and mitigation projects.

[Executive Order 14008, Tackling the Climate Crisis at Home and Abroad](#), allows FEMA to assist state, local, tribal, and territorial (SLTT) governments, communities, and businesses in preparing for and adapting to the impacts of climate change. This includes ways to expand and improve climate forecast capabilities and information products for the public. FEMA has created the Climate Adaptation Enterprise Steering Group, responsible for developing a unified agency approach to address the impacts of climate change across all agency programs and operations. The steering group is co-chaired by leadership from FEMA’s Office of Response and Recovery, Office of Resilience, and FEMA Regions.

[FEMA’s Resources for Climate Resilience](#) provides a roadmap of FEMA programs and initiatives that advance community climate resilience. This document assists SLTT partners in navigating the FEMA resources that are available to support communities in mitigating impacts of climate change. For example, FEMA recently released an update to its policies for state and local hazard mitigations plans. These policies emphasize the importance of actions to address future hazard events, including impacts from a changing climate, considering equity, promoting building codes, and other priorities to advance Whole Community Climate Resilience. With these latest changes in policy, FEMA has ensured that communities across the nation are better prepared to meet and adapt to the climate crisis.

FEMA’s Office of Environmental Planning and Historic Preservation (OEHP) is responsible for working with FEMA’s programs and operations to help ensure compliance with all applicable environmental and historic preservation laws, regulations, and executive orders. OEHP advisors must ensure that FEMA programs consider the potential impacts to ecological, historical, and cultural resources. This includes the following: reviewing proposed projects; reviewing grant application; advising on historical and environmental risks and requirements; and seeking to eliminate, minimize, and mitigate adverse impacts to environmental and historic resources.

6. Panel Discussion with Civil Rights Organizations and FEMA Senior Leaders

As part of FEMA’s “Civil Rights Summit 2.0 - Equity”, the Office of Equal Rights conducted a listening session with Civil Rights Organizations to create dialogue and partnership with FEMA on how to improve equity in emergency management. FEMA’s senior leaders talked with National Civil Rights Organizations about their continuing efforts to identify the biases impacting equal access to and equitable impact of the agency’s programs and services. From this conversation, FEMA identified the following key takeaways:

- Develop clear and straightforward guidance for those in the field who are helping to support disaster response and recovery. For example, FEMA should develop guidance for non-congregate sheltering reimbursement
- Continue to engage the whole community to better coordinate and identify community needs and communicate and educate communities on FEMA’s programs and resources. By building federal, state, and local relationships, FEMA can reduce barriers associated with response and recovery efforts
- Take a people-first approach to pre-disaster efforts, disaster response, and recovery, ensuring access to timely information and technical assistance to remote areas and underserved populations
- Address the intersectionality in marginalized communities to help eliminate barriers to FEMA’s resources and funding
- Ensure that FEMA’s programs provide technical assistance for entire communities to allow all applicants to have the information they need to apply for disaster assistance
- Establish trust with disaster survivors, explaining that assistance is available regardless of immigration status
- Identify solutions to transportation challenges which have had adverse impacts on marginalized communities
- Enhance pre-disaster grant funding programs to strengthen mitigation efforts and better infrastructure in underserved communities

Next Steps

FEMA remains committed to ensuring that diversity, equity, accessibility, and inclusion remain top priorities within the agency and through the programs it implements. As part of this effort, FEMA plans to hold “Civil Rights Summit - 3.0” later in 2022. These ongoing initiatives are held in succession, building upon the feedback provided. Each summit introduces new relevant topics while continuing to discuss ways to improve equity efforts at FEMA.

FEMA appreciates your interest and participation in the Civil Rights Summit 2.0 – Equity. The feedback, questions, and comments collected will be used to develop content that aligns with participant needs as well as helping diversify FEMA programs and activities. Following the Summit, FEMA will take the feedback provided and when applicable and feasible, inform policy, program management, and regulatory brainstorming sessions. Further, the content discussed will help FEMA gain a better understanding of the concerns and problems facing the public.

As outlined in the [2022-2026 FEMA Strategic Plan](#), “FEMA is better able to serve the needs of diverse communities when its leadership and staff reflect the communities it serves. Diversity, equity, and inclusion cannot be optional; they must be core components of how the agency conducts itself internally and executes its mission.”

Please continue to engage with FEMA and participate in upcoming events. For more information regarding upcoming events and resources, please visit [FEMA’s Office of Equal Rights website](#). Please contact OER at EqualRights@fema.dhs.gov for questions regarding external civil rights, filing a civil rights complaint, equal employment opportunity, affirmative employment, or reasonable accommodations.

Additional Participant Questions and FEMA’s Responses

The following questions were answered during the FEMA “Civil Rights Summit 2.0 - Equity”. For more information, please contact OER at EqualRights@fema.dhs.gov.

Question	FEMA Response
How does FEMA address and provide services to communities with a preferred language different to English?	Thank you for this question. One example: For individuals registering for assistance through FEMA's call center, we offer translation services in over 75 languages through our language line.
Is the audience FEMA only or is this presentation external facing as well?	The audience is FEMA and federal partners, community organizations, state and local emergency managers, and the public.
Will the definition of equity and methodology using community elements mentioned in the opening comments be posted? Is it already available somewhere on-line?	FEMA announced the equity definition on September 9, 2021. Link below: https://www.fema.gov/press-release/20210909/fema-defines-equity-its-mission-making-programs-more-accessible
Will a summary of the Q&A pod be made available after the summit?	The comments and questions received will comprise part of the Summit After Action Report that will be made available to the public following the event.
Can FEMA do a webinar on intersectionality?	Great suggestion for our next summit!

Question	FEMA Response
Can you put the link to immigration enforcement update, in the chat? Thanks!	<p>The Biden administration included schools, hospitals, parades, and places of worship on a list of areas off limits to immigration arrests or other types of enforcement. The sites include schools and university campuses; hospitals, clinics, and other medical facilities, in addition to Covid-19 testing and vaccination sites; places of worship; and sites where children gather, such as playgrounds, day care centers and foster care facilities.</p> <p>https://www.dhs.gov/news/2021/09/30/secretary-mayorkas-announces-new-immigration-enforcement-priorities</p>
Is there discussion about creating one uniform application for FEMA and SBA disaster assistance? One application to apply a disaster survivor for both programs?	FEMA’s Office of Response and Recovery (ORR) is working with SBA to streamline efforts that an individual needs to make. Thanks for the comment.

Alternative Formats

For copies of FEMA documents in alternative formats, please call 800-621-3362 (TTY: 800-462-7585). If you speak a language other than English and need help with this document, please call 800-621-3362 (TTY: 800-462-7585) and you will be connected to an interpreter who will assist you at no cost.

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إذا كنت تتحدث لغة أخرى غير الإنجليزية وتحتاج إلى مساعدة بخصوص هذا المستند، فيرجى الاتصال على 800-621-3362 (برقياً: 800-462-7585) وسيتم توصيلك بمترجم فوري سيساعدك دون أي تكلفة.