

# **Tribal Consultation on FEMA’s Achieving Equitable Recovery: A Post-Disaster Guide for Local Officials (Equity Guide)**

*April 11, 2023, 3:00 PM ET*

## **Overarching Consultation Questions**

***Is the information contained in the Equity Guide actionable, accurate, relevant, and achievable for Tribal Nations? Do the presented community examples and case studies provide insight and illustrate the concepts within the Equity Guide effectively? Is the Equity Guide arranged in an order that promotes understanding and clarity? Does the Equity Guide generate questions or concerns for Tribal Nations that are not answered within the document?***

## **Background**

The goal of the **Achieving Equitable Recovery: A Post-Disaster Guide for Local Officials (Equity Guide)** is to help local officials and leaders incorporate diversity, equity, and inclusion in their post disaster recovery management work. Successful disaster recovery requires the whole community to rebuild in a thoughtful, equitable, and resilient manner. This guide supports local officials and leaders in their efforts to build equity into the recovery process by establishing more diverse partnerships, conducting strategic public engagement, identifying needs of the whole community, leveraging new mitigation opportunities, and developing compelling recovery projects that leverage funding opportunities.

The Equity Guide provides local recovery leaders with a wide array of resources and identifies organizations such as federal, non-profit, for-profit, and academic entities that could help them navigate this process.

By incorporating diversity, equity, inclusion, and accessibility into the recovery process, local officials can work toward achieving the following as they prioritize projects and distribute resources:

- Correct prior underinvestment and address longstanding recovery challenges of people and places with the most need and fewest resources.
- Intervene to reduce any recovery disparities of those under-resourced, underserved, and marginalized.
- Build resilience for the whole community, reduce impacts of recurring disasters, and mitigate climate risks.
- Align with Executive Orders 13985 and 14008 and the Justice40 Initiative.
- Advance FEMA Strategic Goal 1: Instill equity as a foundation of emergency management.
- Build upon Community Assistance Recovery Support Function Technical Assistance and resource guides.

## **Eight Equity Goals Guide the Recovery Management Process:**

1. ***Build equity into the recovery organizational and coordination structure:*** Integrating equity into the structure that sets the agenda, develops policies, makes decisions, and provides management and oversight helps empower and strengthen the whole community, not just segments of it.
2. ***Identify unequal patterns of disaster exposure and impact:*** Generating a data-informed picture of recovery needs, conducting an equity assessment, and developing cross-cutting priorities with

multi-sector collaboration helps lessen a community's recovery burden.

3. ***Develop a participatory planning process:*** Using a community-based and culturally sensitive process helps establish a more inclusive planning process for setting goals and establishing milestones that reflect the needs of the entire community and support the recovery process.
4. ***Promote and protect equity throughout recovery:*** Fostering equity through an intentional, responsive, and transparent recovery planning process that acknowledges historical and current inequities helps ensure everyone can navigate the recovery process and trust they will be treated fairly.
5. ***Adapt to the dynamic nature of recovery:*** Understanding that recovery proceeds at different rates for different people and community networks helps prepare officials to make necessary adjustments to roles and courses.
6. ***Monitor progress:*** Addressing root causes of inequities, confirming inclusivity, and evaluating actions throughout the recovery process helps limit unintentional impacts, track outcomes, and lead to equitable outcomes.
7. ***Build adaptive capacity:*** Identifying untapped assets, providing access to training, clearly communicating success, and implementing long-term solutions helps lead to a re-envisioned, revitalized, and rebuilt community “with justice for all.”
8. ***Overcome barriers and ensure fair recovery outcomes:*** Eliminating disparities by developing mechanisms to target underserved areas helps focus resources where they are needed most.

## Tribal Consultation

On April 11, 2023, FEMA's Recovery Directorate, in partnership with FEMA's Congressional and Intergovernmental Affairs Division, is hosting a virtual tribal consultation session to discuss the Equity Guide with Tribal Nations. During the consultation session, Recovery staff will provide a brief overview of the Equity Guide, and FEMA's National Tribal Affairs Advocate will moderate a discussion to give an opportunity for tribal leaders to provide additional input and feedback on Recovery case studies, community examples, and resources that should be incorporated in the guide.

## Discussion Questions

1. What unique challenges do tribal leaders face when ensuring disaster recovery is equitable for the whole tribal community?
2. Are there any specific examples (e.g., case studies) that FEMA can use in the guide that demonstrate how Tribal Nations regularly support the most vulnerable members of the tribe?
3. What are the resources (e.g., grants, government agencies, voluntary organizations) that Tribal Nations use regularly to support equitable disaster recovery?
4. How can non-local and/or non-tribal voluntary organizations play a role supporting a tribe after a disaster?
5. What additional support do tribes need following a disaster from FEMA, other Federal Agencies, or non-governmental organizations (e.g., philanthropic connections, capacity building, long-term recovery group development, etc.)?
6. What would tribal leaders like to see in the future in collaborating with FEMA for emergency or disaster assistance?