

HOW WE SURVIVE

DISABILITY
INCLUSIVE CRISIS
MANAGEMENT

Presented by: Justice Shorter & Latoya Blizzard

INTERNAL OPERATIONS

Business Continuity

- Agency's plan to ensure operations continue in the event of an emergency or an unplanned event
- Process should be documented and available to all personnel
- Include in the plan:
 - Key personnel
 - How staff will be notified
 - Essential functions-ex. Payroll

COMMUNICATION IS THE KEY

As with any issue that arises, communication is critical.

- Internal communication ensures that staff have timely and accurate information.
- Know your key personnel that should be involved in decision making. Ex. Legal Director, Fiscal Officer, Lead or Senior Staff
- Have updated information for staff

SHORT VS LONG TERM PLANNING

- Each situation will be different. A power outage may last for a 30 minutes versus a health crisis lasting 90 days.
- Consider what are the functions that need to be done immediately and what can you hold off on.
- Have a time threshold to determine which plan should be activated.

STAFF CARE

Our staff are the most precious resource. Without them we can not perform our most basic functions. Therefore we need to ensure that we are taking care of them. Be mindful they can be impacted by things happening as much as our clients.

- Ask them how they are feeling. Ask them what they need.
- Empathize with them.
- Have some flexibility
- Make some provisions

EXTERNAL OPERATIONS


Publicizing P&A Services/Expertise/Resources

- Social media, traditional media, CBOs, essential businesses/groups, medical providers/professionals, public spaces, protest leaders/organizers, law enforcement etc.
- Clearly communicate your capacity to function and serve

Receiving Requests

- Phone calls, emails, text messages, referrals and website “Contact Us” forms

Remain Plugged In

- Ask key questions, diversify your sources, engage often & verify information/check the facts
 - Most Common Misconception: No one came to us for help and we weren't officially told anything so the problem doesn't exist here.
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INTERSECTIONAL IMPACTS DURING CONCURRENT CRISES

Pandemic:

- Black Indigenous People Of Color with disabilities are disproportionately impacted

Police Brutality & Vigilante Violence:

- Black people both with and without disabilities are disproportionately impacted

Economic Crisis:

- Directly impacts prices, jobs

**INTERSECTIONAL
IMPACTS DURING
CONCURRENT
CRISES (CONT.)**

Uprisings/Protests:

- People with disabilities have the right to nonviolently protest. They are also at a higher risk of being confronted by law enforcement if unable to quickly disperse or understand/comply with directions

Looting:

- Pharmacies, post offices and stores in Communities Of Color are disproportionately affected which also means People Of Color with disabilities are greatly impacted

Natural Disasters:

- Cisgender Women, Transgender individuals and single mothers often face additional barriers related to job security/pay equity, childcare, medical services and housing

P&AS IN ACTION

COVID Central

Lawsuits &
Complaints

Letters to Governors /
Government Officials,
Business Owners &
Medical Professionals

Care Packages

Coalitions /
Partnerships/
Taskforces / Disability
inclusive response
teams

Virtual Visits /
Monitoring

Light-level
Investigations

Factsheets, Flyers
and “Know Your
Rights” Videos

WHAT WE'RE LEARNING

- Engage Early
- Widen Our Lanes to make P&A expertise available to new audiences during multiple crises
- “Don’t Stop Believing” in the importance of disability inclusive disaster assistance & emergency/crisis management
- Strive for sustainability and stamina. Disasters/emergencies can involve extensive (long-term) engagement, energy and resources

**THE FLOOR
IS OPEN FOR
DISCUSSION**



**HOW ELSE
CAN WE HELP?**

CONTACT US

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