



Resilience
National Preparedness Directorate
National Training and Education Division

Training Partners Program

TPP Times

In This Issue

Welcome to the Winter 2021/2022 issue of the TPP Times. In this issue, we focus on two historically black colleges and universities (HBCUs), their emergency management programs, and their work to increase representation and diversity in the emergency management and homeland security fields.

We look at issues of diversity, equity, and inclusion through the lens of FEMA programs and events. We spotlight a recent in-person engagement between FEMA leadership and representatives from HBCUs. We also highlight the important work being done by FEMA’s Grant Programs Directorate and the Higher Education Program.

We also focus on new National Incident Management System (NIMS) resources and feature an important update for online course developers in our Section 508 Quarterly column.

We welcome your input on the TPP Times, including comments, questions and information you want to share with other training partners. Email your feedback to TPPTimes@fema.dhs.gov.

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Wilberforce University Becomes the First HBCU to Sign New MOU with DHS to Increase Diversity



Wilberforce University (WU) in Green County, Ohio, became the first HBCU to sign a memorandum of understanding with the Department of Homeland Security (DHS) Office of Academic Engagement to join a national effort to increase diversity in internships, externships and federal hiring. Wilberforce is responding to the regional and national need for emergency management expertise across a range of professions, and their efforts are being led by the vision of Dr. Johnny Jones, Provost and Vice-President of Academic Affairs. Under the guidance of Dr. Jones, Wilberforce has been expanding course offerings and promoting emergency-management related career paths, both to help meet the perceived need for disaster response and to expand opportunities for their students. This initiative aligns with recent efforts of the FEMA Higher Education (HiEd) program, which hosted an engagement meeting this past September in Atlanta, GA. This meeting brought together leaders from FEMA, DHS, and 13 Historically Black Colleges and Universities (HBCUs).

The first phase of the new Wilberforce program introduces disaster response-related courses into current major areas of study, starting with Criminal Justice, Health Services Administration, Management, and Interdisciplinary Studies. Currently available as an area of concentration, next year disaster response will be offered as a major. In addition, Dr. Jones intends to expand the current cooperative work/study program at WU, which requires every student to have a work experience related to their



*Dr. Johnny Jones,
Wilberforce University
Provost and Vice President*

major. “When I arrived [at Wilberforce], they wanted to advance academics by providing training to attain jobs associated with regional and national needs.” The co-op experience allows students to gain valuable perspective and experience related to their major and develops positive relationships within Green County, where Wilberforce is located.

Under the new MOU, DHS will provide support in the form of technical assistance and insuring Wilberforce students are invited to recruitment events. Dr. Jones has long-term goals and sees an opportunity to carve out an initiative for Wilberforce to be the national training ground for disaster preparedness for all AME [African Methodist Episcopal] churches. This cultural connection also supports the Wilberforce vision for the DHS/FEMA partnership: for HBCUs to train students to go into emergency management and change the face of disaster response teams.

Dr. Jones and his team are excited by the potential of future meetings between HiEd and HBCUs, and within the broader minority community including tribal and Hispanic-serving colleges and universities. Going forward, Dr Jones calls for deeper discussions about collaboration, curriculum sharing, capacity building, and funding. “There’s a lot of room to be innovative and creative. Let’s look at what resources we can use—particularly political connections in our area—to be innovative and aggressive.”

A significant factor in Wilberforce’s success is the support of their alumni, several of whom are already established in careers

throughout DHS/FEMA. Michelle Norphlet, a Wilberforce alumna and Program Manager with FEMA’s National Training and Education Division, is representative not only of Wilberforce University’s past, but also of the potential of future DHS partnerships.

“While on detail as the acting Higher Education Program Manager,” Norphlet said, “I served as the project lead for the FEMA HBCU Engagement meeting in Atlanta, Georgia. The meeting was full of positive energy and candid conversations. I was thrilled that my alma mater, Wilberforce University, had a seat at the table. This is a huge deal for Wilberforce, and I am incredibly privileged to have been a part of this momentous step forward. I am looking forward to future collaboration between the Federal Emergency Management Agency and Historically Black Colleges and Universities.” ♦

FEMA HiEd Brings Together HBCU Leaders and DHS and FEMA Executives in Atlanta for a Two-Day Engagement



From left to right; front row: Dr. Karl Wright (Claflin), Karinda Washington (DHS), Tony Russell (FEMA), Traci Silas (DHS), Dr. Olupomile Olonilua (TX Southern), Dr. Angelyn Flowers (UDC), Dr. David Jackson (NCCU), Dr. Erik Brooks (Central State), Charlotte Porter (FEMA), Dr. Heshmat Aglan (Tuskegee), Dr. Curtis Johnson (TN State), Gracia Szczech (FEMA); back row: Meldon Hollis (facilitator), Dr. Joseph Whittaker (Jackson State), Marcus Coleman (FEMA), W Montague “Q” Winfield (FEMA), David Maurstad (FEMA), Dr. Robert Mock (UMES), Jo Linda Johnson (FEMA), Dr. Johnny Jones (Wilberforce), Dr. John Pierre (SU Law Center), Dr. Julian Muhammad (scribe), Antoine Richards (facilitator), and Mike Sharon (FEMA)

This past September 15-16, the FEMA Higher Education Program (HiEd) organized and led a meeting that brought together FEMA executives with leaders representing 13 historically black colleges and universities (HBCUs). Jointly hosted by FEMA Region 4 and Clark Atlanta University, the meeting provided an opportunity for participants to listen, learn, and engage on building a stronger relationship between FEMA and HBCUs nationwide.

In her welcoming remarks, the acting division director for FEMA NTED, Charlotte Porter, said that the meeting’s goal was to “create space for a two-way conversation on how to establish and maintain emergency management programs at HBCUs.” Across the meeting’s two days, participants spoke candidly about the challenges faced by HBCUs, how and where FEMA support is needed, and concrete steps for the future.

Facilitator Meldon Hollis highlighted that there was a need for HBCUs to be more involved in emergency management because they have a history of being trusted within their communities, and the government has a need for credible messengers. Dr. Olupomile Olonilua, Emergency Management Program Director at Texas Southern University,

followed up on that. “When natural disasters happen,” she said, “victims like to see people that look like them.”

In addition to talking about establishing and maintaining emergency management programs on HBCU campuses, participants also discussed establishing pipelines to

“FEMA leadership—up to and including the administrator—has expressed a commitment to increasing the diversity of our workforce to meet the needs of a diverse community.”

get HBCU students into emergency management careers. “FEMA leadership—up to and including the administrator—has expressed a commitment to increasing the diversity of our workforce to meet the needs of a diverse community,” said Jo Linda Johnson, director of the FEMA Office of Equal Rights.

The meeting closed with commitments from participants to keep the conversation going and to build on the relationships formed over the two days. The meeting also yielded immediate results, with Wilberforce University becoming the first HBCU to sign a memorandum of understanding with the DHS Office of Academic Engagement to join a national effort to increase diversity in internships, externships, and federal hiring. [Materials from the meeting will be made available online.](#) ♦

Preparing Homeland Security’s Future Professionals

Homeland Security at the University of DC

As one of the nation’s historically black colleges and universities, the University of the District of Columbia (UDC) is working to prepare the next generation of emergency managers and homeland security professionals through programs at the graduate and undergraduate levels.

Dr. Angelyn Spaulding Flowers, the founder of the program and its coordinator for the first 10 years, is well aware of the rapidly changing nature of the field. “We continuously evolve,” she said. “We’re always revising course descriptions, course titles, and creating new courses to meet the changing demands of the field and students’ needs and interests.”

UDC’s Homeland Security program traces its origins to the University’s undergraduate program in Administration of Justice which offered its first terrorism course in the mid-1990s. In the post-9/11 environment they began building capacity, developing a weapons of mass destruction training for the District of Columbia. In 2007, they were

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the recipient of a cooperative agreement from FEMA's National Training and Education Division to develop and deliver a course on national legal preparedness training. Delivered to emergency management personnel across the country, this training focused on legal issues affecting state, local, and tribal jurisdictions in preparing for and responding to human-made or natural disasters. That training led to the creation of a Master of Science in Homeland Security at UDC, launched in 2011.

With the start of the master's program, the university simultaneously received its first Scientific Leadership Award from DHS for minority serving institutions. This enabled them to develop an educational infrastructure in the social and behavioral science aspects of homeland security research. This focus area is "extremely broad," Dr. Flowers said, "because whatever you're talking about, there's going to be a human component." That broad focus is appropriate because the field itself is so diverse. "[Students] come to us and all they know is FEMA," Dr. Flowers said. "We try to get them to understand the homeland security enterprise is broad based." There are opportunities available not only at the federal level, but also with state or local governments, regional government associations, police departments, tribal jurisdictions, non-profits, as well as the private sector. Currently working on their third Scientific Leadership Award for minority serving institutions, UDC is combining student workforce development with research intended to support operation of the emergency services sector of critical infrastructure.

As an HBCU, UDC plays a part in increasing diversity in the emergency management field. "One of the things that makes our program so interesting is the diversity of our student population," Dr. Flowers said. "Representation matters. That's how we see it. We are trying to produce presence. This doesn't mean that all our students are minority students. But it does mean that our graduates understand the value of being broadly inclusive, thinking outside the box, and making sure to get input from all stakeholders." By design, all course offerings include some aspect focusing on marginalized and underserved populations and how they are affected in regards to the subject matter of the course. Diversity is woven throughout the curriculum rather than being limited to a single course.

Despite the ongoing resource challenges common to many HBCUs, the program at UDC continues to grow and evolve. Dr. Flowers acknowledges the need for the program to stay cutting edge and responsive to the changes in the field. One way that UDC meets this need is through a special topics course at the master's level. "Special topics courses can be named whatever you want," she said. "[which allows] us to very quickly offer a course on some issue that is current and relevant.

Earlier this year UDC's Homeland Security program ranked 47th on a list of the best master's programs in the nation compiled by Intelligent.com. More information on the

program can be found at <https://www.udc.edu/programs/homeland-security/>. ♦

Ensuring a Resilient Homeland Through Grant Opportunities

FEMA's Grant Programs Directorate

In Fiscal Year 2021, the DHS FEMA Grant Programs Directorate (GPD) administered approximately \$2 billion in Department of Homeland Security grant funding for state, local, tribal and territorial governments, and nonprofit entities. This sum included \$475 million in competitive preparedness grant programs and nearly \$1.5 billion in non-competitive grant funding. These grants address a broad range of core capabilities such as hazard mitigation, emergency preparedness and planning, supply chain resilience, and food and shelter programs.

"We implement programs related to a broad base of homeland security capabilities and initiatives," said Kimberly Marshall, Section Chief of the Homeland Security Programs Branch.

Marshall was among the FEMA personnel to address participants at the recent engagement with historically black colleges and universities (HBCUs) held in Atlanta and spoke about opportunities for educational institutions to receive funding through grant programs. "By statute," she said, "80% of these funds are required to pass through the state to units of local government to implement homeland security and emergency management initiatives." Although there is no direct relationship with educational institutions, states, counties, or cities may designate funds to institutions that can help further their priorities. "I would certainly recommend [educational institutions] get involved with their local units of government," Marshall said, "and get involved with the state to become aware of their priorities."

There are also opportunities for universities to help their students gain experience in emergency management through paid and unpaid internships and volunteerism. Many agencies have needs that can be met by students seeking practical experience in emergency management, which can help students build their resumes and knowledge base. "I do think that there are some missed opportunities there," Marshall said. "You have to be diligent and focused—you cannot graduate without having work experience in the field. Do something to build your understanding of the practical field." Federal internship opportunities are available through programs such as [FEMA Corps](#) and the [Pathways Programs](#).

Another, rapidly growing grant program is the Non-Profit Security Grant Program (NSGP), through which states provide funding to 501c3 organizations. "[The NSGP] is a carve out program from the State Homeland Security Program and the Urban Area Security Initiative program for 501c3s that are at high risk of terrorist attack," said Mark Silveira, Senior Advisor and Branch Chief of the Homeland Security Programs Branch. In fiscal year 2021, NSGP awarded \$180 million between its two funding streams, and there's a possibility more will be awarded next year.

While growing, NSGP is also taking steps to ensure that diversity, equity, and inclusion are prioritized “Right now we’re in the process of embracing that,” Mark said, “and [we’re] performing an assessment of the NSGP to assess and evaluate whether the program is conducted in an equitable manner.” One important consideration is messaging, and whether all potential applicants are getting the information about available grant opportunities. “Once we figure out how to reach the folks we’re not traditionally reaching, we can better evaluate: Is everyone being equitably informed on how to apply and manage the application?”

Information on FEMA grants is available online at <https://www.fema.gov/grants/>. ♦

Bridging the Gap Between Research and Practice

A Spotlight on the FEMA Higher Education Program

The FEMA Higher Education (HiEd) program serves as a bridge between the academic research community and the practice of emergency management. The goal is to provide newly developed knowledge and innovation, created through emergency management research, available to practitioners. Equity and climate adaptation are examples of rapidly evolving areas of focus. Kelly Fitzgerald, the newly appointed Higher Education Program Manager, described some of the primary services offered:

The College List—a searchable database of higher education programs in emergency management. This web-based resource provides information on more than 300 emergency management and related programs with over 700 partnership programs. Both degree and certificate programs in emergency management and related disciplines are included. The database can be found at <https://training.fema.gov/hiedu/collegelist/>.

HiEd sponsors an **Annual Symposium** that serves to advance emergency management’s growing body of knowledge, further the development of the discipline, and increase engagement and interaction between the academic research community and practitioners. Each year the symposium focuses on issues relevant to the emergency management audience.

HiEd publishes a **Bi-Weekly Newsletter** that provides subscribers with information about the program, the website, upcoming events, employment opportunities, and internship, scholarship, and training opportunities. Readers can subscribe to the newsletter at <https://content.govdelivery.com/accounts/USDHSFEMA/bulletins/2cd6594>.

[The program website](#) serves as a hub for information about program services, activities, and upcoming events. The program is also planning a webinar in February.

In September 2021, the program sponsored an engagement meeting with historically black colleges and universities (HBCUs) in Atlanta, Georgia [see story on Page 2]. The meeting allowed participation in person and virtually and was attended by leaders from DHS, FEMA, and numerous HBCUs. “We benefit greatly from our relationships with our

academic partners who have been looking at issues of equity from many disciplines,” Fitzgerald said. “Meeting with our HBCU partners this past fall was another step towards deepening those relationships and furthering our commitment to equity in emergency management.” She reports that the program’s hope is to “reach as many people as we can and continue these conversations.” She encourages anyone, in the Training Partner Program community, to “get involved and help grow the field of emergency management.”

Anyone looking to get involved can reach out to, fema-hied@fema.dhs.gov. ♦

NIMS/ICS Training News & Notes

NIMS and Pandemic COVID-19

The COVID-19 pandemic has been unprecedented in scale, human lives lost, and the new challenge to proven national emergency management capabilities and the integration of multiple agencies at federal, state, local, tribal and territorial levels. Concurrent Presidential emergency declarations for COVID-19 are in effect for all 50 states, U.S. territories, and the District of Columbia. The declarations were signed alongside the public health emergency declaration signed by the Secretary of US Department of Health and Human Services (renewed most recently on October 15, 2021).

The National Incident Management System (NIMS) was designed to unify preparedness, training and incident response support, although historically under incident conditions of extreme weather, short duration, and familiarity. COVID-19 has initiated a new age of preparedness and response considerations for emergency managers, homeland security professionals, and first responders.

In June 2021, the National Homeland Security Consortium produced a COVID-19 initial assessment report. This report not only showed the coordination and separation of disaster and emergency responsibilities between FEMA, the Department of Health and Human Services, and the Centers for Medicare and Medicaid Services, but also the need for improved socialization of existing federal doctrine for healthcare and long-term care facilities, including emphasis on NIMS and ICS. Shortfalls revealed through the pressures of COVID-19 were a product of the “prolonged, nontraditional, and complex incident,” the report said.

Also in June 2021, FEMA produced the [NIMS Incident Complexity Guide: Planning, Preparedness and Training](#) doctrine. The new guide provides a sophisticated approach to all-hazards threat and hazard characterization and aims to aid government agency and nongovernment organizations “with emergency and incident support responsibilities.” Examples of the Complexity Level Identifying factors: threat to life and property, routine versus unusual incidents, jurisdictional boundaries, and geographic area. Incident Effect Indicators, segmented by five levels of severity presented in a tabular format, are defined as “observable damage, consequence, or disruption to the residence, population, infrastructure and government operations incident or event.” ♦

NTED Course Updates: New, Revised, Recertified and Retired

New

- AWR-400-W Radiological Dispersal Device (RDD) Response Guidance: Planning for the First 100 Minutes
- AWR-387-W Executing Strategies to Rapidly Rehabilitate Damaged Housing
- AWR-386-W Establishing Collaborative Case Management Services
- PER-389-W Incorporating Best Practices for Short-Term and Long-Term Housing Construction Programs
- MGT-474 Mitigating Hazards with Land Use Planning
- AWR-356 Community Planning for Disaster Recovery
- MGT-462 Community Planning for Economic Recovery
- AWR-389 Life, Logistics and Supply Chain Awareness Workshop
- AWR-392-W Life, Logistics and Supply Chain Awareness Workshop
- AWR-TBD Logistics and Supply Chain Resilience in Disasters
- AWR-403-W Examining Advanced Persistent Threats
- MGT-473 Organizational Cybersecurity Information Sharing
- AWR-401-W Threat and Hazard Identification and Risk Assessment and Stakeholder Preparedness
- AWR-408-W Disaster Recovery Awareness
- PER-404 Logistics and Supply Chain Resilience in Disasters

Recertified

- PER-300 PRND Primary Screener/Personal Radiation Detector (PRD) Refresher 8/24/2021
- PER-243 PRND Primary Screener/Personal Radiation Detector (PRD) 9/17/2021
- PER-243-1 PRND Primary Screener/Personal Radiation Detector (PRD) Train-the-Train 9/17/2021
- AWR-140-1 Introduction to Radiological/Nuclear WMD Operations Train-the-Trainer 8/24/2021
- PER-381 Transportation Container Loading/Unloading Emergency Response (TCLUER)
- AWR 187-W Terrorism and WMD Awareness in the Workplace
- AWR148-W Crisis Management for School-Based Incidents – Partnering Rural Law Enforcement, First Responders, and the Local Schools Systems (Web-Based)
- AWR 209-W Working with the Media
- MGT 335-W Event Security Planning for Public Safety Professionals
- MGT-383 Emergency Operations Plans for Rural Jurisdictions
- AWR-144 Port and Vessel Security for Public Safety and Maritime Personnel
- AWR-362 Flooding Hazards: Science and Preparedness

- AWR-322-W Natural Disaster Awareness for Security Professionals
- MGT-414 Critical Infrastructure Resilience and Community Lifelines
- MGT-361-C Crisis Management Affecting Institutions of Higher Education: A Collaborative Community Approach
- AWR-138-W Network Assurance
- AWR-177-W Information Risk Management
- MGT-345 Disaster Management for Electric Power Systems

Retired

- None

Section 508
Quarterly

Upgrading Storyline 360 Projects to Accessibly Render Text

For years, courses developed using Articulate Storyline 360 have not been able to accessibly present formatted text like headings and lists. In other words, users of assistive technology could not differentiate between regular text, lists, and headings. This changed with the release of an update in December 2020 and new courses should automatically publish their text with the proper semantic structure.

The improvements are a part of the new modern text rendering engine, which offers a number of upgrades in addition to the accessibility features. Courses using classic text (i.e., existing projects developed prior to the update) will need to be upgraded. Fortunately, this can be done with a few clicks. Open the project file in Storyline and navigate to the Design tab on the ribbon. From there, select Fonts, and then select Upgrade Project Text from the bottom of the Fonts menu.

That's all that's needed to upgrade the project's text to take advantage of the new accessibility features. Storyline will also save a backup copy of the project. Because the upgrade will change the way that text is rendered, there may be changes to character spacing that change the way text wraps or changing how text overflows its bounding box. Because of this, individual slides within the course may need adjustments to display as intended. Subsequent updates have added additional features to control the text's autofit behaviors, however, so make sure that you're version of Storyline is up to date.

Because Section 508 standards require that headings, lists, and other meaningful text features be programmatically discernable, this is an important update for Storyline 360 users submitting existing courses for recertification.

[More information about upgrading the project text is available on the Articulate Storyline site.](#) ♦

NTED Program Manager To Retire Following 40 Years of Service



After more than 40 years of public service, Mr. James (J.D.) Dansby will retire from the NTED Training Partners Program on December 31, 2021.

James began his service to our country when he joined the United States Air Force in August of 1980. He

first came to FEMA as a Program Manager in 2004, but then worked briefly at the U.S. General Services Administration as a Program Manager from December 2007 to July 2009. At GSA, James was responsible for managing employee onboarding, Employee Viewpoint Surveys, and Employee Development Training.

He returned to FEMA in July of 2009 to serve as a Program Manager at NTED. During his time at NTED he worked with numerous training partners including the University of the District of Columbia, the U.S. Army Dugway Proving Ground, the University of Hawaii, the Rural Domestic Preparedness Consortium, and CTOS/ National Nuclear Security Administration.

James will be long remembered at NTED for the passion and persistence he brought to his work and the positive impact he had in ensuring the highest possible standards in the development of training for our nation's first responders. Please join us in wishing James all the best in the next chapter of his life.

Happy Holidays!

Want the latest? Get weekly news and updates

The Higher Education Program publishes a bi-weekly newsletter covering a wide variety of topics and updates from the Higher Education program. The current issue, as well as an archive of past issues, is available online at the [FEMA Emergency Management Education Newsletter Archive](#).

Questions, comments or story ideas for the *TPP Times*? Email TPPTimes@fema.dhs.gov

Disclaimer: Please note that the federal government provides links and informational data on various emergency management and first responder community resources and events and does not endorse any non-federal events, entities, organizations, services or products. Please let us know about other events and services for individual and community preparedness that could be included in future newsletters by contacting TPPTimes@fema.dhs.gov.

www.firstrespondertraining.gov

