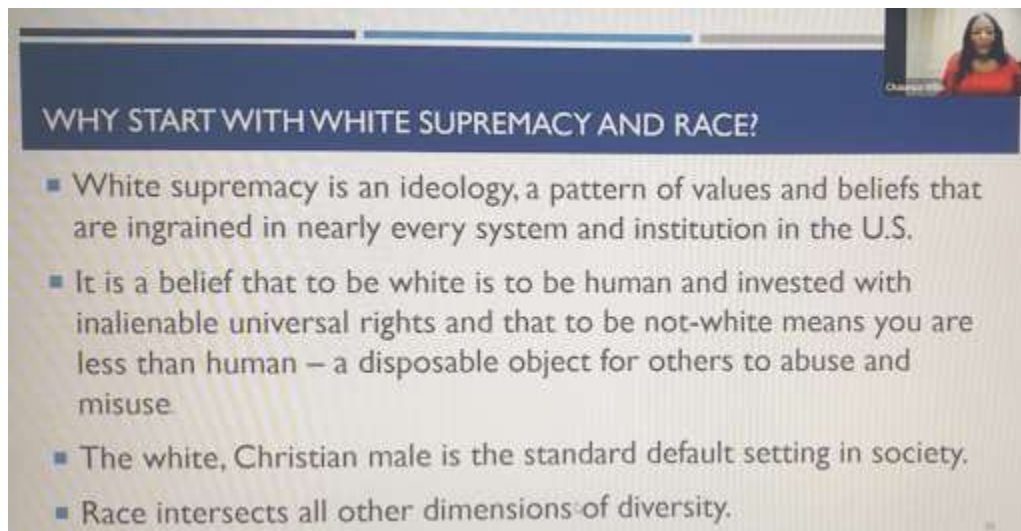


Deanne Criswell, The Head Of FEMA says She Made Equity Her Priority. Held FEMA DEI Trainings Saying U.S. Is Rooted In 'Extreme Violence And White Supremacy' In Almost Every Institution, 03OCT24

FEMA Then Held A Series Of DEI Trainings; One Hearing Claimed That The U.S. Is Rooted In 'Extreme Violence And The Established Systems In The U.S. (White Systemic Privilege And Violence) Require Oppression Of Subjugated (Subjugated: To Make Submissive; Subdue; To Conquer; To Bring Under Control And Governance) People, 03OCT24



WHY START WITH WHITE SUPREMACY AND RACE?

- White supremacy is an ideology, a pattern of values and beliefs that are ingrained in nearly every system and institution in the U.S.
- It is a belief that to be white is to be human and invested with inalienable universal rights and that to be not-white means you are less than human – a disposable object for others to abuse and misuse.
- The white, Christian male is the standard default setting in society.
- Race intersects all other dimensions of diversity.

FEMA Head Deanne Crisswell Wanted To Make Equity The 'Foundation Of Emergency Management'; The Focus When Delivering Relief Is To Be 'Equity,' Instead Of Effectiveness, Efficiency, 03OCT24

Letter from the FEMA Administrator



I am proud to share with you the 2022-2026 FEMA Strategic Plan — a bold approach to building the FEMA our nation needs and deserves.

The field of emergency management is at a pivotal moment. We are seeing tremendous change in the landscape of risk and in our professional roles. While our mission of helping people before, during, and after disasters has not changed, our operating environment has. Ten years ago, we managed an average of 108 disasters a year. Today, we are managing 311 — including the ongoing response to the COVID-19 pandemic.

We have taken on this growing mission because it is in our DNA as emergency managers to help people. And it is a point of pride for FEMA to deliver its mission while embodying our core values of compassion, fairness, integrity, and respect.

FEMA Head Deanne Crisswell, 'Determine FEMA's Workforce Demonstrates . . . DEI In Delivering The Agency's Mission. FEMA IS Going To Implement DEI When Delivering Disaster Relief. 03OCT24

Measure: Percent of staff who see diversity, equity and inclusion valued in their work and the decision-making processes.

Using the Federal Employee Viewpoint Survey, FEMA will examine the results of several questions related to diversity, equity, and inclusion to **determine if FEMA's workforce demonstrates an increased commitment to integrating diversity, equity, and inclusion in delivering the agency's mission.**

Objective 1.2 Remove barriers to FEMA programs through a people first approach

Measure: Percent of FEMA programs with feedback loops that integrate input from communities

FEMA will use this measure to track progress made toward incorporating feedback received from communities into programs. Feedback could be incorporated through guidance, policy, service delivery, and program design. FEMA recognizes the need to ensure programs continually review and respond to feedback, and this measure will track the commitment to this priority.

Measure: Percent of FEMA's programs that require implementing partners to advance equity in

D.E.I. Pick FEMA Head Deanne Crisswell Encourage Employees, Instead Of Excellence In Their Job, To Spend Their Time And Resources Working On More Ideas Related To DEI, October 3, 2024

Initiatives

We are committed to delivering better services to marginalized and other vulnerable populations. These communities face systemic barriers and are disproportionately affected by climate change.

While there is a lot of work to do to implement long term systemic change, we have taken steps and have started several initiatives to address equity in FEMA programs. This includes:

- **Encouraging active employee engagement** to ensure internal discussions generate new ideas on workplace diversity, equity and inclusion.

D.E.I. Pick FEMA Head Deanne Crisswell, Decided That FEMA Should Prioritize People Who Don't Speak English (Illegal Aliens) Over Those Who Do Speak English (Americans,) October 3, 2024

home park owner to verify ownership. Survivors with heirship properties, mobile homes or travel trailers, who do not have documentation of ownership verification, may provide a self-declarative statement of ownership as a last resort.

- **Prioritizing casework and evaluation for direct housing eligibility for vulnerable populations** to include those with access and functional needs or those who have a primary language other than English.
- **Expanding home repair assistance for people with disaster-caused disabilities**

D.E.I. Pick FEMA Head Deanne Crisswell, FEMA Is To 'Develop And Implement An Annual Equity And Civil Rights Assessment Agenda,' October 3, 2024

2) Summary of Early Accomplishments

In April 2021, FEMA established an Equity Enterprise Steering Group (ESG) with two objectives:

- (1) Create 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; and
- (2) Review and recommend revisions to FEMA-wide policies, procedures, plans and guidance, in collaboration with FEMA's Enterprise Governance Boards, as appropriate, to ensure the integration of equity considerations to drive equitable outcomes.

FEMA Whistleblowers--Agency Misappropriated Funds For Hurricane Helene, Withheld Pre-disaster Aid, And Left First Responders And Service Members Waiting In Hotels Without Deployment Orders, 04OCT24

MATT GAETZ
1ST DISTRICT, FLORIDA
ARMED SERVICES
COMMITTEE

COMMITTEE ON THE
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<https://gaetz.house.gov>

October 4, 2024

The Honorable Alejandro Mayorkas
Secretary of Homeland Security
Washington, DC 20528

Dear Secretary Mayorkas:

Yesterday, you stated that the Federal Emergency Management Agency (FEMA), which is a part of your department, “does not have enough funds to make it through the [hurricane] season.” This news comes after FEMA has spent hundreds of millions of taxpayer dollars on migrants due to Border Czar Kamala Harris’ open border instead of prioritizing funding for Americans impacted by disasters.¹

My office has been in contact with whistleblowers in numerous emergency-management functions at the federal, state, and local levels, and they all point to the same critical mismanagement issues. FEMA has wasted taxpayer funds, misappropriated funds, and left other federal, state, and local responders without deployment orders on the ground. As reported and further confirmed by my office, hundreds, if not thousands of service members were deployed by the Department of Defense to North Carolina and have sat idle, waiting for FEMA.² We have confirmed FEMA employees deployed, on the clock, awaiting orders in hotels. FEMA pre-disaster aid was withheld, exacerbating the emergency. It is also public that NGOs have purchased airline tickets for migrants through the use of FEMA funds.³

The aftermath of Hurricane Helene is a major disaster, and your waste and unpreparedness are leaving Americans in distress—unable to access food, water, or medicine—and expecting help, with none coming.

Please provide answers to the following questions to my office by October 11, 2024:

- (1) What policies and regulations of the Department of Homeland Security and FEMA prevent emergency funds from being wasted on illegal immigrants, including what conditions are placed on grantees of the agency?; and
- (2) Of FEMA’s total budget for FY 2024, what portion of funds can be guaranteed to have been spent solely on American citizens, and what portion of funds was or may have been spent on noncitizens?; and
- (3) In FY 2024, what portion of funds in the Disaster Relief Fund have been spent on non-disaster-relief programs, such as providing services to illegal aliens or providing routine training to FEMA employees authorized out of general appropriations?

Sincerely,



Matt Gaetz
Member of Congress

// cc’d by electronic mail to dhssecretary@hq.dhs.gov
// cc FEMA

¹ [Feds say there’s no money left for hurricanes after FEMA spent \\$640M on migrants \(nypost.com\)](https://www.nypost.com/2024/09/26/fema-no-money-left-for-hurricanes/)

² <https://x.com/seanmdav/status/1841836736608944155>

³ [Matt Gaetz Demands Answers From Delta Air Lines Regarding Illegal Immigrant Transports | National Review](https://www.nationalreview.com/2024/09/26/matt-gaetz-demands-answers-from-delta-air-lines-regarding-illegal-immigrant-transport/)