

Derrick C. Hiebert

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Summary

Derrick Hiebert is a hazard mitigation leader and Certified Emergency Manager focusing on disaster risk reduction through planning, federal grants, and prioritizing investments in underserved and vulnerable communities. Derrick has led hazard mitigation programs at the state and large county level, working with hundreds of stakeholders to identify, secure funding for, and implement hazard mitigation plans and projects. His work always includes extensive GIS and data-driven analyses of resilience, environment, public health considerations, and social vulnerability. As Deloitte's hazard mitigation and climate adaptation thought leader, Derrick is responsible for delivering equity-infused disaster resilience and recovery work for state and local clients. He also leads a major project implementing Justice40 across 40 covered programs for a federal agency. Core competencies include:

Consensus Building | Hazard Mitigation Policy | Stakeholder Engagement | Team Leadership | Project Management | Public Speaking | Process Improvement | Program Strategy and Development

Selected Accomplishments

- Leader in hazard mitigation, climate adaptation, and community resilience with more than 10 years' experience developing innovative programs, building coalitions, and driving change in local, state, and federal agencies and the private sector.
- With the need to increase access to annual grant funding to low-capacity jurisdictions, established highly effective project pipelines first in Washington State and then in King County. By establishing plan-to-project pipelines, post-plan workshops, and continuous, hands-on engagement, this lowered barriers and increased application success rates that helped Washington become one of the most successful applicants in the country starting with PDM 2018 and continuing through BRIC. At King County, led communities and agencies through the process to apply for over \$200 million for the inaugural year of BRIC and more than \$12 million in HMGP in 2020/2021.
- Led coalitions to complete high-visibility strategic plans, including parts of the Washington Restoration Framework, the Washington State Enhanced Hazard Mitigation Plan, and the King County Regional Hazard Mitigation Plan. The King County plan included more than 40 jurisdictions and was recognized as the first plan in the country to effectively prioritize for equity and social vulnerability.
- Demonstrated success driving mitigation through recovery, including guiding project worksheet development, training, and scoping for Public Assistance Section 406 and 428 projects.
- Built and led diverse teams that are inclusive, effective, innovative, and committed to public service on engagements related to disaster recovery, climate adaptation, infrastructure planning, and equity.
- Recognized by the International Association of Emergency Managers, the Institute for Diversity and Inclusion in Emergency Management, and the National Hazard Mitigation Association as a voice on equity in hazard mitigation, helping to encourage innovation in the profession, more equitable investments in vulnerable communities, and simplified grant processes.
- Pioneer in the use of performance management techniques and geospatial performance dashboards to support equitable grants management and project prioritization. This includes developing prioritization approaches that direct more funding toward highly vulnerable, and underserved, communities.

Selected Professional Experience

Specialist Master in Crisis and Resilience Deloitte and Touche LLP, Olympia, WA, Feb. 2021 - Present

Recognized leader in equity, hazard mitigation, climate adaptation, and community resilience responsible for leading people, managing financial resources, and leveraging technology to craft client solutions in crisis and resilience, grants management, and for federal agency equity initiatives. Lead teams of emergency managers, data scientists, accountants, grants management specialists and others on complex client projects, including:

Lead a team of 12 practitioners helping a federal agency implement the Justice40 initiative to direct 40% of benefits of major federal investments to disadvantaged communities. Accomplishments include:

- Support strategic change throughout the agency by developing and implementing processes to achieve a more equitable distribution of resources, gain agency staff buy-in, and engage leaders in support.
- Track and maintain project budget staff time, and technology resources to meet client expectations within established budget and timelines.
- Collaborate with five separate agency branches to find consensus on methodologies for measuring and distributing benefits of public investments to disadvantaged communities.
- Craft custom community disadvantage and environmental justice indices and geospatial tools, including a nationwide transportation disadvantage indicator, and submit to the Federal Register for public comment.
- Draft reports demonstrating approaches and findings to submit to the Office of Management and Budget.
- Deliver Justice40 benefit and benefit distribution estimates for up to 40 covered programs to support the preparation of budget data requests, presentations to the Secretary and deputies, and internal distribution.
- Develop and deliver public and internal outreach presentations and webinars, to over 3000 stakeholders from environmental justice groups, state agencies, local government, and others.
- Implement monitoring tools for outreach events to help ensure that communications are reaching everyone.
- Provide authoritative advice to agency leadership on approaches to implementing Justice40, methodologies to calculate benefits, challenges that may be experienced by state and local grant applicants, outreach to environmental justice communities, and internal strategies to integrate equity into agency activities.
- Manage and monitor work for the team including regular staff check-ins, progress reports, corrective action, and weekly reporting to client leadership.

Provide subject matter specialist support for a federal agency working to simplify hazard mitigation assistance, deliver accurate risk assessments, and improve the quality of mitigation plans and grant applications.

- Develop a prototype hazard mitigation planning equity impact dashboard to help federal staff better identify gaps and prioritize technical assistance.
- Provide state and local perspective and recommendations on hazard mitigation planning guidance updates.
- Advise teams on the development of agency Justice40 guidance and strategy and on how to maximize equitable outcomes in hazard mitigation and community resilience.

Provide subject matter specialist support for a federal agency working to improve the integration of climate adaptation and risk reduction into agency policies.

- Review program materials and interview staff with the aim of identifying opportunities to better integrate climate resilience into Mission Assurance planning and energy project prioritization.
- Developed a set of recommendations for climate resilience action through existing processes and tools.

Lead a team of 8 experienced grants managers and Public Assistance experts helping more than 20 southeastern US jurisdictions in recovering from hurricanes, tropical storms, and winter storms, with a strong emphasis on Stafford Act Section 406 hazard mitigation and Section 428 Alternative Procedures.

- Work with over 25 local jurisdictions, including cities, counties, and school boards, to develop and complete project worksheets under FEMA's Public Assistance disaster recovery program.
- Track and maintain project budget and billing, staff, and technology resources across over a dozen separate engagements at a time while ensuring activities were allowable under PA management cost rules.
- Apply knowledge of mitigation and alternative procedures to help sub-applicants identify opportunities to build resilience during disaster recovery using Section 406 (mitigation) and 428 (alternative procedures).
- Maintain compliance with federal policies and procedures governing environmental and historic preservation, damage documentation, and reimbursement requests.
- Deliver trainings and strategy sessions on the proper use of Section 406 and 428 in disaster resilience and as a tool to build back better and adapt to changing climate conditions.

Lead a team of up to seven professionals conducting data analysis, vaccine planning, retail pharmacy partner engagement, and vaccine hesitancy work for a state health authority.

- Develop dashboards and metrics, focusing on vaccine allocation, administration, and vaccine equity.
- Engage community-based organizations and retail pharmacy partners to expand vaccinator capacity, plan vaccine events, and connect communities with open appointments.
- Develop and expand partnerships and trust with private sector pharmacy partners in order to spur greater vaccine availability, accessibility and take-up.
- Provide advice and guidance on options for an approved operational structure using Incident Command System principles and localized to client conditions.
- Manage and monitor work for the team including regular staff check-ins, progress reports, corrective action, and weekly reporting to client leadership.
- Design and deliver a tracking portal and dashboard for long-term care centers to help the client track metrics on resident and staff vaccination for COVID-19 and potentially other infectious diseases.

Hazard Mitigation Strategist | King Co. Emergency Management, Renton, WA Dec. 2018 – Feb. 2021

- King County's authoritative voice on hazard mitigation, representing county emergency management with over 60 jurisdictions, including cities, special districts, and two tribes.
- Developed and oversaw a hazard mitigation pipeline, including advanced technical assistance, interagency coordination, and problem solving to submit \$200-\$300 million in hazard mitigation projects for the inaugural year of FEMA's BRIC Grant Program and to HMGP opportunities.
- Guide jurisdictions on use of 2 CFR and FEMA HMA Guidance in developing eligible sub-applications.
- Led the update for the 2020 King County Regional Hazard Mitigation Plan, including plan framework, risk assessment, and the integration into the plan of social justice and equity principles. This work included facilitating a multi-agency and multi-jurisdictional planning team, conducting community engagement, and delivering the first mitigation plan in the country to fully integrate equity. The result included an approved plan covering over 40 jurisdictions, a pipeline of mitigation projects and actions, and national recognition for the county's approach to equity in hazard mitigation.
- Integrated the King County Hazard Mitigation Plan into other countywide departmental processes and plans, including the King County Climate Action Plan, working with county Climate Team staff on strategies, especially those focusing on community wildfire resilience.
- Launched a multi-agency, multi-jurisdictional countywide wildfire strategy including state, federal, and many local fire district, community, and other partners. This resulted in an integrated countywide strategy (published after I moved to my current role).

- Led the Logistics Section Resource Unit and Ordering Group for multiple incidents, including with a staff of over 10 in during King County’s COVID 19 activation, sourcing, vetting, procuring, documenting, and distributing millions of dollars’ worth of personal protective equipment to public and private organizations.
- Wrote and updated Emergency Operations Center policies, practices, and manuals.
- Worked closely with the surface water management district to integrate the floodplain management and hazard mitigation planning efforts. This work included coordinating mitigation planning with Community Rating System requirements.
- Represented King County in meetings and workshops locally and nationally, including service on the International Association of Emergency Managers Diversity Committee and Mitigation Task Force.

Hazard Mitigation Strategist | WA Military Department, Camp Murray, WA Feb. 2017 – Dec. 2018

- Developed an innovative plan-to-project pipeline to increase the success rate of Washington hazard mitigation grant applications for Pre-Disaster Mitigation and Hazard Mitigation Grant Program funding rounds. The effort helped Washington become one of the most successful states in the country for PDM and ultimately drove success in the first two rounds of FEMA BRIC.
- Delivered hazard mitigation planning technical assistance and Hazard Mitigation Assistance (HMA) planning grant support to all Washington State cities, counties, tribes; working with at least 30 jurisdictions annually. One example of this was the post-plan workshops held following approval of a community’s hazard mitigation plan. One such workshop in 2017/2018 held in Grays Harbor County included a strategy session on the North Shore Levee project that has selected for two FEMA BRIC grants.
- Completed the full rewrite and update of the Washington State Enhanced Hazard Mitigation Plan using a multi-agency process to profile hazards, identify state capabilities, and develop risk-reduction strategies. This work included representing the Military Department and leading a multi-hazard workgroup made up of more than 12 state agency partners in planning and mitigation strategy coordination.
- Represented Washington Emergency Management on over a dozen workgroups, including those related to infrastructure, climate change, disaster risk, resilience, and planning under the Growth Management Act.
- Delivered presentations, workshops, and trainings to conferences and stakeholders throughout Washington and nationally, including at the Natural Hazards Workshop, the Washington State Emergency Management Association, and the Northwest Regional Floodplain Management Association.
- Worked closely with the FEMA RiskMAP program to support the integration of Risk Reports and Mitigation Actions into local hazard mitigation plans and HMA grant applications.
- Led or supported special projects, including the Resilient Washington Subcabinet and the Infrastructure Assistance Coordinating Council conference committee.
- Designed and implemented the outreach strategy for the Mitigation and Recovery section, including a series of webinars and workshops to be delivered to local jurisdictions.
- Wrote guidance and procedures for mitigation planning and grant application development.
- Worked with training and exercise to bring courses in risk communications and hazard mitigation planning to Washington, including teaching multiple offerings of G318, local hazard mitigation planning.
- Provided analysis and recommendations to senior agency officials on special projects and complex issues, including the Resilient Washington Subcabinet, climate change, drought, wildfire patterns, and other natural hazard risk and mitigation issues.

Disaster Recovery Coordinator | WA Military Department, Camp Murray, WA Mar. 2016 - Feb. 2017

- Led the development of the Washington Restoration Framework through a process of identifying objectives through meetings with stakeholders in state, local, federal, and non-governmental organizations, established a steering committee, and developed a project plan to complete the Framework within 2 years.
- Developed two Recovery Support Functions, Housing Recovery and Cultural Resources Recovery, including activation procedures and concepts of operations, and socialized processes with key partners.
- Wrote Emergency Support Function 14, Long-Term Recovery, the guiding document for post-disaster recovery and the role of the state in supporting long-term community recovery.
- Supported local jurisdictions throughout Eastern and Western Washington in identifying opportunities to conduct pre-disaster recovery planning and with best practice guidance.
- Coordinate and manage relationships with consultants working on agency-led efforts.
- Represented Washington Emergency Management at conferences and with long term recovery groups.

Bilingual Process Analyst and Engagement Manager | Solavei, Bellevue, WA Feb. 2013 - Nov. 2015

- Engaged the top Solavei sales teams, incubating and supporting leaders throughout the U.S. and helping build the Puerto Rican market into 60% of daily enrollment activity.
- Engaged members to solicit feedback, then coordinated with systems and product teams to implement product improvements incorporating member feedback.
- Managed Spanish-language content creation, translation, and communications projects, guiding Solavei from no Spanish support to near parity with English language services.

Project Manager | Institute for Hazard Mitigation Planning, Seattle, WA Sep. 2010 - July. 2011

- Led a team of 4 preparing the hazard mitigation plan update for the City of Everett, including GIS products, hazard assessment updates, economic mitigation measures, and risk analyses.
- Guided from design to implementation the public outreach strategy, earning accolades from FEMA for innovation and highly successful participatory methods, achieving a single-event attendance of 150 people.
- Developed data-driven products using HAZUS-MH and ArcGIS 10.x software programs.

GIS Technician | Tetra Tech EC, Bothell, WA Nov. 2008 - Jan. 2010

- Created maps/cartograms and conducted data analysis with an emphasis toward client needs using ArcGIS.
- Successfully worked with clients to identify and meet goals within specific time constraints.

Education

MA, Urban Design and Planning | University of Washington, Seattle, WA | GPA: 3.84 **June 2011**

BA, International Affairs, Geography, GIS | George Washington University | *summa cum laude* **May 2008**

Study Abroad: Universidad de Chile, Santiago, Chile | Universidad Latina, San José, Costa Rica **2006**

Professional Memberships

- National Hazard Mitigation Association – Board Member
- International Association of Emergency Managers – Mitigation and Climate Adaptation Caucus Chair
- International Association of Emergency Managers – Diversity Committee Member
- National Emergency Management Association – Member