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This Month in Disaster History

1985 Mexico City Earthquake

The 1985 Mexico City earthquake, also known as the Michoacán earthquake, struck on September 19, 1985, at 7:18 a.m., with a magnitude of 8.0 on the Richter scale. The epicenter was located off the coast of Michoacán state, approximately 200 miles west of Mexico City, in a region identified as a seismic gap where tectonic stress had been building since a 1911 quake. Scientifically, the event was caused by the subduction of the Cocos Plate beneath the North American Plate along the Middle America Trench, part of the volatile Ring of Fire. The shaking lasted nearly three minutes, but its effects were dramatically amplified in Mexico City due to the city's unique geology: it is built on the soft, sediment-filled bed of the ancient Lake Texcoco, which caused soil liquefaction and resonance that intensified ground motion up to five times compared to firmer surrounding areas. This harmonic resonance particularly affected mid-rise buildings of 5 to 15 stories, leading to their disproportionate failure.

The impacts of the earthquake were catastrophic, primarily concentrated in Mexico City despite the epicenter's distance, though damage extended to municipalities across seven states—Colima, Guerrero, Jalisco, Mexico, Michoacán, Morelos, and Veracruz—along with the capital's federal district.

Continued on Page 5

September 2025

Whats Inside:

Month in Disaster History.....	Pg. 1
Organizational Theory & FEMA Change..	Pg. 1
Disaster Resource Center.....	Pg. 4
Legislative Update: H.R. 4669.....	Pg. 6
New FEMA: State Considerations.....	Pg. 7
Statewide EMA Innovations.....	Pg. 8
360 Damage Inventory.....	Pg. 9
Preparedness Best Practices.....	Pg. 10
Disaster Policy & Research.....	Pg. 11
Responses Best Practices.....	Pg. 12
Disaster Recovery Best Practices.....	Pg. 13
Disaster News.....	Pg. 14
Mitigation Best Practices.....	Pg. 15
Industry Innovations.....	Pg. 16
EM Innovations in Work.....	Pg. 17
Building a More Resilient Future.....	Pg. 18
Expertise: Disaster Preparedness.....	Pg. 19

Understanding Change with FEMA

How Organizational Change Models & Theory Can Provide Clarity to the Evolving Changes with FEMA

Understanding organizational change models and their relevance to the evolving changes with FEMA and the United States' emergency management system can provide much needed clarity during uncertain times. Organizational change models provide structured frameworks for managing transitions in complex systems, such as government agencies dealing with disasters. Kurt Lewin's three-stage model—unfreezing (preparing for change by challenging the status quo), changing (implementing new processes), and refreezing (stabilizing the changes)—emphasizes the need for psychological and structural readiness in organizations. The McKinsey 7-S framework assesses alignment across seven interconnected elements:...

Continued on Page 2

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Understanding Change with FEMA

Continued...

How Organizational Change Models Provide Clarity with the Future

Continued

strategy, structure, systems, shared values, style, staff, and skills, ensuring holistic change in bureaucratic environments like federal agencies. Meanwhile, the ADKAR model focuses on individual adoption through Awareness, Desire, Knowledge, Ability, and Reinforcement, making it particularly useful for crisis-driven transformations and ideal for fostering adoption in dynamic teams. Complementing these, John Kotter's 8-step model provides a sequential approach: creating urgency, building a guiding coalition, forming a vision, enlisting supporters, removing barriers, generating wins, accelerating momentum, and anchoring changes, emphasizing leadership and momentum in large-scale initiatives. These models are highly relevant to contemporary reforms in the Federal Emergency Management Agency (FEMA) and the U.S. emergency management system. As of 2025, proposed changes under the FEMA Act of 2025 aim to restore FEMA as an independent cabinet-level agency, streamline disaster response and recovery programs, emphasize mitigation through risk-weighted funding, and shift greater responsibilities to states and localities. Influences from Project 2025 and Trump administration policies further advocate for staff reductions, privatization of certain functions, and reduced federal involvement, reflecting a broader push toward decentralization amid increasing disaster frequency due to climate change.

When applying these models to FEMA's transformations, they illuminate pathways for effective federal adaptation. Lewin's unfreezing aligns with legislative pushes to separate FEMA from DHS, disrupting silos for nimbler operations. McKinsey's 7-S calls for realigning strategy (mitigation focus) with structure (independence) and staff (lean staffing), while safeguarding shared values like equitable aid. ADKAR supports employee engagement by building awareness of decentralization benefits and delivering training for streamlined processes.

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Diagram: McKinsey's 7-S Framework Organizational Change Model

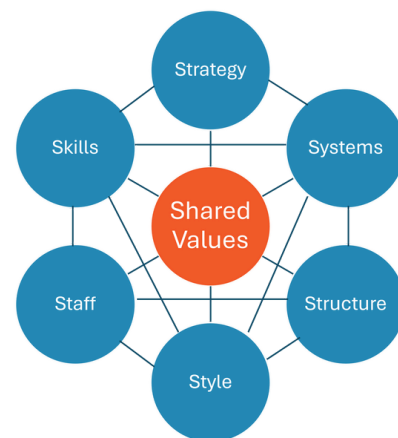


Diagram: ADKAR Model for Change Management



Diagram: Lewin's Change Management Model

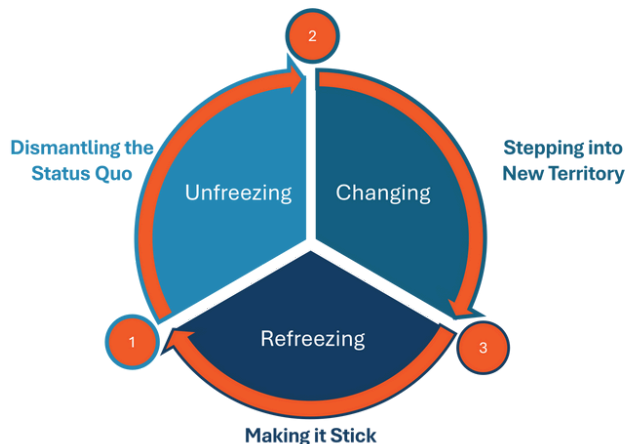
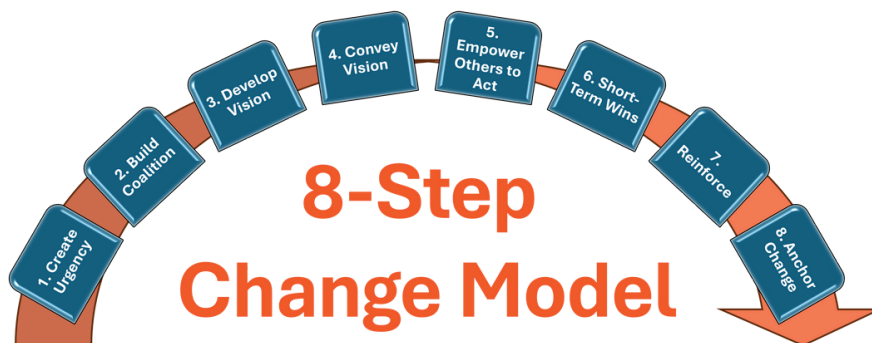


Diagram: Kotter's 8-Step Change Model



Understanding Change with FEMA

Continued...

How Organizational Change Models Provide Clarity with the Future

Continued

Kotter's model fits seamlessly, starting with urgency around disaster escalation to form a coalition of stakeholders, craft a vision for resilient infrastructure, and celebrate early wins like pre-approved recovery projects, ultimately anchoring reforms through policy integration. Together, these frameworks highlight the risks of uncoordinated changes, such as funding shortfalls or coordination lapses, while promoting incentives for resilient building codes and utilities.

State emergency management agencies face pivotal considerations in adapting to FEMA's shifts toward greater autonomy and leaner federal aid. Lewin's model urges states to unfreeze reliance on Washington by auditing internal capacities in planning. McKinsey's lens prompts alignment of systems (e.g., new grant integrations) and skills (expanded recovery training). ADKAR fosters state-level desire for localized speed via targeted reinforcement like simulations. Kotter's steps guide states in creating urgency through data on disaster trends, assembling cross-agency coalitions for visioning, and removing barriers like regulatory hurdles to enlist broader support, ensuring short-term wins in inter-state pacts. Challenges include bridging potential federal budget gaps, so states must prioritize contingency funds, collaborative networks, and scalable disaster loan management to sustain operations without federal crutches.

Local governments, schools, universities, and NGOs must similarly emphasize self-sufficiency and synergy with federal pivots. Lewin's changing phase involves revising protocols for FEMA's faster aid, such as automated approvals. McKinsey stresses harmonizing leadership styles and community values with mitigation goals, including cybersecurity for infrastructure. ADKAR aids in raising awareness of resilience mandates—like climate-adaptive campus designs—and reinforcing via NGO drills. Kotter's framework encourages locals to build urgency around vulnerabilities, form grassroots coalitions with educators and nonprofits, envision integrated plans, and accelerate by clearing bureaucratic obstacles, generating wins through community-led pilots. For NGOs, this means scaling staff for equity-focused gap-filling, while schools and universities integrate change into curricula, ensuring vulnerable groups aren't sidelined in transitions.

Ultimately, these models profoundly shape disaster preparedness, response, recovery, and mitigation in the U.S. framework. Preparedness gains from Lewin's refreezing via institutionalized tools like the updated National Incident Management System. Response leverages McKinsey's alignment for swift, lean deployments, though staff reductions may test federal-local links. Recovery advances through ADKAR's reinforcement of state-led efforts and revolving funds. Kotter's model amplifies mitigation by sustaining acceleration in preventive investments, from urgency-driven visions to anchored policies reducing long-term costs. Holistically, they mitigate inequities but demand vigilant equity checks to prevent uneven resource flows.

The Value of Preparedness

Making a Commitment to a Culture of Preparedness



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Hazard-Specific Tool Kits



Disaster Resource Center



Best Practices Library

Industry Best Practices

Don't Let Disaster Strike Twice: Navigating the Complex World of Post-Disaster Funding



In the wake of a disaster, the road to recovery can be long and arduous. Applicants are often left to navigate a complex maze of requirements, deadlines, and paperwork, all while trying to rebuild their lives and communities. The consequences of not following proper protocol can be severe, leading to denied or de-obligated funds, leaving applicants without the resources they need to recover.



Written by [Name]

On-Call Expert Support



Disaster History

Continued...

The 1985 Mexico City Earthquake

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Official estimates reported around 10,000 deaths, though some accounts suggest the toll could have been as high as 30,000, with tens of thousands injured and approximately 250,000 people left homeless, referred to as "damnificados," though unofficial figures indicate up to 700,000 affected by housing loss. The event was felt by an estimated 20 million people across central and southern Mexico, disrupting the lives of over 1.5 million students due to school damage and eliminating 200,000 jobs. Over 400 buildings collapsed entirely, and thousands more were severely damaged, including hospitals, factories, and residential structures, many built with substandard materials; eighty percent of the destruction was confined to four central boroughs: Venustiano Carranza, Cuauhtémoc, Benito Juárez, and Gustavo A. Madero. Gas mains ruptured, sparking fires and explosions, while the loss of electricity and telephone services isolated the city for days, affecting 40% of the population without power and 70% without communication. In surrounding areas like Jalisco and Michoacán, nearly 600 adobe homes were destroyed, exacerbating rural poverty. The economic toll was immense, with damages estimated at \$5 billion USD in 1985 dollars, equivalent to a significant portion of the national GDP at the time.



8-story frame structure with brick infill walls collapse due to resonance and duration of shaking - USGS



Israelie Rescue Delegation Response - USGS

Response activities were initially hampered by the Mexican government's hesitation under President Miguel de la Madrid, who did not fully activate the national emergency plan and rejected early offers of international aid to project self-sufficiency. Local residents stepped in, organizing grassroots rescue efforts, excavating survivors, and distributing supplies. After a strong aftershock on September 20, the government reversed course and accepted foreign assistance coordinated by the United Nations. The United States supported Mexico through USAID's Office of Foreign Disaster Assistance (OFDA), which deployed assessment teams, firefighters from Miami-Dade County, and urban search and rescue experts, despite some aid being not always well-targeted. Additional U.S. contributions included helicopters, generators, breathing masks, and a team of engineers and seismologists from the National Bureau of Standards and U.S. Geological Survey to provide technical advice on structural failures. Non-governmental efforts, such as CARE's \$100,000 pledge and deployment of a relief team, supplemented official aid.

Recovery efforts began in the weeks following the disaster, with the Mexican government formulating a reconstruction plan amid pressure from organized damnificados. Grassroots groups formed the Coordinadora Única de Damnificados (CUD), advocating for property expropriation and new housing rather than relocation. With World Bank funding, nearly 100,000 residences were rebuilt or refurbished within two years, addressing immediate shelter needs. The CUD's influence extended to broader political reforms, empowering low-income communities and leading to the formation of ongoing advocacy groups like the Asamblea de Barrios. Economically, the focus was on restoring infrastructure, though challenges persisted due to corruption and uneven resource distribution.

Contemporary lessons from the 1985 earthquake emphasized the dangers of soil amplification in urban planning, the need for rapid government response, and the power of community-led initiatives when official efforts falter. The event profoundly influenced emergency management in Mexico, exposing the Institutional Revolutionary Party's inefficiencies and catalyzing political activism that contributed to democratic reforms. Internationally, it highlighted gaps in global disaster coordination, leading to improved frameworks like the Sendai Framework for Disaster Risk Reduction, adopted in 2015, which promotes resilient infrastructure worldwide. The shortcomings in international response also spurred the refinement of agencies like USAID's OFDA for more effective, targeted aid in future crises.

Continued on page 4.

H.R. 4669: FEMA Reform Act

Federal Shake-Up: How H.R. 4669 Could Reshape FEMA's Future

A bold proposal to streamline disaster recovery, empower states, and modernize FEMA operations

Integrated Solutions Consulting (ISC) will continue to monitor this legislation and provide strategic guidance to our partners. With decades of experience and our proprietary Odysseus Enterprise System (EM365), ISC is ready to help sub-recipients navigate change, optimize funding, and strengthen resilience.

Legislative Update – September 2025

Congress is advancing H.R. 4669 – The FEMA Act of 2025, a landmark bill that proposes elevating FEMA to cabinet-level status and streamlining federal disaster recovery programs. If passed, this legislation could reshape how states and sub-recipients engage with FEMA—making recovery faster, more transparent, and locally driven. H.R. 4669 represents a pivotal shift in federal disaster policy—one that could empower communities to lead more agile and accountable recovery efforts.

Purpose and Goals of H.R. 4669

- Elevate FEMA to report directly to the President
- Simplify disaster recovery processes and reduce delays
- Reward state and local preparedness with greater autonomy
- Improve oversight and reduce wasteful spending
- Ensure equitable and unbiased relief distribution

Key Reform Areas

- **Program Consolidation:** Reduces duplication across FEMA programs
- **State Flexibility:** Empowers local leadership in recovery efforts
- **Accountability Measures:** Enhances transparency and performance tracking
- **Stakeholder Input:** Reflects feedback from emergency managers nationwide

Strategic Implications for States and Sub-Recipients

If enacted, H.R. 4669 could significantly impact on how recovery is managed at the state and local level:

- More control over project selection and execution
- Faster access to federal funds and reduced administrative burden
- Simplified compliance pathways across FEMA programs
- Incentives for jurisdictions with strong preparedness plans
- Greater responsibility for equitable aid distribution
- Opportunities to modernize recovery systems and reporting tools

Statewide Comprehensive EM Program Management Solution



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EM365

Odysseus[™] offers state emergency management agencies a software solution for managing a unified statewide comprehensive emergency management program. Odysseus[™] "system-of-systems" architecture gives state EMA's a force multiplier that goes beyond managing EOCs.



New FEMA: Considerations for States based on Organizational Change Theory

Reflecting on organizational change theories, state emergency management agencies (state EMAs) must consider the financial, structural, and cultural impacts of proposed FEMA changes, which emphasize shifting greater responsibility to the states. The transition will require State EMAs to reassess their capacity, manage resistance to change, and adapt to new federal-state dynamics. Organizational theory provides a framework for understanding how proposed FEMA changes will affect the internal structure, culture, and processes of State EMAs.

Structure and capacity

- **Increased centralization of responsibility:** Recent FEMA changes have proposed raising disaster declaration thresholds, capping the federal cost share, and streamlining aid programs. This places a greater financial and operational burden on states, especially those with high disaster risk but low fiscal capacity.
- **Need for organic design:** According to structural contingency theory, State EMAs should move toward a more flexible, "organic" structure to adapt to these changes. This involves less formalization and more collaborative teamwork to increase resilience and rapid decision-making.
- **Staffing and recruitment:** A greater workload will require State EMAs to expand their capacity through new hiring and talent development. With FEMA potentially cutting staff for certain initiatives, State EMAs may need to build expertise in areas like climate resilience, environmental justice, and grant management.
- **Need for efficiency:** The proposed FEMA Act of 2025 seeks to streamline programs, cut red tape, and speed up recovery by replacing the slow reimbursement process with a faster grant-based system. This creates a strong incentive for state agencies to overhaul their operational processes.
- **Increased state autonomy:** By shifting more responsibility to states, the proposed changes empower states to set the pace of their own recovery. This can motivate agencies to develop more proactive, state-centric strategies.
 - **Internal capacity building:** State agencies must invest in their own workforce and operational capabilities. This includes: 1) workforce training: Offsetting the loss of federal training opportunities, 2) process redesign: Adapting to faster, grant-based funding models and clearer procurement standards, and 3) increased resilience investment: Incentivizing modern building codes and expanding loan funds for mitigation projects.

Culture and strategy

- **Shifting organizational goals:** State EMAs must align their organizational culture and strategy to reflect the new federal-state relationship. This means prioritizing "whole of community" resilience and mitigation efforts to reduce dependence on federal recovery funds.
- **Balancing efficiency and equity:** While some FEMA changes are designed to streamline disaster aid, State EMAs must address the potential for these changes to disproportionately affect low-income and underserved communities. States will need to develop strategies to ensure equitable disaster recovery.
- **Workforce preparedness:** As emergency management evolves to address more complex and interconnected challenges, State EMAs must invest in their workforce. Providing professional development and training will be essential for developing the diverse skills needed to manage complex emergencies.

Managing the change process

- **Overcoming resistance:** The shift in responsibility from FEMA to the states may face resistance from state and local governments concerned about increased financial burdens. Using Kotter's change model, State EMA leadership must build a sense of urgency and form a powerful coalition to champion the change.

Considerations for the New FEMA and Organizational Changes

New FEMA Considerations

Continued

- **Communicating the new vision:** Clear communication is essential to help staff understand the reasons for the changes and the new strategic direction. For example, the new emphasis on pre-disaster mitigation and resilience must be framed as a long-term investment rather than an immediate cost.
- **Creating new systems and structures:** The transition requires State EMAs to adjust operational procedures, grant management, and financial systems. State leaders will need to establish new cross-jurisdictional coordinating bodies and update grant application and management processes.
- **External communication and trust:** The new, faster grant system and universal application process aim to improve the survivor experience. State agencies will need to ensure clear communication and effective coordination to maintain public trust in this new model. Confusion and miscommunication, as seen in past FEMA incidents, can quickly erode public confidence.

Assessing and adapting

- **Enhanced coordination and partnerships:** With potentially fewer resources from the federal government, states will need to strengthen their coordination with a "whole community" approach, including local governments, private sector and nonprofits, neighboring states (e.g., through Emergency Management Assistance Compacts)
- **Utilizing collaborative models:** To build capacity and navigate the new intergovernmental landscape, State EMAs can foster stronger partnerships with local governments, non-profits, and the private sector. This reflects FEMA's "whole of community" approach.
- **Monitoring impacts:** State EMAs should actively track the financial and social impacts of the new policies. This includes assessing the effectiveness of increased mitigation spending and monitoring how changes to cost-sharing and declaration thresholds affect vulnerable populations. Data can then inform further internal changes and provide leverage for future federal policy discussions.



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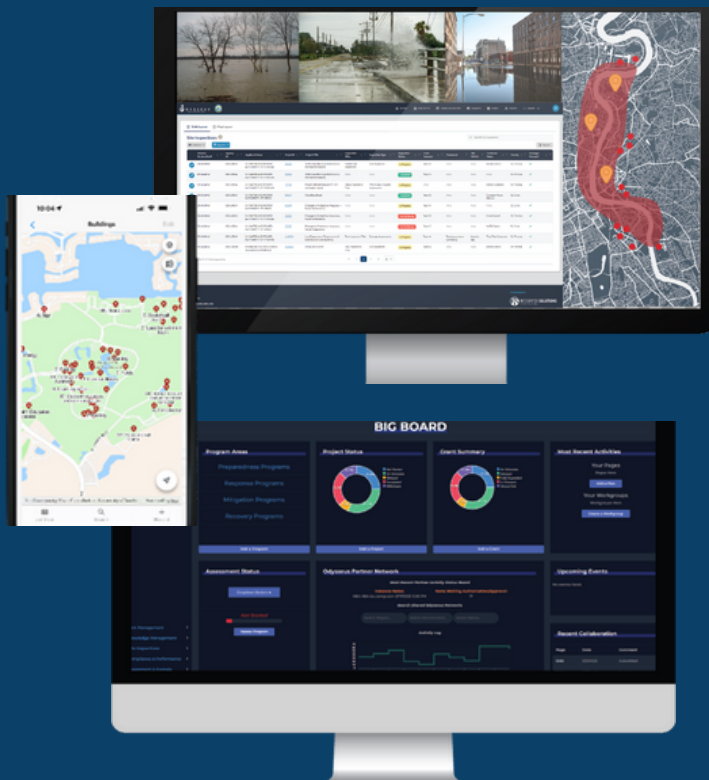
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The OdysseusTM EM365 offers a ready-to-use application for real-time damage assessments and log site-specific damage inventory. The SIT is customizable, mobile friendly, and integrated with the GMT to streamline disaster recovery and the FEMA reimbursement process.

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Disaster History

Continued...

The 1985 Mexico City Earthquake

Continued

Today, mitigation efforts in Mexico include the Seismic Alert System (SASMEX), with over 8,200 sensors providing early warnings for quakes above magnitude 5.5, as demonstrated in the 2014 Acapulco event where no deaths occurred due to timely alerts. Building codes were revised in 2004 to require seismic reinforcements, with structures like the Torre Mayor incorporating 98 dampers to absorb shocks from high-magnitude quakes. The National Center for Prevention (CENAPRED) conducts regular simulations, while challenges remain in regulating the 40% of non-engineered buildings in Mexico City. Internationally, these advancements inform global standards, emphasizing proactive risk reduction through technology and community preparedness to minimize future impacts.

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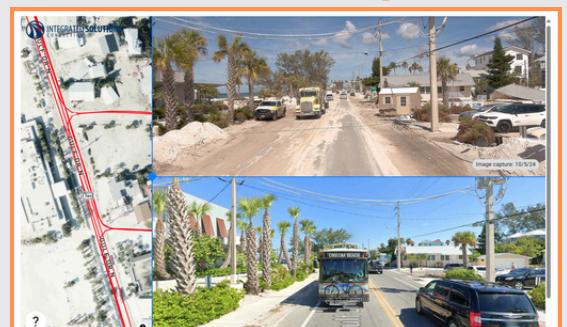
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Critical Operation: Detailed Damage Assessments

360 Degree Damage Inventory Windshield Survey

With the introduction of new FEMA program timelines and opportunities, documenting your disaster damages has never been more important. Being able to show your community before and after the devastation is critical in securing vital disaster assistance funding and advocating to FEMA and others well after the disaster has left the mainstream news cycle. With our 360 Degree Damage Windshield Survey, communities can not only conduct detailed street-level damage assessments of their community within hours but also document the before/after the disaster for future reference. This new technology serves as a best practice for securing disaster assistance funding for your community. [Click on the image to see this technology in action.](#)

See the 360 Damage Inventory Windshield Survey in Action



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Recovery Innovations



Preparedness Best Practice: Special Event Crisis Preparedness



Across the nation, communities and venue owners are responsible for managing thousands of special events for sporting events, festivals, concerts, conventions, tourist attractions, and other public and

private mass gatherings. These events not only draw hundreds of thousands of people into a community or specific venue, magnifying the potential of a crisis or the consequences of a natural emergency or disease outbreak, but some events may be a potential target for terrorism or civil unrest.

Whether these events are designated as a National Special Security Event, past special event crises have demonstrated that communities and venue owners must be well prepared. Pre-incident emergency planning and crisis management strategies will help manage the crisis response operations and identify strategies to successfully manage communication, reputational risk, and recovery.

Special Event Crisis and Emergency Incidents are on the Rise

Large public and private special events are on the rise but so too are the number of large-scale emergencies that result in mass casualties and civil disturbance. Large special events serve as economic drivers for many communities; however, special event organizers must also consider that in today's world there are an increasing number of security concerns they must be prepared to handle. Here are a few trends that every community, venue owner, and special event organizer must consider.

Emergency Preparedness Best Practices for Special Events

Emergency preparedness for special events goes well beyond stationing security guards at various locations to manage the risk exposure and potential consequence of a crisis. Crisis and emergency preparedness is a complex process that must be integrated into the operational elements of the event security so that readiness is maintained. Here are a few best practices and tips:

- Have extensive knowledge of the venue, inside and out
- Assess potential threats
- Determine attendee risks
- Develop venue-specific security plans
- Develop scalable emergency response strategies
- Develop crisis management and business resumption strategies
- Coordinate with community partners and first responders
- Train, exercise, and drill the plan with staff and community stakeholders
- Control the crowd
- Debrief and make improvements
- Stay connected
- Do not underestimate the importance of crisis and emergency preparedness.

Large Scale Emergencies on the Rise:

- According to the FBI, over the past twenty years there have been over 300 active shooter incidents resulting in almost 3,000 casualties and 1,000 fatalities.
- In 2020, the United States had a record number of public demonstrations that grew into civil disturbances resulting in over \$2 billion in damages according to the Verisk Property Claims Services.
- According to the Center for Strategic & International Studies, over the past twenty-five years there have been over 900 terrorist attacks and foiled plots in the United States. These terrorist plots were made by religious, left-wing, right-wing, and ethnonationalist groups.
- Research indicates that disease outbreaks have been increasing significantly since 1980 and this risk will continue beyond the COVID-19 pandemic and into the decades to come.
- According to the International Disaster Database, natural disasters and large-scale emergencies are on the rise, globally and the United States. Although deaths from natural disasters are down, the cost and economic loss from natural disasters has risen exponentially.

Disaster Policy & Research

August 2025

News & Policy

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Response Best Practices: *Evidence-Based Evacuation Planning*



Evacuation Planning – Critical Tool for Communities

Evacuation orders are a common instrument for Emergency Managers to move individuals away from impending hazard threats. An evacuation order is no easy task. Planning, training, and exercising the processes and procedures of a mass evacuation is critically important.

Leverage Evidence- Based Lessons Learned

Evacuations have been studied for over 50 years by social scientists, creating a large repository of evidence-based knowledge on the subject that is rarely referenced. ISC has merged this empirical evidence with modern lessons learned and best practices to provide our clients with evacuation plans that are germane to their community and include reliable operational strategies for evacuating or sheltering-in-place



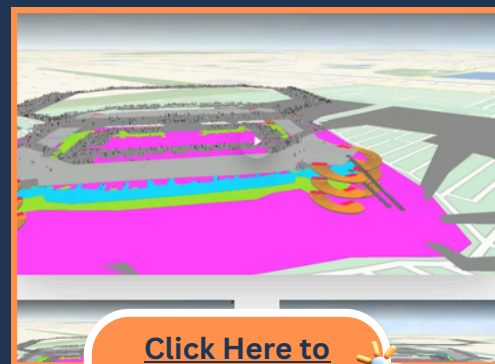
Case Study:

Evacuation Modeling Using Social Behavior Analysis

Communities cannot underestimate the importance of conducting an evacuation study and the value of evacuation clearance time modeling to help facilitate good decision-making and operational effectiveness. Recent new advancements in technology will not only improve decision-making but also serve as an invaluable tool to operationally visualize evacuation behavior patterns and improve evacuation operations.

ISC recently conducted all-hazards evacuation clearance time study utilizing a robust and state-of-the-art modeling software that allows users to systematically analyze multimodal evacuation strategies across the full transportation network to include pedestrian flow patterns. Data inputs can be manipulated to include statistical data of known evacuation behaviors such as type of vehicles, number of vehicles pulling trailers, and other evacuation behaviors. The following pictures and video simulate the mass evacuation of a 65,000-seat stadium based on an active assailant/terrorist threat scenario.

Crowd flow modeling can help to understand security needs to manage pedestrian flow patterns, crowd flow patterns for concerts, mass evacuation of stadiums, and many other applications for crowd management strategies.



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Recovery Best Practices



Thoroughly Assess Your Community Disaster Impacts and Immediate Needs

One of the most immediate, and critical, operational needs for successful community disaster recovery is the timely and accurate assessment of post-disaster community needs that is incorporated into community recovery strategy. A timely impact analysis and accurate needs assessment sets the operational tempo for the long-term community recovery and provides the necessary intelligence for local, regional, state and federal partners as to the necessity of disaster recovery support. A community's impact assessment process should be comprised of three stages: 1) community impact profiles, 2) community cross-sector impact analysis, and 3) impact assessment and analysis. This information will be used not only to justify the necessity of disaster assistance, but also provide an operational framework in which disaster management leadership and local community stakeholders are afforded a visionary perspective of potential disaster recovery issues. Most importantly, these assessments provide communities with a strategic perspective that extends beyond tactical operations of delivering immediate community needs and provide a framework for the management of sustained long-term recovery operations.

[Read the Full Article Here](#)

Read more on the Community Disaster Recovery Success Series.

[Part 1: Establish a Recovery Governance](#)

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[Part 6: Be Prepared for Disaster Recovery](#)

[Part 7: Take Advantage of Grant Opportunities](#)

[Part 8: Disaster Recovery Funding Strategy](#)

[Part 9: Autonomous & Inclusive Decision-Making](#)

[Part 10: Track and Report Recovery Success](#)

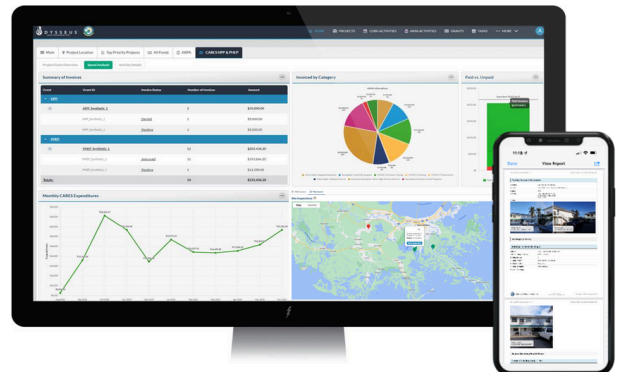
[Part 11: Measure Betterment & Resiliency](#)



DYSSEUS
EM365

[Schedule a Demo](#)

Maximize Vital Disaster Recovery Funds



Manage Disaster Assistance Grants – Cradle to Grave



Disaster News

Current FEMA Disaster Declarations: August 2025

Although the start of the 2025 hurricane season has been relatively slow, the President has been busy in August authorizing fire management declarations. During the past month, there were eleven (10) Fire Management Assistance Declarations. There were no emergency or disaster declarations in the month of August. Here is a summary of the fire management declarations last month.



FEMA

- Nevada Peavine Fire (FM-5602-CO). Incident period August 2, 2025; declared August 2, 2025
- Colorado Lee Fire (FM-5603-CO). Incident period August 2, 2025; declared August 6, 2025
- Colorado Elk Fire (FM-5604-CO). Incident period August 2, 2025; declared August 6, 2025
- California Canyon Fire (FM-5605-CA). Incident period August 7, 2025; declared August 8, 2025
- Colorado Oak Fire (FM-5606-CO). Incident period August 10, 2025; declared August 11, 2025
- Idaho Sunset Fire (FM-5607-ID). Incident period August 14, 2025; declared August 14, 2025
- Wyoming Red Canyon Fire (FM-5608-WY). Incident period August 15, 2025; declared August 15, 2025
- Hawaii Kunia Road Fire (FM-5609-HI). Incident period August 21, 2025; declared August 23, 2025
- Oregon Flat Fire (FM-5610-OR). Incident period August 21, 2025; declared August 23, 2025
- Montana Windy Rock Fire (FM-5611-MT). Incident period August 26, 2025; declared August 26, 2025

**Emergency
Management and
Disaster Recovery:
Building a More
Resilient Future**

[Learn More](#)



Mitigation Best Practices



Creating and Maintaining a Sustainable Hazard Mitigation Program

There is a growing challenge for communities of all sizes to regularly update, maintain, and implement their hazard mitigation plans. However, according to FEMA, over half of the nation's municipal and county mitigation plans have fallen out of compliance and many communities struggle to implement key mitigation initiatives. As a result, communities have wasted the initial investment to develop mitigation plans and find themselves spending the same effort, if not more, in developing a new, compliant plan and be eligible for pre- and post-disaster funding.

ISC's core preparedness philosophy takes a holistic approach to crisis management, prevention, and recovery. We craft an interconnected strategy of planning, training, and crisis response to ensure a community's needs are met in totality.

Our comprehensive and programmatic solutions are executed by knowledgeable staff who have developed plans for some of our Nation's largest communities. We are a team of experts who have implemented billions of dollars in pre- and post-disaster mitigation projects. Our innovations focus on meaningful mitigation processes and outcomes while easing the burden in developing, maintaining, and implementing your community's mitigation investments.

Click below to watch a video on ISC's hazard mitigation program management strategies.



[Learn More About Our Work](#)

▶ MITIGATION CORE CAPABILITIES:

- Program Management and Support
- Risk and Disaster Resilience Assessment
- Community Resilience
- Long-Term Vulnerability Reduction
- Threats and Hazards Identification
- Comprehensive Emergency Preparedness and Planning Development
- Hazard Mitigation and Disaster Recovery
- Technical Support
- Committee and Workgroup Governance Development
- Community Outreach
- Grant Management and Procurement Support
- Community Technical Surveys & Analysis
- Mapping and Geospatial Analysis

Industry Innovations



D Y S S E U STM

EM365

672%

INCREASE IN
PROGRAM EFFICIENCY

300^x

STAKEHOLDER
COLLABORATION

99%

REGULATORY &
PROGRAM COMPLIANCE

54^x

RETURN ON
INVESTMENT

97%

PERFORMANCE
RATING

The Industry's First Comprehensive Emergency and Disaster Program Management Software

OdysseusTM offers a suite of tools and systems designed, dedicated to the efficient management of comprehensive disaster and emergency management programs. The union of technological and programmatic features offers organizations an efficient and effective method to systematically design, develop, maintain, and continually improve all elements of a comprehensive emergency management program.



Click Here to
Learn More About Our
Innovative Technology

EM Innovations in Work

Odysseus™ EM-365

Statewide Comprehensive EM Program Management

State Emergency Management Agencies

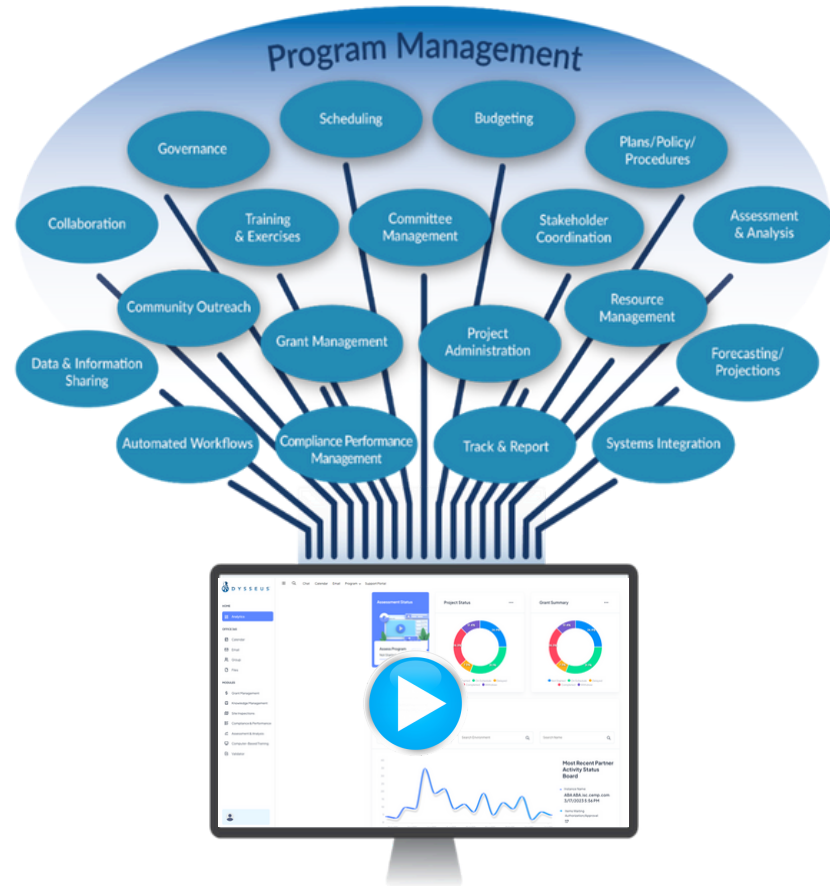
Although they provide much needed resources and capabilities during the time of a crisis or disaster, a State emergency management agency's (EMA) operational focus extends far beyond the response phase of an incident. The reality is that the success of a State EMA's response operation is intimately related to its ability to systematically track, guide, direct, monitor, manage, and administer all aspects of a comprehensive emergency management program across all state agency, county and municipal government partners, regional authorities, and other stakeholders.



Although the value is unmeasurable, many states think that coordinating a statewide comprehensive emergency management program would be a formidable task that would require significant resources. That's not true anymore.

Odysseus™ offers state emergency management agencies a software solution for managing a unified statewide comprehensive emergency management program. Odysseus™ "system-of-systems" architecture gives state EMA's a force multiplier to manage EMA program requirements statewide.

Designed by our team of leading emergency managers and software technicians, Odysseus™ offers a unique State EMA program management platform. It is a program management tool and allows for the full integration of other incident management software programs.



EM Innovations in Work

Odysseus™ EM-365

Statewide Comprehensive EM Program Management

Comprehensive EM Features

Preparedness Programs

- Planning Management
- Training Management
- Exercise Management
- Continuity of Operations
- Community Outreach
- Program Evaluation
- Program Compliance
- Project Reporting & Tracking
- Grant Management

Response Programs

- Incident Action Planning
- Situational Awareness Sharing
- Ops & Incident Reporting
- After-Action Review Analysis
- Preliminary Damage Assessments
- Cost & Expense Tracking
- Information Sharing

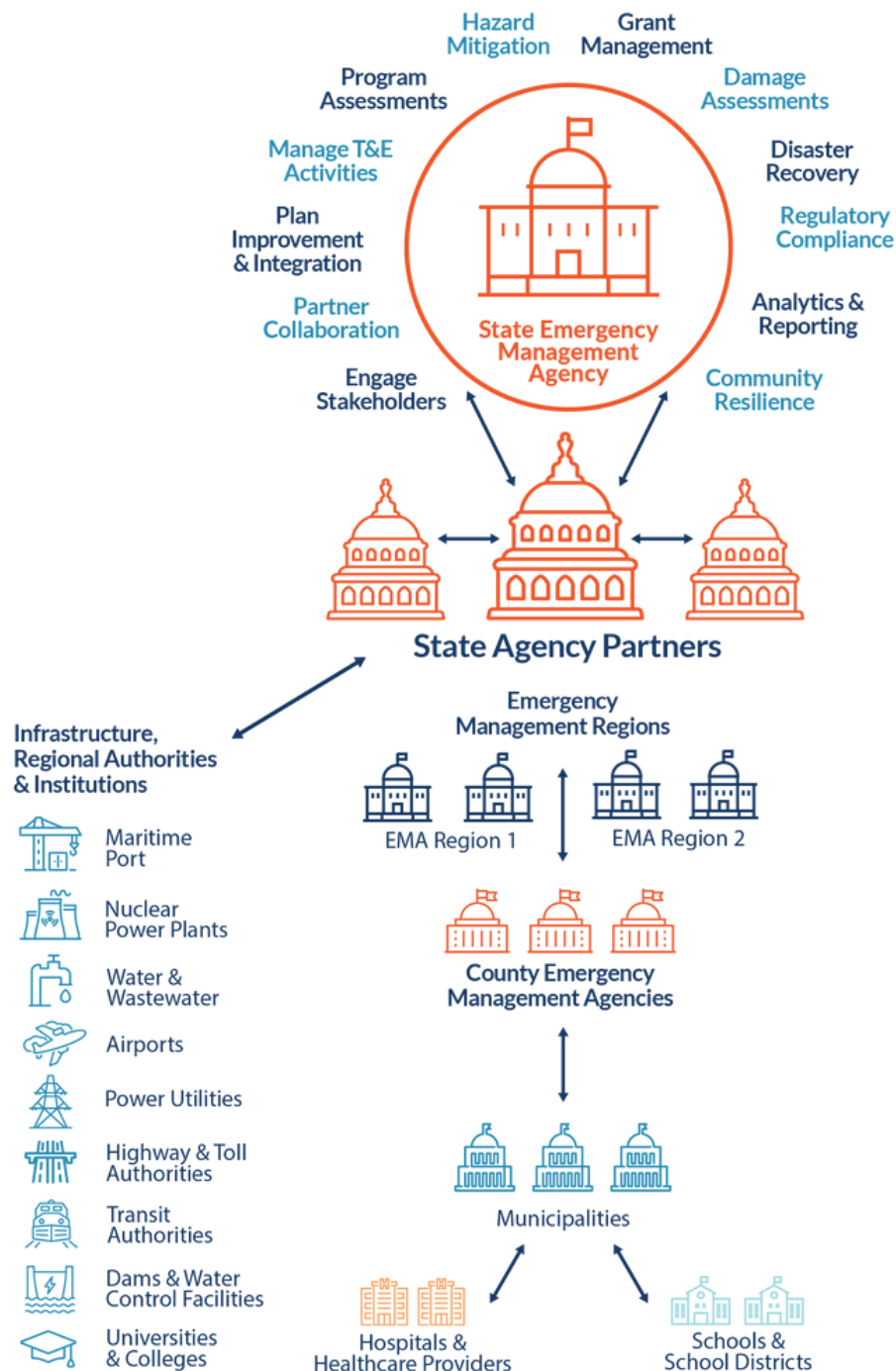
Recovery Programs

- Damage Assessments
- Debris Monitoring
- FEMA Public Assistance
- FEMA Individual Assistance
- HUD CDBG-DR
- Recovery Project Tracking
- Closeout & Audits

Mitigation Programs

- Mitigation Planning
- Risk Assessments
- Federal Cost Share Tracking
- Grant & Project Management

System-of-Systems Comprehensive EM Network



[Click Here to Learn
More](#)

Building a More Resilient Future



INTEGRATED SOLUTIONS
CONSULTING

**Click Below to Learn How We
Build a More Resilient Future**



ABOUT US

Integrated Solutions Consulting is a professional services firm focused on developing and implementing comprehensive crisis and consequence management solutions. We are a team of innovative problem-solvers that combine experience and evidence-based knowledge to deliver practical, best practice results across multiple industries to make communities safer and more resilient

Top Supplier
Performance Rating
dun & bradstreet
97.1%
Successful
Performance

We help our clients by providing comprehensive emergency management consulting services that use data-driven research, sophisticated crisis modeling and seasoned consultants to help our clients manage unexpected emergency and disaster situations.



Expertise: Preparedness

The Value of Preparedness

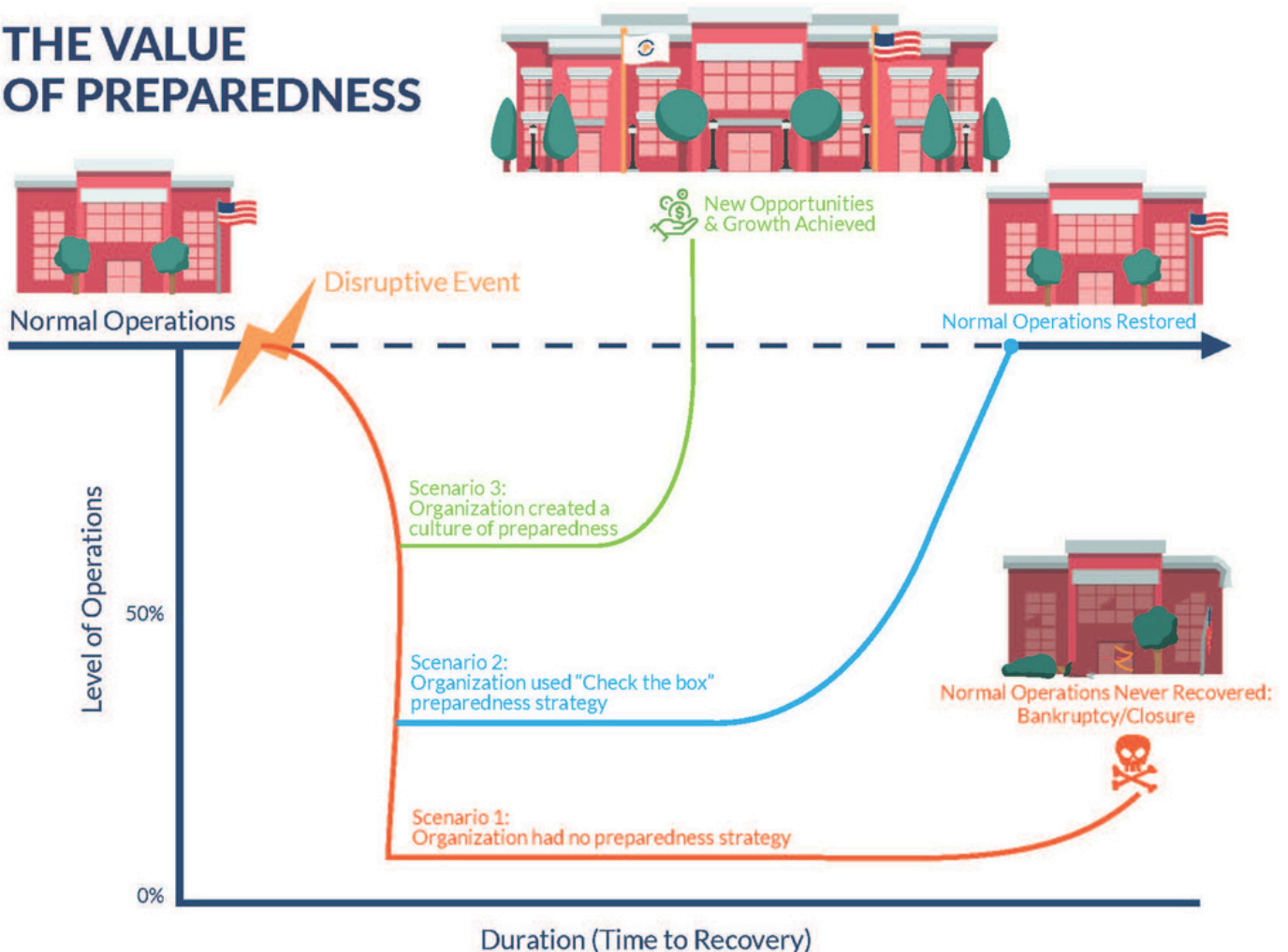
Recent events remind us that every community must make a continued investment in preparing for the next emergency or disaster. Empirical evidence has shown a direct correlation between the level of preparedness and the level of resiliency in a community. Specifically, the more prepared communities are, the greater their ability to effectively respond to and recover from disaster and minimize the impact of a disaster.



INTEGRATED SOLUTIONS
CONSULTING

However, the most resilient communities go beyond simply developing a response plan that “checks the box” and supported by periodic training and scenario-based exercises. The stark reality is that our communities are becoming increasingly complex with intricate relationships and interdependencies between our social, built, and natural environments. These community conditions often intersect with our hazard risks, impacting a community for years to come.

THE VALUE OF PREPAREDNESS



Expertise: Preparedness

Continued...

ISC's Knowledge, Expertise, & Performance

At Integrated Solutions Consulting, we understand the value of a comprehensive preparedness program that is thorough, incorporates evidence-based knowledge, involves an inclusive engagement process, and serves as a cornerstone of community resiliency. Our approach to preparedness has allowed our clients to expand their reach and more efficiently and cost-effectively build, sustain, and improve their capability to prepare for, protect against, respond to, recover from, and mitigate all hazards.

An integrated and comprehensive planning approach is critical and essential to the operational success of many jurisdictions. To meet changing and often complex demands, our planning approach addresses all hazards, incorporates lessons learned and AARs, and the latest modifications to Federal and State emergency management programs. ISC understands that for emergency plans to be considered a success, planning doctrine must integrate with existing methods, strategies, and doctrine.



INTEGRATED SOLUTIONS
CONSULTING

Top Supplier
Performance Rating

dun & bradstreet

97.1%

Successful
Performance

[Learn More About
Our Disaster
Preparedness
Services](#)

ISC's APPROACH IS DIFFERENT

Goes Beyond Response to Build Comprehensive Resiliency -We recognize the importance of not only a cooperative response strategy but also appreciate the vital role preparedness has in building community resilience.

IS NOT "Check the Box" or "Cookie Cutter" Planning -Our approach not only ensures compliance with regulatory requirements and policy guidance, but also guarantees that every plan is tailored to meet the specific needs of the community.

Ensures Representation of the Whole Community -Our preparedness strategies involve an inclusive community engagement and outreach process that involves not only community leadership and key stakeholders but also those that are underserved and most vulnerable to disaster.

Synthesizes Complex Information to Ensure a Shared Awareness -Our approach not only ensures compliance with regulatory requirements and policy guidance, but also guarantees that every plan is tailored to meet the specific needs of the community.

Leverages Evidence-Based Knowledge to Inspire Innovative Solutions -Our preparedness programs build upon the 100+ years of disaster research and incorporates new knowledge in disaster science to establish new and proven methods, techniques, and strategies in preparing for, responding to, recovering from, and mitigating for disasters.