



New Mexico Disability, Access and Functional Needs (DAFN) Coordinator

The New Mexico Disability, Access and Functional Needs Coordinator (DAFN) plays a critical role in all New Mexico emergency management phases. The DAFN Coordinator with support disability integration in New Mexico. The DAFN coordinator will be responsible for planning, implementing, and monitoring emergency management programs and services to ensure inclusion and accessibility for individuals with disabilities, access, and functional needs. The coordinator will work closely with other emergency management personnel, community organizations, and advocacy groups to provide accessible and effective emergency planning and response services for New Mexico.

The key job tasks of the New Mexico DAFN Coordinator are:

Serve as a Subject Matter Expert (SME) available to advise all staff at the New Mexico Homeland Security and Emergency Management (NMHSEM) on inclusive practices for serving people with disabilities and others with access and functional needs to meet NHSEM’s mission and obligations.

During activations, drills, exercises, or other events provide the State Emergency Operation Center (EOC) with situational awareness, recommendations, and support requests regarding physical, programmatic, and effective communication access for all New Mexicans

Coordinate with the Public Information Officer and Joint Information Center (JIC) to ensure communication information is accessible.

Identify and prioritize the medical needs of people with disabilities, access and functional needs during emergencies.

Activate committees or advisory groups as needed to promote situational awareness among disability leaders, troubleshoot and locate resources to meet disability needs, and receive information from the field.

Support the development, implementation, and monitoring of emergency management plans, policies, and procedures to ensure that they are inclusive of people with disabilities and others with access and functional needs.

Support the provision of technical assistance and critical resources to provide for the integration and coordination of the needs of children and adults with disabilities and others with access and functional needs in emergencies.

Work closely with other emergency management personnel, first responders, and others in New Mexico to ensure that plans and procedures are comprehensive and meet the needs of all individuals in the community.

Work with disability organizations, advocacy groups, and other stakeholders to identify the needs of people with disabilities and others with access and functional needs during emergencies.

Provide training to the New Mexico Homeland Security and Emergency Management (NMHSEM) and others on disability integration and best practices, including the CMIST (Communication, Maintaining Health, Independence, Services and Supports, and Transportation)

Make efforts and suggestions on how emergency messages and information are accessible to people with disabilities, access and functional needs in various formats, for example: Braille, large print, and electronic formats.

Seek input, collaborate, and provide guidance and support to other state emergency management personnel, first responders, and others on disability-related issues, including training and technical assistance.

Serve as a facilitator between the disability community and the Emergency Operations Center, promoting integration and inclusion throughout the incident lifecycle.

As a Subject Matter Expert, the DAFN Coordinator should understand the following:

Disability integration and emergency management

Legal compliance responsibilities, including the ADA Title II, Federal 504 and 508

The unique needs of diverse populations with access and functional needs including but not limited to people with vision loss, hearing loss, physical disabilities, speech disabilities, mental health disabilities, developmental and cognitive disabilities, as well as the needs of non-English speakers, children, and the elderly. These needs include physical, communication, program, equipment, and attitudinal access issues.

Know the state's independent living centers, the Governor's Commission on Disability, and other governmental and non-governmental agencies that support people with disabilities.

Disability etiquette and communication with the whole community

FEMA and State Lifelines and Integrated Preparedness Cycles

Disability Justice, including intersectionality, diversity, equity, and inclusion.

Access and functional needs support service systems (housing, benefit programs, and other available resources)

The concepts of Universal and Inclusive Design

The Incident Command System

Qualifications:

Bachelor's degree in emergency management, public administration, social work, or a related field

Minimum of 3 years of experience working with people with disabilities, access and functional needs, and emergency management

Knowledge of federal and state disability laws and regulations related to emergency management.

Strong communication and interpersonal skills, with the ability to work effectively with a wide range of stakeholders, including people with disabilities, access and functional needs, emergency management personnel, and community partners.

Knowledge of accessibility standards and accommodations for people with disabilities, access, and functional needs.

A person with a disability or has lived experience working directly with members of the disability community.

This position reports to the NM Department of Homeland Security and Emergency Management (NMDHSEM). If interested in the position, please contact Lisa McNiven, Deputy Director of the NM Governor's Commission on Disability who will lead the interview team for this position. Contact information is Lisa.mcniven@gcd.nm.gov or 505-435-9326