



Emergency Management
NC DEPARTMENT OF PUBLIC SAFETY

STRATEGIC PLAN



2022-2025



Message from the Director



North Carolina Emergency Management is charged with preparing North Carolina for all hazards events and with coordinating effective response and recovery operations to support local communities across the State.

This agency has a long history of proactive and progressive emergency management. It is important to continually evaluate the orientation of the agency, particularly the needs of our staff team and our wider public safety partners.

The intent of this strategic plan is to continue to proactively lean forward and fully leverage the whole of community to serve all North Carolinians, while establishing for the agency a renewed vision, mission, and values that reflect both our team and the people that we serve.

As we continue to lead this whole of community approach, with the focus on a more resilient and prepared North Carolina, it is the expectation that we will exemplify the following values in executing our public service mission: teamwork, equity, integrity, and respect.

I am excited about the future as we move forward united as a team, with shared values and a common mission, to serve all North Carolinians.

A handwritten signature in black ink that reads "William C. Ray". The signature is written in a cursive, flowing style.

William C. Ray
Director

About NCEM

VISION

A resilient North Carolina proactively responding to the challenges of today, remaining vigilant for the risks of tomorrow.

MISSION

Leading a whole-of-community approach to build a prepared North Carolina.

VALUES

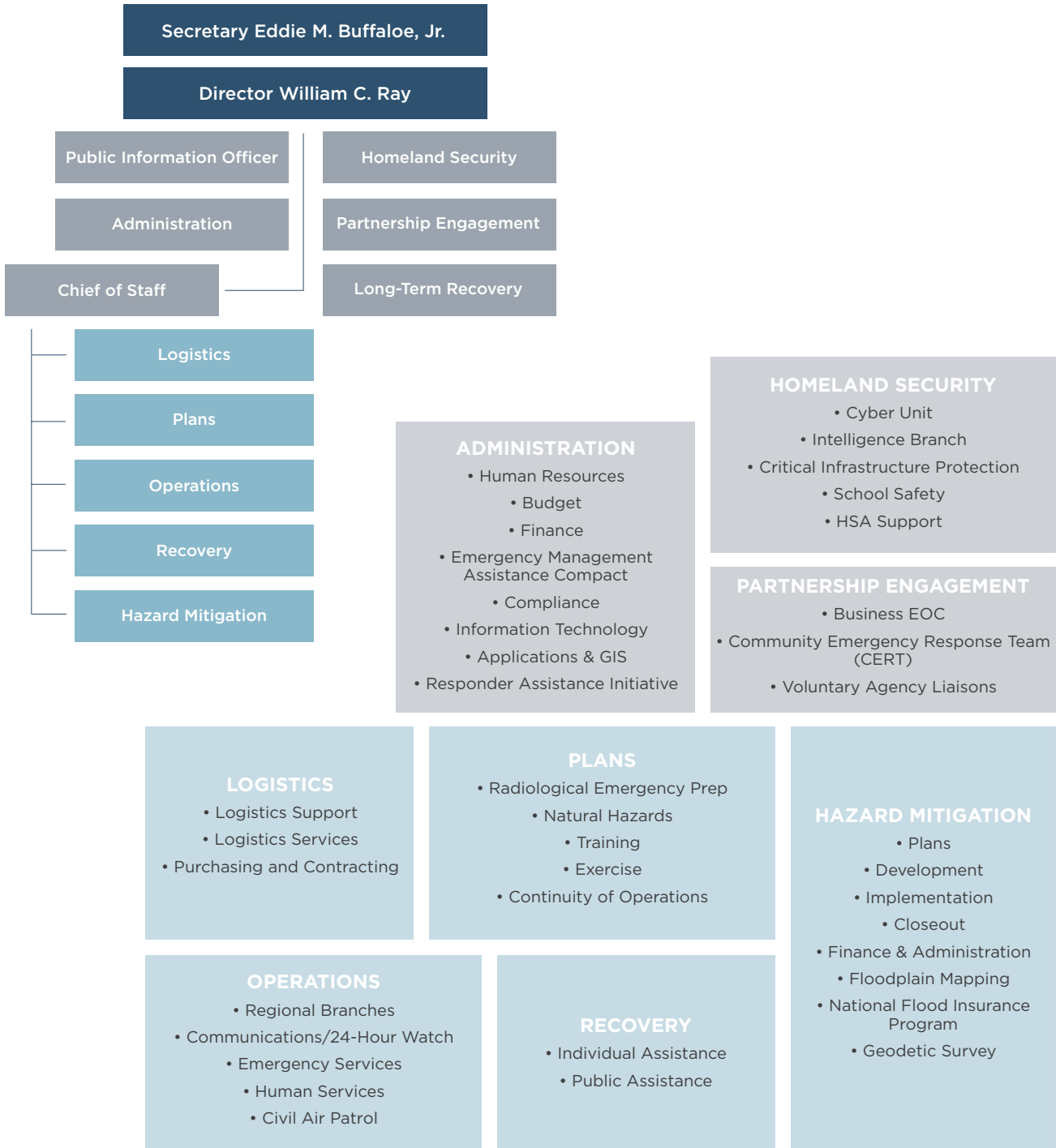
- **Teamwork:** We achieve more working together for a common vision, leveraging and elevating the strength of our people and our partners in a spirit of collaboration.
- **Equity:** We strive for fairness, inclusiveness, and justice in advancing our public safety mission for all North Carolinians.
- **Integrity:** We execute our mission of public service with excellence in a transparent, honest, and ethical manner and are accountable for our actions.
- **Respect:** We treat all individuals with dignity and professionalism, seeking and valuing the diverse perspectives of our people, our partners, and the public we serve.

OVERVIEW

North Carolina Emergency Management is a division of the North Carolina Department of Public Safety (NCDPS) with over 270 full-time employees working to enhance the resilience of the State of North Carolina and coordinate the whole of community in all phases of emergency management. Through the following nine mission areas, NCEM supports effective all-hazards mitigation, preparedness, response, and recovery:

- Administration
- Hazard Mitigation
- Homeland Security
- Logistics
- Long-Term Recovery
- Partnership Engagement
- Planning
- Operations
- Recovery

About NCEM





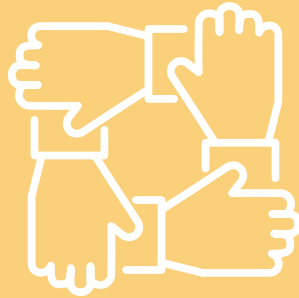
**GOAL 1:
INCREASE COMMUNITY
RESILIENCY**

Goal 1: Increase community resiliency

OBJECTIVES

- 1.1 Strengthen partnerships with community organizations to support statewide recovery from disasters.
- 1.2 Increase interagency coordination for statewide resiliency.
- 1.3 Improve individual preparedness through targeted education and external preparedness messaging campaigns.
- 1.4 Simplify the process of Recovery and Mitigation program implementation in North Carolina.
- 1.5 Promote participation in the National Flood Insurance Program to support individual resilience and improve recovery.
- 1.6 Support communities in making routine decisions that promote disaster mitigation in their jurisdictions and reduce single points of failure.





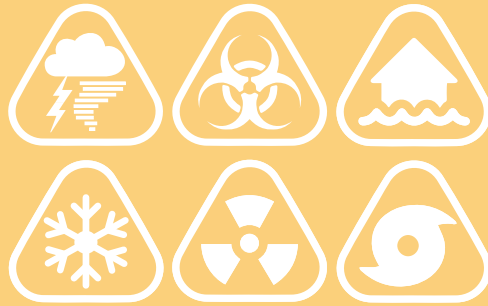
GOAL 2:
EXPAND WHOLE-OF-COMMUNITY
ALL-HAZARDS RESPONSE AND
RECOVERY CAPABILITIES

Goal 2: Expand whole-of-community all-hazards response and recovery capabilities

OBJECTIVES

- 2.1 Strengthen the statewide mass care support network for incidents and disasters.
- 2.2 Assess community-based capabilities for an all-hazards approach to determine future support strategies.
- 2.3 Enhance communications pathways with stakeholders to include the whole-of-community approach within North Carolina.
- 2.4 Improve actionable information and intelligence collection, analysis, and dissemination across the homeland security enterprise and support the implementation of the State Homeland Security Strategy.
- 2.5 Reduce single points of failure of service delivery to local communities, partners, and residents of North Carolina.





**GOAL 3:
STRENGTHEN AGENCY
ALL-HAZARDS MISSION
CAPABILITIES**

Goal 3: Strengthen agency all-hazards mission capabilities

OBJECTIVES

- 3.1 Strengthen talent management.
- 3.2 Create a comprehensive professional development system.
- 3.3 Optimize shared services to efficiently deliver and manage mission critical support functions.
- 3.4 Improve inter-divisional collaboration to reduce duplication of effort.
- 3.5 Define standardized team cross training.





NC Emergency Management Strategic Plan 2022-2025