

Profile

Derrick

First Name

C

Middle Initial

Hiebert

Last Name

Email Address

Home Address

Suite or Apt

Olympia

City

WA

State

98502

Postal Code

Home:

Primary Phone

Home:

Alternate Phone

Emergency Manager

Occupation

Which Boards would you like to apply for?

Community Representatives for Police Use of Force Events Board : Submitted

Select Your Neighborhood (you must live within Olympia City limits to serve on a board or commission) * Burbank Elliott

If you choose "other" please write in your neighborhood here:

Interests & Experiences

Question applies to multiple boards

1. Briefly describe why you wish to serve on this advisory committee.

As an emergency manager, but not a member of the law-enforcement community, I work in a law enforcement adjacent position and have experience working with officers as individuals. As the parent of two, bi-racial black children I want to be part of making the world safe for everyone. I believe the only way to build a world that both respects officers as individuals and is safe for my children and family is to ensure we have an unbiased, meaningful institution that can hold people accountable. Accountability is the most critical component of functioning institutions. It has made American civil service reliable and honest. I believe it is the key to better community-law enforcement relations AND safer communities as well.

Question applies to multiple boards

2. Describe your experience, qualifications, and/or skills which would benefit this advisory committee.

I work in hazard mitigation (risk reduction) and emergency management for King County. I am both responsible for working with law enforcement AND integrating equity and social justice principles into my daily work. My work requires me to work with anyone AND keep an eye toward justice, fairness, and equity. In my work I focus on disaster risk reduction, stakeholder engagement, and partnership building in a very consensus-focused work culture. My work at the intersection of multiple professions has me engaging regularly with people from all backgrounds, whether at community events, meeting with public works directors, or leading a section in the emergency operations center. I am a skilled facilitator and convener of people and I excel at listening to the views of a diverse group, pulling those views together, and putting them to paper in a way that is respectful of the original speakers. I believe this committee could use someone both with my background at the intersection of emergency management and equity and social justice and someone who can be both a facilitator and consensus builder on extremely critical and emotional issues.

Question applies to multiple boards

3. Describe your involvement in the Olympia community.

I have two children, ages 8 months and 3.5 years. My wife and I moved here in 2016 for her work. Since that time, we have attended dozens of events. Joined a church and community organizations. We have sought to know the community. While I do not currently serve as a leader in any capacity, I believe that can be a strength - I have spent a lot of time listening and learning from the community and I believe this is a way I am qualified to give back.

Question applies to multiple boards

6a. Do you wish to be considered for appointment to another advisory committee?

Yes No

Question applies to multiple boards

6b. Do you wish to be considered for future appointment to this committee?

Yes No

Question applies to multiple boards

If you answered yes to 6a, please identify what other Advisory Committees you would be interested in being considered for in order of interest.

Utility Advisory Committee Planning Commission

Question applies to multiple boards

7. Some appointments require that applicants reside within Olympia city limits. Even though your mailing address may be Olympia, you may reside in the County or another jurisdiction. Are you a resident of the City of Olympia?

Yes No

Question applies to multiple boards

8. Citizens appointed to advisory committees are assigned and required to use a City email address for all advisory committee business.

Do you agree to comply with this expectation?

I Agree *

[D. Hiebert Resume 2020.pdf](#)

Upload a Resume

Question applies to Community Representatives for Police Use of Force Events Board

17. Please share any experience or training you have had around understanding and recognizing implicit bias and how it works.

I have completed implicit bias training as a state employee and a much more extensive, 30-hour course with King County Office of Equity and Social Justice. I have read extensively history and biography and have seen how our country built inequity through public programs and projects that benefited only a few. I have also been married to a black woman for over 15 years and have seen her through a professor at the University of Washington who asked her to adjust scores of black and brown students in her sample "down to the black average" while she earned her PhD. I saw how the failure to get justice after Trayvon's killing broke her. I understand implicit bias through these stories, training, and much more. I am personally aware and, as someone who works with people on their worst days, of how to keep my own perspective...in perspective.

Question applies to Community Representatives for Police Use of Force Events Board

18. As a non-law enforcement community representative on an Independent Investigation Team you may be exposed to stark and disturbing crime scene information and/or images that show moments of crisis or violence. How does your background prepare you to process and cope with such information?

As an emergency manager, I am trained to deal with catastrophic incidents and disturbing situations. In COVID 19, for example, I supported healthcare workers and others by purchasing and supplying PPE. I saw their stories first hand. I also have studied extensively disasters and emergencies from earthquakes to terrorist attacks. Finally, as someone with Jewish heritage, as a child I studied and learned about genocide, discrimination, and violence. I have learned to see something that happened and focus on what we can do to mitigate it. That doesn't mean we can always make what happened better, but it does mean we can maybe prevent further harm.

Derrick C. Hiebert

Olympia, WA 98502 |

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Certified Emergency Manager with experience leading state and local hazard mitigation planning and disaster recovery programs and supporting disaster response in the Emergency Operations Center. Specialist in communications, workgroup management, and stakeholder engagement with demonstrated success promoting, organizing, initiating, and leading projects involving a range of stakeholders with competing interests.

Qualifications include:

- 10 years' experience in stakeholder engagement, customer service, facilitation, and workgroup management.
- 5 years' experience in developing and managing hazard mitigation and disaster recovery programs.
- 7 years' experience in project management in the public and private sectors.
- 6 years' experience with GIS for spatial analysis, land use planning, and natural-hazards risk assessments.
- Emergency Operations Center-qualified with experience in all Sections during disaster responses for winter storms, flooding, and the COVID 19 pandemic.
- Experienced with FEMA programs, including Individual Assistance, Public Assistance, RiskMAP, Hazard Mitigation Assistance, BRIC, and the Community Rating System.
- Extensive experience in public speaking and presenting on complex topics to diverse audiences.
- Developed hazard mitigation plans meeting Emergency Management Accreditation Program standards.

Selected Professional Experience

Hazard Mitigation Strategist | King Co. Emergency Management, Renton, WA Dec. 2018 - Present

- Led the Resource Unit and Ordering Group in the Emergency Operations Center Logistics Section for over two months during King County's COVID 19 response, sourcing, procuring and distributing large quantities of personal protective equipment to public and private organizations.
- Coordinated and wrote 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.
- Worked closely with the surface water management district to integrate the floodplain management and hazard mitigation planning efforts.
- Supported over 60 jurisdictions, including cities, special districts, and two tribes, in the planning effort.
- Work with each participating jurisdiction to identify specific mitigation strategies and actions, especially those eligible for future funding through the Public Infrastructure Pre-Disaster Mitigation Grant Program.
- Represent King County in meetings and workshops locally and nationally.
- Served as Duty Officer on a regular rotation, responsible for monitoring, providing situational awareness to partners, and sending alerts as needed.

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

- Provided 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.
- 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.

- Facilitated implementation of the State Enhanced Hazard Mitigation Plan through the Natural Hazards Workgroup including advocacy for, and tracking of, mitigation strategies.
- 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.

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.
- Trained in project management and advanced GIS techniques.

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

Skills

Microsoft Office Suite | Adobe Creative Suite | ArcGIS | HAZUS-MH | Workgroup Management | Project Management | Public Speaking |

Spanish: Speak/Read/Write (fluent, non-native)