



# Bridging the Gap: Women's Leadership Roles in Disaster Management



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## Overview

Gender inequalities significantly influence how people prepare for, respond to, and recover from disasters. The study examines how gender wage disparities affect women's leadership roles in emergency management, aiming to investigate systemic barriers to women's advancement in this field. This poster will consider gender wage gap data within the emergency management profession, comparing men's and women's salaries in similar leadership roles.

## Significance of Study

- ❖ Fill gap in research
- ❖ Highlight gender disparities in emergency management
- ❖ Recognize evolving complexity of disasters
- ❖ Inform policy development
- ❖ Promote gender diversity and inclusivity

## Methodology

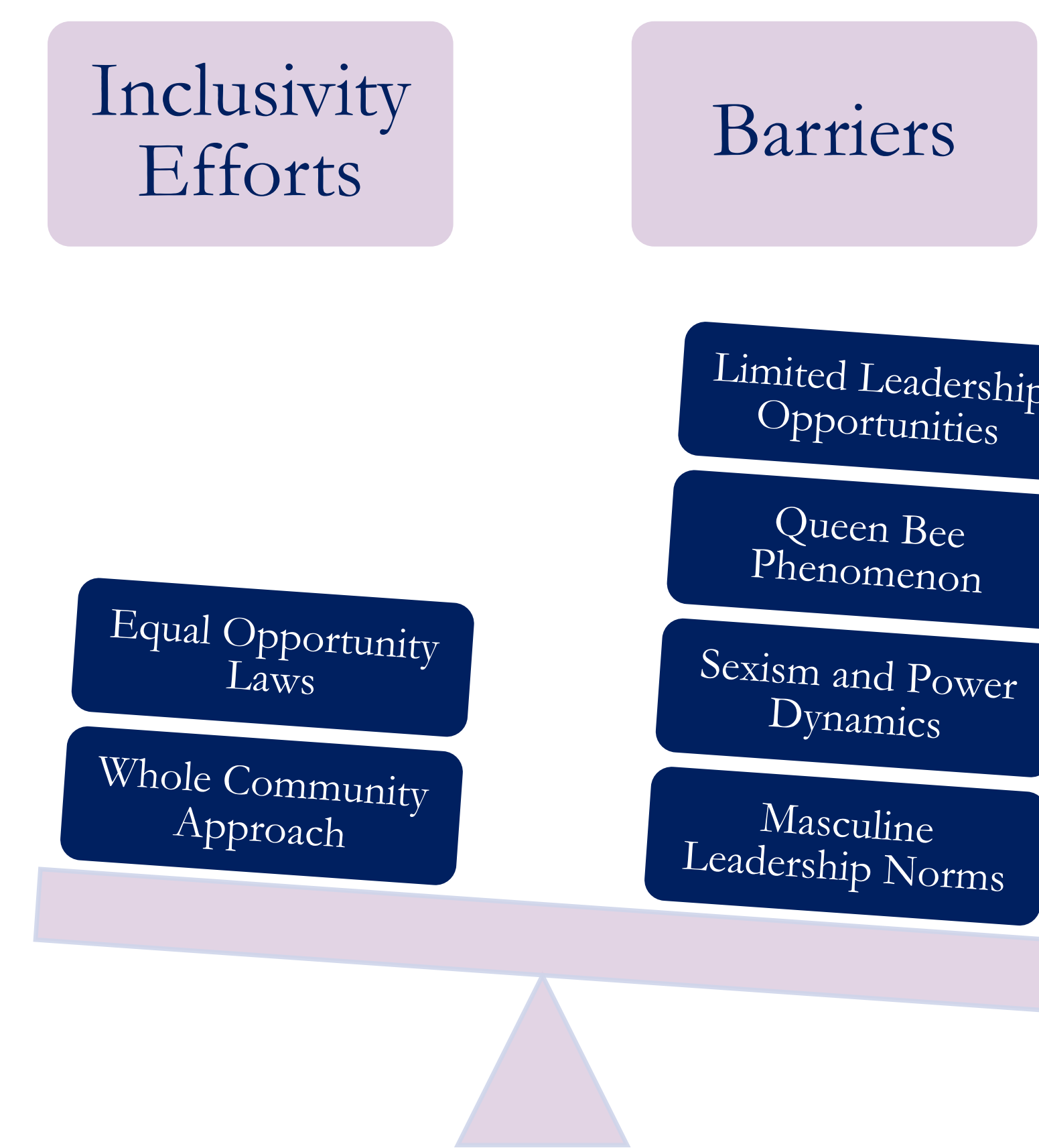
- ❖ Data: Men's and women's salaries in similar emergency profession
- ❖ Methods: Descriptive statistics analysis

## Future Direction

- ❖ Expand data collection
- ❖ Investigate evolving gender disparities in emergency management.
- ❖ Explore intersectionality of gender, race, ethnicity, and other factors
- ❖ Examine organizational policies and cultural norms hindering or supporting women's advancement
- ❖ Identify best practices for fostering inclusivity and diversity within emergency management organizations



**First All-Women Led Incident Management Team**  
Source: Federal Emergency Management Agency  
<https://www.fema.gov/first-all-women-led-incident-management>



**Table 1.** Emergency management gender wage gap data

Job Title	Average Male Income	Average Female Income	Gender Wage Gap	Percentage of Male Workforce	Percentage of Female Workforce
Emergency Management Director	\$169,866	\$139,634	women earn 82¢ for every \$1 earned by men	71.3%	28.7%
Emergency Response Team Leader	\$59,677	\$49,894	women earn 84¢ for every \$1 earned by men	79.5%	20.5%
Emergency Management Coordinator	\$64,127	\$55,174	women earn 86¢ for every \$1 earned by men	70.3%	29.7%
Emergency Planning and Response Manager	\$60,860	\$50,537	women earn 83¢ for every \$1 earned by men	79.8%	20.2%

Note: Data gathered from [Zippia <https://www.zippia.com/emergency-management>]

## Preliminary Results

- ❖ Men and women anticipate, prepare for, respond to, and recover from disasters differently
- ❖ Research shows that men and women often view risks differently, influencing behaviors and decisions
- ❖ Soft skills, effective communication, and trust-building vital for leaders in emergency management, regardless of gender
- ❖ Transformational leadership style, more common in women, suitable for emergency management
- ❖ Discrimination and biases hinder women's advancement in leadership roles
- ❖ Necessity of including women in all emergency management aspects to meet comprehensive community needs and dismantle structural barriers



**Women in Emergency Management**  
Source: Federal Emergency Management Agency  
<https://www.fema.gov/breaking-barriers-conversation-developing-women-leadership-roles>

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