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**For Immediate Release**  
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**NYC EMERGENCY MANAGEMENT’S LATEST ‘PREP TALK’ PODCAST  
HIGHLIGHTS EQUITY, DIVERSITY, AND INCLUSION IN EMERGENCY  
MANAGEMENT**

*#PrepTalkNYC* {[Click here to listen to episode 77](#)}

**February 15, 2022** — Actions speak louder than words. Government agencies that seek to demonstrate their commitment to diversity, equity, and inclusion through action must go beyond a statement. Since internal work supports an agency’s mission and core values externally, NYC Emergency Management established its employee-led equity and diversity council to ensure that equity, diversity, and inclusion is considered and prioritized across every facet of the disaster cycle.

On the latest episode of “Prep Talk,” Sonja Orgias, acting deputy chief counsel and co-chair of the equity and diversity council at NYC Emergency Management, discusses this employee-led initiative, the importance of diversity and inclusion in hiring practices and emergency operations, as well as mitigation, preparedness, response, and recovery efforts. She also shares how a lack of diversity in the emergency management field can adversely affect the communities that are being served. Orgias also provides best practices and discusses working with different agencies to highlight social issues and how accessibility needs are being addressed in the workplace.

“New York City is a large municipality with many different communities, many different ethnic groups,” said **NYC Emergency Management Acting Deputy Chief Counsel Sonja Orgias**. “Being a voice in the room when questions are asked, when decisions are made, when we’re giving guidance or directions on what’s needed to respond to an incident, it’s good to have different voices and varied experiences in the room.”

You can listen to the latest episode on [SoundCloud](#), [Apple Podcasts](#), and [Spreaker](#).

**Profile**

**Sonja Orgias** is the acting deputy counsel, becoming the highest ranking African American woman in the agency’s history. Orgias joined NYC Emergency Management in 2015 as director of legal affairs and was appointed to deputy chief counsel in 2021 to oversee the expansion of the agency’s legal operations. In 2020, she became co-chair of NYC Emergency Management’s equity and diversity council. Orgias received her juris doctor degree from Hofstra University School Law and her bachelor’s degree from Boston University. She volunteers as a judge for annual mock trial and moot court competitions at the high school and law school levels and is a member of the board of trustees of the Trevor Day School.



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