

Disaster Resilience: Some community & organizational perspectives

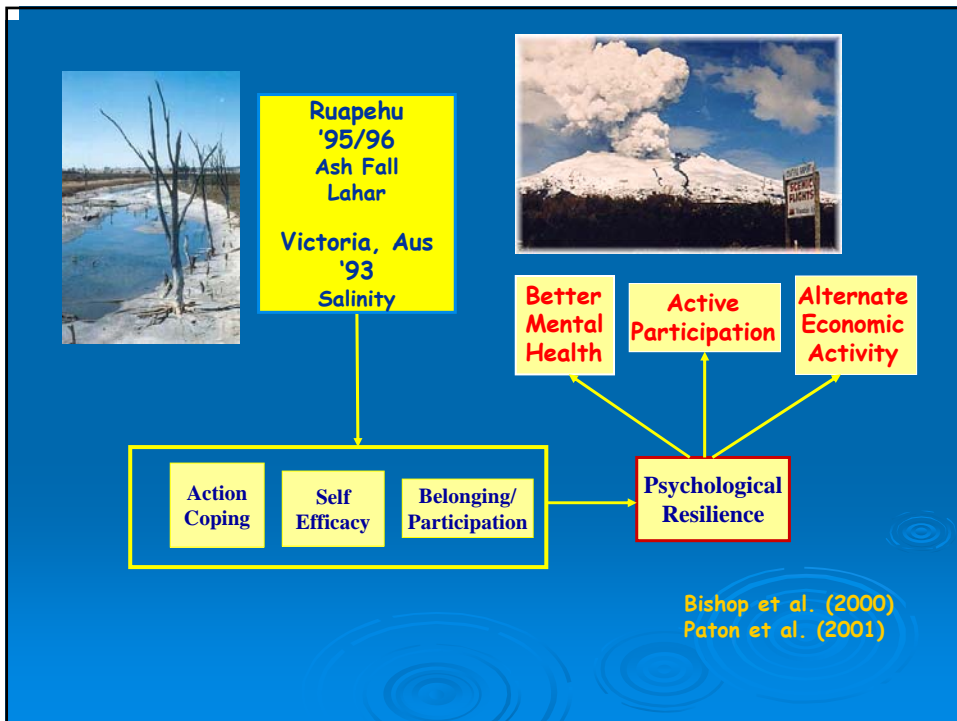
Douglas Paton
School of Psychology



Societal Resilience

Capability to:

- draw upon resources & competencies at individual, collective & institutional levels
- to cope with, adapt to, & develop from
- the demands, challenges and changes encountered before, during & after disaster



Resilience to what?

Klein et al. (2003)

Issues

- infrequent hazards
- readiness work undertaken during quiescent periods
- generalise across communities & hazards (all hazards model)

Resilience during a disaster

Immediate impact

- reduce risk of injury & death

Impact phase (3+ days) – cope/adapt

- emergency plans/resources
- ability to use them

Response/recovery/rebuilding phase

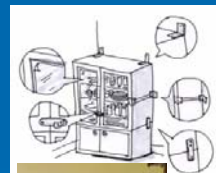
- Dealing with emergent issues:
 - neighbours/community members working together, & over time
 - community members working with societal institutions

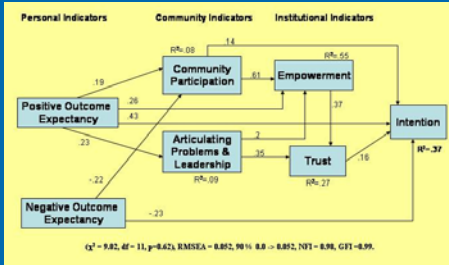
Outcome measures used:

- Hazard knowledge
- Levels of preparedness
- Community/neighbourhood meetings
- Meetings with CD/EM Agencies

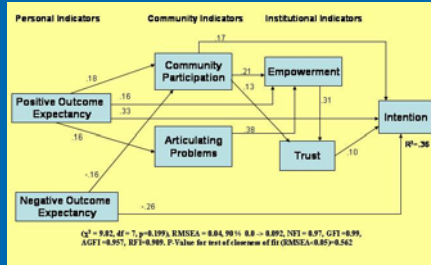
Intention to:

- acquire hazard knowledge
- increase actual preparedness
- work with community members to develop local plans

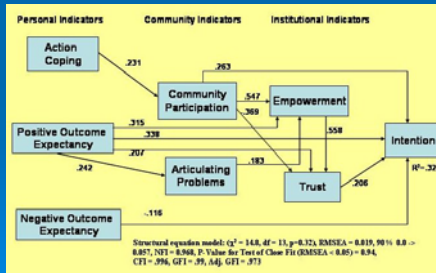




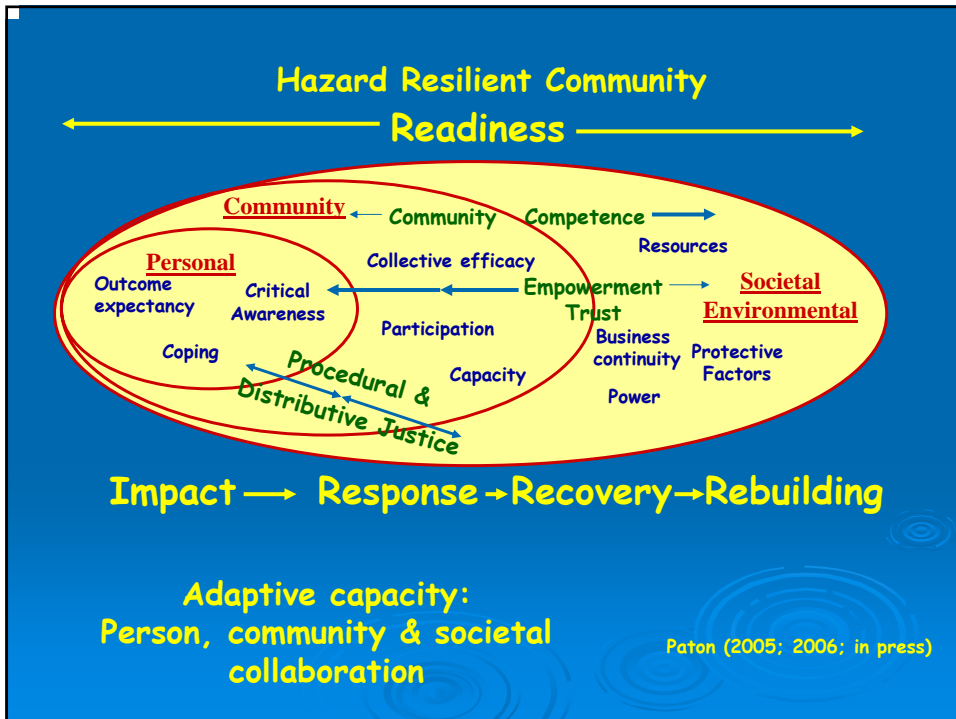
Volcanic



Earthquake



Pandemic



Develop capacity to co-exist with hazards

- integrate hazard mitigation with community engagement & development
 - procedural & distributive justice
 - empowerment/trust
 - community competence
- future work in Japan, Portugal, Argentina



Paton (2000, 2005, 2006, in press)

Organizational Resilience

Focus on resilience in
Protective services/emergency
response
and
Human resource aspects of disaster
business continuity

Training & adaptive capacity



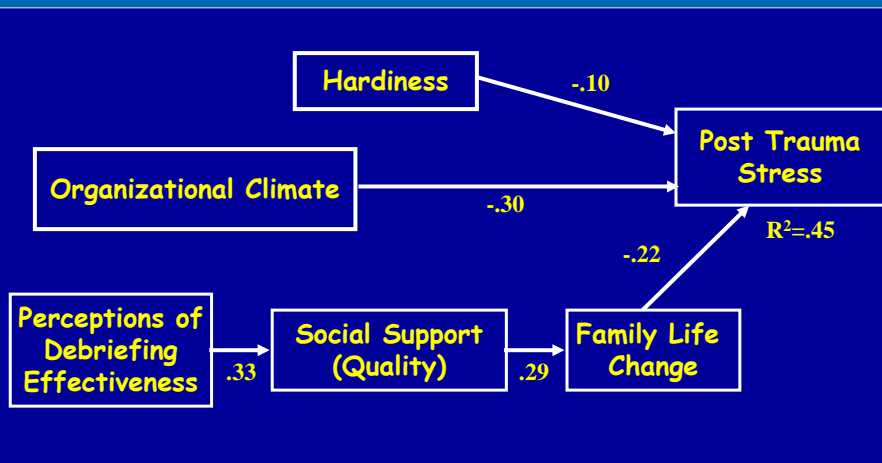
Disaster Training

Paton (1996)

- Understand disaster demands & environment
- Awareness of reactions
- Realistic/positive expectations
- Leadership/team management
- Peer support
- Outdoor survival training
- Disaster simulations

	Tr	No Tr
➤ Perceive inadequate	0	63***
➤ Overwhelmed	14	44**
➤ Lack team support	27	50*
➤ Pushed to limit	19	50*
➤ Team problems	0	44***
➤ Role uncertainty	5	38**
➤ Unable to do job	5	31*
➤ Leadership	0	19*
➤ IES	3.30	11.05**

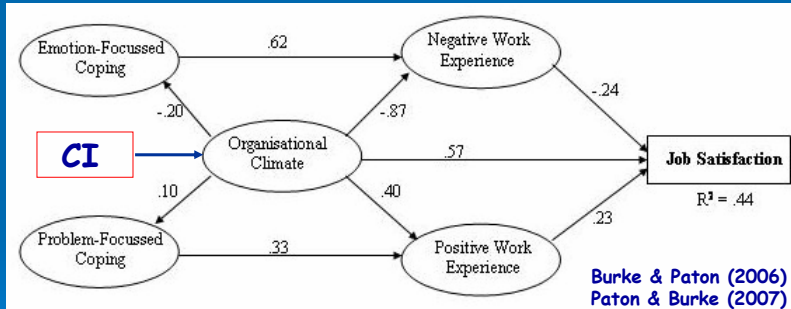
Tr: received disaster training
No Tr: did not receive disaster training



Modelling adaptive capacity & vulnerability

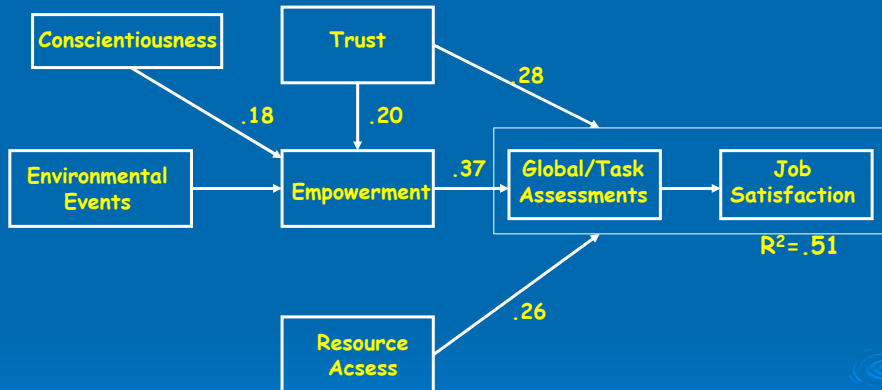
Finding meaning & benefit in emergency work is manifest in levels of job satisfaction

Benight et al. (2002)
Britt et al. (2001)



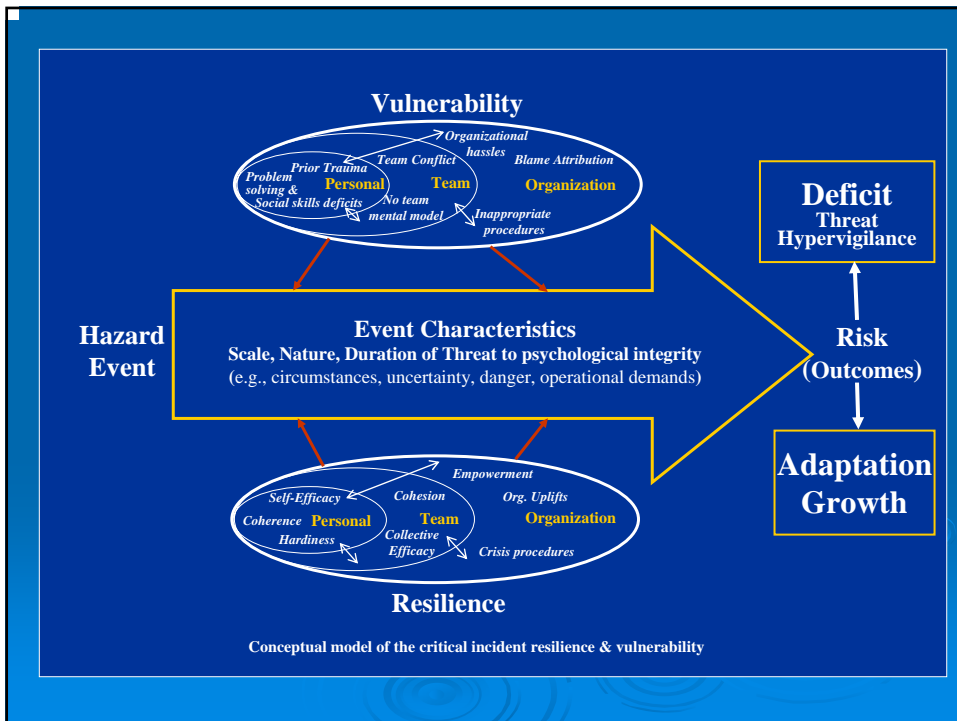
People weigh up positive & negative experiences when reporting job satisfaction

Hart & Cooper (2001)



Johnston & Paton (2004)

Based on an empowerment model developed by Thomas and Velthouse (1990)



**Planned work - adaptive capacity in:
ADHB - Incident Management Team**

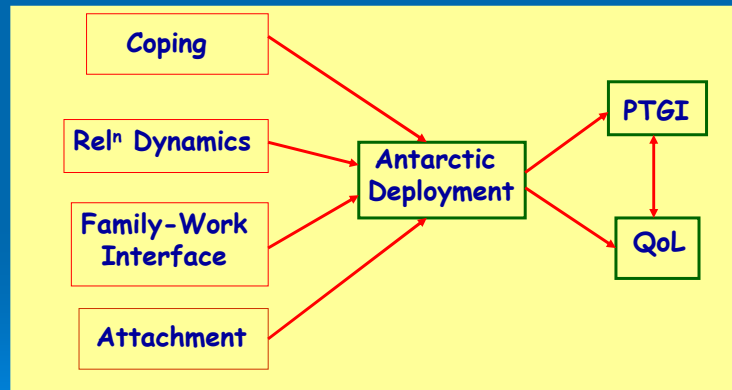
*Exercise Makgill
Exercise Cruikshank*

- staff/NGOs

SAMFS

Family dynamics Antarctic expeditioners

Norris & Paton (2006)



Paton, D & Johnston, D (2006) *Disaster Resilience: An integrated approach*. Springfield, Ill., Charles C. Thomas.

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