

**STATE OF CALIFORNIA
REGIONAL WATER QUALITY CONTROL BOARD
CENTRAL COAST REGION**

STAFF REPORT FOR REGULAR MEETING OF FEBRUARY 15-16, 2024

Prepared January 18, 2024

ITEM NUMBER: 9

SUBJECT: ENVIRONMENTAL JUSTICE, RACIAL EQUITY AND
TRIBAL AFFAIRS - ANNUAL UPDATE

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KEY INFORMATION:

Location: Region-Wide

ACTION: Information/Discussion

SUMMARY

The Central Coast Water Board has a long history of prioritizing environmental justice issues and engaging underrepresented communities in water quality programs, especially related to drinking water protection. In addition, staff have taken the initiative to advance racial equity inside and outside the organization so that access to Water Board programs and related water quality benefits are shared equitably by all people. On February 16, 2023, the Central Coast Water Board adopted [Resolution No. R3-2023-0002 \(Racial Equity Resolution\)](#)¹ Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism in the Central Coast Region. This staff report provides an update on staff's efforts to develop and implement an Environmental Justice, Racial Equity, and Tribal Engagement Action Plan (Action Plan). The Action Plan, included in Table 1 at the end of the staff report, is intended to be a dynamic working document that staff will adjust based on internal and external input, emerging priorities, and available staff capacity and resources.

¹ https://www.waterboards.ca.gov/centralcoast/press_room/press_releases/docs/2023/r3-2023-0002.pdf

To increase transparency and provide opportunities for community and tribal engagement, Central Coast Water Board staff will also maintain an online [Project Tracker](#) which includes a list of active projects that may be of increased interest to underrepresented communities. Attachment 1 to the staff report also includes project specific updates for the Tribal Beneficial Uses Project, Bolsa Knolls Septic to Sewer Project, Central Coast Drinking Water Well Testing Program, Central Coast Regional Bottled Water Program, and Central Coast Community-Based Water Quality Grants Program.

DISCUSSION

Background

On November 16, 2021, the State Water Resources Control Board (State Water Board) adopted Resolution No. 2021-0050 ([State Water Board Resolution](#)²), Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism. The State Water Board Resolution acknowledged the role racism has played in creating inequities in affordability and access to clean and safe water; committed to advancing racial equity within the State Water Board and the communities it serves; directed its staff to develop a racial equity action plan; and encouraged the nine Regional Water Quality Control Boards to adopt similar resolutions.

In Fall 2021, the Central Coast Water Board convened a regional Racial Equity Working Group to conduct internal and external engagement to identify and prioritize opportunities to 1) integrate racial equity into the Central Coast Water Board's programs and practices, and 2) develop a region-specific racial equity resolution. From December 2021 through December 2022, Central Coast Water Board staff conducted external engagement to inform the racial equity resolution. During this time, staff met with community groups, organizations, and California Native American tribal representatives.

On February 16, 2023, the Central Coast Water Board adopted [Resolution No. R3-2023-0002 \(Racial Equity Resolution\)](#)³ Condemning Racism, Xenophobia, Bigotry, and Racial Injustice and Strengthening Commitment to Racial Equity, Diversity, Inclusion, Access, and Anti-Racism in the Central Coast Region. A key outcome described in the Racial Equity Resolution is to develop an action plan to advance environmental justice, racial equity, and tribal engagement in the Central Coast Water Board's water quality programs and projects.

Strategy

Central Coast Water Board staff advance environmental justice, racial equity, and tribal engagement as part of our ongoing activities to implement our water quality mission in coordination with our statewide Water Board counterparts, environmental justice partners, Tribes, community members, and regulated entities we serve. To optimize the

² https://www.waterboards.ca.gov/board_decisions/adopted_orders/resolutions/2021/rs2021_0050.pdf

³ https://www.waterboards.ca.gov/centralcoast/press_room/press_releases/docs/2023/r3-2023-0002.pdf

use of limited resources⁴, the Central Coast Water Board's approach is to 1) implement a highly coordinated environmental justice leadership team to support continuity and positive momentum to integrate environmental justice, racial equity, and tribal engagement into our organizational culture and water quality programs, 2) consider the [State Water Board's Racial Equity Action Plan](#)⁵ as a starting point to leverage existing resources and avoid redundancy, 3) focus resources on specific high priority actions, and 4) utilize the Executive Officer's Report to provide updates to the Board and obtain public input. The Central Coast Water Board's action planning strategy builds upon the public input received on the State Water Board's Racial Equity Action Plan's "Strategic Directions" and public input received during the adoption of the Racial Equity Resolution. These Strategic Directions provide a framework for the Central Coast Water Board's environmental justice, racial equity, and tribal engagement action planning.

Action Plan, Desired Results, and Specific Goals

The Central Coast Water Board's Action Plan is intended to be a dynamic document that staff can adjust based on emerging priorities, public input, and available resources to achieve the following desired results:

- The Central Coast Water Board effectively integrates environmental justice, racial equity, and tribal engagement throughout the organization's policies, programs, and practices.
- Central Coast Water Board staff have a working knowledge of relevant environmental justice, racial equity, and tribal engagement policies and practices and have tools and resources to integrate this knowledge into program implementation.
- The Central Coast Water Board provides meaningful opportunities for underrepresented communities to participate and provide input to water quality issues that affect them.
- Central Coast Water Board staff and management reflect the diverse communities that we serve.

Based on the State Water Board's Racial Equity Action Plan's Strategic Directions, Central Coast Water Board staff have identified specific regional goals for fiscal years 2023-2024 and 2024-2025. The Central Coast Water Board's Action Plan identifies specific actions to achieve these goals, as well as the lead and supporting staff responsible for the action, the project stage, and performance indicators. The dynamic nature of the plan and the two-year time frame help to manage staff resources and workload. Additionally, the schedule and format presented in Table 1 are consistent with

⁴ The Central Coast Water Board does not receive any personnel or contract resources to implement environmental justice, racial equity, or tribal engagement activities.

⁵ https://www.waterboards.ca.gov/racial_equity/docs/racial-equity-action-plan-final-en.pdf

the State Water Board's Racial Equity Action Plan, which helps to leverage statewide resources.

Strategic Direction #1 – Integrating Racial Equity, Measuring Impact Infusing the Racial Equity Resolution throughout the Water Boards' policies, programs, and practices; Measuring progress toward goals, and adapting when necessary.

- *Goal 1a* – Identify a leadership team to share the role of advancing environmental justice, racial equity, and tribal engagement.
- *Goal 1b* – Provide clear direction and guidance to Central Coast Water Board program managers and staff to integrate environmental justice, racial equity, and tribal engagement into water quality programs.
- *Goal 1c* – Compile, develop, and maintain outreach and community engagement tools and resources for program staff.
- *Goal 1d* – Implement Human Right to Water Resolution No. R3-2017-0004.
- *Goal 1e* – Implement Assembly Bill (AB) 2108 to conduct equitable, culturally relevant outreach when considering proposed discharges of waste that may have disproportionate impacts on water quality in disadvantaged communities or tribal communities.
- *Goal 1f* – Coordinate with the State Water Board to leverage the Statewide Racial Equity Action Plan and related resources.

Strategic Direction #2 – Creating, Maintaining Spaces for Inclusion and Belonging; Addressing internal and external representation of Black, Indigenous, and people of color (BIPOC) at all levels of the organization; Elevating overall understanding of racial equity.

- *Goal 2a* - Ensure all staff have knowledge of relevant Water Board policies related to environmental justice, racial equity, and tribal engagement; Normalize discussions to consider these issues during program implementation.
- *Goal 2b* – Ensure all staff are trained in environmental justice, racial equity, and tribal engagement.
- *Goal 2c* – Consider racial equity during the recruitment and employee interview process.

Strategic Direction #3 – Activating BIPOC Wisdom and Sharing Power; Fostering open communications for voices of BIPOC communities; Building power in BIPOC communities by cultivating authentic relationships and engaging communities as partners for racial equity; Offering ongoing training, education, and dedicated resources to raise awareness of the Central Coast Water Board's role in managing the region's water resources; and Incorporating wisdom from BIPOC communities in decision-making processes.

- *Goal 3a* - Provide easy public access to environmental justice, racial equity, and tribal engagement data and information.

- *Goal 3b* - Consider environmental justice, racial equity, and tribal engagement as part of every Board item.
- *Goal 3c* - Meet with community partners, environmental justice advocates, and tribal representatives to help identify priorities and effective outreach methods,
- *Goal 3d* - Conduct project-specific external engagement with underrepresented communities.
- *Goal 3e* - Prioritize financial and technical assistance to benefit underrepresented communities.
- *Goal 3f* - Consider opportunities for Board Members and staff to meet with underrepresented communities to listen and discuss community priorities.

Human Right to Water

California Water Code section 106.3, subdivision (a) states that it is the policy of the State of California “that every human being has the right to safe, clean, affordable, and accessible water adequate for human consumption, cooking, and sanitation purposes.” On January 26, 2017, the Central Coast Water Board adopted Resolution No. R3-2017-0004, which affirms the realization of the human right to water and the protection of human health as the Central Coast Water Board's top priorities.

Consistent with Resolution No. R3-2017- 0004, the Action Plan includes specific actions and performance metrics that prioritize the human right to water by measuring the number of drinking water wells tested and number of households receiving replacement drinking water or drinking water treatment. In addition, the Action Plan provides clear direction and guidance to Central Coast Water Board program managers and staff to integrate environmental justice, racial equity, and tribal engagement into water quality programs, including the implementation of the human right to water.

Environmental Justice

The Action Plan is a critical tool for Central Coast Water Board staff to identify the actions that we will prioritize and measure to advance environmental justice, racial equity, and tribal engagement in the Central Coast Water Board's water quality programs and projects. Environmental Justice principles call for the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income in the development, adoption, implementation, and enforcement of all environmental laws, regulations, and policies that affect every community's natural resources and the places people live, work, play, and learn. The Central Coast Water Board implements regulatory activities and water quality projects in a manner that ensures the fair treatment of all people, including underrepresented communities. Underrepresented communities include but are not limited to Disadvantaged Communities (DACs), Severely Disadvantaged Communities (SDACs), Economically Distressed Areas (EDAs), Tribes, Environmentally Disadvantaged Communities (EnvDACs), and

members of Fringe Communities.⁶ Furthermore, the Central Coast Water Board is committed to providing all stakeholders the opportunity to participate in the public process and provide meaningful input to decisions that affect their communities.

Climate Change

The Central Coast faces the threat and the effects of climate change for the foreseeable and distant future. To proactively prepare and respond, the Central Coast Water Board launched the Central Coast Water Board's Climate Action Initiative, which identifies how the Central Coast Water Board's work relates to climate change and prioritizes actions that improve water supply resiliency through water conservation and wastewater reuse and recycling; mitigate for and adapt to sea level rise and increased flooding; improve energy efficiency; and reduce greenhouse gas production. The Climate Action Initiative is consistent with the Governor's Executive Order B-30-15 and the State Water Board's Climate Change Resolution No. 2017-0012. The Racial Equity Resolution includes specific findings to prioritize actions to evaluate and reduce the water quality impacts of climate change on underrepresented communities. These findings have helped to integrate climate change mitigation and adaptation into the Central Coast Water Board's water quality programs. For example, many existing and planned wastewater recycling projects now include specific findings and actions to improve water supply resiliency. Improving water supply resiliency is essential to ensure that all communities have access to clean and adequate water for drinking and sanitation purposes.

Status and Next Steps

Central Coast Water Board staff have achieved many positive outcomes and started much of the work described in the Action Plan, despite limited resources. The Action Plan is intended to be a dynamic document that identifies specific actions, lead and supporting staff who are necessary to assist in the implementation of those actions, the project stage, and performance indicators. For the project stage, the Action Plan uses similar criteria as the State Water Board where Stage 1 = preparation or scoping not yet

⁶ Disadvantaged Community: a community with an annual median household income that is less than 80% of the statewide annual median household income (Public Resources Code section 80002(e)); Severely Disadvantaged Community: a community with a median household income of less than 60% of the statewide average. (Public Resources Code section 80002(n)); Economically Distressed Area: a municipality with a population of 20,000 persons or less, a rural county, or a reasonably isolated and divisible segment of a larger municipality where the segment of the population is 20,000 persons or less with an annual median household income that is less than 85% of the statewide median household income and with one or more of the following conditions as determined by the department: (1) financial hardship, (2) unemployment rate at least 2% higher than the statewide average, or (3) low population density. (Water Code section 79702(k)); Tribes: federally recognized Indian Tribes and California State Indian Tribes listed on the Native American Heritage Commission's California Tribal Consultation List; EnvDACs: CalEPA designates the top 25 percent scoring census tracts as DACs. Census tracts that score the highest five percent of pollution burden scores but do not have an overall CalEnviroScreen score because of unreliable socioeconomic or health data are also designated as DACs (refer to the CalEnviroScreen 4.0 Mapping Tool or Results Excel Sheet); Fringe Community: communities that do not meet the established DAC, SDAC, and EDA definitions but can show that they score in the top 25 percent of either the Pollution Burden or Population Characteristics score using the CalEnviroScreen 4.0.

started; Stage 2 = preparation, scoping, data collection, securing funding and resources; Stage 3 = work in progress; Stage 4 = action complete and/or at least one cycle of continual action complete; monitoring and evaluation of action is complete or ongoing; and (R) = needs new personnel or new resources to start or complete action.

As a dynamic document, staff will adjust the Action Plan based on internal and external input, and available staff capacity and resources. Over the course of the next two years, it is anticipated that the staff participating on the environmental justice leadership team (Environmental Justice Coordinators - Angela Schroeter and Kathy Truong, Tribal Coordinator - Daniel Ellis) will each have the capacity to allocate approximately 4 hours per month to help lead the effort to develop and implement the Action Plan. Additional staff will participate as available, dependent on program and organizational priorities.

Opportunities for Public Participation

Moving forward, staff will continue to work with management to prioritize the activities in the Action Plan. As a dynamic document, the Central Coast Water Board will share the Action Plan on the [Environmental Justice, Tribal Affairs, and Racial Equity web page](#)⁷ and provide updates on implementation to the public using the Environmental Justice email subscription list and solicit public input. In addition, staff will meet with community partners and convene informal listening sessions to provide additional opportunities for public participation. Finally, staff will utilize the Executive Officer's Report as an opportunity to provide annual updates to the Board and public, reflect on accomplishments, evaluate performance metrics, and discuss emerging priorities.

Conclusion

The Central Coast Water Board is committed to advancing environmental justice, racial equity, and tribal engagement as we implement our mission so that the access the Central Coast Water Board creates, and outcomes we influence, are not determined by a person's race and the benefits are shared equitably by all people. The Central Coast Water Board's Environmental Justice, Racial Equity, and Tribal Engagement Action Plan builds upon the public input received on the State Water Board's Racial Equity Action Plan's "Strategic Directions" and public input received during the adoption of the Racial Equity Resolution and identifies specific actions that staff will take to integrate environmental justice, racial equity, and tribal engagement into our water quality programs and projects. The Central Coast Water Board's will adjust the Action Plan based on emerging priorities, public input, and available resources.

For More Information

Please visit the Central Coast Water Board's Website on Environmental Justice, Racial Equity, and Tribal Engagement at:
https://www.waterboards.ca.gov/centralcoast/water_issues/programs/enviro_justice/enviro_justice.html

⁷ https://www.waterboards.ca.gov/centralcoast/water_issues/programs/enviro_justice/enviro_justice.html

Subscribe to the Central Coast Water Board's email subscription for Racial Equity, Environmental Justice, and Tribal Engagement at:

https://public.govdelivery.com/accounts/CAWRCB/subscriber/new?qsp=central_coast

General comments and questions about the Central Coast Water Board's environmental justice and racial equity work can be shared by emailing:

rb3-equity@waterboards.ca.gov

General comments and questions about the Central Coast Water Board's tribal engagement work can be shared by emailing: rb3-tribal@waterboards.gov

Attachment 1. Environmental Justice, Racial Equity, and Tribal Engagement Project Updates.

**TABLE 1.
CENTRAL COAST WATER BOARD
ENVIRONMENTAL JUSTICE, RACIAL EQUITY, AND TRIBAL ENGAGEMENT ACTION PLAN¹
FY 2023/2024 – FY 2024/2025**

| Action ² | Lead Role | Support Role | Stage ³ | Performance Indicators ⁴ |
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| Strategic Direction #1 – Integrating Racial Equity, Measuring Impact | | | | |
| a. Implement a highly coordinated environmental justice team with a shared leadership role to support continuity and positive momentum to integrate environmental justice, racial equity, and tribal engagement into our organizational culture and water quality programs. | Environmental Justice Coordinator(s), Tribal Coordinator | Section Managers | 3 | <ul style="list-style-type: none"> • Environmental justice leadership team that includes representatives from each section and various levels of staff. • Regular attendance at Environmental Justice roundtable and Tribal Coordination meetings. |
| b. Provide clear direction and guidance to Central Coast Water Board program managers and staff to integrate environmental justice, racial equity, and tribal engagement into water quality programs. | Environmental Justice Coordinator(s), Tribal Coordinator | Section Managers, Program Managers | 2 | <ul style="list-style-type: none"> • % program prioritization plans that include specific activities to advance environmental justice, racial equity, and tribal engagement. • # programs represented on environmental justice, racial equity, and tribal engagement Project Tracker to improve visibility and coordination. |

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| <p>c. Develop and maintain outreach and community engagement tools and resources for program staff and make them easily accessible on SharePoint. For example: implementation guides, maps and data to identify underrepresented communities, language isolation tools, outreach plan templates, and community partner lists.</p> | <p>Environmental Justice Coordinator(s), Tribal Coordinator</p> | <p>Office of Public Participation (OPP)</p> | <p>3</p> | <ul style="list-style-type: none"> • # programs that access environmental justice, racial equity, and tribal engagement resources. • # outreach plans created |
| <p>d. Implement Human Right to Water Resolution No. R3-2017-0004.</p> | <p>CCAMP-GAP, Irrigated Lands Program, Site Cleanup Program, Enforcement Program</p> | <p>Environmental Justice Coordinator(s), Safe and Affordable Funding for Equity and Resilience Program (SAFER)</p> | <p>3</p> | <ul style="list-style-type: none"> • # drinking water wells tested as a result of Central Coast Water Board programs. • # households receiving replacement drinking water or treatment as a result of Central Coast Water Board programs; |
| <p>e. Implement AB 2108</p> | <p>Tribal Coordinator</p> | <p>Section Managers, Program Managers</p> | <p>2</p> | <ul style="list-style-type: none"> • Develop template outreach letters that can be customized for various interested parties or projects. • Meet regularly with tribal representatives, community groups, and environmental justice organizations to provide updates on various |

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| | | | | <p>Central Coast Water Board projects.</p> <ul style="list-style-type: none"> • Develop an outreach training program for Central Coast Water Board staff. • # of staff completing the Environmental Justice Grant Tools for Community Action: Using EJScreen & CalEnviroScreen training |
| f. Coordinate with OPP to obtain support services, including outreach, facilitation, and translation services. | Program Managers | Environmental Justice Coordinator(s), Tribal Coordinator | 2 | <ul style="list-style-type: none"> • # programs coordinating with OPP to obtain support for specific projects. |
| Strategic Direction #2 - Creating, Maintaining Spaces for Inclusion & Belonging | | | | |
| a. Ensure all staff have knowledge of relevant Water Board policies related to environmental justice, racial equity, and tribal engagement; Normalize discussions to consider these issues during program implementation. | All Staff | Supervisors | 3 | <ul style="list-style-type: none"> • % staff who have reviewed the Central Coast Water Board’s Human Right to Water Resolution No. R3-2017-0004, Racial Equity Resolution No. R3-2023-0002, and State Water Board Tribal Consultation Policy. |

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| <p>b. Include standing item to discuss environmental justice, racial equity, and tribal engagement at Senior Management Meetings.</p> <p>c. Include quarterly topic on environmental justice, racial equity, and tribal engagement at General Staff Meetings.</p> | <p>Environmental Justice Coordinator(s), Tribal Coordinator</p> | <p>Section Managers, Supervisors</p> | <p>2</p> | <ul style="list-style-type: none"> # senior and general staff meetings which include agenda items to discuss environmental justice, racial equity, and tribal engagement. |
| <p>d. Ensure all staff are trained in basic environmental justice, racial equity, and tribal engagement.</p> | <p>All Staff</p> | <p>Supervisors</p> | <p>3</p> | <ul style="list-style-type: none"> % supervisors and staff that attend at least one racial equity or implicit bias training. % staff that attend at least one tribal engagement training. |
| <p>e. Support staff to attend specialized environmental justice, racial equity, and tribal engagement training, and share lessons learned with the organization. For example: Facilitation Training, Results Based Accountability Training, US EPA Tribal Conference, etc.</p> | <p>Environmental Justice Coordinator(s), Tribal Coordinator</p> | <p>Assistant Executive Officer</p> | <p>3</p> | <ul style="list-style-type: none"> # staff that have attended specific specialized environmental justice, racial equity, and tribal engagement training and can share expertise. |
| <p>f. Consider racial equity during the recruitment and employee interview process. Implement State Water Board's Immediate Action Plan for Advancing Workforce Diversity.</p> | <p>Hiring Supervisors</p> | <p>Assistant Executive Officer</p> | <p>3</p> | <ul style="list-style-type: none"> # Central Coast Water Board management and staff reflect the diversity of the Central Coast Region. |

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| | | | | <ul style="list-style-type: none"> • % Central Coast Water Board hiring events that integrate knowledge, skills, and abilities related to being a part of a diverse workforce and interacting with a diverse group of stakeholders (e.g. interview questions). |
| Strategic Direction #3 - Activating BIPOC Community Wisdom and Sharing Power | | | | |
| a. Provide easy public access to environmental justice, racial equity, and tribal engagement data and project information on website | Environmental Justice Coordinator(s), Tribal Coordinator | Admin Program | 3 | <ul style="list-style-type: none"> • # of hits on environmental justice, racial equity, and tribal engagement website. • # updates provided to the environmental justice, racial equity, and tribal engagement subscription list |
| b. Consider environmental justice, racial equity, and tribal engagement for every Board item | Program Managers | Section Managers | 3 | <ul style="list-style-type: none"> • % staff reports that include relevant environmental justice, racial equity, and tribal engagement discussion. • # of staff reports that include translation, if appropriate. |

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| | | | | <ul style="list-style-type: none"> • # board items that utilize oral interpretation or translation services. • # projects utilizing linguistic isolation tools to inform oral interpretation and translation needs |
| c. Develop Community Partner Contact List for Central Coast Region; Meet with community partners, environmental justice advocates, and tribal representatives to help identify priorities and effective outreach methods. | Environmental Justice Coordinator(s), Tribal Coordinator | OPP, Section Managers, Program Managers | 2 | <ul style="list-style-type: none"> • # programs meeting with community partners. • # programs meeting with tribal representatives. |
| d. Conduct project-specific external engagement with underrepresented communities. See outreach project tracker. | Various staff | Section Managers, Program Managers | 3 | <ul style="list-style-type: none"> • # projects conducting external engagement with underrepresented communities. |
| e. Conduct project-specific external engagement with California Native American Tribes. (For example, conduct focused tribal outreach to individual Tribes to advance tribal beneficial uses (TBU) project, participate in the National Oceanic and Atmospheric Administration (NOAA) process to designate the Chumash Heritage National Marine | Various staff | Tribal Coordinator, Section Managers, Program Managers | 3 | <ul style="list-style-type: none"> • # projects conducting external engagement with tribal representatives. |

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| <p>Sanctuary.) See outreach project tracker.</p> | | | | |
| <p>f. Prioritize financial and technical assistance to benefit underrepresented communities.</p> | <p>Grants Program, CCAMP-GAP, Program Managers</p> | <p>Division of Financial Assistance (DFA)</p> | <p>3</p> | <ul style="list-style-type: none"> • # funding fairs to share funding grants and loans available to underrepresented communities. • # grant projects and amount of funding awarded to benefit underrepresented communities in the Central Coast Region, including nonpoint source grant projects. • # technical assistance requests submitted to DFA to benefit underrepresented communities in the Central Coast Region. • # support letters to DFA for regional projects and facilities benefiting underrepresented communities in the Central Coast Region. |
| <p>f. Consider opportunities for the Board Members and staff to meet with underrepresented communities and</p> | <p>Various Staff, Board Members</p> | <p>EO, AEO, Section Managers</p> | <p>R</p> | <ul style="list-style-type: none"> • # community gatherings, workshops, and listening |

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| Tribes to listen and discuss community priorities. | | | | sessions attended by staff or Board Members. |
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¹ The Environmental Justice, Racial Equity, and Tribal Engagement Action Plan is intended to be a dynamic working document that staff adjusts based on internal and external input, emerging priorities, and available staff capacity and resources.

² Actions to overcome existing barriers and achieve goals. Actions are developed based on internal and external input, feedback from the Board, and identification of emerging priorities.

³ Stage 1: Preparation or scoping not yet started; Stage 2: preparation, scoping, data collection, securing funding and resources; Stage 3: Work in progress; Stage 4: action complete and/or at least one cycle of continual action complete; monitoring and evaluation of action is complete or ongoing; (R): Needs new personnel or new resources to start or complete action.

⁴ Quantitative performance measures and qualitative targets to assess progress and evaluate each action's success. Due to the diversity of actions included in this plan, measurements of success include metrics, milestones, data, and other indicators that can be used to indicate successful completion of actions or to track progress toward actions over time. Knowledge gained from tracking these performance indicators may result in the development of additional indicators and inform future iterations of the action plan.