

**LAHONTAN REGIONAL WATER
QUALITY CONTROL BOARD**

**RACIAL EQUITY AND
ENVIRONMENTAL JUSTICE ACTION
PLAN**

Table of Contents

Table of Contents	2
How We Got Here	3
What Guides Us	3
How We Move Forward	4
What We Plan to Do	5
Commitments to Water Quality Protection	5
Commitments to Community Engagement	6
Commitments to Racial Equity Training and Awareness	7
Commitments to Workforce Diversity	9

How We Got Here

The Lahontan Water Board is committed to racial equity. This means striving to decouple racial identity and access to clean water resources. The State Water Resources Control Board adopted its Racial Equity Resolution on November 16, 2021 which encourages Regional Water Boards to adopt their own resolutions and an action plan.

The Lahontan Water Board codified our commitment to racial equity within Racial Equity Resolution [R6-2024-0036](#). The August 2024 Lahontan Water Board [meeting agenda item](#) includes a detailed background and discussion on the resolution. This document contains the Lahontan Water Board's planned actions to fulfill the commitment.

The Lahontan Water Board's Racial Equity Working Group looked inward to start the Racial Equity and Environmental Justice Action Plan (Action Plan). Initial draft actions came from the resolution document and internal staff discussion. The team considered each action's needed resources and relationship to the Lahontan Water Board's goals. Additionally, the Racial Equity Working Group referenced similar action plans from throughout the State as models. This initial draft Action Plan was prepared and will be shared internally and externally to obtain feedback and input.

What Guides Us

The regional goals guide the Lahontan Regional Water Quality Control Board (Lahontan Water Board). These regional goals provide focus, clarity and direction. From major policy direction, prioritization of permit development or renewal, to day-to-day workplan prioritization decisions, our regional goals help us stay focused, consistent, and true to our mission, vision, and values. The following regional goals were presented at the June 2021 Lahontan Water Board Meeting with Board member and staff collaborative input.

1. Protect human health and aquatic life.
2. Protect/Improve aquatic resources and water quality.
3. Promote a safe work environment.
4. Provide exceptional customer service, while being realistic about resources and commitments.

The following regional goal was added.

5. Incorporate Racial Equity into water quality decisions and regulatory actions.

How We Move Forward

Creating the Action Plan will require collaboration. The Racial Equity Working Group asked Tribes and the public for input on draft action items. The Racial Equity Working Group needed this input to ensure planned actions matched tribal and public needs. This input process included:

1. formal correspondence outreach to the Lahontan Water Board's mailing list (add link)
2. email correspondence outreach to the Lahontan Water Board's email subscription list (add link)
3. virtual outreach on the Lahontan Water Board's webpage for Racial Equity and Environmental Justice ([Racial Equity and Environmental Justice | Lahontan Regional Water Quality Control Board](#))
4. individual discussions
5. public outreach events
6. a public comment period
7. Lahontan Water Board meeting presentations.

Updating the Action Plan requires ongoing internal and external outreach. As a dynamic document, staff will adjust the Action Plan based on both internal and external outreach as needed. Staff will add actions to address emerging issues. The Racial Equity Working Group plans on providing annual accomplishments and additional actions to the Board in Executive Officer's Reports.

The Racial Equity Working Group looks forward to working with Lahontan Water Board staff and the communities we serve to develop, refine, and implement the Action Plan.

What We Plan to Do

Commitments to Water Quality Protection

These commitments relate to item numbers 6, 7, 9, 10, and 11 from the resolution.

The proposed action items for this opportunity area are contained in the following table.

Action	Performance Indicators
Identify and compile racial equity data gaps related to water quality	Creation of “data needs” list?
Participate in the Racial Equity Data Subcommittee	Number of Racial Equity Data Subcommittee meetings attended
Evaluate policies and programs through a racial equity, environmental justice, and tribal engagement lens	Integration of racial equity into work planning and board item development documents
Support restoration of watersheds of importance to Tribes and DACs	
[Opportunity for the public to add additional actions here]	

Commitments to Community Engagement

These commitments relate to item numbers 4, 5, and 8 from the resolution.

The proposed action items for this opportunity area are contained in the following table.

Action	Performance Indicators
Increase engagement of staff and Board Members with BIPOC communities through, but not limited to, attending community events, conducting project-specific vision and strategizing sessions with communities, and meeting with community members	Number of interactions (e.g. community events, one-on-one discussions, etc.)
Coordinate with the State Water Board Office of Public Engagement, Equity, and Tribal Affairs (OPEETA) to obtain translation services for documents, support on outreach, and facilitation, as needed	Number of programs/staff/projects which involved OPEETA coordination
Provide effective language access services and accessible communications via Lahontan Water Board Racial Equity and Environmental Justice at the Water Boards webpage to engage with BIPOC communities	Number of visits on webpage
[Opportunity for the public to add additional actions here]	

Commitments to Racial Equity Training and Awareness

These commitments relates to item number 14 from the resolution.

The proposed action items for this opportunity area are contained in the following table.

Action	Performance Indicators
Create and maintain an online list of Racial Equity and Environmental Justice resources (training opportunities, resolutions, community contact lists, tools, etc.) for staff and Board members	Creation of list accessible to all
Update the Lahontan Environmental Justice Report and post a link on the Lahontan Water Board webpage at least every 5 years	Completion of update every 5 years
Provide ongoing staff and Board member training opportunities on environmental justice, racial equity, and tribal engagement to staff and Board members	Number of staff attendance in training
Create an interactive Lahontan Region specific map based on CalEnviroScreen data	Creation of map and number of staff using map
Incorporate racial equity, environmental justice, and tribal engagement training during onboarding for staff and Board Members	Creation of training requirement for new staff
Include Racial Equity and Environmental Justice as a standing agenda item to the Lahontan Water Board internal all staff meetings	Number of all staff meetings that include agenda items to discuss racial equity and environmental justice

Include Racial Equity and Environmental Justice as a standing item to Annual Accomplishments and Priorities Report to the Board	Number of Priorities Reports that include agenda items to discuss racial equity and environmental justice
Include Racial Equity and Environmental Justice as an annual Executive Officer's Report	Number of Board Meetings that include agenda items to discuss racial equity and environmental justice
[Opportunity for the public to add additional actions here]	

Commitments to Workforce Diversity

These commitments relate to item numbers 12 and 13 from the resolution.

The proposed action items for this commitment are contained in the following table.

Action	Performance Indicators
Add a link on the Lahontan Water Board webpage to advertise open positions on CalCareers, include guidance on the state's hiring process	Creation of link and guidance on webpage
Increase recruitment efforts at high schools, community colleges, colleges, universities, workforce development networks, and community-based groups that serve BIPOC communities	Number of job-related events attended (e.g. career fairs, tabling events)
Reduce geographic divides in hiring	Number of job postings where candidate could sit in either the Tahoe or Victorville office or co-locate staff with workload
Foster a culture of inclusion and belonging	Number of planned optional group social activities
Incorporate racial equity and environmental justice into Duty Statements. A duty statement describes the tasks, functions, and responsibilities of an employee position. It explains the overall purpose of the position, the tasks being performed, why those tasks are performed, and how they are performed.	Number of duty statements that include environmental justice language

Action	Performance Indicators
Require those sitting on an interview panel and all managers to have completed the Advancing Racial Equity course on Cornerstone, or an equivalent course which reviews “merit based hiring” rhetoric.	Number of supervisors and managers that have attended at least one racial equity, tribal engagement, and environmental justice trainings
[Opportunity for the public to add additional actions here]	