

Addressing Diversity, Equity & Inclusion Within DEQ

and

Promoting Racial & Environmental Justice in DEQ's Work to Protect Public Health & the Environment

January 21, 2021

EQC

Diversity, Equity and Inclusion

Racial and Climate Justice

WHY NOW?

We lift our gazes not to what stands between us, but what stands before us. We close the divide because we know, to put our future first, we must first put our differences aside. We lay down our arms so we can reach out our arms to one another. We seek harm to none and harmony for all. Let the globe, if nothing else, say this is true.

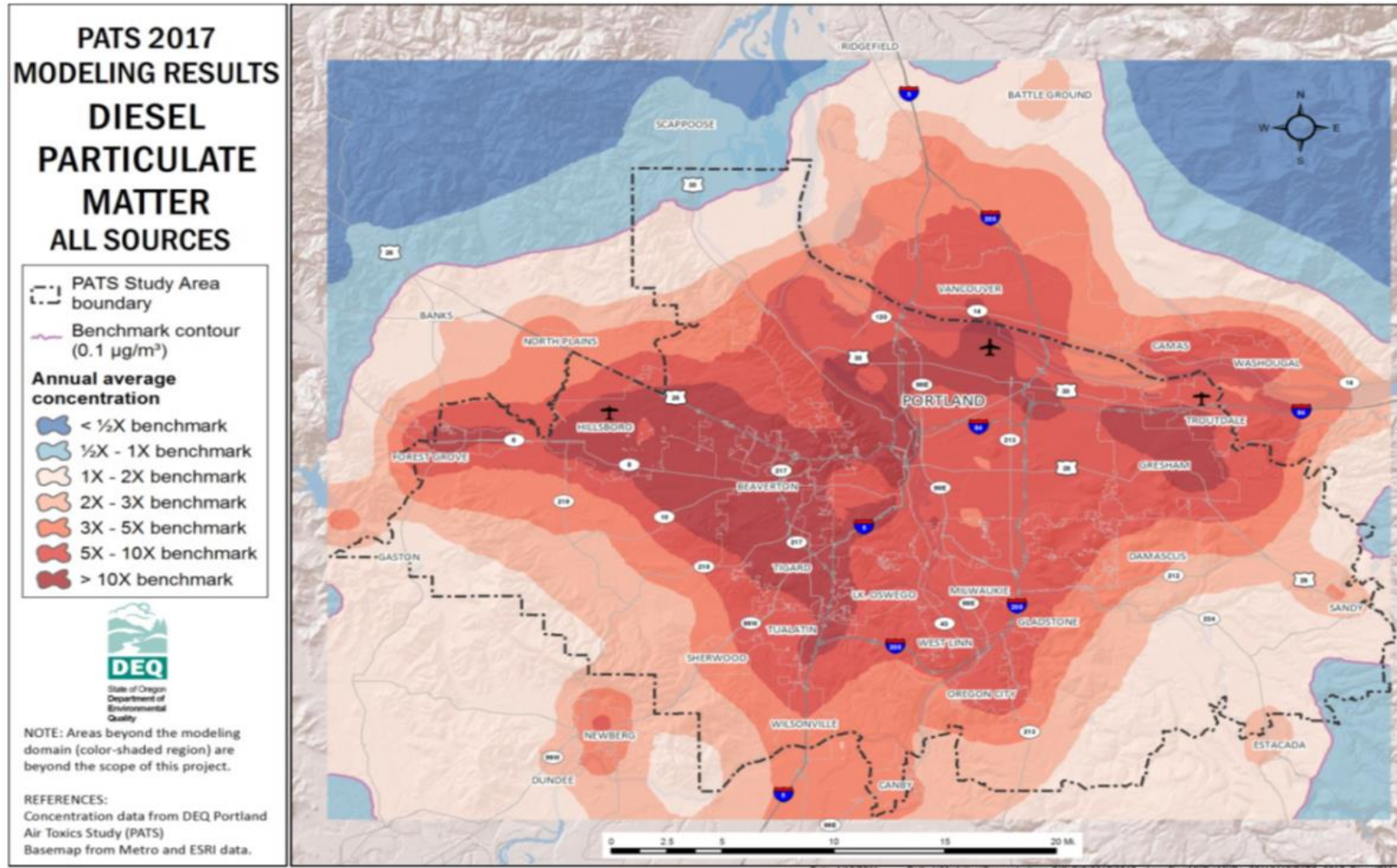


Diversity, Equity & Inclusion Within DEQ

DEI Work at DEQ

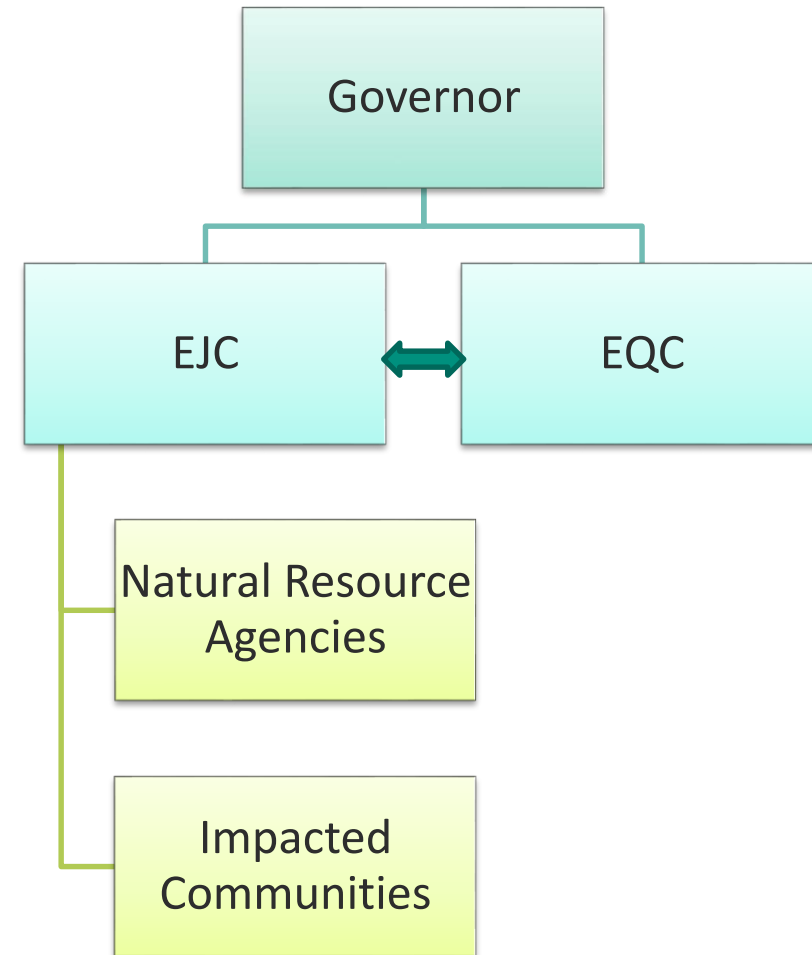
- DEI Coordinator
- DEI Workgroup
- BIPOC Groups
- Strategic Planning with an Equity Lens
- Training (Managers, Leadership, Staff)
- Recruiting/Relationships
- Onboarding

Promoting Racial & Environmental Justice in DEQ's Work to Protect Public Health & the Environment



Environmental Justice Council (SB 286)

- Environmental Justice Council staffed by DEQ.
- 13 members (9 appointed by the Governor) Must have expertise in environmental, racial or climate justice.
- Advise the Governor and Natural Resource Agencies on environmental justice issues.
- Improve public participation and decision making.
- Develop tools to report to the Governor and EQC on environmental burdens.



Office of Environmental Justice

Staff Structure: (Manager, Engagement Coordinator, Research Analyst)

Responsibilities:

Provide policy consultation, data analysis, community engagement to DEQ programs.

Staff the Environmental Justice Council

- Support EJC in providing guidance to state agencies on rule adoption, policy development
- Develop/update best practices recommendations for community engagement
- Develop recommendations on reducing disparities in highly impacted communities



Looking at Environmental Health Burdens

SB 286

- Requires development of data analysis/report on environmental burdens facing highly impacted communities and vulnerable populations.
- Analysis must include geographic, socioeconomic, historic disadvantage, public health and environmental hazard criteria.

Mapping Environmental Burden

- Going beyond EPA's EJ Screen
- Cal Enviro Screen
 - Collects data on 20 indicators, drives investments in disadvantaged communities.
- Washington Tracking Network
 - Environmental health disparities map
- Other State Tools
 - DEQ staff research

DEQ Discussion Draft Equity Vision Elements

- As a leader in protecting public health and the environment, DEQ has a responsibility to ensure equity, racial and climate justice are considered in policy, programs and outcomes.
- Addressing these issues requires inclusion of BIPOC people and communities, and is most effective if DEQ also has a strong, diverse workforce and leadership.
- The history of discrimination that has placed a legacy of environmental and health burdens on communities of color, indigenous peoples, and other underrepresented communities must be understood so that we can address how to reverse these actions going forward.

AFSCME Recommendations on Racial Justice

- Hire an Environmental Justice Coordinator and incorporate EJ considerations into DEQ's daily work.
- Create more opportunities for environmental education, mentoring and internships for BIPOC community members.
- Audit current DEQ diversity, equity and inclusion practices.
- Provide training for staff on racial justice, implicit bias and environmental justice.
- Create more equitable community engagement opportunities.
- Establish BIPOC employee resource/affinity groups