



U.S. DEPARTMENT OF THE INTERIOR

ENVIRONMENTAL JUSTICE STRATEGIC PLAN



Cover photos information:

The top right picture was taken in Tucson, Arizona in 2015. As part of the Obama Administration's Every Kid in a Park initiative, U.S. Secretary of the Interior Sally Jewell visited Saguaro National Park with a class of about 25 native students from Santa Rosa Ranch School, funded by the Bureau of Indian Education (BIE), at the Tohono O'odham Nation.

Photos courtesy of the Department of the Interior's Flickr page at:
<https://www.flickr.com/photos/usinterior/>.

The top left picture captures the Folk Life Festival that is held annual in the summer in Lowell, Massachusetts and is sponsored by the Lowell National Historic Park. The goal of the festival is to present the cultural diversity of the surrounding community. Ethnic traditions such as music, dance, food and crafts from many different cultures are highlighted to create an atmosphere of sharing rich traditions and cultures from many diverse backgrounds.

Photo courtesy of the National Park Service.

The bottom right photo was as part of a Washington-Area Youth Paddle in the Great Outdoors event. The staff at Meadowood Special Recreation Management Area, located 18 miles southwest of Washington, DC, coordinates BLM education efforts in the metropolitan area. The BLM cosponsored the event with Wilderness Inquiry and in cooperation with the Outdoor Alliance for Kids and 25 other federal and nongovernmental partners. At Bladensburg Waterfront Park in nearby Maryland, more than 350 youths paddled in Voyageur canoes provided by the Wilderness Inquiry's Canoemobile program, climbed rock walls with REI, learned about watersheds, and engaged in several other outdoor environmental activities.

Photo courtesy of the Bureau of Land Management's Flickr page at:
<https://www.flickr.com/photos/mypubliclands/>

The bottom left picture was taken by the Bureau of Land Management, which promotes youth education programs through their Connecting People to their Public Lands initiatives.

Photo courtesy of the Bureau of Land Management Flickr page at:
<https://www.flickr.com/photos/usinterior/>

MESSAGE FROM THE SECRETARY

In 2014, we celebrated the 20th anniversary of Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*. While we have made great strides during the last 22 years, additional work is needed to advance the goals laid out in the Executive Order. That is why I am pleased to reaffirm the United States Department of the Interior's (DOI) commitment to addressing environmental justice and to present the DOI's updated Environmental Justice Strategic Plan, which will help guide the work we do here at the DOI. As custodian of the Nation's natural resources, it is vitally important in our day-to-day activities that we continue to identify and address actions that may have a disproportionately high and adverse effect on minority and low-income populations.



Executive Order 12898 outlined an important task for Federal agencies to ensure no racial, ethnic, cultural or socioeconomic group disproportionately bears the negative environmental consequences resulting from governmental programs, policies, or activities. Executive Order 12898 also asks that these programs, policies, and activities be conducted in a manner that does not have the effects of exclusion or discrimination toward minority, low income, or tribal populations.

While the DOI is committed to protecting the environment and health of all communities, the DOI's environmental justice strategy is particularly focused on ensuring that minority and low-income communities do not suffer from disproportionate adverse environmental impacts. Ultimately, DOI strives to achieve its environmental justice goals through integration into its programs, policies, and activities to help ensure all people, including minority and low-income populations, receive fair treatment and the opportunity to engage and meaningfully inform the DOI's decision-making processes. The DOI environmental justice strategy sets goals for:

- *Heightened Sensitivity* by increasing the knowledge of managers and staff within the DOI to environmental justice concerns;
- *Public Participation* by emphasizing community involvement, stakeholder outreach, and community empowerment by potentially affected minority and low-income populations;
- *Decreasing our impacts* by ensuring that DOI will evaluate and address any impacts that may disproportionately impact environmental justice communities;
- *Grants and Technical Assistance* by increasing targeted resources to aid and empower minority, low-income, and tribal populations; and

- *Title VI Enforcement* by ensuring that environmental justice communities are not disproportionately experiencing negative impacts from organizations that receive DOI funds.

The DOI's environmental justice strategy provides a long-term overarching vision, as reflected in our environmental justice goals. Our Environmental Justice Strategic Plan represents a dynamic process within DOI to ensure best results. Through this process, the DOI will continually assess the quality of its services to the public and seek ways to improve its performance.

Thank you and we look forward to working with all communities as we move to our goal of environmental justice for all Americans.

Sincerely,

A handwritten signature in blue ink that reads "Sally Jewell". The signature is written in a cursive, flowing style.

Sally Jewell

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ABOUT THE DEPARTMENT OF THE INTERIOR

Mission

Protecting America's Great Outdoors and Powering Our Future

The United States Department of the Interior (DOI) protects and manages many of the Nation's natural resources and cultural heritage; provides scientific and other information about those resources; and honors the Nation's trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities.

Environmental Justice Vision Statement

To provide outstanding management of the natural and cultural resources entrusted to us in a manner that is sustainable, equitable, accessible, and inclusive of all populations.

About the DOI

In 1849, President Polk signed the bill creating the Home Department, which became the DOI. The DOI was charged with managing a wide variety of programs, which included: overseeing Indian Affairs; exploring the western wilderness; directing the District of Columbia jail; constructing the National Capital's water system; managing hospitals and universities; improving historic western emigrant routes; marking boundaries; issuing patents; conducting the census; and researching the geological resources of the United States. As the Country matured during the last half of the 19th Century so did the DOI and its mission evolved as some of these functions were moved to other agencies. Following Theodore Roosevelt's conservation summit and the conservation movement at the beginning of the 20th Century, there was an increasing urgency and expanding congressional mandate to protect and more effectively manage the Country's natural resources. Accordingly, the DOI's mission shifted its focus to the preservation, management, understanding, and use of public lands, natural and cultural resources, responsible management of energy and water resources, and responsibilities related to Indian nations and scientific discovery.

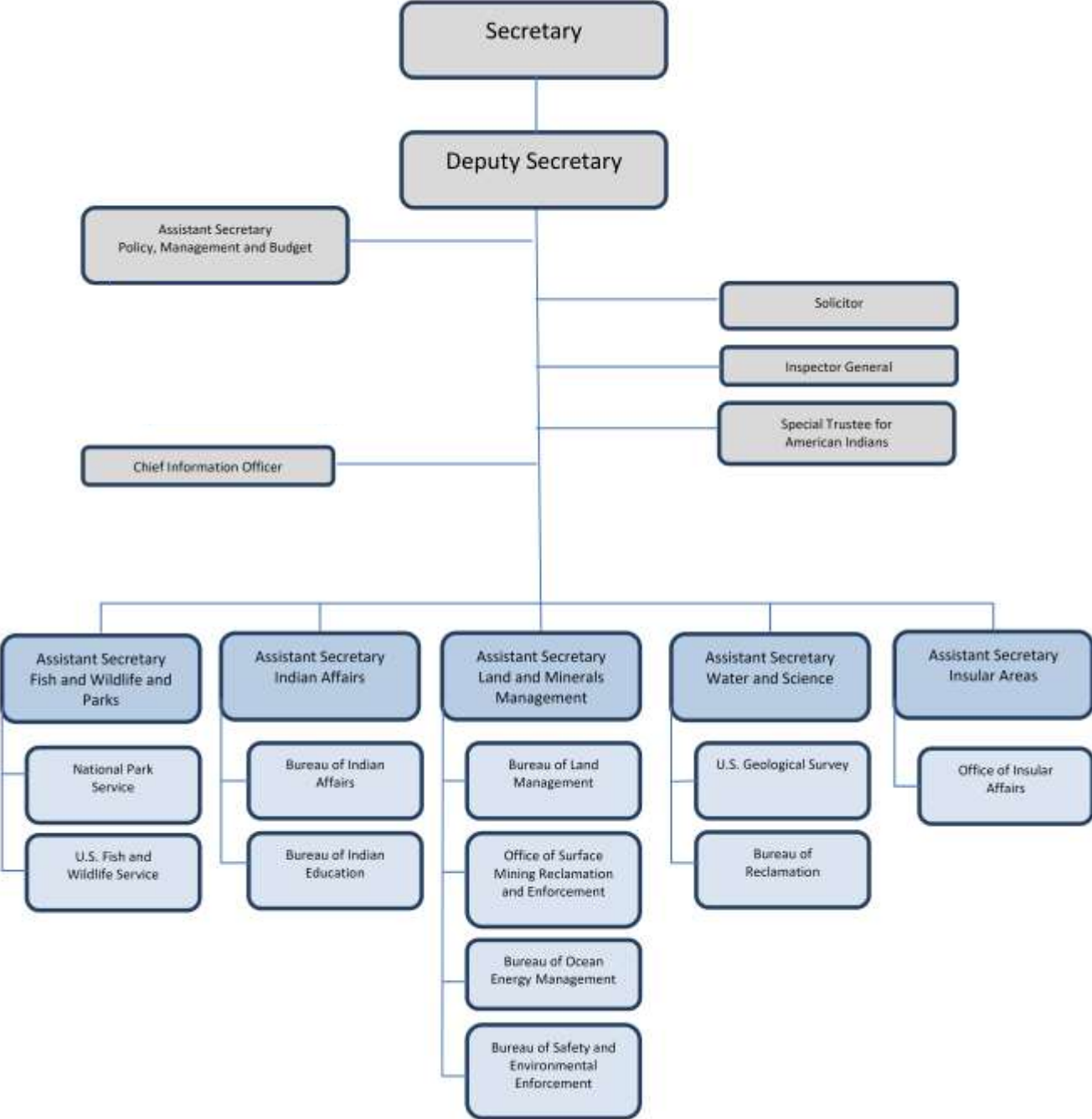
Today, the DOI manages the Nation's public lands and minerals, including managing more than 500 million acres of public lands, 700 million acres of subsurface minerals, and 1.7 billion acres of the Outer Continental Shelf. The DOI is the steward of 20 percent of the Nation's lands, including national parks, national wildlife refuges, and public lands; manages resources that supply 23 percent of the Nation's energy; supplies and manages water in the 17 Western States; supplies 17 percent of the Nation's hydropower energy; and upholds Federal trust responsibilities to 567 federally recognized Indian tribes and Alaska Natives. The DOI is responsible for: migratory bird and wildlife conservation; historic preservation; endangered species conservation; surface-mined lands protection and restoration; mapping, geological, hydrological, and biological science for the Nation; and financial and technical assistance for

insular areas.¹

The DOI is a multifaceted organization comprised of ten distinct bureaus, each with a unique mission, and several offices all within the Office of the Secretary. The bureaus are the Bureau of Indian Affairs (BIA), Bureau of Indian Education (BIE), Bureau of Land Management (BLM), Bureau of Ocean Energy Management (BOEM), Bureau of Safety and Environmental Enforcement (BSEE), Bureau of Reclamation (Reclamation), U.S. Fish and Wildlife Service (FWS), National Park Service (NPS), Office of Surface Mining Reclamation, and Enforcement (OSMRE), and the U.S. Geological Survey (USGS). The DOI employs approximately 70,000 dedicated and skilled employees to carry out its mission and fulfill its roles and responsibilities. Along with employees, almost 280,000 volunteers contribute their time and energy in support of bureau and office missions, bringing unique local knowledge to park operations, assisting in recovery from natural disasters, and participating in environmental education, among other activities.

¹ For the Department of the Interior, Insular areas include areas under the jurisdiction of the Office of Insular Affairs – the territories of American Samoa, Guam, the U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands as well as the four states of the Federated States of Micronesia, the Republic of the Marshall Islands, the Republic of Palau.

U.S. Department of the Interior Organization



Bureau and Office Summary



Bureau of Land Management (BLM)

- ▶ Manages and conserves resources for multiple use and sustained yield on approximately 248 million acres of public land, and an additional 700 million acres of subsurface federal mineral estate, including the following:
 - ▷ Renewable and conventional energy and mineral development
 - ▷ Forest management, timber and biomass production
 - ▷ Wild Horse and Burro management
 - ▷ Management of diverse landscapes for the benefit of wildlife, domestic grazing, and recreational uses
 - ▷ Resource management at sites of natural, scenic, scientific, and historical value including the National Landscape Conservation System



Bureau of Ocean Energy Management (BOEM)

- ▶ Manages access to renewable and conventional energy resources of the Outer Continental Shelf (OCS)
- ▶ Administers and oversees leases and grant issuance for off-shore renewable energy projects, fluid mineral leases, and leases that for the production of domestic crude oil and domestic natural gas.



Bureau of Safety and Environmental Enforcement (BSEE)

- ▶ Promotes safety, protects the environment, and conserves resources offshore through regulatory enforcement of offshore oil and gas facilities on the 1.7 billion acre US Outer Continental Shelf (OCS)
- ▶ Oversees oil spill for US facilities in state and federal waters and operates the Ohmsett National Oil Spill Response Research test facility
- ▶ Supports research to promote the use of best available safest technology for oil spill response



Office of Surface Mining Reclamation and Enforcement (OSMRE)

- ▶ Protects the environment during coal mining through Federal programs, provides grants to states and tribes, and oversight activities
- ▶ Ensures the land is reclaimed afterwards
- ▶ Mitigates the effects of past mining by pursuing reclamation of abandoned coal mine lands



U.S. Geological Survey (USGS)

- ▶ Conducts scientific research in ecosystems, climate and land use change, mineral assessments, environmental health, and water resources to inform effective decision making and planning
- ▶ Produces information to increase understanding of natural hazards such as earthquakes, volcanoes, and landslides
- ▶ Conducts research on oil, gas, and alternative energy potential production, consumption, and environmental effects
- ▶ Leads the effort on climate change science research for the Department
- ▶ Provides access to natural science information to support decisions about how to respond to natural risks and manage natural resources



Bureau of Reclamation (BOR)

- ▶ Manages, develops, and protects water and related resources in an environmentally and economically sound manner in the interest of the American public
- ▶ Largest wholesale supplier of water in the Nation
- ▶ Manages 476 dams and 337 reservoirs
- ▶ Delivers water to 1 in every 5 western farmers and more than 31 million people
- ▶ America's second largest producer of hydroelectric power



Fish and Wildlife Service (FWS)

- ▶ Manages the 150 million-acre National Wildlife Refuge System primarily for the benefit of fish and wildlife
- ▶ Manages 70 fish hatcheries and other related facilities for endangered species recovery and to restore native fisheries populations
- ▶ Protects and conserves:
 - ▷ Migratory birds
 - ▷ Threatened and endangered species
 - ▷ Certain marine mammals
- ▶ Hosts approximately 47 million visitors annually at 561 refuges located in all 50 states and 38 wetland management districts



National Park Service (NPS)

- ▶ Maintains and manages a network of 401 natural, cultural, and recreational sites for the benefit and enjoyment of the American people
- ▶ Manages and protects over 26,000 historic structures, over 44 million acres of designated wilderness, and a wide range of museum collections and cultural and natural landscapes
- ▶ Provides outdoor recreation to over 286 million annual park visitors
- ▶ Provides technical assistance and support to state and local natural and cultural resource sites and programs, and fulfills responsibilities under the National Historic Preservation Act



Indian Affairs (IA)

- ▶ Fulfills Indian trust responsibilities
- ▶ Promotes self-determination on behalf of 566 federally recognized Indian tribes
- ▶ Funds compacts and contracts to support natural resource education, law enforcement, and social service programs that are delivered by tribes
- ▶ Operates 182 elementary and secondary schools and dormitories, providing educational services to 42,000 students in 23 states
- ▶ Supports 29 tribally controlled community colleges, universities, and post-secondary schools

Note: IA includes the Bureau of Indian Affairs and the Bureau of Indian Education.



Departmental Offices

- ▶ Immediate Office of the Secretary and Assistant Secretaries
- ▶ Policy, Management and Budget provides leadership and support for the following:
 - ▷ Budget, Finance, Performance and Acquisition
 - ▷ Public Safety, Resource Protection and Emergency Services
 - ▷ Natural Resources Revenue Management
 - ▷ Human Capital and Diversity
 - ▷ Technology, Information and Business Services
 - ▷ Policy and International Affairs
 - ▷ Natural Resource Damage Assessment
 - ▷ Wildland Fire Management
 - ▷ Central Hazardous Materials Management
- ▶ Office of Inspector General
- ▶ Office of the Solicitor
- ▶ Office of the Special Trustee for American Indians
- ▶ Assistant Secretary for Insular Areas and the Office of Insular Affairs

ABOUT ENVIRONMENTAL JUSTICE AT DOI

Introduction

In 1994, President Clinton signed Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-income Populations*, (<http://www.archives.gov/federal-register/executive-orders/pdf/12898.pdf>), which outlined an important directive for Federal agencies to “make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations in the United States and its territories and possessions, the District of Columbia, the Commonwealth of Puerto Rico, and the Commonwealth of the Mariana Islands.” Environmental justice refers to meeting the needs of these underserved communities (hereinafter "environmental justice communities") by reducing disparate environmental burdens, removing barriers to participation in decision making, and increasing access to environmental benefits that help make all communities safe, vibrant, and healthy places to live, work, learn, and engage in recreation.

In addition, the Executive Order called for the creation of the Federal Interagency Working Group on Environmental Justice (EJ IWG). The EJ IWG is comprised of Federal agency staff to find facts, receive public comments, and conduct inquiries concerning environmental justice. The role of the EJ IWG is to guide, support and enhance federal environmental justice and community-based activities. The EJ IWG is comprised of 17 federal agencies, including the DOI, and White House offices. The Environmental Protection Agency is the convener of the EJ IWG; the working group webpage is located on an EPA website at: <http://www3.epa.gov/environmentaljustice/interagency/>. The EJ IWG establishes a three year action framework that seeks to advance greater federal agency collaboration to improve the quality of life and assist overburdened and under-resourced communities in building the capacity to implement innovative solutions to address environmental justice issues. The current EJ IWG Action Agenda Framework can be found on the EJ IWG website.

Environmental Justice at DOI

The senior appointed official charged with the DOI's implementation of Executive Order 12898 is the Assistant Secretary of Policy, Management and Budget (AS-PMB). The AS-PMB's responsibilities in part include overseeing compliance with environmental statutes and standards and developing and maintaining internal administrative policies, standards, objectives, and procedures for use throughout the DOI. Environmental justice activities are administered within AS-PMB by the Office of Environmental Policy and Compliance (OEPC). Each of the DOI's bureaus has a primary environmental justice coordinator who works directly with OEPC in carrying out the DOI's environmental justice activities. The primary environmental justice coordinator is the bureau or office staff person, normally at the headquarters level, whose duties and tasks might include helping to integrate environmental justice throughout their particular bureau or office. Duties might also include carrying out day-to-day environmental justice tasks, such as conducting internal and external coordination, public outreach,

public contact, and acting as the liaison with their field level and regional offices. Each bureau has regional or field level offices that assist in local and regional environmental justice initiatives.

The DOI Environmental Justice Working Group (DOI EJWG) is chaired by the Director of OEPC, under the senior leadership of the Assistant Secretary - Policy, Management and Budget, and includes representatives from each of the DOI bureaus as well as the Department's Office of Civil Rights.

This DOI EJWG collaborates with OEPC in implementing the provisions of Executive Order 12898 throughout the DOI. The DOI EJWG participates in both internal and external collaborative environmental justice efforts as well as committees of the EJ IWG. The DOI EJWG informs DOI management and staff as well as the public about DOI's activities that support environmental justice.

Previous Environmental Justice Strategies

Executive Order 12898 directed federal agencies to prepare a strategic plan on environmental justice. In response, in 1995, the DOI established a committee comprised of representatives from each of the DOI's bureaus to develop the 1995 DOI Strategic Plan - Environmental Justice (1995 EJ Plan). The 1995 EJ Plan was adopted and integrated into DOI policy which increased the visibility of environmental justice throughout the DOI.

The 1995 EJ Plan outlined a path to ensure the costs and risks of the DOI's environmental decisions did not fall disproportionately upon minority, low-income and tribal populations and communities. The 1995 EJ Plan built on longstanding partnerships and sought to create new relationships to solve environmental issues. The DOI worked in partnership with tribal governments to address their environmental concerns and shared expertise in science and resource management with others when seeking resolution of environmental health and safety problems.

In August 2011, the DOI joined with other federal agency members in signing the *Memorandum of Understanding on Environmental Justice and Executive Order 12898* (2011 MOU). The 2011 MOU reaffirmed the federal government's commitment to environmental justice. Provisions of the MOU call on each federal agency to review and update existing environmental justice strategic plans as applicable and appropriate. At that time, the DOI published a 2012-2017 Environmental Justice Strategic Plan (2012-2017 EJ Plan) to meet the Executive Order directive to update agency strategic plans.

The DOI's 2012-2017 EJ Plan set forth five major goals to guide the DOI in its pursuit of environmental justice:

1. Ensure responsible officials are aware of the provisions of Executive Order 12898 and are able to identify and amend programs, policies, and activities under their purview that may have disproportionately high and adverse human health or environmental effects on minority, low-income, or tribal populations;
2. Ensure minority, low-income, and tribal populations are provided with the opportunity to engage in meaningful involvement in the Department's decision making processes;

3. The Department will, on its own or in collaboration with partners, identify and address environmental impacts that may result in disproportionately high and adverse human health or environmental effects on minority, low-income, or tribal populations;
4. Use existing grant programs, training, and educational opportunities as available to aid and empower minority, low-income, and tribal populations in their efforts to build and sustain environmentally and economically sound communities; and
5. Integrate the DOI's environmental justice strategies with its Title VI of the Civil Rights Act enforcement responsibilities to improve efficiencies while preserving the integrity of Title VI and environmental justice activities.

About this Environmental Justice Strategic Plan

This update to the DOI's Environmental Justice Strategic Plan builds upon the 2012-2017 EJ Plan and will guide the DOI's actions regarding environmental justice communities for the upcoming years by identifying activities that the DOI will implement to meet the DOI's five goals. These actions and updates to the 2012-2017 strategic plan are based on input and review by our bureaus and offices and meet the goal of the 2011 MOU to evaluate and periodically update strategic plans.

This Environmental Justice Strategic Plan should not be viewed as a mechanism to provide direct solutions to environmental justice issues in a particular community. Instead, the Environmental Justice Strategic Plan is intended for the DOI to assess different environmental scenarios, identify challenges and opportunities, explore the practical application of strategies, and develop recommendations to address environmental justice issues.

This Environmental Justice Strategic Plan does not confer any legal right and is not a rule requiring notice and comment under the Administrative Procedure Act (Public Law 89-554). This Environmental Justice Strategic Plan is intended only to improve the internal management of the DOI and is not intended to, nor does it create any right, benefit, or trust responsibility, substantive or procedural, enforceable at law or equity by a party against the DOI, its bureaus, its officers, or any person. This Environmental Justice Strategic Plan shall not be construed to create any right to judicial review involving the compliance or noncompliance of the DOI, its bureaus, its officers, or any person.

Public Involvement

On April 15, 2016, DOI released its draft Environmental Justice Strategic Plan for a public comment period to receive public input. The EJ Strategic Plan was published in the Federal Register and the public comment period ended May 16, 2016. Concurrently, the EJ Strategic Plan was sent out through the Environmental Protection Agency's (EPA) Environmental Justice Listserv, which extended the comment period until May 27, 2016. In addition, the EJ Strategic Plan was published on the DOI environmental justice website. During the comment period, DOI received input from letters and emails concerning a range of topics. Comments generally pertained to the clarification of existing goals, objectives, and terms, as well as the proposal to include additional objectives in support of the EJ Strategic Plan's five overarching goals. The public comments pertaining to the scope of the EJ Strategic

Plan increased DOI's awareness of important subjects that require attention, and by extension integration with DOI's ongoing work. The input DOI received helped shape and strengthen the EJ Strategic Plan and inform the public about DOI's work in environmental justice.

The DOI's National Environmental Policy Act (NEPA) regulations at 43 CFR Part 46 encourage public participation and community involvement. The DOI will continue to involve minority and low-income communities as well as the general public as we make environmental decisions and assure public access to our environmental information.

The DOI's Environmental Justice Strategic Plan will be implemented through bureau and DOI activities. The Environmental Justice Strategic Plan is intended to be a living document and we expect it to evolve over time. It is anticipated that as part of the DOI's annual review, we will reevaluate the objectives and action plan of the Environmental Justice Strategic Plan and update it as needed. In addition, as the DOI moves forward, we expect that our strategies will evolve as well. We will utilize existing programs and authorities to further the goals of environmental justice; thereby integrating environmental justice into all activities of the DOI. Any announcements related to the DOI's Environmental Justice Strategic Plan or Annual Implementation Report will be posted at: <http://www.doi.gov/oepe/justice.html>.

Relationship of Environmental Justice to the Department's Strategic Plan

The DOI's 2014-2018 Strategic Plan, a different plan than the DOI's 2012-2017 Environmental Justice Strategic Plan, outlines six mission areas that provide the framework for its overarching stewardship responsibilities. This Environmental Justice Strategic Plan supports and complements those overarching responsibilities and priority goals, and links the Department's responsibilities under Executive Order 12898 to the DOI's 2014-2018 Strategic Plan. The six mission areas as identified in the DOI 2014-2018 Strategic Plan are:

- *Celebrating and Enhancing America's Great Outdoors.* The DOI's efforts included in this mission area foster the intrinsic link between healthy economies and healthy landscapes with goals and strategies to increase tourism and outdoor recreation in balance with preservation and conservation. Collaborative and community-driven efforts and outcome-focused investments will focus on preserving and enhancing rural landscapes, urban parks and rivers, important ecosystems, cultural resources, and wildlife habitat. The goals and strategies incorporate the best available science, a landscape-level understanding, and stakeholder input to identify and share conservation priorities.
- *Strengthening Tribal Nations.* The goals and strategies build upon progress made over the past four years to establish strong and meaningful relationships with tribes, strengthen the government to-government relationships, deliver services to American Indians and Alaska Natives, and advance self-governance and self-determination. The DOI efforts in this mission area restore tribal homelands, fulfill commitments for Indian water rights, develop energy resources, expand educational opportunities, and assist in the management of climate change.
- *Powering Our Future and Responsible Use of Our Resources.* The DOI plays a significant role in

the President's all-of-the-above energy strategy to secure an energy future for the Nation that is cleaner and more sustainable. The goals and strategies take a landscape-level approach to energy development, modernizing programs and practices, improving transparency, streamlining permitting, and strengthening inspection and enforcement.

- *Engaging the Next Generation.* To address the growing disconnect between young people and the outdoors, the goals and strategies in this area are to promote public-private partnerships and collaborative efforts across all levels of government to connect young people with the land and inspire them to play, learn, serve, and work outdoors. The DOI efforts encompassed by the goals and strategies include the 21st Century Conservation Service Corps to leverage public investment and private philanthropy to build job skills, improve national parks and public lands, create opportunities for veterans, and create connections to the land for the next generation.
- *Ensuring Healthy Watersheds and Sustainable, Secure Water Supplies.* The DOI's efforts in this mission area recognize the importance of water as the foundation for healthy communities and healthy economies and the challenges resulting from climate change, drought conditions, and increasing demand. The goals and strategies position the Department to work with states in managing water resources, raising awareness and support for sustainable water usage, maintaining critical infrastructure, promoting efficiency and conservation, supporting healthy rivers and streams, and restoring key ecosystems.
- *Building a Landscape-Level Understanding of Our Resources.* This mission area includes DOI's efforts to harness existing and emerging technologies and elevate understanding of resources on a landscape-level by advancing knowledge in the fields of ecosystem services and resilience, energy and mineral resource assessments, hazard response and mitigation, water security, sacred sites, climate change adaptation, and environmental health. Landscape-level approaches to management hold the promise of a broader based and more consistent consideration of development and conservation. This mission area includes goals and strategies that advance this approach, including applied and basic scientific research and the development of science products to inform decision making by DOI's bureaus and offices and local, state, national, and international communities. The DOI's science agency, the U.S. Geological Survey, generates essential scientific information and data that is used as the basis for decision making, including earth observation satellite imagery and stream gage and seismic data.

Many of DOI's activities, although not specifically labeled or titled "environmental justice," embody the spirit and intent of Executive Order 12898 and help in the effort of, "focusing Federal attention on the environmental and human health conditions in minority communities and low-income communities...."

ENVIRONMENTAL JUSTICE GOALS AND OBJECTIVES

This section of the DOI Environmental Justice Strategic Plan lays out the goals and objectives the DOI developed to ensure that we are not disproportionately impacting minority, low-income, or tribal communities and to ensure those groups are included in the DOI decision-making that has an impact in their communities. The description of each of these goals and objectives are followed by examples of existing programs, activities, or policies that the DOI and its bureaus have implemented that advance the goals and objectives. The examples are a snapshot of the actions that the DOI has executed and does not represent all that the DOI does towards environmental justice. The DOI publishes a report annually that highlights the work the DOI has implemented during that year regarding environmental justice. These reports can be found at the DOI environmental justice website at:

<https://www.doi.gov/oepec/resources/environmental-justice>.

GOAL # 1

Ensure responsible officials are aware of the provisions of Executive Order 12898 and are able to identify and amend programs, policies, and activities under their purview that may have disproportionately high and adverse human health or environmental effects on minority, low-income, or tribal populations.

The integration of environmental justice into the programs, policies, and activities of the DOI is the responsibility of all DOI employees who are tasked with ensuring compliance with Executive Order 12898, primarily responsible officials, specific program offices, managers, and decision makers. The expression of DOI's goals and strategies alone does not ensure Executive Order 12898 compliance; rather, where applicable, DOI bureaus and offices develop policies or procedures that integrate environmental justice into their individual programs, policies, and activities.

In order for responsible officials to incorporate environmental justice strategies into DOI programs, policies, and activities, employees need to understand the requirements of Executive Order 12898 and to identify how their work impacts environmental justice communities. Examples of some of the actions that responsible officials can take to implement environmental justice, where applicable and appropriate within programs and responsibilities, are:

- Ensure that all staff is aware of the requirements under Executive Order 12898.
- Conduct an analysis of affected minority and low income communities for programs, policies, and activities.
- Conduct outreach and solicit public input from affected minority, low-income, and tribal populations, and include that input into the decision-making processes.
- Seek methods to overcome barriers such as language and culture.

- Include environmental justice in management and planning processes.
- Include environmental justice requirements and principles within existing handbooks and checklists.
- Ensure effective mitigation and monitoring to address disproportionate impacts to minority, low income and tribal communities are included in projects and proposals.
- Include environmental justice as a topic within forums and training sessions.
- Make environmental justice a part of the regulatory review.
- Ensure that recipients of federal financial assistance are in compliance with Title VI of the Civil Rights Act.
- Make minority, low income, and tribal communities aware of the existence of federal programs and activities.

Given proper training and knowledge of environmental justice strategies, responsible officials have the opportunities to affect change on all program levels; this is why the DOI has made Goal 1 to ensure responsible officials are trained and to provide them with the information needed to implement environmental justice strategies.

Objectives for this goal are to:

- Maintain and update the existing online Department-wide environmental justice training for managers and others as needed.
- Provide employees with training opportunities beyond the existing online Department-wide training.
- Ensure that responsible officials² have completed the online Department-wide environmental justice training.
- Ensure that each region of a relevant bureau or office has an individual(s) designated as an environmental justice coordinator and update, as necessary, the online directory of EJ coordinators.
- Use existing committees, working groups, and forums to champion environmental justice throughout the DOI.
- Use the DOI EJWG to support programs and disseminate information to other employees in their

² *Responsible Official* as used in this EJ Strategic Plan is consistent with the definition provided in the DOI NEPA Implementation Regulations at 43 CFR 46.30 and is the DOI employee who is delegated the authority to make and implement a decision on a proposed action and is often times responsible for ensuring compliance with NEPA.

bureaus, to learn from other bureau activities, and to provide support in updating DOI policy and guidelines.

Examples of Departmental or bureau specific goals, programs, activities, or policies that currently or potentially could be used to support this strategic goal:

Department of the Interior Environmental Justice Working Group (DOI EJWG)

The Director of OEPC chairs several meetings of the DOI EJWG throughout the year, which is comprised of a primary environmental justice coordinator representing eight of the Department's ten bureaus (Bureau of Indian Affairs (BIA), Bureau of Land Management (BLM), Bureau of Ocean Energy Management (BOEM), Bureau of Reclamation (Reclamation), National Park Service (NPS), Office of Surface Mining Reclamation and Enforcement (OSMRE), U.S. Fish and Wildlife Service (FWS), and the U.S. Geological Survey (USGS)). All bureaus have regional and field level offices that assist in local and regional environmental justice activities and initiatives. Each of these primary environmental justice coordinators works directly with OEPC in carrying out the DOI's environmental justice strategies and requirements, such as working to strengthen outreach to environmental justice communities. For a list of the current bureau/office environmental justice coordinators go to: <https://www.doi.gov/oepc/resources/environmental-justice>.

OEPC: Department of Interior Environmental Justice Training for Managers

In late 2014 OEPC, in collaboration with the DOI's Training University and DOI EJWG, completed an on-line environmental justice training course specifically for the DOI's responsible officials, managers, and others. The training is designed to raise the awareness of environmental justice, and the responsibility for its incorporation into DOI's mission. The on-line training became available to employees in 2015 and can be taken by all DOI employees, other federal employees, and students through the DOI Learn platform.

FWS: National Environmental Justice Conference and Training Program

The FWS is a co-sponsor for the annual National Environmental Justice Conference and Training Program in Washington, DC, which brings together state and federal employees, tribes, academics, business and industry, non-profit organizations, faith-based organizations and others to participate in a dialogue on and training to achieve environmental justice. Registration for government employees, members of community organizations, and students and faculty of educational institutions are free. The conference includes workshops, panel discussions, question and answer segments, training opportunities, as well as networking lunches and receptions. Training and technical assistance is offered in areas such as: grant writing; Title VI of the Civil Rights Act; Climate Justice; increasing the use of film, storytelling and social media to reach out to communities; and incorporating environmental justice into the National Environmental Policy Act Process. <http://thenejc.org/>

FWS and BLM: Training for Employees

In addition to providing training opportunities through the National Environmental Justice Conference

and Training Program, the FWS maintains environmental justice related videos and DVDs that are available to its employees. In collaboration with other agencies, FWS provides environmental justice training workshops. BLM provides webinars throughout the year that focus on incorporating environmental justice into its planning processes. In addition, BLM has developed training modules and other tools, and will be releasing environmental justice reference documents for its staff to use to evaluate environmental justice issues through the National Environmental Policy Act process.

GOAL # 2

Ensure minority, low-income, and tribal populations are provided with the opportunity to engage in meaningful involvement in the Department's decision making processes.

The DOI recognizes that there is no standard formula to identify or address environmental justice issues. The question of whether a program, policy, or activity raises environmental justice issues depends on the particular community or population's history or circumstances, human health impacts, and the nature of a proposed program, policy, or activity. Sensitivity to these circumstances combined with outreach to, and encouraging the participation of all stakeholders in the affected community, is one of the most effective ways to identify potential environmental justice issues.

Public participation is a fundamental component of the DOI's program operations, planning activities, and decision-making processes. Meaningful public participation entails open, ongoing, two-way communication, both formal and informal, between the DOI and its stakeholders. Regular, interactive communication enables all parties to learn about and better understand the viewpoints and concerns of each group impacted or affected by decisions that might have a disproportionate environmental or health impact on a specific community.

Objectives for this goal are to:

- Prioritize opportunities for the involvement of minority, low-income, and tribal populations as appropriate early and throughout program and planning activities and the NEPA processes.
- Establish working partnerships with minority, low-income, and tribal populations.
- Engage in government-to-government consultation with tribal governments consistent with the DOI's and the applicable bureau's policies on consulting with tribal governments.
- Provide the public with information necessary for meaningful participation consistent with laws and resources.
- Conduct mutually beneficial public meetings, listening sessions, and forums, as needed based on public interest and project requirements, in a manner that is accessible to and inclusive of minority, low-income, and tribal populations.
- Maintain a list of headquarters and regional environmental justice contacts, and make it accessible to the public.

- Use alternative dispute resolution (ADR) processes where appropriate, such as joint fact-finding, collaborative problem solving, negotiation, and mediation, to resolve disputes involving disproportionate adverse impacts of bureau decisions on minority, low-income, and tribal populations.
- Provide translation to assist limited English proficiency (LEP) communications when applicable and as stipulated by Executive Order 12898.
- Evaluate ways to overcome barriers for meaningful participation, such as providing materials in different languages, hosting meetings in convenient locations and times, and providing child care at events.

Examples of DOI or bureau specific goals, programs, activities, or policies that currently or potentially could be used to support this strategic goal:

DOI-wide: Respecting Tribal Self-Governance

The DOI recognizes the importance of the government-to-government relationship with tribes and will continue to encourage: tribal management of resources and self-determination; consultation and support for effective management of the tribal trust; and the need to uphold commitments to tribes and Indian communities. Building coalitions will be an important aspect of these principles, including respect for the distinctive viewpoints of each of the 567 Indian tribes and the importance of maintaining strong tribal communities.

Consultation is a key component of respecting tribal self-governance and supporting the government-to-government relationship. The DOI upholds the principles set forth in Executive Order 13175, *Consultation and Coordination with Indian Tribal Governments*. All of DOI's bureaus and offices operate under a policy consistent with Executive Order 13175 that considers the impacts of policies, processes, rulemaking, and legislation regarding tribes and tribal communities.

In August 2014, Secretary Jewell signed Secretarial Order 3335, which reaffirms the DOI's trust responsibilities to tribes and individual Indians. Order 3335 offers guidance to the DOI's bureaus in interacting with tribal and individual beneficiaries. It lays out a set of principles that will help the DOI's bureaus carry out their trust responsibilities; "Bureaus and offices shall:

- Principle 1: Respect tribal sovereignty and self-determination, which includes the right of Indian tribes to make important decisions about their own best interests.
- Principle 2: Ensure to the maximum extent possible that trust and restricted fee lands, trust resources, and treaty and similarly recognized rights are protected.
- Principle 3: Be responsive and informative in all communications and interactions with Indian tribes and individual Indian beneficiaries.
- Principle 4: Work in partnership with Indian tribes on mutually beneficial projects.

- Principle 5: Work with Indian tribes and individual Indian beneficiaries to avoid or resolve conflicts to the maximum extent possible in a manner that accommodates and protects trust and restricted fee lands, trust resources, and treaty and similarly recognized rights.
- Principle 6: Work collaboratively and in a timely fashion with Indian tribes and individual Indian beneficiaries when evaluating requests to take affirmative action to protect trust and restricted fee lands, trust resources, and treaty and similarly recognized rights.
- Principle 7: When circumstances warrant, seek advice from the Office of the Solicitor to ensure that decisions impacting Indian tribes and/or individual Indian beneficiaries are consistent with the trust responsibility.”

The FWS Native American Program works together with Native American Liaisons and officials from among the federally recognized tribes nationwide. The National and Regional Native American Liaisons combine their backgrounds in wildlife biology, conservation, Indian law and policy to achieve the best possible conservation scenarios in Indian Country. In 2015, FWS released an updated draft Native American Policy for public notice and comment. The purpose of this Policy is to further the United States’ trust responsibility to Indian tribes by establishing a framework on which to base continued interactions with federally recognized tribes and Alaska Native Corporations.

The DOI participates in the annual White House Tribal Nations Conference. The President and members of the Cabinet meet annually with the tribal leaders to discuss ways the Administration can continue to make progress on improving the government-to-government relationship. For the 2015 conference, 24 youth delegates were also asked to participate to share their unique perspective.



The 2015 White House Tribal Nations Conference

BLM: Renewable Energy Tribal Outreach in Southern California

Working with the Tribal-Federal Leadership Conference, the BLM initiated a series of opportunities and a forum for the 40 California Desert Area federally recognized tribal leaders to engage with federal executives (including representatives from DOI offices, FWS, and BIA) to identify issues, concerns and interests. It also allowed everyone to share information regarding any and all natural and cultural resources in the California Desert Area pertinent to renewable energy and land use planning in the California Desert Conservation Area Plan (CDCAP), and the Desert Renewable Energy Conservation Plan (DRECP).

<http://www.blm.gov/style/medialib/blm/ca/pdf/pa/energy/drecp.Par.43219.File.dat/DRECP%20LUPA%20FEIS%20Executive%20Summary.pdf>

NPS: Urban Agenda

In April of 2015, the NPS launched the NPS Urban Agenda; with the goal of building relationships between urban parks and programs and it outlines working relationships that are more intentional, more collaborative and more sustainable. The Urban Agenda calls on all urban park management practitioners to embrace three bold principles:

1. Be Relevant to All Americans by reaching new audiences and stories that represent our Nation's diverse history, by diversifying our workforce to become a true reflection of the American population, and by looking at "parks" in new ways as innovative urban landscapes for new uses;
2. Activate "ONE NPS" by aligning NPS parks, programs, and partnerships; and
3. Nurture a Culture of Collaboration by working in collaboration both internally and externally to better serve communities.

As part of the Urban Agenda, ten urban areas have been selected to provide examples and demonstrate how NPS can apply its full portfolio of resources in strategic ways. These model areas will test new ways of working collaboratively and allow these communities to learn from each other through an urban model network that will also connect with the broader NPS. The ten model cities are: Boston, Massachusetts; Detroit, Michigan; Jacksonville, Florida; New York City, New York; Philadelphia, Pennsylvania; Richmond, California; Richmond, Virginia; St. Louis, Missouri; Tucson, Arizona; and Washington, DC.

The NPS Urban Agenda aligns closely with the DOI's youth initiative, which will engage the next generation of leaders and stewards through recreation, education, volunteerism, and employment. Specifically, by 2017, the DOI will convene coalitions in 50 cities across the country to create more opportunities for young people to play, learn, serve and work outdoors.

<http://www.nps.gov/subjects/urban/Urban-Agenda.htm>

GOAL # 3

The Department will, on its own or in collaboration with partners, identify and address environmental impacts that may result in disproportionately high and adverse human health or environmental effects on minority, low-income, or tribal populations.

The intent of this goal is to ensure that the DOI will actively seek out opportunities to achieve environmental justice. Strategies include, but are not limited to, the use of scientific information, enhancing mitigation and monitoring efforts, and establishing working relationships and partnerships to assist minority, low-income, or tribal communities in addressing environmental issues.

Objectives for this goal are to:

- Recognize that the impacts within minority populations, low-income, or Indian tribes may be different from impacts on the general population due to a community's distinct cultural practices.

- Use scientific information and traditional ecological knowledge³ to plan effectively for changes that could disproportionately affect minority, low-income, or tribal populations.
- Consider results of mitigation and monitoring efforts in further planning processes to make any changes necessary to lessen any disproportionate environmental, social, and economic impacts on minority, low-income, and tribal communities.
- Establish working relationships or memoranda of understanding/memoranda of agreement with all stakeholders, agencies and academic institutions, including those serving primarily minority populations, to further environmental justice goals and further develop special expertise and knowledge to address environmental justice goals.
- Establish partnerships or memoranda of understanding/memoranda of agreement to collaborate with other Federal agencies in order to pool resources and to develop and cumulate information beyond census data, to assist communities in addressing environmental issues.
- Establish partnerships and collaborate with minority, low-income, and tribal populations to share and benefit from specialized expertise that the partnering groups may have about environmental, social, and other issues pertinent to environmental justice.
- Use internships and other work programs to gain and share expertise or scientific knowledge to further environmental justice goals.
- Ensure that all stakeholders of the community have an opportunity to participate in the decision-making process and consider consensus-based alternatives in NEPA analyses in accordance with DOI's NEPA regulations, 43 CFR 46.110.
- Develop DOI-wide and subsequent bureau-specific criteria for assessing the effectiveness of environmental justice analyses and to guide periodic effectiveness reviews conducted by bureaus.
- Establish a process for periodically assessing the effectiveness of environmental justice analyses.
- Provide employees and the public with information, education, and training on the relationship between environmental justice and climate change.
- Use the DOI EJWG to further promote an understanding of environmental justice and climate change related risk for vulnerable populations at the DOI.
- Provide employees with guidance to define the scope of potential effects on environmental justice communities.

³ Traditional Ecological Knowledge - the evolving and accumulating body of knowledge, practice, or belief acquired by indigenous and local peoples over hundreds or thousands of years through direct contact with the environment. This knowledge about the relationship of living beings with one another and the environment is specific to a location and is handed down through generations by cultural transmission.

- Use risk assessment tools and spatial analysis tools to evaluate potential impacts surrounding communities, where appropriate.

Examples of DOI or bureau specific goals, programs, activities, or policies that currently or potentially could be used to support this strategic goal:

OEPC: Fish Consumption Advisories

To meet the requirements of the Executive Order, in February 2012, the Office of Environmental Policy and Compliance established internal DOI policy that stipulates anglers be provided information, including consumption advisories in effect for waters of DOI's properties and the risks to human health associated with eating specific fish and shellfish caught in those waters.

USGS: Testing for highly pathogenic avian influenza viruses via tribal health networks in Alaska

Nearly 60 rural communities and 25,000 residents (with most being Native Alaskans) reside within the Yukon-Kuskokwim Delta region of western Alaska. Many of these residents rely solely or substantially upon local and wild natural resources for food. As a result, the health of the human population is integrally tied to the health of wild animal and plant species in this region. Alaska has a network of Alaska Native tribal health clinics that promote healthy lifestyles, monitor for environmental and human health change, and provide mechanisms of adaptation to changes. On the Yukon-Kuskokwim Delta, the health clinic is the Office of Environmental Health and Engineering at the Yukon-Kuskokwim Health Corporation (YKHC), which administers a comprehensive health care delivery system for 58 rural communities in western Alaska. Outbreaks of highly pathogenic H5 avian influenza began in November of 2014 in North America and continued through the summer of 2015. Several research publications found evidence via genetic and migratory bird pathways that the highly pathogenic avian influenza (HPAI) viruses were introduced by wild birds through Alaska. This pathway has been demonstrated in previous USGS research using low pathogenic viruses as a model. These models predict that additional virus movement will continue between Alaska and Asia via migratory bird flyways and USGS concluded that western Alaska is a hotspot for introductions of Asian-origin viruses. The USGS began collaboration with the YKHC to sample over 1,000 migratory birds in spring 2015 and over 200 birds in the fall of 2015 to determine if HPAI was in sampled birds and if low pathogenic viruses carried precursor genes of the HPAI strains. This research provided an opportunity to inform local residents about avian influenza, the lack of evidence for the virus being transmitted to humans, and enable additional conversations to take place about wildlife and environmental health.

USGS: Oregon Water Science Center

In the Pacific Northwest as in other regions, concerns about high levels of contaminants in the ecological food web have become a focal point for scientific research. Native American first food sources are of particular concern for several reasons. Some of these species have lipid contents and life histories that lend themselves to acute bioaccumulation, resulting in fish consumption advisories for several resident species. In addition, many tribal people (and some immigrant communities) in the Pacific Northwest consume a much greater proportion of fish in their diets compared to other populations. First food species include Pacific lamprey, freshwater mussels, Coho salmon, Spring and Fall Chinook salmon,

and summer and winter steelhead trout. Research is active in the Columbia River Basin to determine the effects of contaminants of emerging and legacy concern in the food web. USGS has partnered with the Columbia River Intertribal Fish Commission (CRITFC) to understand potential impacts of organic contaminants on Pacific lamprey in the Columbia River Basin.

BOEM: Environmental Studies Program Highlight – Subsistence Bowhead Whaling Near Cross Island

In 2013, BOEM published the final report of a twelve year monitoring project: “Annual Assessment of Subsistence Bowhead Whaling Near Cross Island, Alaska.” The project studied potential impacts from the Northstar Island offshore oil projection platform on Alaska Native whaling crews that reside in the nearest community of Nuiqsut, Alaska. Over twelve consecutive years of fieldwork, the research collected detailed information about the number and composition of whaling crews, the tracks and locations of their scouting and hunting activities, local weather and ice conditions, and changes in access, effort, risk, and operational cost as reported by each crew. The project provided Global Positioning System (GPS) instruments to each boat crew as they hunted for bowhead whales in the fall. The project reports indicate a wide range of variability in whaling activities from year to year, with adverse conditions arising from ice, weather, or commercial barge traffic in nearly every year. The Cross Island study combines science and indigenous knowledge to document the socio-cultural importance of the fall subsistence whale hunt for community residents. It also documents in detail the variable range and repetitive use of coastal waters in close proximity to oil industry infrastructure. The study allowed for a unique co-production of knowledge that continues to promote opportunities for meaningful engagement of community residents in federal decision-making processes.

http://www.boem.gov/uploadedFiles/BOEM/BOEM_Newsroom/Library/Publications/BOEM_2013-218.pdf

FWS: Emergency Management for Natural Disasters and other Hazards

The FWS aspires to avoid burdening minority and low-income populations with a disproportionate share of any adverse human health or environmental risks associated with natural disasters and other hazards. NEPA, Title VI of the Civil Rights Act of 1964, and a range of other federal authorities help ensure environmental justice in communities is addressed due to an emergency or disaster. The FWS provides support to National Response Framework activations. In October 2015, FWS and its fellow Deepwater Horizon Natural Resource Damage Assessment Trustees released the *Draft Programmatic Damage Assessment and Restoration Plan and Draft Programmatic Environmental Impact Statement* for restoring the natural resources injured by the largest offshore oil spill in U.S. history. At the same time, the Department of Justice lodged a proposed consent decree to resolve civil claims.

<http://www.gulfspillrestoration.noaa.gov/restoration-planning/gulf-plan/>

BIA and Reclamation: Tribal Trust Water Resources

The BIA is particularly focused on protection of Indian treaty and subsistence rights and assists tribes in developing effective studies and projects to improve federal and tribal management of subsistence resources. The BIA, Reclamation, the Lewiston Orchard Irrigation District (LOID), and the Nez Perce Tribe (Tribe) are working collaboratively to identify a path forward in resolving endangered species and tribal trust issues associated with operation and maintenance of the Lewiston Orchard Project (LOP). Features of the LOP are located primarily within the Nez Perce Reservation, and ongoing LOP

diversions are in conflict with tribal interests, and affect Endangered Species Act (ESA)-listed Snake River steelhead. The current surface-water system will be incrementally replaced with a multi-well groundwater system, to decommission the surface diversion system, and allow for the exchanged surface water to be protected instream. Following successful implementation of the water exchange project, Reclamation intends to transfer title of its assets associated with the LOP to BIA (to be held in trust for the Tribe) and LOID. In addition to the above, Reclamation and BIA will be providing funding, for three years, to the Tribe for a Tribal staff position to oversee the water exchange and title transfer project.

NPS: Cooperative Agreement with Tuskegee University

The NPS Southeast Region, the EPA Region 4, and the Tuskegee University are engaged in a cooperative agreement partnership to support evaluation and resolution of environmental justice issues (College/Underserved Communities Partnership Program). The objective of the partnership agreement is to research, identify and cultivate solutions to address environmental justice issues along the Selma to Montgomery National Historic Trail. The purpose of this project will result in benefits that extend beyond the NPS and foster the intent of Executive Order 12898. Tuskegee University conducted research to identify environmental justice issues in partnership with the EPA, and local government officials.

The project objective is to identify and address disproportionately high and adverse human health impacts of limited public transportation and its connection to the NPS unit serving these communities. The project will study means of providing interpretive and educational opportunities to connect the community to the NPS historical and educational stories in their backyard in support of the NPS Second Century Commission Report, and align with the NPS “Call to Action,” goals and the Centennial Campaign. Project goals include, but are not limited to, improving the visitor experience, protecting natural and cultural resources, promoting economic development, fostering strong partnerships, enhancing visitor safety and security and enabling new services to the community; such as access to medical care, grocery stores, and job opportunities. For other solutions identified through this research, NPS will work with Tuskegee University to develop educational opportunities for the community.

BLM: National Petroleum Reserve in Alaska (NPR-A) Subsistence Advisory Panel

Established in 1998, the NPR-A Subsistence Advisory Panel (SAP) is an important advisory body to the BLM that helps ensure the least amount of impact from oil and gas activities to subsistence hunting, fishing, and way of life of the indigenous Iñupiat People. Representatives of tribal governments in NPR-A communities meet three times per year to consult with lessees/permittees as well as academic researchers on the timing, siting, and methods of proposed activities. SAP members review industry’s proposed actions, help develop monitoring plans, and share perspectives from their communities. SAP meetings are open to the public.



Wanda Kippi is a long-time NPR-A Subsistence Advisory Panel representative for the Native Village of Atkasuk. Wanda regularly fishes and hunts caribou from her family’s camp outside of town on the Meade River to feed her numerous children and grandchildren.



This was the 41st SAP meeting held since the SAP was established in 1998 - many of the current representatives are following in the footsteps of their parents and grandparents who served on the Panel. Pictured here are Martha Itta and Sam Kunaknana of the Native Village of Nuiqsut, Wanda Kippi and Kathy Lieb of the Native Village of Atkasuk, Ronnie Morales of the Wainwright Traditional Council, and Qinugan Roddy of the Inupiat Community of the Arctic Slope.

FWS: Landscape Conservation Cooperatives

To help protect our natural heritage, the FWS has taken the lead in bringing federal agencies together with partners to elevate the Nation's understanding of our resources on a landscape-level through Landscape Conservation Cooperatives (LCCs.) The Service 22 LCC stakeholders including states, tribes, Federal agencies, non-governmental organizations, universities and other partners have developed shared goals and make effective conservation decisions.

NPS: Healthy Parks, Healthy People US

The NPS's *Healthy Parks Healthy People US* program was established in 2011 to reframe the role of parks and public lands as an emerging, powerful health prevention strategy. The Program recognizes that minority and low income populations face disparities regarding health. The Program proposes goals and objectives to creating access to parks, trails, waterways, and community green spaces that give individuals outdoor experiences.

http://www.nps.gov/public_health/hp/hphp.htm

GOAL # 4

Use existing grant programs, training, and educational opportunities, as available, to aid and empower minority, low-income, and tribal populations in their efforts to build and sustain environmentally and economically sound communities.

The DOI provides grants, technical assistance, training, and other educational opportunities to many different communities, state and local, as well as tribal governments. The intent of goal four is to ensure that DOI is adequately informing environmental justice communities of the opportunities available to them and that we are providing opportunities to low-income and minority communities. A few strategies to achieve this goal are providing technical assistance and grants, providing targeted training, reducing hazards, and assisting in the development and expansion of programs that promote healthy communities and ecosystems.

Objectives for this goal are to:

- Develop, implement, and promote communication strategies through outreach, that is culturally appropriate and tailored for the community, to inform minority, low-income, and tribal populations of the DOI's programs, policies and activities.
- Provide technical assistance and grants to minority, low-income, and tribal populations to identify disproportionately high and adverse human health or environmental effects on minority, low-income, and tribal populations, and to develop methods to reduce these hazards.
- Provide targeted training to minority, low-income and tribal populations to better enable them to achieve environmental justice for their communities.
- Conduct community-based training to achieve environmental justice for communities.
- Consult with local community groups and Tribes to ensure that outreach programs are accessible.
- Assist minority, low-income, and tribal populations in developing and expanding programs that promote healthy ecosystems.
- Use appropriate outreach tools, both non-electronic and electronic, e.g., newspapers, Facebook, twitter, call centers, blogs, etc., to share or exchange information with the public on environmental justice.

Examples of DOI or bureau specific goals, programs, activities, or policies that currently or potentially could be used to support this strategic goal:

FWS: Artic Youth Ambassadors

The Arctic Youth Ambassadors program was established by the FWS and U.S. Department of State in partnership with nonprofit partner Alaska Geographic to increase outreach and education during the U.S. Chairmanship of the Arctic Council (2015–2017). The Arctic Youth Ambassadors Program brings together diverse youth from across Alaska to serve as ambassadors for their communities and country in building awareness at home and abroad about life in the Arctic.

Over the course of two years, which coincides with the U.S. Chairmanship of the Arctic Council, the youth ambassadors will share their local perspective on Arctic issues and priorities and their new knowledge from engaging with partners and leaders from around the world. The youth ambassadors are adding their voices and solutions to a global conversation about how to sustain communities, cultures and the environment in a changing Arctic.



Secretary Jewell and Secretary Kerry with Arctic Youth Ambassadors at the welcome reception for the Global Leadership in the Arctic: Cooperation, Innovation, Engagement, and Resilience (GLACIER) Conference, at the Anchorage Museum in Anchorage, Alaska, on August 30, 2015.

FWS: Tribal Wildlife Grants

The FWS administers a wide variety of financial assistance programs that are authorized by Congress and address the FWS mission. The FWS offers Tribal Wildlife Grants to provide technical and financial assistance to federally recognized tribes for the development and implementation of programs that benefit fish and wildlife resources and their habitat. The funds may be used for salaries, equipment, consultation services, subcontracts, acquisitions, and travel. Native American tribes have received more

than \$68 million through the program since 2003, providing support for more than 400 tribal conservation projects. Grants have enabled tribes to develop increased management capacity, improve and enhance relationships with partners (including state agencies), address cultural and environmental priorities, and heighten tribal students' interest in fisheries, wildlife and related fields of study.

NPS: Youth Training Programs

The NPS Academy is an innovative program designed to introduce diverse students to careers with the NPS and other federal land management agencies. The three-phase program begins with a week-long spring break immersion trip to a national park, the second phase is a summer internship with the NPS, and in the third phase, students serve as ambassadors for the program.



A NPS park ranger works with students at the Great Smoky Mountains National Park in Tennessee

The Historically Black Colleges and Universities Internship Program (HBCUI) is a cooperative partnership between the NPS and the Greening Youth Foundation. HBCUI is designed to link program participants to NPS sites with a focus on African-American history and culture. The program is also designed to instill in participants enhanced understanding and appreciation of the important contributions of African-Americans in the development and progress of the United States, while gaining exposure to career opportunities in the NPS related to public land management.

The Mosaics in Science Internship Program provides youth that are typically under-represented in natural resource science career fields with on-the-ground, science-based, work experience in the NPS. Established in 2013, this multidisciplinary program provides opportunities for youth to work on inventorying and monitoring, researching, geographic information systems (GIS) and other technologies, and interpretation and education projects.

The Cultural Resources Diversity Internship Program (CRDIP) provides career exploration for diverse undergraduate and graduate students ages 18-35 in historic preservation and cultural resources management. The Olmsted Center for Landscape Preservation (Olmsted Center) is hosting two of several positions offered throughout the NPS. The Olmsted Center promotes the preservation of cultural landscapes through research, planning, stewardship and education. Based in Boston, Massachusetts, the Olmsted Center provides cultural landscape technical assistance to parks and historic properties throughout the northeast from Virginia to Maine.

The internship program provides participants with opportunities to broaden their understanding of landscape preservation practice through project experience, educational programs and self-study. Working alongside Olmsted Center staff, interns assist with preparing cultural landscape inventories and

reports, developing preservation maintenance plans, documenting existing conditions, creating site plans and participating in field projects to improve the condition of cultural landscapes.

www.thesca.org/serve/program/cultural-resources-diversity-internship-program-crdip

Reclamation: Native American Technical Assistance Program

The Native American Technical Assistance Program provides financial and technical assistance to Native American tribes in 17 western states. Through this program, Reclamation works with tribes to understand their individual water resource needs, and develop plans to help meet these needs through collaborative partnerships. Reclamation provides comprehensive training and technical assistance services to Indian tribes, and also provides financial assistance for water resource development projects through grants and cooperative agreements.

http://www.usbr.gov/native/programs/techasst_activities_tap.html

BIA: Water Resources Technician Training

The BIA facilitates training for Native American high school graduates between the ages of 18 and 30 in water resources. The graduates attend the University of Arizona summer program and become eligible as AmeriCorps interns who are later placed in Water Resources programs throughout the country with federal and tribal water agencies. The objective of the training program is to provide native students an introduction to water resource management based principles on practical/technical skills and an understanding of the fundamental theories and practices related to basic surface water, groundwater and water quality topics.

BLM: Connecting People to their Public Lands

In Colorado's rural San Luis Valley, many schools operate on a 4-day school week to cut costs. Two teachers from Bill Metz Elementary School in Monte Vista volunteered their time to fill that "fifth day" with outdoor science learning. The teachers first attended the "Teaching Environmental Science Naturally" workshop sponsored by Colorado Parks and Wildlife. After the workshop, the teachers took 15 students on Friday field trips around the San Luis Valley, including Penitente Canyon Recreation Area, a BLM Hands on the Land site near La Garita. Students hiked the canyon trails, identified local native trees and shrubs, and sharpened their skills in observation, reading, and analysis.



A student participates in BLM's 5th day event in Colorado

FWS: 21st Century Conservation Service Corps (21CSC)

Engaging the next generation, the FWS supports the 21st Century Conservation Service Corps (21CSC) and Urban Wildlife Conservation Program. The 21CSC program provides service, training, education, and employment opportunities for thousands of young Americans and veterans, including low-income

and disadvantaged youth. With 80 percent of the U.S. population currently residing in urban communities, helping urban dwellers rediscover their delight in the outdoors is a priority for the FWS.

Office of Insular Affairs: Assistance for Insular Communities

The Office of Insular Affairs (OIA) empowers insular communities by improving the quality of life, creating economic opportunity, and promoting efficient and effective governance. The OIA has an annual budget that directs financial assistance and payments to the insular areas. The U.S. affiliated insular areas include: the territories of American Samoa, Guam, the U.S. Virgin Islands, and the Commonwealth of the Northern Mariana Islands. The OIA also administers and oversees Federal assistance provided to the three Freely Associated States: the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.

<http://www.doi.gov/oia/index.cfm>.

Example of Grant Assistance from OIA for Guam

In 2015, OIA's Technical Assistance Program established a "One Stop Center" in Guam. The center is designed to empower the more than 17,000 individuals who have immigrated to Guam under the U.S. Compacts of Free Association with the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau. With new seed funding of \$250,000 through the OIA, the Center coordinates and shares governmental and non-governmental job training, education, and health awareness opportunities for citizens of the Freely Associated States.

In addition the OIA provided a \$68,000 grant for the Big Brothers and Big Sisters of Guam Leadership Collaborative Initiative to support non-profit programs that strengthen families, expand education and training opportunities, and engage young people in outdoor activities.

OSMRE: Partnership with the Volunteers in Service to America organization

The OSMRE along with the Volunteers in Service to America (VISTAs) serve in communities impoverished by environmental degradation. They reach far beyond traditional DOI audiences into underserved communities of the Appalachian coal fields and the mining communities in Colorado and New Mexico. The OSMRE/VISTA Teams recruit, train, support, and coordinate volunteers, interns and their supervisors who promote social and environmental improvement in some of the poorest regions of the country to restore the health of local watersheds affected by decades of environmental degradation from surface coal mining. Community organizations are equipped with the tools, training, and volunteer-organizing skills necessary to help local citizens become effective environmental stewards and community leaders.

OSMRE has provided administrative funding for OSMRE/VISTA teams to run a summer program, placing over 59 full-time youth all across the country in non-profits, community organizations, state agencies, and the DOI bureaus for 10-week assignments. Participants completed critical projects, such as stream assessments, building community gardens, facilitating civic education, and running youth outdoor programs, many in low-income communities.

USGS: Native Youth in Science

For four years, the Native Youth in Science–Preserving Our Homelands (NYS-POH) summer science camp was presented by the USGS Office of Tribal Relations and the USGS Woods Hole Coastal and Marine Science Center, in collaboration with the Mashpee Wampanoag Tribe’s Departments of Education and Natural Resources, the Waquoit Bay National Estuarine Research Reserve, the Woods Hole Oceanographic Institution, and the National Oceanic and Atmospheric Administration’s Northeast National Marine Fisheries Science Center. Serving Mashpee Wampanoag students from grades 5, 6, and 7, the camp takes place weekly during the month of July at various locations around Cape Cod, Massachusetts. Each day is focused on a different topic of marine biology, geology, or environmental science relevant to the Mashpee Wampanoag homelands. In addition to the Western science perspective, Mashpee Wampanoag tribal culture provided traditional ecological knowledge, tribal language lessons, and discussions relevant to each day’s topic. Over four years, NYS-POH has been very important to the Mashpee Education Department in preparing students for more senior programs. A number of past NYS-POH students have graduated into the Mashpee Wampanoag Native Tribal Scholars program, which provides students with a taste of the college experience. NYS-POH has shown that it can assist in preparing Mashpee Wampanoag youth to utilize traditional and Western scientific knowledge in their education and in the future preservation of their traditional homelands.



Mashpee youth, community members and team coordinators celebrate completion of the Native Youth in Science - Preserving Our Homelands summer science camp

**SNAPSHOT OF REGIONAL OFFICES AT WORK: Projects conducted by the
BLM Montana/Dakotas State Office**

Chief Dull Knife College and the Northern Cheyenne Tribe-Ecoregional Ethnographic Assessment

The intent of the program is to form a partnership with Tribal Historic Preservation Offices (THPOs), tribal colleges and universities, respective State Historic Preservation Offices, and/or other interested federal agencies or departments. The intent of the partnership is to produce Ecoregional Ethnographic Assessments that can be integrated into developing ecoregional direction for the future management of public lands in the Montana and the Dakotas (MT/DAKs). The initial pilot effort is intended to build upon existing information and prepare an ecoregional ethnographic analysis of the Northern Cheyenne Tribes aboriginal occupation and use of the Northwestern Plains and Middle Rocky Mountain Ecoregions.

The goals of the study are to:

- initiate a process to identify, document, evaluate, and map places of traditional religious or cultural significance to the tribe;
- identify culturally important plant and animal species, and their associated ecosystems, that are critical for maintenance of the Northern Cheyenne culture and traditions;
- delineate appropriate conservation elements; and
- assess the potential effects of identified change agents upon identified conservation elements.

Bureau Sponsored Regional Tribal Consultation Meetings

Staff from the MT/DAKs are planning, organizing, and will facilitate Regional Intertribal Consultation meetings. These efforts include consultation meetings for developing consultation meetings for proposed oil and gas pipelines in North Dakota associated with the Baaken oil fields (Bear Den Pipeline, Hess-Hawkeye Pipeline).

Little Big Horn College Native Plant Conservation Program Development

For the past several months the MT/DAKs State Office and the NRCS have been in discussions with Little Big Horn College about the possibility of developing a Conservation Education Curriculum at the tribal college. The Conservation Education Curriculum proposed would include: developing the capability to sustain a native seed/plant material collection center at the college; creating curriculum elements that emphasize ethnobotany and invasive species management; and developing conservation outreach programs for local youth and surrounding communities. In addition to the development of the conservation education curriculum, the long term goal will be to create a native seed/plant material collection center at the college that is similar to the program at Special K ranch. Such a program would be able serve as a source of local native plant material in support of BLM reclamation, landscape rehabilitation, and sage grouse conservation efforts and would have the potential to be a significant economic benefit to the Crow Tribe. Partnership efforts have resulted in the successful receipt of an NFWF conservation education grant of \$100,000 from Phillips 66 to initiate program development. Developing a native plant conservation partnership will provide the college and tribal students with new research, educational, and job opportunities.

Apsáalooke Cultural Enrichment Committee Outreach

For the past several years the Montana State Office has reached out to Crow Tribal elders that constitute the Apsáalooke Cultural Enrichment Committee by organizing and providing field trips to areas of historical significance to the Crow Tribe, including a partnership with the Custer/Gallatin National Forest, during which Committee members choose and visit cultural sites located in Eastern Montana.

Bridging the Divide Natural and Cultural Resources Field Camp

The field camp program is jointly sponsored by the MT/DAKS BLM and the Beaverhead-Deer Lodge National Forest (United States Forest Service). The goal of the program is to develop a formal educational curriculum in partnership with Native American Tribes that places equal emphasis on outdoor experience and scientific exploration, expanding cultural heritage awareness, and teaming students with tribal elders.



GOAL # 5

Integrate the DOI's environmental justice strategies with its Title VI of the Civil Rights Act enforcement responsibilities to improve efficiencies while preserving the integrity of Title VI and environmental justice activities.

The DOI has Title VI responsibilities for hundreds of recipients of federal financial assistance. Bureaus that have grant implementation authority also have Title VI enforcement responsibilities. Recipients of federal financial assistance from the DOI are required to sign statements assuring they will not discriminate on certain protected groups to include, but not limited to: race, color, and national origin, in their programs and activities as a condition of receiving funding from the DOI. The DOI regulations that address Title VI are found at 43 CFR Part 17, Subpart A. Several bureaus also have regulations applying Title VI standards to programs, activities and facilities of those bureaus (for example: 50 CFR, Part 3 for the FWS).

Allegations about racial/national origin disparities under Title VI have the potential to impact environmental justice communities as well. The DOI recognizes that there is an ongoing issue for equality for minority and low income communities and that it is the responsibility of federal agencies, under Executive Order 12898, to ensure that achieving environmental justice is part of our mission, programs, policies, and activities.

In addition, Executive Order 13166 requires all Federal agencies to provide equal access to federal programs and services for persons with Limited English Proficiency (LEP). The LEP program includes oral and written translations for languages when there are a high number of LEP clients speaking that language in the area DOI is serving.

Objectives for this goal are to:

- Effectively resolve or adjudicate all environmental justice related Title VI complaints.
- Include environmental justice as a key component of civil rights compliance reviews.
- Provide technical assistance and training on environmental justice to recipients of federal financial assistance.
- Monitor Federal financial assistance recipients' compliance with the signed Title VI statements.
- Train responsible officials in policy and procedures for providing communication with persons with LEP.

Examples of DOI or bureau specific goals, programs, activities, or policies that currently or potentially could be used to support this strategic goal:

DOI: Office of Civil Rights

The DOI and its bureaus enforce Title VI linked to environmental justice in two ways. The first is via the public civil rights complaint system; any member of the public, or a community group, may file a complaint alleging discrimination on the basis of race, color or national origin. These complaints are processed by the DOI's Office of Civil Rights, Public Civil Rights Division, and/or the bureau civil rights offices. The second way the DOI monitors for Title VI and environmental justice is via the civil rights review process. This is a systemic analysis of the patterns and practices of recipient organizations to determine how their programs and activities (mostly those with an environmental focus or effect), impact different racial/national origin communities.

FWS: Wildlife and Sport Fish Restoration Program Title VI review

The FWS's Wildlife and Sport Fish Restoration Program provides federal financial assistance to state and wildlife agencies. The FWS plans to conduct annually at least nine civil rights compliance reviews of these state fish and wildlife agencies. Compliance with environmental justice is a major component of those reviews. In particular, the FWS monitors state's activities in working with minority and low-income communities on environmental assessments conducted. The FWS monitors the emission of toxins into the air, ground or water by these state agencies. Environmental justice requirements are considered on a project by project basis where Federal funds are being spent.

DOI-wide: Limited English Proficiency services

At DOI, language assistance is provided by using staff interpreters, contracts or formal arrangements with organizations providing interpretation or translation services, or technology and telephonic interpretation services. Written translation is provided for some documents free of charge.

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U.S. DEPARTMENT OF THE INTERIOR

**ENVIRONMENTAL JUSTICE
STRATEGIC PLAN**

<https://www.doi.gov/oepe/resources/environmental-justice>

APPENDIX A: 2016 – 2020 ENVIRONMENTAL JUSTICE ACTION PLAN

Below are action items the DOI proposes to undertake from 2016 through 2020. Essentially, the Action Plan lays a path for how the DOI will improve its outreach to environmental justice communities; improve responsible officials understanding of Executive Order 12898; and to ensure that environmental justice is continually incorporated into the mission and work at the DOI.

Strategic Plan Development

Develop Bureau-level Environmental Justice Action Plans

Identify bureau programs that may impact environmental justice communities

Goal(s)	Target Date	Lead (DOI or Bureaus)
1, 2, 3	Ongoing	Bureaus

Evaluate how environmental justice communities are assessed within programs and provide recommendations on how to increase outreach and improve the analysis of impacts

1, 2, 3	2017	Bureaus
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Establish Bureau-level Environmental Justice Action Plans that identify how the bureaus will incorporate environmental justice into its activities

1, 2, 3	2017 thru 2018	Bureaus
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Update the DOI Environmental Justice Strategic Plan as needed

Evaluate the Environmental Justice Action Plan as part of the annual reporting and update as needed

1, 2, 3	Ongoing	DOI
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Develop a mechanism to track recommendations submitted by members of the public regarding the DOI's Environmental Justice Strategic Plan and implementation of Executive Order 12898

1, 2, 3	2017	DOI
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Inter and Intra-agency coordination

Continue to participate on the Inter-agency Working Group and subcommittees

Ensure that there is representation on all subcommittees that are applicable to the DOI mission

Goal(s)	Target Date	Lead (DOI or Bureaus)
1, 3	Ongoing	DOI and Bureaus

Provide assistance and expertise for working group products

1, 3	Ongoing	DOI and Bureaus
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<i>Support</i> and collaborate with other agencies to provide coordinated Federal outreach to environmental justice communities	1, 3	Ongoing	DOI and Bureaus
<i>Continue</i> to submit the Annual Implementation Reports to the EPA and post on the DOI's environmental justice website	1, 3	Ongoing	DOI

Expand the DOI Environmental Justice Working Group

<i>Hold</i> at a minimum quarterly DOI EJWG meetings to provide a forum for bureaus to learn from each other, to provide assistance, improve coordination, and to complete action items	1, 3	Ongoing	DOI
<i>Use</i> the DOI EJWG to provide coordination and collaboration across bureaus for environmental justice products and outreach	1, 3	Ongoing	DOI and Bureaus

Public Participation/Information Dissemination

Ensure that environmental justice communities are adequately involved in the DOI activities that impact them

	Goal(s)	Target Date	Lead (DOI or Bureaus)
<i>Establish</i> Public Outreach Strategies	1, 2, 5	2019	DOI and Bureaus
<i>Evaluate</i> bureau existing public outreach policies and strategies and provide recommendations on improvements if needed	1, 2, 5	2017	Bureaus
<i>Identify</i> ways in which announcements and other information may be disseminated to improve communications with environmental justice communities	1, 2, 5	2018	DOI and Bureaus
<i>Encourage</i> the participation of environmental justice communities in the decision processes under the National Environmental Policy Act (NEPA)	1, 2, 5	Ongoing	Bureaus
<i>Create</i> a best practices report on public outreach activities	1, 2, 5	2017	DOI
<i>Evaluate</i> existing technical and financial assistance programs in order to determine whether environmental justice is considered fully	1, 2, 5	2018	Bureaus

Provide communities with up to date information on technical assistance, grant opportunities, and resources

<i>Provide</i> the EJ IWG information needed to update the Community-Based Federal Environmental Justice Resource Guide	4	Ongoing	DOI
<i>Develop</i> , implement, and promote communication strategies to disseminate information about DOI resources to environmental justice communities	2, 4	2018 thru 2019	DOI and Bureaus

Keep the DOI’s environmental justice website up to date

<i>Update</i> the DOI Environmental Justice Point of Contacts List as needed	2	Ongoing	DOI
<i>Provide</i> information on grant, public participation, or training opportunities when available	2, 4	Ongoing	DOI

Climate Change Adaptation

Highlight environmental justice in climate change adaptation work

	Goal(s)	Target Date	Lead (DOI or Bureaus)
<i>Ensure</i> that environmental justice continues to be highlighted in the DOI’s Climate Change Adaptation Plan	3	Ongoing	DOI
<i>Develop</i> and disseminate an employee guide about understanding environmental justice and climate change related risk for vulnerable populations	3	Ongoing	DOI and Bureaus
<i>Support</i> grants and technical assistance to environmental justice communities that may be impacted by climate change	4	Ongoing	Bureaus

Native American Collaboration

Engage with Native American Communities

	Goal(s)	Target Date	Lead (DOI or Bureaus)
<i>Participate</i> in Tribal consultation and coordination efforts as required by Executive Order 13175	2	Ongoing	DOI and Bureaus

Continue to evaluate opportunities to improve tribally-controlled and operated schools as outlined in Secretarial Order 3334

3

Ongoing

Bureaus

Departmental Policy and Guidance

Issue new and/or revised polices on Environmental Justice

Evaluate the DOI Departmental Manual Chapter: “Public Participation in Decision Making” for updates to address environmental justice and make modifications as necessary

Goal(s)

Target Date

Lead (DOI or Bureaus)

1, 2

2019

DOI

Evaluate a DOI Departmental Manual Chapter for implementation of Executive Order 12898 and DOI environmental justice strategies

All

2017

DOI

Update Environmental Compliance Memorandum No. ECM95-3: “National Environmental Policy Act (NEPA) Responsibilities Under the Department Environmental Justice Policy” based on guidance provided by the IWG’s NEPA committee

1, 2, 3

2017

DOI

Incorporate environmental justice content into agency handbooks and manuals as appropriate

All

Ongoing

Bureaus

Evaluate new DOI policies and regulations proposed for implementation for potential impacts to environmental justice communities

1,2,3

Ongoing

DOI and Bureaus

Title VI of the Civil Rights Act

Evaluate environmental justice in Title VI reviews

Identify and review Title VI complaints related to environmental justice to ensure they are resolved or in the process of being adjudicated.

5

Ongoing

DOI and Bureaus

Include environmental justice as a key component of civil rights compliance reviews

5

Ongoing

DOI and Bureaus

Provide technical assistance and training on environmental justice and Title VI to recipients of federal financial assistance

Develop materials to be provided to grant recipients at the time of award regarding environmental justice and Title VI requirements

5 2018 DOI

Identify training opportunities for grant recipients to learn about Executive Order 12898 and environmental justice, and Title VI

5 Ongoing DOI and Bureaus

Department of the Interior Employee Knowledge/ Recognition

Goal(s) Target Date Lead (DOI or Bureaus)

Maintain and update the existing Department environmental justice training as needed

Evaluate the existing DOI environmental justice training for use and effectiveness and make any modification necessary

1, 3, 5 Ongoing DOI

Update the training with information on NEPA and/or climate change adaptation

1, 3, 5 2017 DOI

Provide workshops for DOI responsible officials

Identify agency programs that impact environmental justice communities in order to determine what future training needs will be necessary

1, 3, 5 Ongoing DOI and Bureaus

Provide workshops/training/information on plain writing; Limited English Proficiency; Title VI compliance; and incorporating environmental justice into the NEPA process

1, 3, 5 Ongoing DOI and Bureaus

Develop Secretary Awards for Environmental Justice

Create criteria for nomination process for environmental justice award

1 2018 DOI

Develop the standard operating procedure (SOP) to establish the process for awarding the Secretary Award

1 2019 DOI

Implement the SOP process and identify the recipient(s) of the Secretary Award for Environmental Justice

1 2020 DOI



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