



Environmental Justice Implementation Highlights 2021

The Coastal Commission adopted its Environmental Justice Policy and implementation actions in March 2019. Over the last year, the Commission has made progress on a number of actions, which are highlighted below.

Public Engagement and Participation

- Began providing in-house Spanish translation and interpretation services at Commission meetings. Reclassified two staff positions to receive bilingual pay for the additional work.
- Worked with UC Santa Barbara Bren students to create two videos and an infographic aimed at inspiring and showing members of the public who don't usually participate in hearings, how to sign up and participate.
- Worked with staff to create a page with photos and profiles of staff and their stories of how they came to work at the Commission in an effort to encourage a greater variety of candidates to apply to the agency.

Staff Training and Capacity

- Launched Peter Douglas Environmental Justice and Tribal Affairs Coastal Planning Internship Program, which will offer paid internships for undergraduate college students. The program is intended to provide opportunities for interns and help diversify the agency.
- Drafted equity and inclusion language with the Commission's Human Resources Division and Senior Management Team that will go into every new and current employee's official duty statement allotting a certain percentage of staff time to prioritize these internal goals. Duty statements for planners and enforcement analysts will also reference environmental justice and tribal work as part of their required work.
- Developed resources for self-guided environmental justice and equity training for new staff based on materials and videos from January 2020 training

Implementing the Environmental Justice Policy

- Worked on projects both large and small with EJ elements including the Belmont Pool and Aquatic Center in Long Beach and Oceano Dunes. The Unit worked with district staff on two LUP updates for the City of Morro Bay and City of Half Moon Bay, which included environmental justice policies for the first time.