



Environmental Justice Implementation Highlights 2020

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

Public Engagement and Participation

- Added language to the online agenda in English and Spanish letting members of the public know how to reach out to Spanish speakers on staff for questions and concerns
- Added feature on the landing page of the Commission's website for members of the public to more easily sign up to speak at virtual hearings
- Met with EJ groups on high profile agenda items to learn how staff could improve Zoom meeting experience and their ability to participate. Incorporated many of their requests.
- Created page in the Public Education section of the Commission site that houses environmental justice resources for educators and students. Includes a five-lesson unit for educators on environmental justice, historical material, a selection of videos and more.

Staff Training and Capacity

- Held two one-day EJ and equity trainings in collaboration with EJ community leaders and other state agency experts, for entire Commission staff. Topics included implicit bias, a history of environmental justice, meaningful engagement and implementing the EJ policy. The sessions were video-taped for future use
- Shared results of internal staff wide survey to better understand where staff is on racial equity issues and what kind of training staff still needs
- Compiled a detailed internal resource list of books, articles, documentaries and other materials to help staff seeking to deepen their understanding of race, equity and systemic discrimination. Authorized staff to use of these materials for personal development hours during the workday as appropriate.

- Started guided discussions on race, social justice, and diversity and inclusion in the workplace for all Commission staff. These discussions provide a safe, structured space for staff to explore their personal experiences on these topics and how that connects to the Commission and the role of government.
- Developed internal facilitation guide for district staff who want to discuss racial equity issues with their colleagues.

Implementing the Environmental Justice Policy

- Added two positions to the EJ Unit including a supervisor and analyst to work with staff on EJ analyses, internal equity issues and more.
- Launched monthly staff wide EJ calls to determine if projects have EJ issues, answer questions and provide guidance. Continued to expand staff's knowledge and abilities to do comprehensive analyses on the distribution of benefits and burdens of proposed projects in the coastal zone on undeserved communities
- Began including an EJ section in the agency's annual Year in Review, which documents agency accomplishments. Also created a complimentary annual list of EJ Highlights, which will be shared on the EJ page and shared on the EJ listserv, to maintain accountability on implementation of EJ policy
- Created an EJ terms list for internal staff use with definitions of key terms. Working on an accompanying style guide on proper use of terms, capitalizations and other helpful tips when writing about EJ issues and underserved communities