

Guideline:

Equity and Environmental Justice Implementation Plan Development Process

Form an EEJ Working Group



Regions and Program Offices should include a diverse group of people that has the expertise needed to identify and effectively engage with, and address the needs of underserved communities.

EEJ Objective and Subject Matter Experts

Leadership

Social Scientists

Outreach & Communication

Council Liaisons

Policy/GC

Grants Specialists

Community Liaisons

Fisheries, Habitat & PR Scientists

Create an Engagement Plan



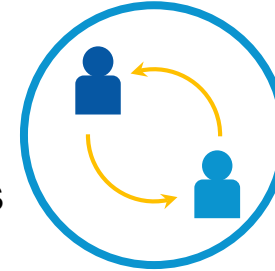
Engagement plans for each community should be tailored, including different questions and meeting formats.

Review community feedback	Identify communities
Develop engagement questions	Find best meeting formats



BY APRIL, 2023

Engage Partners & Communities



MAY – AUG, 2023

Engagement Partners

Tribal, Territorial and State Government

Advisory Bodies

Council Staff

BEFORE

- Engage early and often: pre-meetings with key partners.
- Prioritize equity and documentation: work with facilitators and social scientists
- Set expectations: Give out one page explanation of meeting purpose
- Prepare translated materials

DURING

- Prioritize local protocols
- Prioritize listening over speaking

AFTER

- Share findings with partners

Create EEJ Implementation Plan



DRAFT

- Use template to include relevant sections, actions, and metrics
- Include EJ Scorecard metrics
- Include climate change
- Review draft with partners
- Submit draft for review and approved by Director and AA



BY EOY 2023



**NOAA
FISHERIES**