

## HEALTHY ENVIRONMENT FOR ALL (HEAL) ACT

### RCW 70A.02.060: INCORPORATING ENVIRONMENTAL JUSTICE INTO AGENCY STRATEGIC PLANS

PUGET SOUND PARTNERSHIP

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# Contents

Contents .....	0
ABBREVIATIONS USED .....	2
EJ AND THE HEAL ACT .....	2
COMPLIANCE WITH FEDERAL LAWS & POLICIES .....	4
INCORPORATING EJ INTO AGENCY STRATEGIC PLANS .....	4
Evaluation Plan and Timeline for EJ Strategic Plan .....	5
COMMUNITY ENGAGEMENT PLAN.....	6
Community Engagement Plan Timeline.....	6
Evaluation Plan for Community Engagement plan .....	7
ENVIRONMENTAL JUSTICE ASSESSMENT .....	8
Ej Assessment Timeline .....	8
Evaluation Plan for EJ Assessments .....	9
BUDGETING AND FUNDING .....	10
Budget And Funding timeline.....	10
Evaluation Plan for Budget and Funding .....	11
TRIBAL CONSULTATION.....	11
Tribal Consultation Timeline .....	12
INTERAGENCY WORK GROUP .....	13
Interagency Workgroup Timeline .....	13

# ABBREVIATIONS USED

**ADA:** Americans with Disabilities Act of 1990  
**CE Plan:** community engagement plan  
**DOH:** Washington State Department of Health  
**DTLL:** Dear Tribal Leader Letter  
**EHD Map:** Environmental Health Disparities Map  
**EJ:** environmental justice  
**EJA:** environmental justice assessment  
**EJC:** Environmental Justice Council  
**HEAL:** Healthy Environment for All  
**GOIA:** WA State Governor’s Office of Indian Affairs  
**IAWG:** Interagency Workgroup  
**SAA:** significant agency action  
**TLWG:** Tribal Liaison Work Group

## Abbreviations by Month

**JAN** = January  
**FEB** = February  
**MAR** = March  
**APR** = April  
**MAY** = May  
**JUN** = June  
**JUL** = July  
**AUG** = August  
**SEP** = September  
**OCT** = October  
**NOV** = November  
**DEC** = December

# EJ AND THE HEAL ACT

The enactment of the [Healthy Environment for All \(HEAL\) Act](#) in 2021 is a historic step toward eliminating environmental health disparities in Washington state. It also more equitably distributes health and environmental benefits for communities of color and low-income communities. It is the first law in Washington to create a coordinated state agency approach to environmental justice (EJ). The law covers the following state agencies: the Washington State Department of Health (DOH); the state departments of Agriculture, Commerce, Ecology, Natural Resources and Transportation; and the Puget Sound Partnership. Any other agency may opt in to comply with its obligations.

Under the HEAL Act, agencies must incorporate EJ into their strategic plans, adopt community engagement plans, conduct environmental justice assessments on specific agency actions, incorporate EJ into budgeting and funding decisions, and offer tribal consultation on these obligations.

For more information and updates on HEAL Act work, see the [PSP HEAL webpage](#). The HEAL Act requires covered agencies to include an environmental justice implementation plan within their strategic plan. This plan describes how we will incorporate EJ principles into agency activities. This plan may change pending tribal consultation, guidance from the Environmental Justice Council, funding and direction from the legislature and the Governor’s office, and the evolving nature of HEAL work. We organized the sections below by legislated obligation, including Strategic Planning, Community Engagement Planning, Environmental Justice Assessments, and Budgeting and Funding. Tribal consultation, per [RCW 70A.02.100](#), is incorporated in each relevant obligation.

**Each section includes:**

- An implementation timeline with milestones for what we will do. We will update the Implementation Plan every two years to incorporate recommendations made by agency leadership, the IWG, and the EJC. The plan is flexible to respond to the needs and contributions of tribal governments and public health partners and communities most impacted by environmental health disparities.
- A preliminary evaluation plan to measure progress over time. The evaluation plan gives a basic overview of overall objectives, responsible staff, evaluation questions, process and outcome indicators, identification of data sources, the timeframe for data collection, analysis plans, and communication plans.

The evaluation plan for each section, presented in a table, includes the following information:

**PARTICIPANTS:** Who are the evaluators?

**QUESTIONS:** What do we need to know?

**INDICATORS:** What metrics will be used to assess progress?

**DATA:** Where and when will data be obtained? What will be done with the data?

**OUTREACH:** When and how will results of the evaluation be shared?

**2022**

**JUL:** Adopt community engagement plans

**2023**

**JAN:** Incorporate EJ implementation plans into agency strategic plans

**JUL:** Begin EJ assessments on initial significant agency actions; Incorporate EJ into budgeting and funding processes

**DEC:** Begin biennial evaluation — EJ Council evaluates agency implementation progress

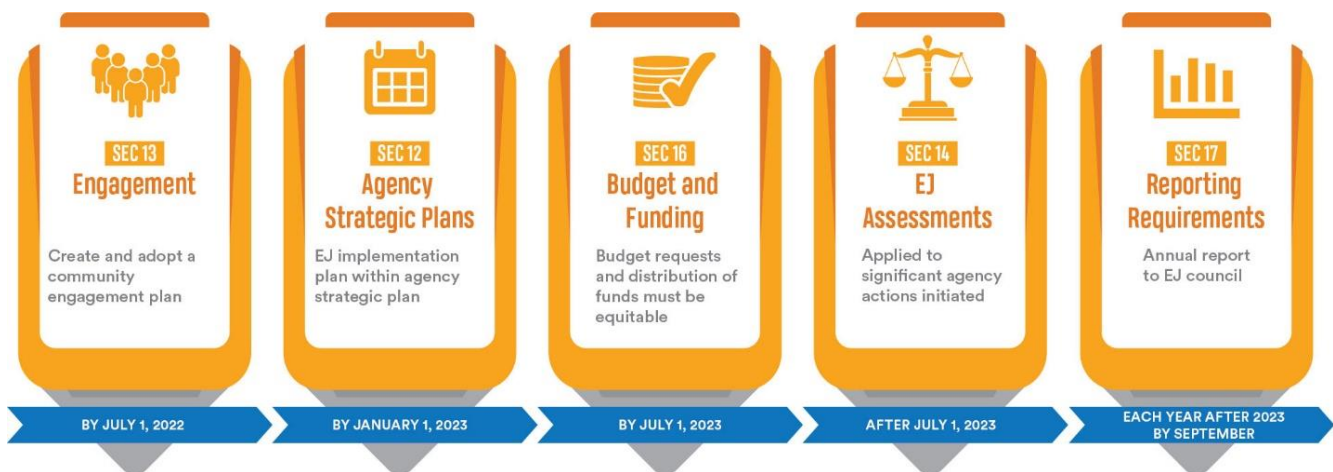
**2024**

**SEP:** Begin annual reporting — Agencies publish dashboards describing progress

**2025**

**JUL:** EJ assessments begin on additional significant agency actions identified by agencies

Figure 1 HEAL Implementation Timeline



## Compliance Policies Timeline

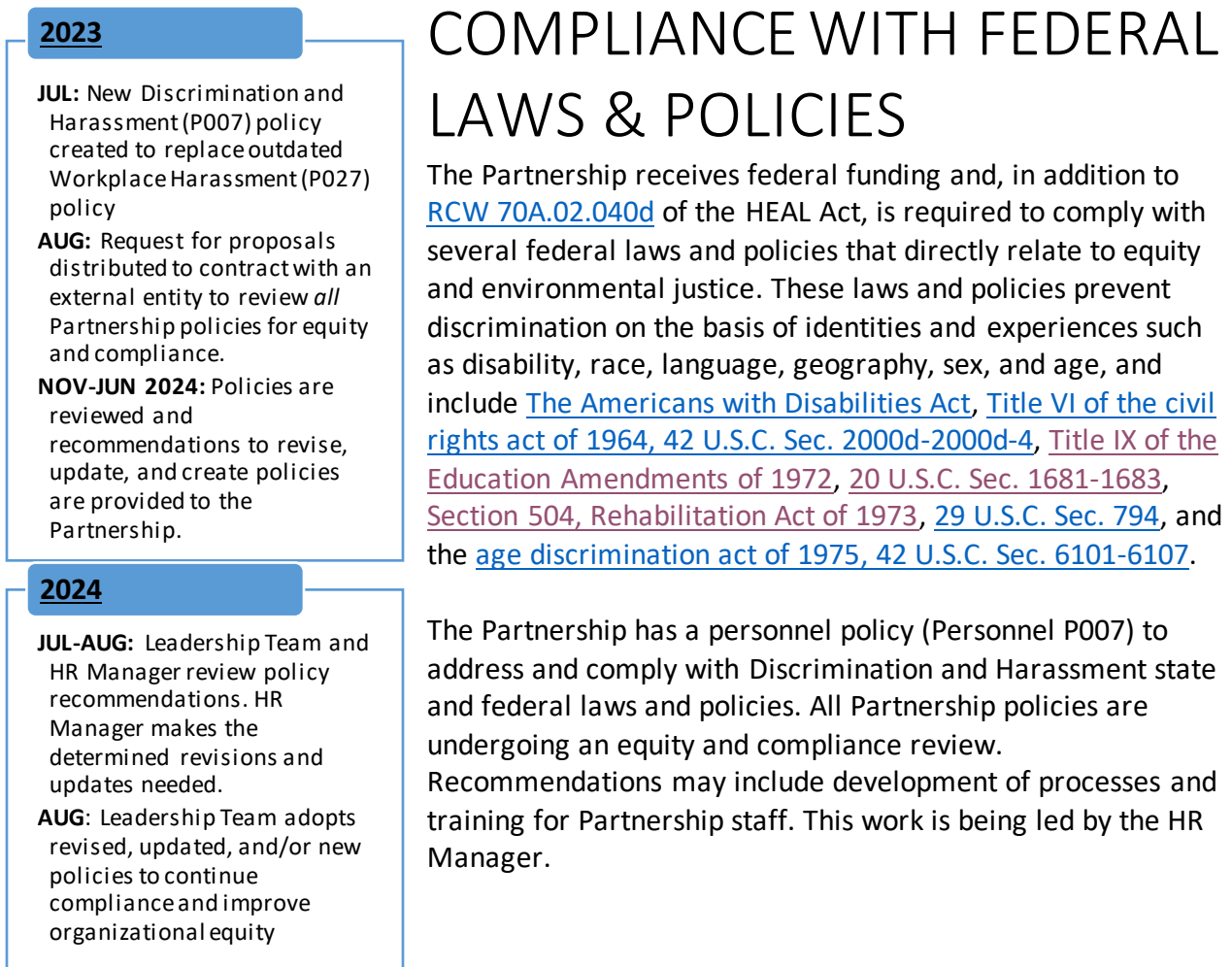


Figure 2 Timeline for Compliance Updates

## INCORPORATING EJ INTO AGENCY STRATEGIC PLANS

We will publish the revised 2023-2025 PSP HEAL Implementation Plan in September 2023. Future updates to the implementation plan will reflect progress of goals and metrics, guidance from the EJ Council, and references to any significant changes within PSP’s Agency Strategic Plan and annual work plans.

## Evaluation Plan and Timeline for EJ Strategic Plan

<b>OBJECTIVE:</b> Apply and track progress of HEAL obligations in strategic and work planning across PSP.		
<b>Communication Plan:</b> Annual September HEAL reports/updates to the EJC posted to interagency HEAL SharePoint and PSP’s HEAL implementation plan webpage. Updates will be shared through community engagement and PSP tribal, community, and advisory boards.		<b>Participants</b>
<b>1. To what extent are HEAL obligations reflected in the agency’s strategic plan and annual work plans?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> Workplan Coordinator <b>Reviewers:</b> CBO Advisory Committee & PSP Leadership Team
<b>Indicator</b>	Number of HEAL requirements and obligations, and principles of environmental justice as adopted in June 2023 are identified in future versions of the agency’s strategic plan and annual work plans.	
<b>Data</b>	Qualitative content analysis of priorities reflected within the agency strategic plan, annual work plans, program documentation and plans, and any feedback from programs. To begin January 2023 and continued annually.	
<b>2. To what extent do we implement HEAL obligations listed in strategic plans, work plans, and documents at division or program levels?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> ASAP Team <b>Reviewers:</b> CBO Advisory Committee & PSP Leadership Team
<b>Indicator</b>	Number of HEAL requirements and obligations successfully implemented.	
<b>Data</b>	Qualitative content analysis of priorities that have been operationalized within the agency strategic plan, annual work plans, program documentation and plans, and any feedback from programs. To begin July 2023 and continued annually.	
<b>3. Which PSP programs with EJ impacts have metrics, outcomes, and goals to track HEAL implementation? To what extent did we begin data collection and analysis?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> ASAP Team <b>Reviewers:</b> CBO Advisory Committee & PSP Leadership Team
<b>Indicator</b>	Number of PSP programs with clearly defined EJ metrics, outcomes and goals, and the projects that have collected and analyzed data to track implementation.	
<b>Data</b>	Qualitative content analysis of agency strategic plan, annual work plans, program documentation and plans, and any feedback from programs. To begin August 2022 and continued annually.	

**2023**

- JAN:** Publish PSP’s EJ Implementation Plan for 2023-2025
- FEB-DEC:** Work with PSP Teams to find additional goals and metrics for evaluation
- MAR-OCT:** Tribal roundtable discussions
- APR:** Receive feedback from EJC on strategic and implementation plans
- May-JUN:** Incorporate guidance from the EJC into strategic and implementation plans
- SEP:** Annual update to EJC
- NOV:** Tribal consultation

**2024**

- JAN-MAR:** Incorporate agreements from tribal consultation and update EJ implementation plan within PSP’s Strategic Plan
- Ongoing:** Work with PSP Teams and programs to incorporate EJ metrics and goals into their planning

**2025**

- JAN:** Publish updated PSP EJ implementation and evaluation plan for 2025-2027
- Ongoing:** Work with PSP Teams and programs to incorporate EJ metrics and goals into their planning

# COMMUNITY ENGAGEMENT PLAN

From SEP 2021 – JUN 2022, while waiting for the EJC to form, the IWG began creating a draft community engagement (CE) plan to meet the statutory deadline of JUL 1, 2022. The EJC did not hold its first meeting until APR 2022 and was unable to give guidance ahead of the statutory deadline. Due to this, the EJC approved HEAL agencies to adopt provisional community engagement plans. Puget Sound Apptnership adopted a Provisional Community Engagement Plan on JUL 1, 2022.

Throughout the remainder of 2022 and 2023, and ongoing thereafter, PSP and other HEAL agencies will hold community listening and feedback sessions and conduct tribal consultation, as well as incorporate guidance from the EJC. The CE plan will evolve as PSP builds a relationship with the EJC and impacted communities EJ is implemented. We will update our CE plan every two to three years. This will involve ongoing community partnership, tribal consultation, and collaboration with the EJC.

## Community Engagement Plan Timeline

### 2022

- OCT-DEC:** IAWG Community Engagement subcommittee begin planning community listening sessions
- NOV-DEC** – Work with IAWG, HEAL Tribal Liaisons, and Governor’s Office of Indian Affairs (GOIA) to coordinate tribal consultation

### 2023

- JAN:** Send Dear Tribal Leader Letter (DTLL) to tribes about community listening sessions and invite formal consultation on CE plans, including dates for tribal roundtables
- JAN:** Share draft plan for community listening sessions with EJC
- JAN-FEB:** IAWG Community Engagement subcommittee incorporate feedback from EJC
- MAR:** Share final plan for community listening sessions with EJC
- MAR-OCT:** Hold community listening sessions across the state
- MAR-OCT:** Tribal roundtable discussions
- JUN:** Share preliminary learnings from community listening sessions and Tribal roundtables with EJC
- SEP:** Annual update to EJC
- NOV:** Tribal consultation
- NOV:** Receive guidance from EJC on updates for CE plans

### 2024

- JAN-MAR:** Use guidance from EJC, tribal consultation, and community listening sessions in CE plans; share updated plans with EJC
- APR:** Use updated CE plan at Puget Sound Partnership
- MAY-ongoing:** Collect feedback from community members on CE Plan guidance and use

### 2025

- APR-OCT:** Launch update process for CE plans; review collected feedback from community members, invite tribal consultation and host tribal roundtables, request guidance from EJC to inform updates to plans
- NOV:** Tribal consultation and receive guidance from EJC to update CE plans
- DEC-ongoing:** Use guidance from EJC and tribal consultation in CE Plans

## Evaluation Plan for Community Engagement plan

<b>OBJECTIVE:</b> Finalize and begin using PSP’s Community Engagement (CE) plan to show our commitment to transforming public health through equitable, inclusive, culturally appropriate, and humble engagement with overburdened communities and vulnerable populations.	
<b>Communication Plan:</b> PSP will continue its annual HEAL reports and updates posted to SharePoint, PSP website, share externally through community engagement and tribal partners.	<b>Participants</b>
<b>1. How has the provisional CE plan been developed and updated?</b>	
<b>Indicator</b>	PSP received feedback and recommendations from the EJC, Tribal and community partners. The next version(s) of CE plan includes ongoing recommendations.
<b>Data</b>	Qualitative content analysis of documentation, feedback, and recommendations. Provisional and updated versions of CE plan. This will begin December 2023 and with each substantial update.
<b>2. To what extent did PSP offer consultations and/or ongoing engagement to Tribal governments and communities?</b>	
<b>Indicator</b>	Tribal consultation outreach begins. Tribal roundtables process begins.
<b>Data</b>	Qualitative analysis of tribal consults and roundtables. Mixed methods of engagement and the analysis of tribal informed updates to PSP’s CE plan. Starting January 2023 through December 2023.
<b>3. To what extent did we engage OBC/VP populations?</b>	
<b>Indicator</b>	List of communities and representatives to participate in listening sessions drafted or completed. Community listening sessions process begins.
<b>Data</b>	Community listening session lists and schedules, feedback, and results. Qualitative analysis of community listening sessions. Mixed methods. Analysis of community-based updates to CE plan. Begins March 2023 and ongoing.
<b>4. What is the process for ensuring equitable and culturally appropriate community engagement and tribal consultation?</b>	
<b>Indicator</b>	Training for PSP on how to use updated CE plan developed. Resources for PSP developed, reviewed, distributed. Programs, EEJ and programs specific to the SAAs pilot CE Plan.
<b>Data</b>	Training materials, staff attendance, program competency. Beginning April 2024 and will be ongoing.
<b>Lead:</b> EJ Coordinator <b>Support:</b> EEJ Team <b>Reviewers:</b> EJC, IAWG and PSP Leadership Team	
<b>Lead:</b> Tribal Affairs Manager <b>Support:</b> EEJ Team <b>Reviewers:</b> Tribal Liaisons Work Group	
<b>Lead:</b> CBO Advisory Committee and EJ Coordinator <b>Support:</b> EEJ Team <b>Reviewers:</b> PSP Leadership Team	
<b>Lead:</b> EEJ Team <b>Support:</b> Tribal Liaisons Work Group <b>Reviewers:</b> CBO Advisory Committee	



# ENVIRONMENTAL JUSTICE ASSESSMENT

PSP has identified current programs that meet the statutory definition of a significant agency action (SAA). After each legislative session, we will continue to identify programs new programs, rules, grants, loans, and capital projects that meet the definition of a SAA. Leading up to the JUL 2023 statutory deadline, PSP will work with the IWG to create a template for EJAs. Each agency will be able to adapt the template as needed to fit its needs. Like our approach with CE plans, we will update the EJA process every two years to add community feedback on the process and guidance from the EJC.

## Ej Assessment Timeline

<b><u>2022</u></b>
<b>SEP-DEC:</b> Identify programs at the Partnership that meet the statutory definition of a SAA
<b><u>2023</u></b>
<b>JAN:</b> Send DTLL with list of programs identified as SAA
<b>JAN-MAR:</b> With EJC, create initial process for EJAs
<b>MAR-MAY:</b> Open list of SAAs for Public Comment
<b>MAR-OCT:</b> Hold community listening sessions across the state to inform EJA process
<b>MAR-OCT:</b> Tribal roundtable discussions on SAAs that affect federally recognized tribes' rights and interests in tribal lands
<b>MAY-JUN:</b> Incorporate feedback from the public to list of SAAs; Incorporate initial feedback on EJAs from community listening sessions into process; share revised EJA process with EJC
<b>JUL:</b> Share the determination of PSP SAAs in the Washington State Registrar
<b>JUL:</b> Begin conducting EJAs on SAAs
<b>NOV:</b> Tribal consultation; Receive guidance from EJC on updates to include in EJA process
<b><u>2024</u></b>
<b>APR:</b> Identify other programs that meet the statutory definition of SAAs following the end of legislative session; send DTLL and invite tribal consultation on SAAs that affect federally recognized tribes' rights and interests in their lands
<b><u>2025</u></b>
<b>JUN:</b> Identify additional programs that meet the statutory definition of SAAs after legislative session; send DTLL and invite tribal consultation on SAAs that affect federally recognized tribes' rights and interests in their lands
<b>JUL:</b> Identify additional SAAs, beyond the statutory definition (per RCW 70A.02.060) and begin conducting EJAs for these actions
<b>JUL-OCT:</b> Launch update process for EJAs; review community feedback and request guidance from EJC to inform updates to EJA process
<b>DEC:</b> Update EJA process and <i>Implement</i>

## Evaluation Plan for EJ Assessments

<b>OBJECTIVE:</b> Develop, finalize, and implement Environmental Justice Assessments (EJAs) for Puget Sound Partnership’s significant agency actions (SAAs) – Puget Sound Acquisition Restoration (PSAR) program, Action Agenda, and the Science work plan.		
<b>Communication Plan:</b> PSP will develop annual HEAL reports and updates to the EJC and will post to SharePoint and PSP’s website. PSP will post the SAAs in the Washington State Registrar office website. Dear Tribal Leader Letters (DTTLs), tribal roundtable discussions and tribal Consultation process.		<b>Participants</b>
<b>1. To what extent did PSP develop the process for identifying SAAs?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> SAA teams <b>Reviewers:</b> PSP Leadership Team
<b>Indicator</b>	PSP’s EEJ Team created the criteria for identifying SAAs and was vetted by the PSAR, Planning and Science Teams. Process for identifying SAAs exempt from EJAs draft.	
<b>Data</b>	Counts of SAAs. Qualitative coding of published SAAs. Data to begin collection September 2022 and will be ongoing.	
<b>2. How did we include tribal consultations in the EJA process?</b>		<b>Lead:</b> Tribal Affairs Manager <b>Support:</b> Tribal Liaison Work Group <b>Reviewers:</b> PSP Leadership Team
<b>Indicator</b>	Tribal consultation begins and significant requests included.	
<b>Data</b>	PSP documents tribal consult framework and process. Agreements from tribal partners received through consultation process. Documentation of process for identifying SAAs impacting tribal partners. The process began in January 2023 and is ongoing.	
<b>3. To what extent did PSP develop and implement the EJA process?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> SAA teams <b>Reviewers:</b> PSP Leadership Team
<b>Indicator</b>	Pilot EJA process with PSP Teams implementing SAAs. PSP incorporates a process to include OBC/VP input on EJAs.	
<b>Data</b>	Counts of SAAs by PSP Teams coordinating SAAs. Qualitative coding of published SAAs. Completion of SAA checklists. Beginning January 2023 and will be ongoing.	
<b>3. How did PSP engage communities during the development and implementation of EJAs?</b>		<b>Lead:</b> EEJ Team, CBO Advisory Committee <b>Support:</b> SAA teams <b>Reviewers:</b> PSP Leadership Team
<b>Indicator</b>	Collaboration with EEJ team and detailed responses to the EJA Checklist steps 2-5.	
<b>Data</b>	Feedback from listening sessions. Qualitative analysis of EJAs. Beginning March 2023 and will be ongoing.	

# BUDGETING AND FUNDING

## Budget And Funding timeline

Fulfilling this obligation requires planning and partnering with other HEAL agencies, agency financial services teams, and the Office of Financial Management. Through 2023, before the statutory deadline, PSP will work within our agency for research, recommendations and will look for ways to implement the components of this obligation. We will also seek guidance from the EJC. We aim to have enough structure in place by JUL 2023 to begin a pilot program. It will apply recommended processes to qualifying programs making expenditure decisions. Implementation for this obligation will be ongoing. We will refine our processes over time.

### 2022

**NOV-DEC:** Work with PSP Teams and programs to create recommendations for fulfilling the budgeting and funding obligation of HEAL

### 2023

**JAN:** Seek guidance from EJC

**JAN-APR:** Work with PSP Teams and programs to do the following:

- Develop method to identify and determine environmental benefits and burdens in PSP projects and programs;
- List PSP projects and programs that address or may cause environmental harms or benefits;
- Develop method to find what constitutes “equitable distribution” for different budgets, grants, loans, etc.;
- Use CE plans to develop methods for including overburdened communities and vulnerable populations in agency spending decisions;
- Develop specific goals and metrics around agency EJ goals for identified programs with environmental impacts

**May:** Share PSP recommendations with IWG and EJC

**JUN:** Get and use guidance from EJC

**JUN-JUL:** Work with OFM and DOH Office of Financial Services to:

- 1) Enact process to equitably distribute spending and create rules or guidelines for criteria and procedures to use when using EJ principles in spending decisions;
- 2) Track and measure this distribution; and, set a goal of directing 40% of grants and expenditures that create environmental benefits to vulnerable populations and overburdened communities

**JUL-DEC:** Where able, have qualifying programs follow advice when making spending decisions

### 2024

Ongoing implementation

### 2025

Ongoing implementation

## Evaluation Plan for Budget and Funding

<b>OBJECTIVE:</b> Make, finalize, and enact ways to use EJ principles in PSP decisions for budget development, spending, and granting or withholding environmental benefits.		
<b>Communication Plan:</b> PSP will continue completing annual HEAL reports and updates to the EJC, post to SharePoint, PSP’s website, share externally through community engagement, Tribal partners, and post on OFMs website.		<b>Participants</b>
<b>1. What proportion of applicable PSP spending creates environmental benefits for OBC/VP populations?</b>		<b>Lead:</b> EEJ Team <b>Support:</b> Fiscal Team
<b>Indicator</b>	Process to review equity in distribution of PSP spending is set and vetted by PSP Teams and with guidance from the EJC.	<b>Reviewers:</b> PSP Leadership Team
<b>Data</b>	Qualitative coding of process documentation. Quantitative summary of spending that creates environmental benefits for OBC/VP populations. Begin tracking July 2023.	
<b>2. How did we engage communities in PSP funding decisions?</b>		<b>Lead:</b> CE Coordinator <b>Support:</b> EEJ Team, Fiscal Team
<b>Indicator</b>	Specific methods, recommendations, and resources to engage community members. Community listening sessions, advisory committees, and other modes of engagement used to set spending priorities at all PSP levels.	<b>Reviewers:</b> PSP Leadership Team
<b>Data</b>	PSP HEAL CE plan. Documentation of community engagement (ex. reports for SB 5793, written case studies, web materials, etc.), listening sessions. This begins July 2023 and will be ongoing.	
<b>3. To what extent does PSP’s portfolio of grants and contracts create ways to enact EJ principles?</b>		<b>Lead:</b> EEJ Manager <b>Support:</b> Fiscal Team
<b>Indicator</b>	The ways to test the use of EJ principles in distribution of PSP grants and contracts portfolio set by EEJ Team and Leadership Team.	<b>Reviewers:</b> PSP Leadership Team
<b>Data</b>	Baseline assessment of PSP grants and contracts and other expenditures. Ongoing assessment of PSP expenditures. Beginning July 2023 and will be ongoing.	

## TRIBAL CONSULTATION

Federally recognized tribes are individually and culturally unique from each other. Washington State recognizes tribes’ inherent rights to exercise their language, cultural beliefs, protection of tribal resources, sense of place and territory through their existence and inhabitation of Washington territory since time immemorial. These rights are embedded in their right to their language, teachings, culture, territories of land and water, history of stewardship and service, and fiduciary obligation to preserve those rights for future generations. Federally recognized tribes retain their inherent rights and are, as such, sovereign and operate their own tribal governments to govern their tribal citizenship and reservation populations through self-governance and self-determination. Federally recognized tribes have a unique trust

relationship with the United States federal government based on the U. S. Constitution, treaties, statutes, executive orders, and court decisions. Their status as sovereign nations entitle them to a direct government-to-government relationship with the federal government, independent of the states or local jurisdictions where these tribes may reside.

Agencies in Washington State are also guided by laws, policies and agreements related to tribal consultation. Engagement on environmental justice issues should also be consistent with the [1989 Centennial Accord](#), [1999 Millennium Agreement](#) and [Chapter 43.376](#).

## Tribal Consultation Timeline

### 2022

Development of the Interagency Tribal Liaison’s work group (TLWG). Group to convene bi-monthly  
Inclusion of the Governor’s Office of Indian Affairs (GOIA) in the TLWG cohort  
Development of Tribal Government Engagement and Native American Communities Engagement Plans  
Development of Tribal Government Engagement and Native American Communities Engagement Plans

### 2023

**JAN:** TLWG completes drafts of Tribal Government Engagement and Native American Communities Engagement Plan  
**MAR-OCT:** Tribal roundtable discussions on SAAs that affect federally recognized tribes’ rights and interests in tribal lands  
**JUL:** DTLL invitations for consultation on SAAs begin  
**AUG-SEP:** In coordination with GOIA, DTLLs sent with invitations for briefing and formal consultation on the Community Engagement Plans, highlighting the Tribal Government Engagement and Native American Communities Engagement components. This is a consolidated effort between agencies  
**NOV:** Offer Tribal consultation of the Strategic Plan Implementation  
**OCT-DEC:** In coordination with GOIA, development of DTLLs with invitations for briefing and consultations of final policies of the Budget and Funding, Environmental Justice Assessment Design Process, Identification of Overburdened Communities and Vulnerable Populations and Community Engagement subcommittees. This is a consolidated effort between subcommittees and agencies

### 2024

Ongoing implementation of HEAL Act and consultations on SAAs

### 2025

Ongoing implementation of HEAL Act and consultations on SAAs  
**JUN thru JUL:** Offer consultation to identify any new SAAs  
**JUN-JUL:** Offer consultation to identify any new SAAs  
**NOV:** Offer consultation on any updates to include in Community Engagement plans

# INTERAGENCY WORK GROUP

In the Fall of 2021, with the passing of the HEAL Act, the legislature mandated seven state agencies to comply with specific EJ obligations and incorporate EJ principles into agency activities such as strategic plans, community engagement plans, and budget mechanisms. These work in collaboration within the Interagency Work Group (IAWG).

The first milestone in implementing the HEAL Act began with a mandate that state agencies transform the way they engage with overburdened communities (OBCs) and vulnerable populations (VP), in which birthed the IAWG to lead state agencies in collaboration with the EJC to develop guides and implement environmental justice assessments (EJA) in response to agencies’ SAAs), community engagement process, identification of OBCs and VPs and applying steps to instill EJ principles in decisions for budget development, spending, and granting.

## Interagency Workgroup Timeline

### 2021

**SEP-DEC:** EJC staff facilitated first several IAWG meetings with the seven HEAL agencies  
Community Engagement and Internal Education and Capacity Building Committees were formed

### 2022

**FEB-JUN:** Drafted provisional CE Plan  
**JUN:** Published provisional CE Plans on agency websites without receiving EJC guidance  
**AUG:** EJA Committee formed and met with the EJC’s EJA Subcommittee to review EJA HEAL mandate. Started process of EJA draft  
**AUG:** IAWG created its first report for the EJC  
**SEP:** OBC/VP and Listening Session subcommittees of the CE Committee were formed  
**DEC:** Agencies published HEAL Implementation Plans on their websites

### 2023

**JAN:** Restructuring of IAWG Committees  
 - CE Committee and Internal Education/Capacity Building Committee dissolved  
 - Subcommittees of CE Committee were maintained and elevate as Committees  
 - Budget & Funding Committee was formed  
**JAN-JUN:** The OBC/VP Committee drafted guidance for the process to identify OBC/VP  
**MAY:** The EJA template was reviewed and modified by agencies to reflect their SAAs  
**JUN:** Agencies, in coordination with the IAWG, met the deadlines for EJAs of SAAs and Budget and Funding mandates of the HEAL Act  
**JUN:** The first SAA was published on the OFM website by the Partnership  
**AUG:** The second IAWG report, as mandated to each HEAL agency, due to the EJC

### Ongoing

The IAWG will coordinate possible new formations and strategies of committees subcommittee work focused on the implementation of HEAL mandates specific to community engagement, EJAs, budget and fund