

# **January 2022 NSBEAP EJ Workgroup**

**January 12, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1:
- Region 2:
- Region 3: Samantha Harmon (PA)
- Region 4: Donovan Grimwood (TN), Tony Pendola (NC)
- Region 5: Alexis Andrews (OH), Deb Jacobson (IL), Renee Bashel (WI), Mike Nelson (MN), Jenifer Dixon (MI)
- Region 6: Lloyd Kirk (OK), Angela Hughes (OK)
- Region 7: Lynelle Ladd (KS)
- Region 8:
- Region 9: Liz Futch (NV)
- Region 10:
- EPA: Paula Hoag, Elnora Thompson

## **❖ Agenda repair – Annual Training session**

## **❖ December minutes – Approved and added to Google Drive.**

## **❖ NEJAC**

- No updates on EPA's website on vacancies and nominations.
- Paula hasn't heard anything either but mentioned our group's interest. Suggests bringing it up during call with EPA EJ Office.
- Tony reached out to Fred Jenkins who is primary contact for NEJAC. Waiting to hear back.

## **❖ Mission statement**

- Proposed language: *Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance, share ideas and experiences, and make resources more accessible to all audiences.*
- Discussion:
  - Small overlap between our small business clients and EJ communities. Business could be in an EJ community or be an affected source.
  - Should we give special assistance to businesses in EJ areas?
  - Could help a business integrate into an EJ community and work with the community. Help business communicate and engage with community on emissions, how they comply with environmental regulations, etc.
  - Concern with labeling communities as EJ. Instead talk about communities trying to achieve environmental justice?
  - EJ can help us prioritize helping businesses in EJ areas and target outreach.
  - Can link our efforts to EPA's Strategic Plan.

- May work with small businesses whose employees are in EJ group. Example – food manufacturing with linguistic isolation. May not know about pollution where they work. Could help businesses communicate with employees.
- Decision: Shorten statement to read: *Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.*

❖ **Annual Report**

- Survey is now open.

❖ **EPA updates**

- Lisa and Paula will have call with EPA's EJ Office January 21.
  - Introduce SBEAPs and discuss what we're working on and how we can work together.
  - Deputy Director for Smart Sectors will be on call. Will explain their new approach.
  - Coordinate meet-and-greet with full EJ workgroup and put together agenda.

❖ **Annual Training session**

- Donovan will mention we want to do EJ session on planning call later today.
- Virtual training on four Thursdays in May.
- Planning committee will be developing themes.
- Possible topics
  - Introduction to EJ and EJ workgroup
  - Case studies
  - Smart Sectors
  - What EPA is doing to address EJ

❖ **EJ web page content**

- Document started in Google Drive for brainstorming what we want on EJ web page.

❖ **Next workgroup call (monthly) – Wednesday, February 9, 2:00-3:00 Eastern**

❖ **Next Steps**

- Paula/Lisa – call with EPA EJ Office Jan 21, organize meet-and-greet with workgroup.
- Lisa – ask EJ Office about status of NEJAC nominations.
- Tony – let group know if he hears back from Fred Jenkins on NEJAC.
- All – add ideas for NSBEAP EJ web page to Google Drive document.

# **February 2022 NSBEAP EJ Workgroup**

**February 9, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1: Sara Johnson (NH)
- Region 2:
- Region 3: Samantha Harmon (PA), Jeremy Hancher (PA)
- Region 4: Donovan Grimwood (TN), Tony Pendola (NC)
- Region 5: Renee Bashel (WI), Mike Nelson (MN)
- Region 6: Cheryl Dirck (OK)
- Region 7: Nancy Larson (KS), Chris Christensen (IA)
- Region 8:
- Region 9:
- Region 10:
- EPA: Paula Hoag, Elnora Thompson

## **❖ Agenda repair**

- Reminder on Zoom security protocol – Need to use full name so Nancy can let you in. If calling in, let Nancy know the number ahead of time. Don't forward URL to others. If someone wants to join a call, they need to join the email list or give Nancy a heads up.

## **❖ January minutes – Approved and added to Google Drive.**

## **❖ Conversation with EPA EJ Office, Procurement, Smart Sectors**

- Good attendance by EPA leadership.
- Introduced SBEAPs and why we're looking at EJ.
- Second call scheduled for Feb 16.
- Asked them to attend workgroup call for informal discussion / meet-and-greet.
- Can also learn from regional EPA offices on EJ efforts.
- Smart Sectors – In same office as EJ Office. Will be focusing on EJ outreach to businesses. More info to come at later date.

## **❖ NEJAC**

- Still no info on vacancies / nominations on EPA website.
- Will discuss with EPA EJ Office at next call.

## **❖ Annual Training ideas**

- EPA EJ speaker.
- Introduction to EJ workgroup and what we're working on.
- Panel of state SBEAPs discussing what they've done to address EJ.
- Most states probably addressing EJ in some capacity but SBEAP not necessarily involved.
- RASBLs may be able to provide info on what's going on in regions.

- EJ grants.
- Decisions
  - Request 1.5 hours on agenda (45 min intro, 45 min panel discussion).
  - EJ basics and introduce workgroup (MI has good info on what EJ is).
  - Panel of SBEAP reps who have worked on EJ issues.
    - Jenifer Dixon? – May be asked to speak on other topics.
    - Lynelle Ladd
    - Others?

❖ **Annual Report / Education Subcommittee training webinar**

- Introduced new EJ question and encouraged SBEAPs doing anything EJ-related to include narrative.
- Report due end of March.

❖ **Next workgroup call (monthly) – Wednesday, March 9, 2:00-3:00 Eastern**

❖ **Next Steps**

- **All – New Zoom security - Use full name in Zoom so Nancy can let you in. Let Nancy know if you're calling in and provide number. Have Nancy add you to email group if not on list.**
- **Lisa/Donovan/Nancy – Schedule call with Cheryl and Angela (OK) to provide background on SBEAP and EJ Workgroup. Send SBEAP intro materials for them to review.**
- **Paula/Lisa – Second call with EPA EJ Office Feb 16, organize meet-and-greet with workgroup (maybe April). Discuss NEJAC nomination opportunities.**

# **March 2022 NSBEAP EJ Workgroup**

**March 9, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1: Sara Johnson (NH)
- Region 2:
- Region 3: Samantha Harmon (PA), Jeremy Hancher (PA)
- Region 4: Donovan Grimwood (TN), Tony Pendola (NC)
- Region 5: Renee Bashel (WI), Mike Nelson (MN), Samira Deeb (OH)
- Region 6: Cheryl Dirck (OK)
- Region 7: Nancy Larson (KS), Lynelle Ladd (KS), Chris Christensen (IA)
- Region 8:
- Region 9: Liz Futch (NV)
- Region 10:
- EPA: Paula Hoag, Elnora Thompson
- Guests: Piyachat Terrell, Chitra Kumar, Sheila Lewis (EPA Office of Environmental Justice)

## **❖ Agenda repair - None**

## **❖ February minutes – Approved and added to Google Drive.**

## **❖ EPA Office of Environmental Justice Office – (Chitra Kumar and Piyachat Terrell)**

### **○ Links referenced in presentation:**

**Collision Repair en español:** <https://www.epa.gov/collision-repair-campaign/outreach-materials-collision-repair-campaign#spanish>

**Lead Based Paint in Chinese:** <https://www.epa.gov/lead/protect-your-family-lead-your-home-chinese>

**Dry Cleaners in Korean:** <https://www.epa.gov/sites/default/files/2015-01/documents/k99005k.pdf>

**Safer Choice/Automotive Refinishing Safety:** <https://www.epa.gov/saferchoice/safer-choice-related-programs>

### **○ See PowerPoint attached for more information.**

- Paula and Lisa had couple conversations with EPA staff involved in EJ and wanted to introduce them to the whole workgroup.
- Chitra is the Assistant Director of the Office of Environmental Justice and has both regulatory and non-regulatory experience.
- Piyachat is a Senior Policy Advisor for the Office of Environmental Justice and is working with OSDDBU on engaging small business owners.
- EJ 101 presentation - Chitra
  - Discussed history of EJ.
  - Redlining in 1930s led to intentionally locating polluting facilities in communities of color. Still health implications today.

- Hazardous waste protest in North Carolina in 1982 was first EJ protest. Lot of focus on issue during 1980's.
- Clinton signed Executive Order 12898 on EJ in 1992 which created Office of Equity at EPA (now Office of Environmental Justice).
- Lot of info, resources and tools for EJ including updated EJ Screen which now overlays environmental and economic indicators.
- Examples – Piyachat
  - Healthy Nail Salon Collaborative in CA. Education and outreach to Asian and Latino workers in various languages.
  - San Francisco Healthy Nails program – provided training and a checklist. Received decal to display once completed to market efforts.
  - Green and Clean Boston – provided outreach to nail and hair salons and auto body shops. Recognition for using clean products and decreasing chemical exposure.
  - EPA Region 2 worked with landlords on lead paint disclosure.
  - Outreach to Korean dry cleaners.
  - Outreach to Hmong farmworkers on pesticides.
  - Best management practices to reduce chemical exposure at automotive shops.
- Chitra and Piyachat invite workgroup members to reach out to them with any questions. See PowerPoint for contact info.
- Tony recommended they check out the 6H Reg Nav tool.
- MN looking at emerging sectors for future outreach.
- Workgroup should have discussion with EPA Smart Sectors staff focusing on EJ and climate.
- Are nail salons more of an OSHA issue than EPA? No, EPA's mission is to protect human health and the environment.
- EPA's EJ Office is small. Partnering with other EPA programs. Working more with ASBO.
- Recommend also reaching out to EPA regional offices. They have more local knowledge.

❖ **Annual Training EJ session**

- Session on May 12 (day 2), 2:15-3:45 Eastern.
- Paula will reach out to Chitra and Piyachat to see if they could give the same presentation.
- Could also have someone speak on EPA's Smart Sectors.
- Interest in hearing about EJ-related grants.
- Can look at who answered annual report EJ question for possible SBEAP panelists to share what they're doing.
- Could have someone from state EJ office speak on what they've done separately from SBEAP as long as it had small business focus.

❖ **Next workgroup call (monthly) – Wednesday, April 13, 2:00-3:00 Eastern**

❖ **Next Steps**

- **Lisa/Paula – Discuss Annual Training session with Chitra and Piyachat and plan session.**
- **Paula will send link to EJ grants.**



# U.S. Environmental Protection Agency Office of Environmental Justice

Chitra Kumar, Assistant Director  
Piyachat Terrell, Deputy Director

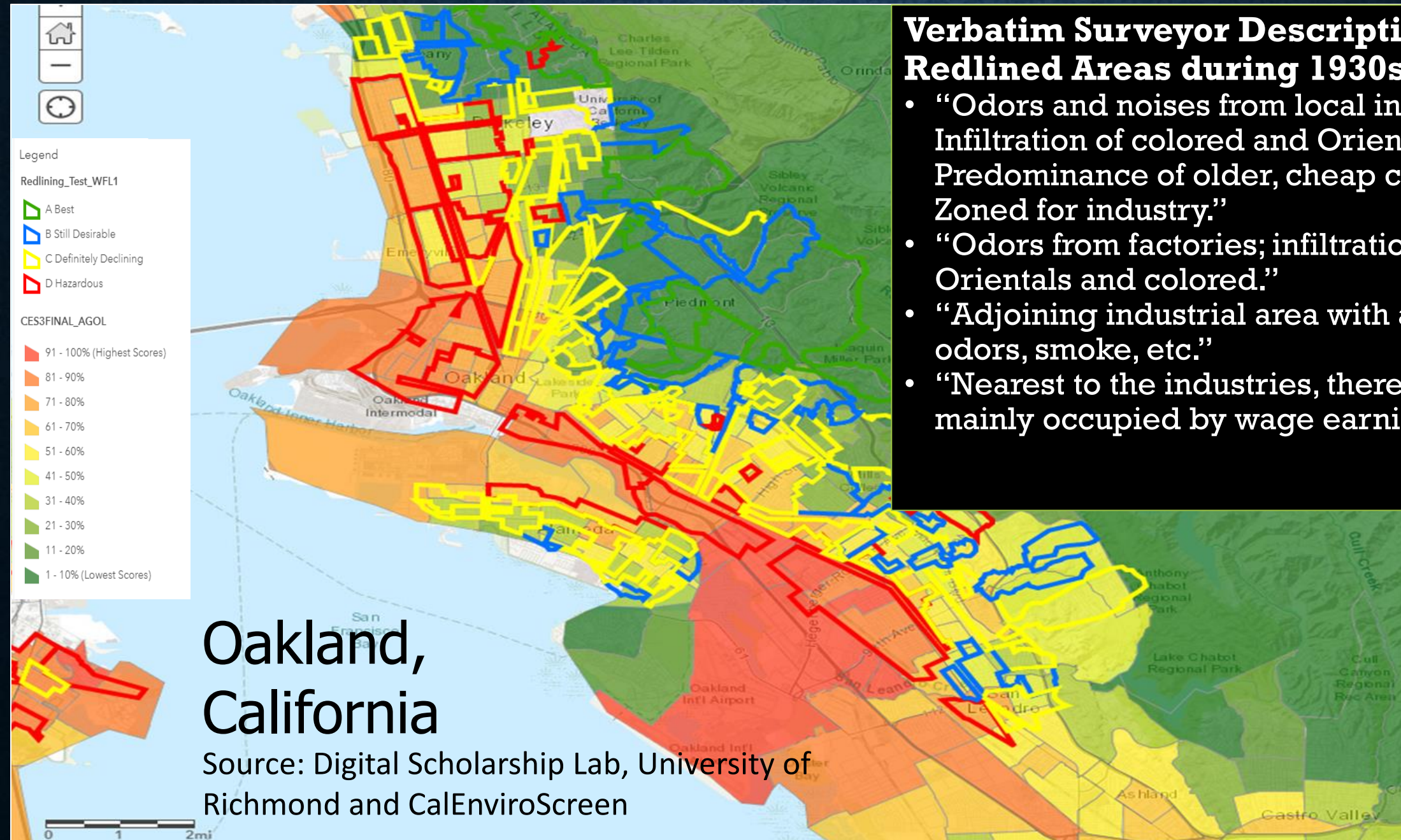
# HISTORICAL LEGACY OF EJ: REDLINING AND SYSTEMIC RACISM

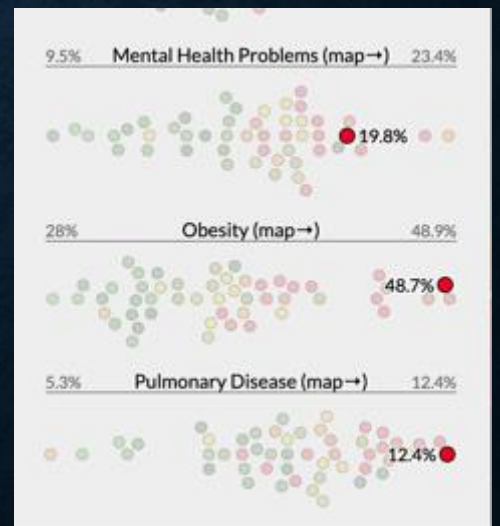
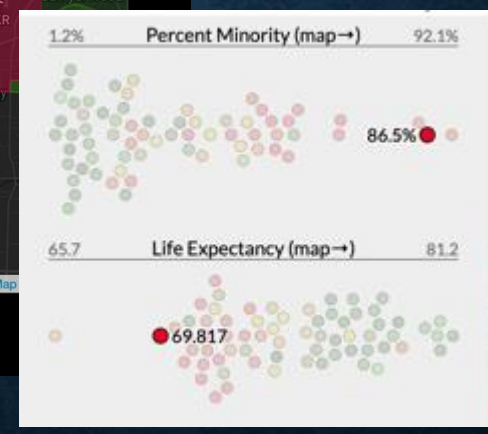
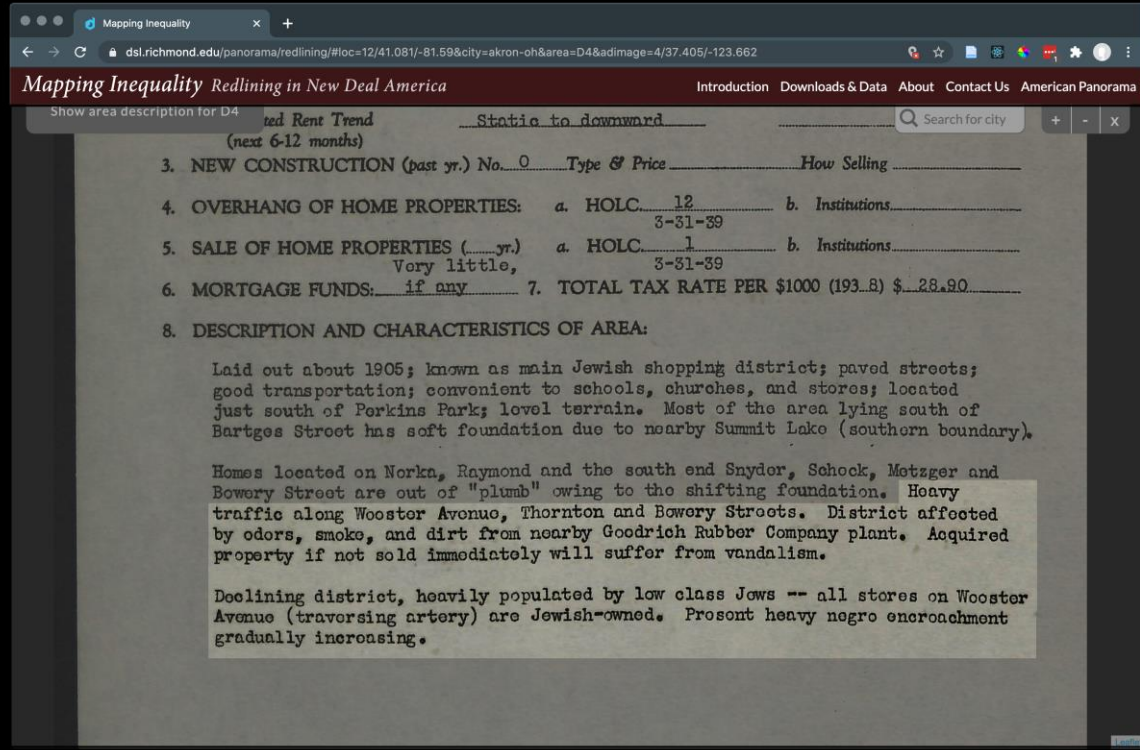
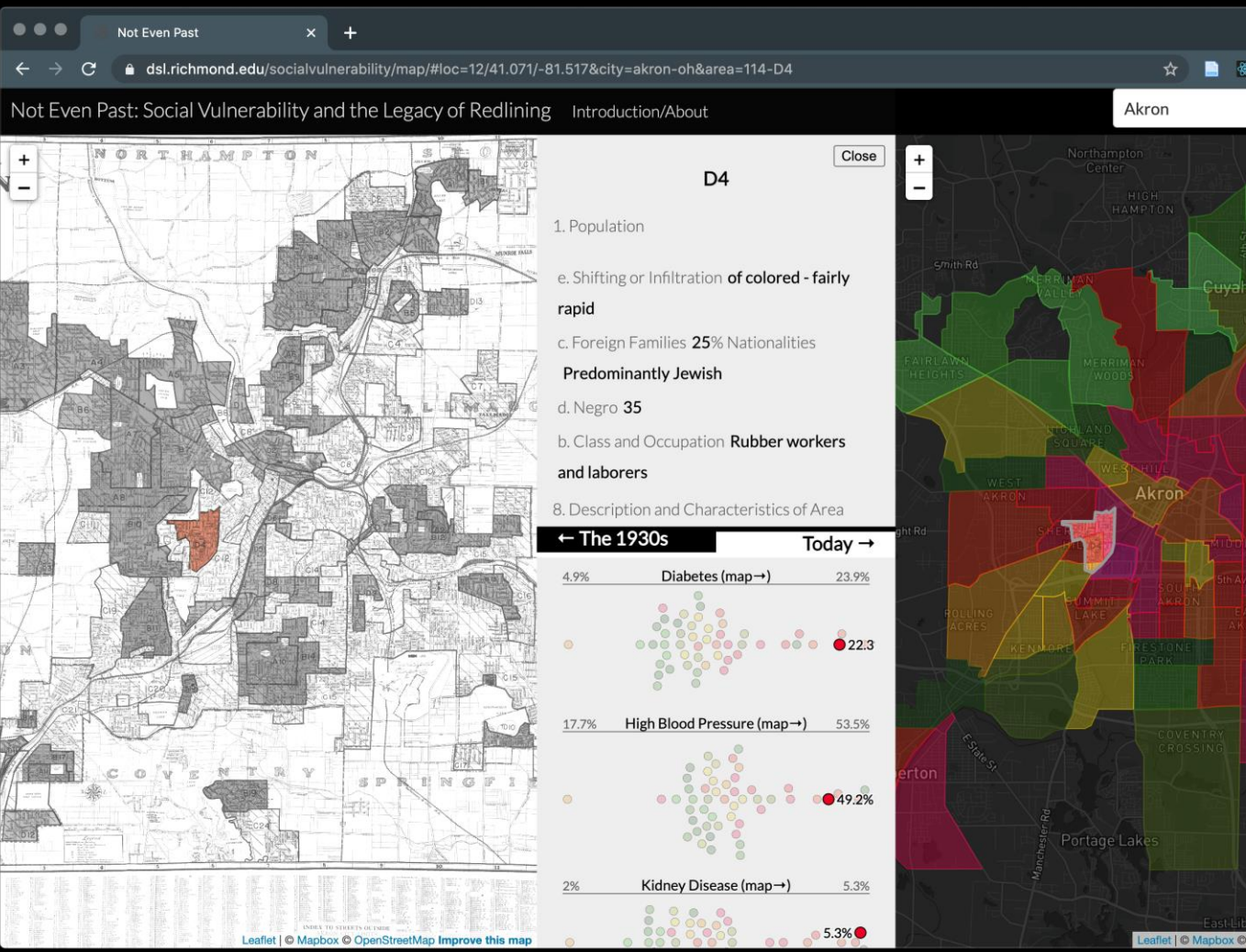
## Verbatim Surveyor Descriptions of Redlined Areas during 1930s:

- “Odors and noises from local industries. Infiltration of colored and Orientals. Predominance of older, cheap cottages. Zoned for industry.”
- “Odors from factories; infiltration of Orientals and colored.”
- “Adjoining industrial area with attendant odors, smoke, etc.”
- “Nearest to the industries, thereby being mainly occupied by wage earning families”

## Oakland, California

Source: Digital Scholarship Lab, University of Richmond and CalEnviroScreen







# SEPTEMBER 1982 WARREN COUNTY NORTH CAROLINA

to taken by Jenny Labalme  
ed to Saira Butt for her website



**Indigenous  
Environmental  
Network**

## Inequality

Unequal access to opportunities



## Equality?

Evenly distributed tools and assistance



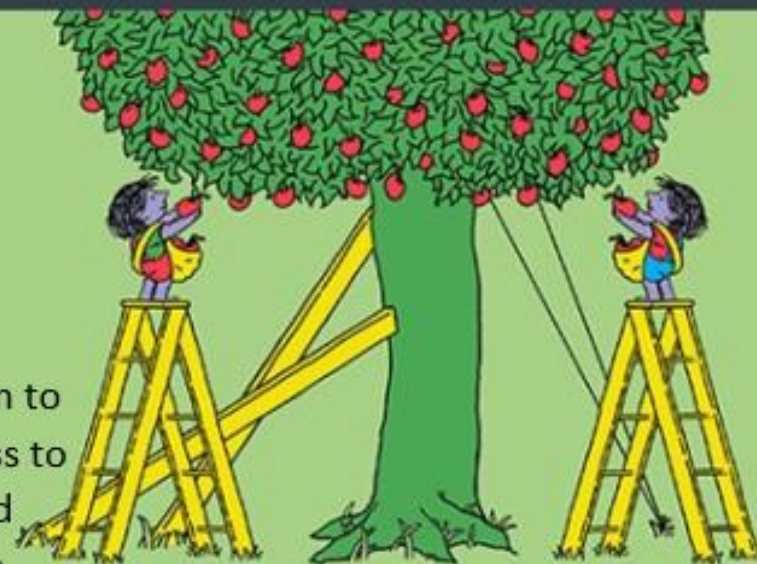
## Equity

Custom tools that identify and address inequality



## Justice

Fixing the system to offer equal access to both tools and opportunities



# History of Environmental Justice at EPA

## History of EJ at EPA

- **1992:** Office of Equity formed at EPA
- **Feb 16, 1994:** President Bill Clinton signs EO12898
- **1994:** Office of Equity becomes Office of Environmental Justice

## EPA's Definition of Environmental Justice

EPA defines “environmental justice” as the **fair treatment** and **meaningful involvement** of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.



inquirer.com/opinion/commentary/environmental-justice-executive-order-businesses-corporations-20210427.html

EJSCREEN Amazon.com: Prim... New National EJ Pr... EJ@EPA Environmental Justi... One EPA Workplace USA Performance Ethics Dashboard

The Philadelphia Inquirer

# How corporations can support environmental justice | Opinion

Many businesses already have tools at their disposal to promote environmental justice.

- **Environmental:** Permits for generation of hazardous material should have robust, demonstrable waste minimization commitments.
- **Human rights:** Ensuring freedom of association of whether to unionize, and ensuring workers a voice on the job.
- **Labor practices and “decent work”:** Ensuring fair labor practices and adherence to Occupational Safety and Health Administration requirements, alongside promoting workforce education for career development.
- **Economic:** Hiring from the zip code where a facility is located, which supports local sourcing of corporate needs.
- **Society:** Creating a forum for fence line or economically depressed communities to share concerns about projects and offer corporate investment into improved local standards of living.
- **Product responsibility:** Ensure that all permit limits are met, and industry standards are evaluated regularly for consistent implementation of state-of-the-art technology.



A general look at the old cement plant run by Eastern Concrete Materials and Schmitt Builders Supply, Thursday, April 25, 2019, seen from Secaucus, N.J., as the property at 1631 Paterson Plank ... [Read more](#)  
Julio Cortez / AP

by Kathy Beckett and Samantha Phillips Beers, For the Inquirer  
Published Apr 27, 2021

## Climate Safe Neighborhoods

May 5,  
2021,  
12:00 –  
1:00 pm  
EST

Learning about the [Climate Safe Neighborhoods Partnership](#) and how youth in two of Groundwork's Trusts, Groundwork Hudson Valley, and Groundwork Richmond, VA, and other places are leading the way in working closely with residents and stakeholders to organize, mobilize, and effect systems change to make communities more resilient to extreme heat and flooding.

[Recording of Climate Safe Neighborhoods Partnership Session](#)

(Captions in both English and Spanish; subtítulos en inglés y español)

[Transcript in English \(txt\)](#)

[Transcript in Spanish \(en Español\) \(txt\)](#)

## Pollution & Prejudice

June 10,  
2021,  
12:00 –  
1:00 pm  
EST

Learning about the [Pollution and Prejudice](#) project and how CalEPA's racial equity team designed a set of tools to explore the connection between racist land use practices of the 1930s and the persistence of environmental injustice. Understanding how environmental conditions are informed by legacy land use practices helps CalEPA to ensure equitable access to clean air, water, and land for all Californians through policy development and implementation.

[Recording of the Pollution and Prejudice project Session](#)

(Captions in both English and Spanish; subtítulos en inglés y español)

[Transcript in English \(txt\)](#)

[Transcript in Spanish \(en Español\) \(txt\)](#)

# EJ AND SYSTEMIC RACISM SERIES

## Redlining & Climate Crisis

April 6,  
2021,  
12:00 –  
1:00 pm  
EST

Reviewing a recent study on the correlation of redlined areas and the location of urban heat islands will discuss their participatory research on the spatial distribution of climate impacts, involving communities in measuring heat in cities. This interdisciplinary approach offers a compelling perspective on how scientists and residents seek to address disproportionate vulnerability emerging from climate change.

[Recording of the Redlining and the Climate Crisis Session](#)

(Captions in both English and Spanish; subtítulos en inglés y español)

[Transcript in English \(txt\)](#)

[Transcript in Spanish \(en Español\) \(txt\)](#)

## Mapping Inequality

March 4, 2021,  
12:00 –  
1:00 pm  
EST

Highlighting [The Mapping Inequality Project](#), a unique collaboration on redlining and current environmental challenges that provides publicly accessible digitized versions of redlining maps for about 200 cities. This project has generated trailblazing work in the area of EJ and systemic racism. Two of its founders will discuss the genesis, philosophy, methodology, and impact of this game-changing project.

[Recording of the Mapping Inequality Project Session](#)

(Captions in both English and Spanish; subtítulos en inglés y español)

[Transcript in English \(txt\)](#)

[Transcript in Spanish \(en Español\) \(txt\)](#)



# Plan EJ 2014

## Legal Tools



EJ Legal Tools is a resource for federal agencies to consider in advancing environmental justice.

## EPA Policy on Environmental Justice for Working with Federally Recognized Tribes and Indigenous Peoples



## Promising Practices for EJ Methodologies in NEPA Reviews

Report of the Federal Interagency Working Group on Environmental Justice & NEPA Committee



Working together towards collaborative and innovative solutions

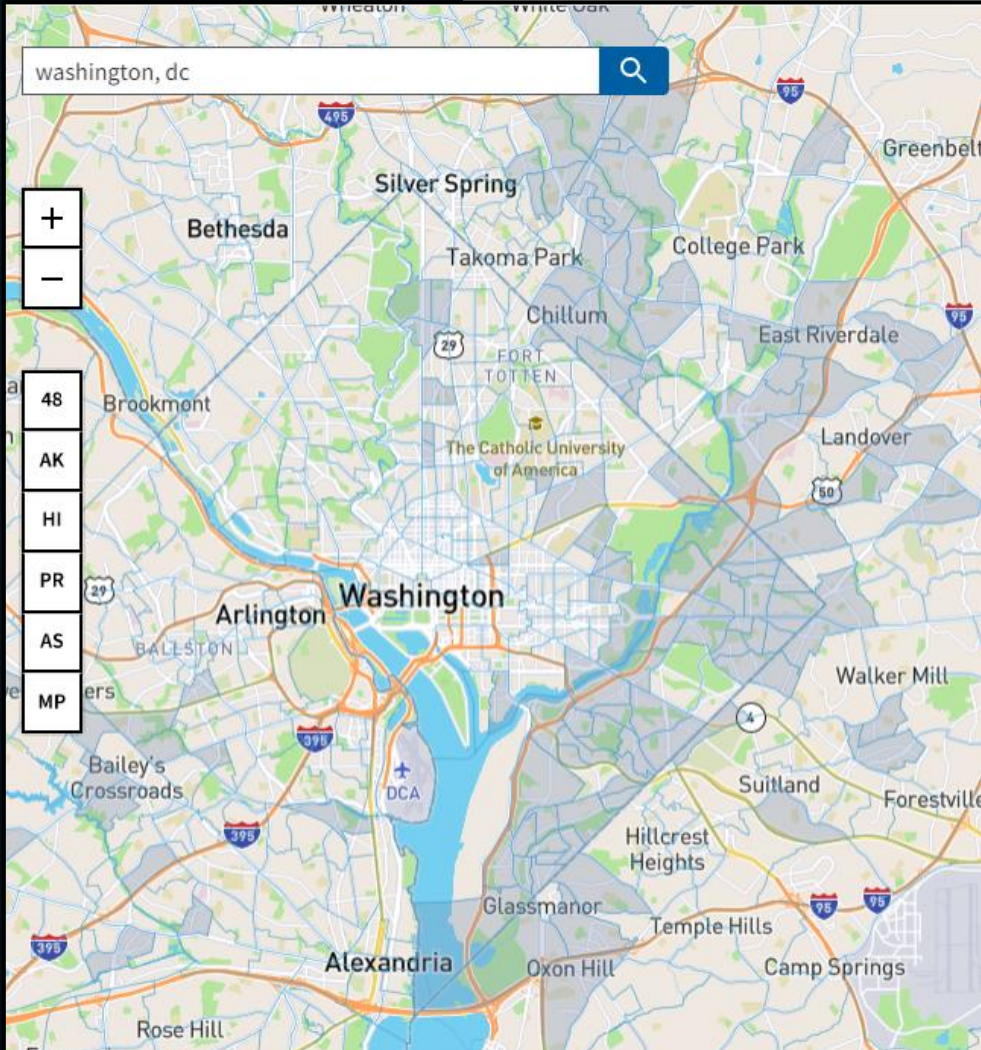
MARCH 2016


USDA



# Executive Order on Tackling the Climate Crisis at Home and Abroad

JANUARY 27, 2021 • PRESIDENTIAL ACTIONS

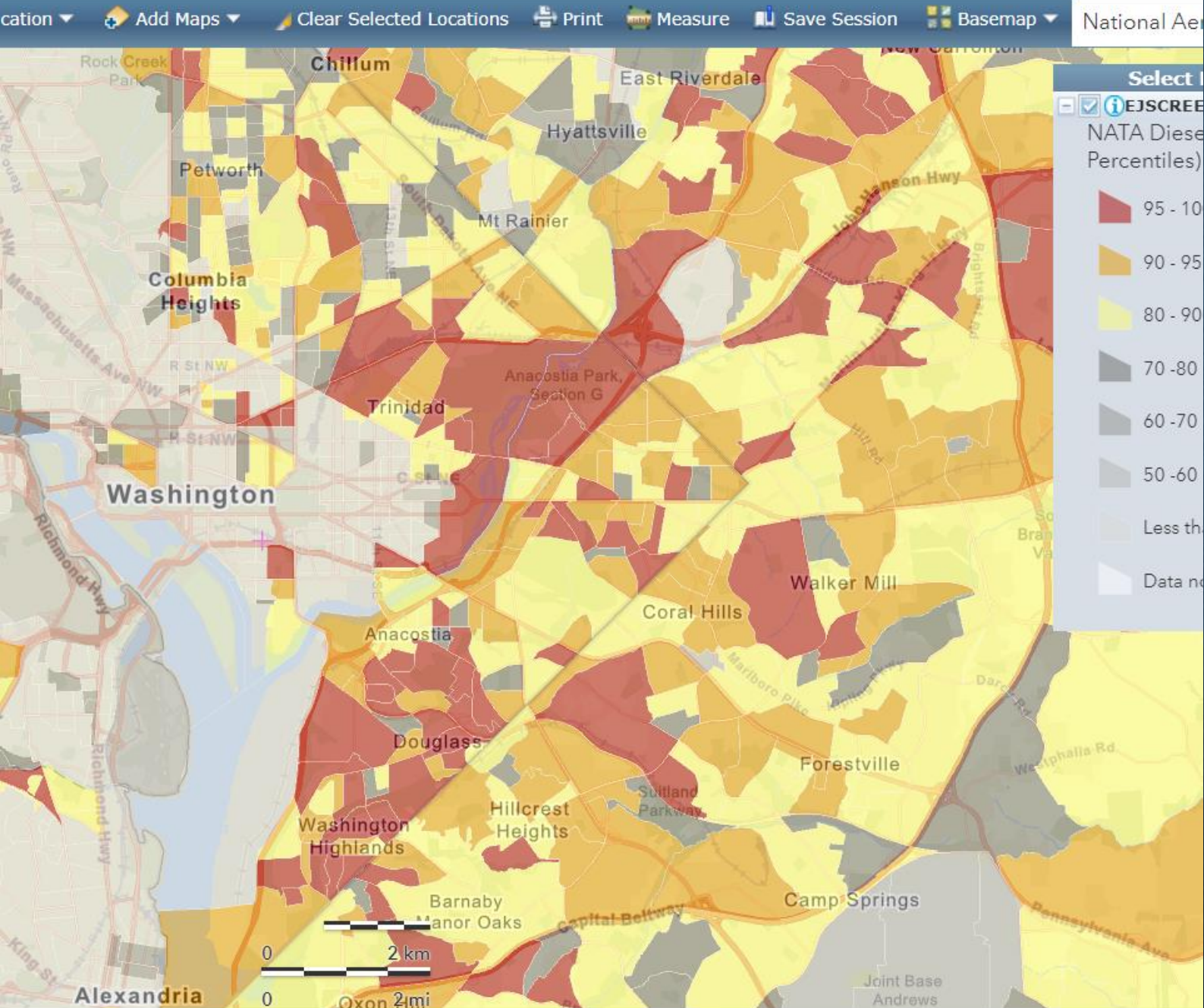


 Climate and Economic Justice  
Screening Tool **BETA**

## Explore the tool

Use the map to see communities that are disadvantaged. The map uses publicly-available, nationally-consistent, datasets. Learn more about the methodology and datasets that were used to identify disadvantaged communities in the current version of the tool on the [Methodology & data](#) page.

- Justice40 – 40% of the resources of certain programs to flow to disadvantaged communities
- Climate and EJ Screening Tool (CEJST)
- EJ Scorecard



# EJSCREEN TO PRIORITIZE ACTIVITIES

- Look across all 11 indexes or at specific relevant indexes or indicators
- Look at all places at or above thresholds for all indexes
- 80<sup>th</sup> percentile = 34% of the country
- 90<sup>th</sup> percentile = 23%
- 95<sup>th</sup> percentile = 14%



# **EPA'S PARTNERSHIP WITH NAIL SALON TECHNICIANS AND OWNERS**

Available in:

English

Chinese

Vietnamese

Korean

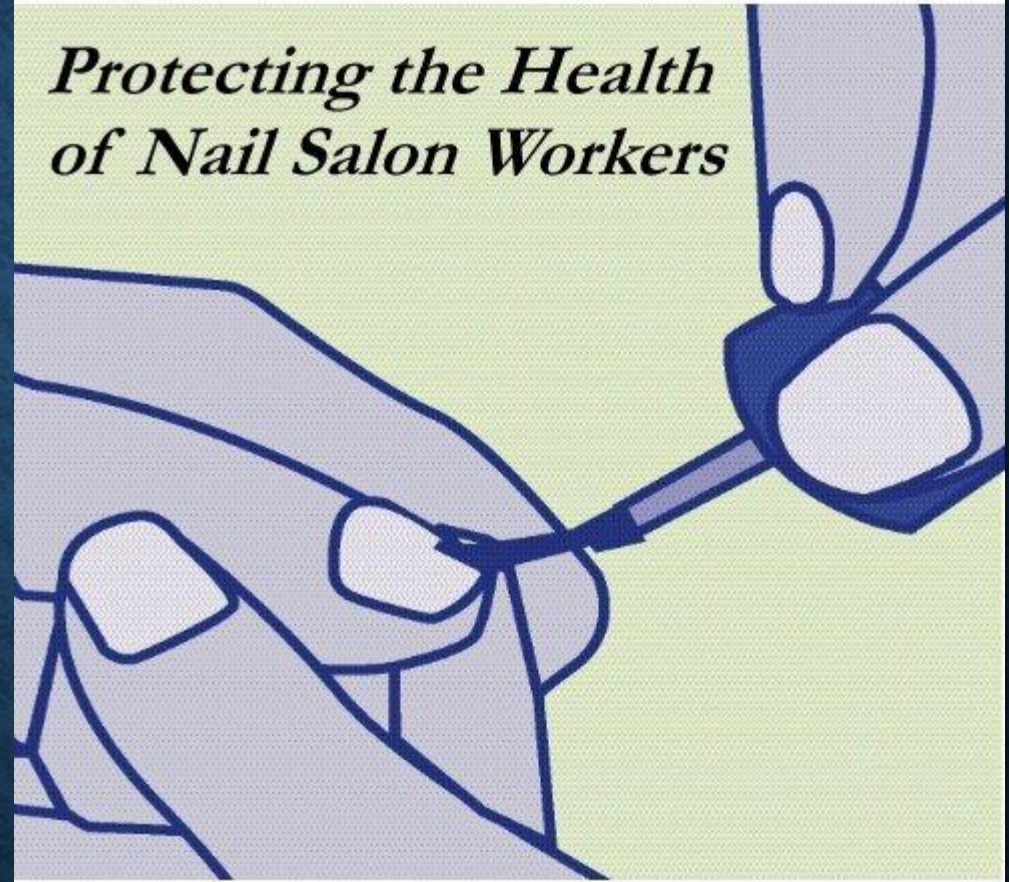


United States  
Environmental Protection  
Agency

Office of Pollution  
Prevention and Toxics

EPA no. 744-F-07-001  
March 2007

## *Protecting the Health of Nail Salon Workers*



*UPDATED MARCH 2007*



*Liên Hiệp Ngành Móng Tay Lành Mạnh*

- Goal is to address health, environmental, reproductive justice, and other social issues faced by its low-income, female, Vietnamese immigrant and refugee workforce.
- Members include nail salon workers and owners.
- The Collaborative also has organizational members.



# SAN FRANCISCO HEALTHY NAILS PROGRAM

[Find a Healthy Nail Salon near you ►](#)

[Become a Healthy Nail Salon ►](#)



**NAIL SALONS  
HAIR SALONS  
AUTO SHOPS**

# **EDUCATION AND OUTREACH**

Disclosure of Lead-Based Paint  
Hazards in Housing (Chinese)

Compliance Assistance For Dry  
Cleaners (Korean)

Protect Yourself from Pesticides: Guide  
for Agricultural Workers (Hmong)

Automotive Refinishing Safety  
Information, Best Practices Training

Thanks! and Contact Info

Chitra Kumar

[Kumar.chitra@epa.gov](mailto:Kumar.chitra@epa.gov)

Piyachat Terrell

[Terrell.Piyachat@epa.gov](mailto:Terrell.Piyachat@epa.gov)

# **April 2022 NSBEAP EJ Workgroup**

**April 13, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1:
- Region 2:
- Region 3:
- Region 4: Donovan Grimwood (TN), Tony Pendola (NC)
- Region 5: Todd Nein (OH)
- Region 6: Cheryl Dirck (OK)
- Region 7: Nancy Larson (KS), Lynelle Ladd (KS), Chris Christensen (IA)
- Region 8:
- Region 9: Liz Futch (NV)
- Region 10:
- EPA:

## **❖ Agenda repair - None**

## **❖ March minutes – Approved and added to Google Drive.**

## **❖ NEJAC - EPA website now says to check back January 2023 for vacancies and nominations.**

## **❖ Annual Training Session**

- Zoom meeting
  - Everyone permanently muted. Raise hand to be unmuted.
  - Everyone will be able to see chat and attendees.
  - Will use waiting room, so make sure you sign in with full name.
  - Guest speakers also need to register. Can register for whole day or just their session.
- Speaker: Matthew Tejada, EPA Office of Environmental Justice
  - Tony was on call with him. Asked follow-up question and invited him to speak.
  - Poll of possible questions sent to SBEAP Main. Will share results with workgroup and choose three to provide ahead of time. Will be time for participants to ask additional questions afterwards.
- Session facilitation
  - Lisa will facilitate session, manage time, etc.
  - Tony introduce Mat.
  - Nancy will handle unmuting and monitor Q&A.

## **❖ State EJ policies**

- Need to define EJ and determine metrics.
- Recommendation to get sample EJ policies from state agencies.
- Identify commonalities in policies.
- **To do: Workgroup reps connect with agencies in your state to request EJ policies and bring to June meeting. Any connections with the SBEAPs?**

❖ **Upcoming speakers**

- SBA Community Navigator (NH) – Sara contacted. Will attend future call.
- Lisa to join call with Nancy L. and Carol Baillie, EPA OECA / grant officer for compliance assistance centers and LGEAN, on her work and research on EJ.

❖ **Next workgroup call (monthly) – Wednesday, June 8, 2:00-3:00 Eastern**

**Note: No call in May due to Annual Training.**

❖ **Next Steps**

- Lisa – Collect poll results for Annual Training Questions and share with workgroup for final selection.
- All – Ask your agency if they have an EJ policy and bring to June meeting. Note any connections with the SBEAP if applicable.

# **June 2022 NSBEAP EJ Workgroup**

**June 8, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

❖ **Roll Call –**

- Chair:
- Region 1: Sara Johnson (NH)
- Region 2:
- Region 3: Nancy Crickman (PA), Jeremy Hancher (PA), Samantha Harmon (PA)
- Region 4: Donovan Grimwood (TN)
- Region 5: Todd Nein (OH), Emilie Eskridge (OH), Jenifer Dixon (MI), Renee Bashel (WI), Deb Jacobson (IL)
- Region 6: Lloyd Kirk (OK)
- Region 7: Nancy Larson (KS)
- Region 8:
- Region 9:
- Region 10:
- EPA: Paula Hoag

❖ **Agenda repair**

❖ **April minutes –** Added to Google Drive.

❖ **Annual Training Session Debrief**

- General discussion on the EJ topic at the Annual Training. Noted that presentation from Matthew Tejada had great information and much of it felt very new and fresh. Great to hear directly from the director of the Office of EJ.
- Jenifer noted that she was already seeing positive impacts of focus on EJ in communities and through state interactions. Previously it had felt siloed, but now EPA appears more accepting of potential rule restrictions and is more willing to work with states on how to achieve solutions.
- Sara noted that their Brownfields group had received more outreach and more funding. However, also noted that there were still some silo issues and unbalanced representation of some groups on the workgroup, though progress is being made in those areas to break down silo issues.
- Discussion of one of the items from Matthew Tejada's presentation on Regional Community Navigator Centers that act as spoke and hub structures for EJ outreach and action in communities. Noted they were seeking partners and connected with NEJAC.

❖ **State EJ policies**

- Todd would like to hear from more states as to what impacts and actions have been taken at a state level in relation to EJ.
- Suggestions: Develop some action items/deliverables/outcomes for workgroup that can be used as metrics and something to be shared with NSC/states. Suggestion of developing a draft EJ

policy for states without one based on commonalities between those that do. Jenifer noted that MI has been doing a lot of EJ work but does not currently have a direct policy in place.

- Some states have a policy in place, but it is more for image than substance.
- PA has had an EJ policy since 2004 and it is very robust, demonstrating good integration.

❖ **Next workgroup call (monthly) – Wednesday, July 13, 2:00-3:00 Eastern** - Guest speaker from NH: sustainability coordinator for SBDC in NH.

❖ **Next Steps**

- **Consider what action items/deliverables/outcomes for EJ workgroup are possible. What metrics can be applied to EJ workgroup?**
- **All – Ask your agency if they have an EJ policy and email it to Lisa. Note any connections with the SBEAP if applicable.**

# **July 2022 NSBEAP EJ Workgroup**

**July 13, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
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- Region 5: Todd Nein (OH), Emilie Eskridge (OH), Katie Lambeth (MI), Renee Bashel (WI)
- Region 6: Angela Hughes (OK)
- Region 7: Nancy Larson (KS)
- Region 8:
- Region 9:
- Region 10:
- EPA:
- Guest: Andrea O'Brien (NH Community Navigator Program)

## **❖ Agenda repair**

## **❖ June minutes**

## **❖ Guest speaker: Andre O'Brien, NH Community Navigator Program**

- Presentation recording: [https://youtu.be/Ph\\_2FDjG4VA](https://youtu.be/Ph_2FDjG4VA)
- Background
  - The NH Community Development Finance Authority was awarded a \$2.5 million grant from the [U.S. Small Business Administration](#) to launch the [NH Community Navigator Pilot Program](#). The program is designed to reduce barriers to accessing critical resources for small businesses, specifically for underserved businesses and communities.
  - As a community-based partner in the Community Navigator program, SBDC will focus on more effectively offering services to business owners of color. The work will focus on the southern NH region where there is a higher percentage of diverse communities.
  - Long-time SBDC business advisor [Andrea O'Brien](#) is the lead Inclusivity Project advisor. She will focus her expert every day advising and education more deeply within New Hampshire's communities of color. In addition to this new role, she will still support SBDC's Business Sustainability Program.
- Key takeaways from presentation
  - Community Navigator Project
    - Goal to address structural barriers to underserved small business development.
    - Andrea working on Inclusivity Project to focus on underserved communities. Don't exclude anyone but recognize they can do better job reaching out.

- Hub and spoke model – Community Development Finance Authority (CDFA) is hub and provides coordination, support, training, guidance, etc. to other organizations to build their capacity. Spokes include SBA, community liaisons, community partners and other assistance providers forming network of small business technical and financial assistance providers.
  - Community of Practice meetings – bring together communities and other partners to discuss tough topics such as equity.
  - Community liaisons (subcontracted) carry SBDC message. Refer people to SBDC and explain how it can help them. Also attend first meeting between SBDC and client.
  - Translating marketing materials. Partnering with translator service. Liaisons can also help.
  - Review Community Navigator web page to find out who in your state received funding and reach out to them.
- All states have SBDCs we can partner with. Also chambers and other organizations. Need periodic reminders of what SBEAPs do.
- Trusted relationships are crucial. Work through other groups/organizations your stakeholders trust. Messages can go through them for greater impact.
- Important to understand that you don't know everything about communities and equity issues. Training is important. Andrea may be able to share the training they had.
- Access to capital important for small businesses, especially those without intergenerational wealth.
- Success stories need to be relatable for minority populations.
- Need time to meet with clients outside normal business hours.
- Q&A / discussion
  - SBEAPs have similar challenges with getting word out to all people who need assistance and gaining the trust of the small business community.
    - Best outcomes come from making personal connections and creating relationships.
    - OH has minority assistance centers. Partner organizations such as the Urban League, State Hispanic Coalition and cities with minority outreach programs can share SBEAP information since they already have trusted relationships.
    - Andrea works with community liaisons that connect her with communities.
  - Translations
    - Andrea: SBDC has translated promotional materials. Now has a budget for doing translations.
    - PA working on grant equity, including translations. Using Microsoft to translate in Word. Online applications can be displayed in any language. Need professional services for written translations.
    - TN has contractor for translation services.
    - Automatic translation services don't always work well.
    - Technical terms can be difficult to translate. Translator may not fully understand.
    - Plan for meetings to take twice as long when communicating through translators.
  - SBEAPs should work with local SBDCs, chambers of commerce, etc.
    - PA SBEAP is housed in an SBDC. Always doing outreach to SBDCs across state about program due to frequent turnover.
    - Andrea works a lot with Sara in NH SBEAP.
    - SBDCs need to know how environmental performance impacts businesses. For example, energy efficiency helps a business' bottom line. Need frequent training on sustainability issues.
    - SCORE is also connected to SBDCs.
    - TN has Smart Start program that walks through how to start a business.

- Inclusivity training for NH SBDCs
  - Andrea felt it was very helpful and eye opening.
  - SBEAPs can connect with her Andrea's contact (Michelle) to see if SBEAPs can get access.
- Reach out to your state Community Navigator program
  - Every state received grant award for the program.
  - Website shows which organizations received funding and how much.
  - Programs would want to know about SBEAPs.

❖ **Next workgroup call (monthly) – Wednesday, August 10, 2:00-3:00 Eastern**

❖ **Next Steps**

- **Consider what action items/deliverables/outcomes EJ workgroup wants to pursue. What metrics can be applied?**
- **All – Ask your agency if they have an EJ policy and email it to Lisa. Note any connections with the SBEAP if applicable.**

# **August 2022 NSBEAP EJ Workgroup**

**August 10, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1: Sara Johnson (NH)
- Region 2:
- Region 3: Jeremy Hancher (PA), Samantha Harmon (PA)
- Region 4: Donovan Grimwood (TN), Tony Pendola (NC)
- Region 5: Jenifer Dixon (MI), Renee Bashel (WI), Samira Deeb (OH)
- Region 6:
- Region 7: Nancy Larson (KS), Chris Christensen (IA)
- Region 8:
- Region 9:
- Region 10:
- EPA: Paula Hoag, Elnora Thompson

## **❖ Agenda repair**

## **❖ July minutes - Approved**

## **❖ Follow-up on NH Community Navigator Program Presentation**

- Recording posted on NSBEAP website's YouTube channel: [https://youtu.be/Ph\\_2FDjG4VA](https://youtu.be/Ph_2FDjG4VA)
- Recording sent to SBEAP Main.

## **❖ EPA Technical Assistance Centers**

- Funding opportunity just announced: [The Environmental Justice Thriving Communities Technical Assistance Centers Program | US EPA](#)
- Six to eight grants to establish technical assistance centers across the nation providing technical assistance, training, and related support to communities with environmental justice concerns and their partners – help cut through red tape.
- See web page for informational webinars. Lisa will watch.
- Recipients will be managing funds. Sounds similar to Environmental Finance Centers which act as conduits for funding to connect communities to resources but are not EJ-focused.
- Fits well with Community Navigator Program.

## **❖ State EJ policies**

- States need to have Title VI coordinator / policy to get EPA grants after January 1.
- Is there a webinar on Title VI policy?
- Lot of questions:

- Will EPA be auditing Title VI compliance?
- Do grant recipients have to prove compliance as part of their grant documents?
- How will this affect current grant holders?
- Will it only apply to future grant cycles?
- Most EPA funding goes to states, but some goes to contractors. Does this apply to vendors too?
- If states are doing “pass through” funding, is a plan required?
- Current EPA Title VI and EJ page doesn’t talk about funding.
- EPA should publish a list of “must haves” for Title VI compliance.
- PA has Language Access Plan. Will be different for each state agency, because federal regulations vary. Sam is involved.
- Group should continue sending their state’s EJ policies to Lisa if they have them.

❖ **National SBEAP web page**

- Group in favor of creating EJ page on national website.
- Post recordings of presentations.
- MI working on toolkit for industry to use when outreach is needed. Jenifer will share after final approval.
- Group in favor of becoming a permanent subcommittee so we can have subcommittee web page. Donovan is all for it. Will bring to next NSC call.
- Web page basics
  - Have similar format as other subcommittee pages.
  - Not text heavy
  - Post webinars, mission statement, what EJ is, workgroup minutes, resources, etc.
- Lisa will draft outline for web page.

❖ **EPA EJ**

- EPA is changing public notification for synthetic minors. Will impact smaller businesses.
- Any way for business to get “credit” when engaging in EJ actions with communities that could be substitute for formal hearings?
- No rules on how to address EJ from EPA, but if states don’t address it then EPA might, and it will be harder.

❖ **Next workgroup call (monthly) – Wednesday, September 14, 2:00-3:00 Eastern**

❖ **Next Steps**

- **Lisa will watch EPA webinar on Technical Assistance Center grants.**
- **Jenifer will send MI industry toolkit when approved.**
- **All – continue sharing any state/agency EJ policies. Also include Title VI policies.**
- **Lisa and Donovan will propose making workgroup a permanent subcommittee at next NSC meeting.**
- **Lisa will draft EJ web page outline.**

# **September 2022 NSBEAP EJ Workgroup**

**September 14, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

## **❖ Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1:
- Region 2:
- Region 3: Jeremy Hancher (PA), Samantha Harmon (PA)
- Region 4: Tony Pendola (NC)
- Region 5: Jenifer Dixon (MI), Renee Bashel (WI), Debra Jacobson (IL)
- Region 6:
- Region 7: Allison Crowther (KS)
- Region 8:
- Region 9:
- Region 10:
- EPA:

## **❖ Agenda repair – 2023 Annual Training session ideas**

## **❖ August minutes - Approved**

## **❖ Title VI Civil Rights info**

- EPA's [Environmental Justice and Civil Rights in Permitting Frequently Asked Questions](#) document
  - Document posted but EPA not really talking about it.
  - Doesn't get into **how** states comply.
  - Suggestion to compile civil rights policies from our agencies to see how states are addressing this.

## **❖ EJ Subcommittee and web page**

- We are now officially a subcommittee! Approved by NSC.
- NSBEAP web page proposed structure (same format as other subcommittee pages):
  - Subcommittee mission statement
  - Definition of environmental justice
  - Overview of subcommittee
  - How to get involved / contact info
  - Minutes from subcommittee calls
  - Learn about environmental justice section – post webinar recordings, etc.
  - NEJAC involvement – if we get someone on council
  - Explore EJ resources for SBEAPs/SBOs –
    - Case studies (small business related)
    - Other assistance providers
    - Title VI Civil Rights Act compliance

- Translations
- Americans with Disabilities Act
- Regional EPA EJ contacts
- Discussion
  - Should link to EPA's EJScreen and state tools and explain how they can be used.
  - Maybe create section on "tips" or "best practices" instead of case studies.
  - PA can look for case studies. Lots of legacy pollution.
  - Jenifer will share MI **draft** EJ Business Toolkit.
- Divide up resource sections
  - Compliance tools (for SBEAPs/SBOs) – How to incorporate EJ into small business assistance efforts, ADA, translations, Title VI
  - Community tools (for externals) – Best practices for businesses in EJ areas, etc.

❖ **2023 Annual Training session ideas**

- Time to start planning.
- Introduce the subcommittee. Go through web tools.
- EPA EJ update on what has happened since last annual training.
- Hear from other states on what they're doing. Heard from MI and NC this year.
- Could send survey to states before training on what they're doing and present survey results. Ask if they're implemented anything they learned. Or use live polling (such as Poll Everywhere) which attendees can do on phone. Allison will check to see if KS still have Poll Everywhere.
- Hear from local tribe or learn about local EJ issues.
- Hear from Regional EPA or other states in the region working on EJ.
- Consensus that people are interested in learning more about the region. Does NV have an EJ coordinator? Tribal coordinator? Lisa will ask Chris about local EJ initiatives.
- How we're warning small businesses in EJ communities about what might be coming. How have larger businesses been impacted by EJ initiatives.

❖ **Next workgroup call (monthly) – Wednesday, October 12, 2:00-3:00 Eastern – Lisa may need to reschedule.**

❖ **Next Steps**

- **All – Send agency civil rights compliance policies to Lisa to compile by Oct 5.**
- **Lisa – Ask Chris if NV has EJ coordinator or tribal contact. Discuss featuring local EJ initiative at Annual Training. Let group know if help needed and include deadlines.**
- **Lisa – Divide up resources section of subcommittee web page outline.**
  - **Compliance tools (for SBEAPs/SBOs)**
  - **Community tools (for externals/businesses)**
- **PA – Look for EJ case studies in state.**
- **Jenifer - Share draft web page on business tool kit.**
- **Allison – Check if KS still has Poll Everywhere.**

# **October 2022 NSBEAP EJ Workgroup**

**October 12, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

❖ **Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1:
- Region 2: Maxwell Graham (NJ)
- Region 3: Samantha Harmon (PA)
- Region 4:
- Region 5:
- Region 6:
- Region 7: Nancy Larson (KS)
- Region 8:
- Region 9:
- Region 10:
- EPA: Paula Hoag, Elnora Thompson

❖ **Agenda repair – Working with ASDBU**

❖ **September minutes - Approved**

❖ **New subcommittee member Maxwell Graham – welcome and introduction**

- New SBEAP staff in NJ.
- Will be working on a grant studying pollution prevention at food production facilities with an emphasis on EJ.

❖ **How can ASDBU/Paula work with the subcommittee?**

- Question if ARSBLs are being phased out since there are only a couple active ones right now.
  - Paula indicated that it has been hard to recruit new ARSBLs since everyone is busy and this is a big ask.
  - They are air contacts, not multimedia. Not best contact for EJ.
  - The role has never been a full-time position.
  - Paula working with air office to get contacts on website up to date.
- Connect with regional EPA EJ coordinators.
  - Don't know how they will be impacted by new EPA EJ office.
  - Rhonda's office (OAQPS) also does a lot on EJ.
  - Many other EPA offices are incorporating EJ.
- ASDBU working a lot on translations.
  - Puerto Rico is struggling to meet SBEAP needs and needs more translated.
  - NSBEAP website has foreign language page:  
<https://nationalsbeap.org/compliance/foreign-language>. Also uses Google Translate.  
Not finding a lot of other resources out there.

- Translate top compliance assistance resources. Maybe survey SBEAPs to see what those are and which languages are needed.
- Department of State would have language data.
- Could ask EPA regional EJ coordinators about the most common businesses they see in EJ communities.
- Does EJ Screen include information on industries? If so, probably just the large ones.
- EPA is starting to look more at minor sources.
- Possibility that EPA could pay for translations. Could also help with cultural sensitivity.

❖ **National SBEAP EJ web page review and next steps**

- Web page is now live, just an intro and outline right now.
- Viewed the page and discussed what resources needed to fill in categories.
- Suggestion to include additional section with EPA info, including an explanation of how to use EJ Screen.
- Suggestion to change “case studies” to “tips and tricks.”

❖ **Title VI state agency policies**

- Haven’t received anything from subcommittee members.
- KS has a Title VI policy at each agency.

❖ **Annual Training session**

- Working with Chris on regional contact to discuss EJ issues in NV or the region.
- Also have an intro to the subcommittee and go through resources on our web page.
- Possible EPA EJ update.
- Could survey SBEAPs about languages spoken and common industries in EJ areas. Should tell people to think about it beforehand.
- Eric discussed EJ session at annual training planning call. Focus was on regional information along with wildfires and public health.

❖ **Next workgroup call (monthly) – Wednesday, November 9, 2:00-3:00 Eastern**

❖ **Next Steps**

- **All – Send agency civil rights compliance policies to Lisa.**
- **Lisa – Connect with Chris in NV again on annual training session ideas and local/state/regional contacts.**
- **Lisa/Nancy – Add section on EPA on NSBEAP subcommittee page.**
- **Lisa – Combine cumulative notes for subcommittee page. Add other resources we’ve talked about to fill in sections.**

# **November 2022 NSBEAP EJ Workgroup**

**November 9, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

❖ **Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1: Sara Johnson (NH)
- Region 2: Maxwell Graham (NJ)
- Region 3: Samantha Harmon (PA), Jeremy Hancher (PA)
- Region 4: Tony Pendola (NC)
- Region 5: Renee Bashel (WI), Samire Deeb (OH), Emilie Eskridge (OH)
- Region 6:
- Region 7: Nancy Larson (KS)
- Region 8:
- Region 9: Sydney Boogaard (AZ)
- Region 10:
- EPA: Paula Hoag

❖ **Agenda repair – None**

❖ **October minutes - Approved**

❖ **New subcommittee member Sydney Boogaard – welcome and introduction**

- New SBEAP staff for Maricopa County, AZ.

❖ **Title VI state agency policies**

- NH now has external facing Title VI web page. Will share with group. Also now have translation option.

❖ **Annual Training session**

- Will probably have hour and a half.
- Chris and Eric reached out to NV tribal environmental coordinator and EPA Region 9 EJ contact about speaking at the training but haven't gotten responses.
- NV Division of Environmental Protection doesn't have any EJ-specific initiatives.
- Paula will find a good contact for EPA Region 9 EJ office and reach out to them too.
- Other session ideas
  - Reach out to new EPA EJ office for update on changes from last year.
  - Survey attendees on common languages spoken and which sectors they're common in. Could help decide what materials need translations. Could do before training and present results or during training. Use visuals like word clouds to show results.
  - Could also present results on EJ question from annual report if data is ready.
  - Ask Chitra and Piyachat from EJ office to speak on nail salon and other initiatives.
  - Discussion on NEJAC. But doesn't sound like they have much going on. [National Environmental Justice Advisory Council | US EPA](#), [Administrator Regan Response to NEJAC 100 Day Letter \(epa.gov\)](#)

- Walk through new version of EJScreen and demonstrate how SBEAPs could use it. [EJScreen: Environmental Justice Screening and Mapping Tool | US EPA](#)
- Examples of how SBEAPs have used EJScreen. Ex: Sara uses to prioritize site visits. However, not great data on rural NV.
- Update from Paula's office – Don't have anything specific to discuss but could talk about how we could work together.
- Info on what OECA is doing and how we can help small businesses in EJ communities to bring them into compliance. How they can help us target our outreach.

❖ **National SBEAP EJ web page**

- Web page is live, just an intro and outline right now.
- Lisa hasn't had time to start filling the page with resources we've discussed. Will try to make progress before next call.

❖ **Webinars**

- Justice 40 and technical assistance providers webinar Oct 20 – did anyone attend? Jeremy and Tony attended. Not too relevant to us. Had four technical assistance providers, mostly networking.
- Maxwell attended EPA training on EJScreen. Showed a couple ways to look at climate and socioeconomic data at same time. Socioeconomic indicators based on income, education, demographic info.
- Webinar on cumulative impacts coming up. May be relevant.

❖ **Next workgroup call (monthly) – Wednesday, December 14, 2:00-3:00 Eastern**

❖ **Next Steps**

- **Lisa/Nancy – Work on populating web page.**
- **Sara – Share link to NH's new Title VI page.**
- **Paula – Look into who is best EJ contact at Region 9 and reach out for annual training speaker.**

# **December 2022 NSBEAP EJ Workgroup**

**December 14, 2022 2pm – 3pm (Eastern)**

**Mission: Explore how SBEAPs can address environmental justice (EJ) concerns in their states through small business assistance.**

❖ **Roll Call –**

- Chair: Lisa Ashenbrenner Hunt (WI)
- Region 1: Sara Johnson (NH)
- Region 2:
- Region 3: Samantha Harmon (PA), Jeremy Hancher (PA)
- Region 4: Tony Pendola (NC)
- Region 5: Renee Bashel (WI), Emilie Eskridge (OH), Deb Jacobson (IL)
- Region 6:
- Region 7: Nancy Larson (KS)
- Region 8:
- Region 9: Sydney Boogaard (AZ), Kat Olson (NV)
- Region 10:
- EPA: Paula Hoag

❖ **Agenda repair – ECOS EJ work group**

❖ **November minutes - Approved**

❖ **New subcommittee member Kat Olson – welcome and introduction**

- New SBEAP staff for NV working with Chris.
- Hazardous waste and pollution prevention specialist with interest in EJ.

❖ **Annual Training EJ session**

- Still trying to find someone to speak on local EJ topic but should establish a backup.
- Backup ideas:
  - Administrator Regan – request as keynote or to introduce EJ session. Paula will put in request. Tony also has a contact in the administrator's office and can reach out.
  - Request someone from EPA EJ headquarters. Discuss on how SBEAPs could partner with EPA. – May not be ready yet. Have a lot on their plate since it's a new office.
  - OECA – Nancy and Paula like this idea.
  - AA Janet McCabe – May speak if Admin. Regan is unavailable.
  - EJ nonprofits in area – Earth Justice - Keeping Lake Tahoe Blue, Climate Reality Project, Tahoe Conservancy. Earth Justice talks about small business.
  - SBA EJ local contact. Could do panel of agencies working on EJ.
  - EJScreen training, showcase how it can be used.
  - Supreme Court affirmative action case – but may not be out yet.

❖ **Web page next steps**

- Add link to main EPA EJ page and EJScreen with descriptors. Move to top of resources list.

- Move Title VI civil rights up after other EPA links. States will need to self-certify they meet the requirements starting January 1. Will probably be handled at higher level in agencies than SBEAPs.
- Add link to EPA grants.
- Case studies – national examples better than state examples.

❖ **MI Community Engagement Toolkit – Draft**

- High level information on how a business can engage with its community.
- Good start for developing EJ resources for businesses.
- Jenifer can talk about it at another meeting.

❖ **Request for EJ events – Paula has been asked for any events to highlight**

- Asian Americans, Pacific Islanders
- Community events we're participating in, events highlighting state work.
- Nancy knows of a couple of community events in 2023, will put on national SBEAP events calendar.
- If we hear of other events, should post them to SBEAP Main and Nancy will grab them.

❖ **WHEJAC**

- Jeremy shared email on WHEJAC nominations.

❖ **ECOS EJ work group**

- Donovan will be attending the ECOS EJ work group call on December 19.
- Let Donovan know if there are any ideas or comments you would like him to bring up.

❖ **Next subcommittee call (monthly) – Wednesday, January 11, 2:00-3:00 Eastern**

❖ **Next Steps**

- **Lisa/Chris/Paula – Continue working on finding speaker for Annual Training**
  - **Regional/state/local EJ or tribal contact**
  - **Administrator Regan for keynote**
  - **OECA**
- **Lisa/Nancy – Add EPA links to EJ web page**