# Environmental Justice and Equity 101 Workshop Agenda

## Supporting the NC E.O. 246 Initiative

**EJ 101 - Session 1: How Did We Get Here, and Can We Do Anything About It?**  
December 15, 2022

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<thead>
<tr>
<th>Timing (approx.)</th>
<th>Module</th>
<th>Speakers</th>
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| 9:00 a.m.       | 1.1: Welcome and Introduction  
  ● Welcome and framing  
  ● Aligning expectations  
  ● Introductions  
  ● Ground rules       | Jimmie Bellamy  
  Vernice Miller-Travis  
  Dr. Maria Estrada  
  Sarah Malpass         |
| 9:30 a.m.       | 1.2: Why does environmental justice exist and how can we talk about it?  
  ● Why do disparities exist today?  
  ● Working from an equity mindset  
  ● Untangling the word “racism” / four levels of racism  
  ● Understanding environmental racism  | Vernice Miller-Travis  
  Sarah Malpass           |
|                 | Agency Cohort Action Planning - Part 1: Sharing Pre-Work Reflections |                         |
| 10:50 a.m.      | 1.3: The origins and trajectory of the EJ Movement  
  ● Defining environmental justice  
  ● Intersectional nature of EJ  
  ● Key moments in the EJ Movement  
  ● Role of EJ communities in decision-making | Vernice Miller-Travis  |
| 11:00 a.m.      | Stretch and Snack Break                                               |                         |
| 11:15 a.m.      | 1.4: Understanding Power and Influence in the Workplace  
  ● Why do we need to understand power dynamics and influence?  
  ● Defining: power, privilege, unconscious power, power sharing  
  ● Understanding “power up” and “power down”  
  ● Power dynamics at the individual level  
  ● Identity wheel exercise  
  ● Power dynamics at the social/institutional level  
  ● Facilitated discussion on power dynamics as participants experience them at work and what power participants have to advance EJ  | Dr. Maria Estrada  
  Vernice Miller-Travis  
  Sarah Malpass           |
|                 | Agency Cohort Action Planning - Part 2: Reflections on Power and Influence |                         |
| 12:45 p.m.      | 1.5: Moderated Discussion & Closing  
  ● Recap and looking ahead  
  ● Action Planning Report Outs  
  ● Closing remarks          | Vernice Miller-Travis  
  Sarah Malpass              
  Jimmie Bellamy     |
| 1:00 p.m.       | Adjourn                                                                |                         |
# EJ 101 - Session 2: Building Our EJ Knowledge and Preparing for Success
## December 16, 2022

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<tr>
<th>Timing (approx.)</th>
<th>Module</th>
<th>Speakers</th>
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<tr>
<td>9:00 a.m.</td>
<td>2.1: Welcome and Introduction</td>
<td>Jimmie Bellamy Vernice Miller-Travis</td>
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<tr>
<td></td>
<td>● Welcome and framing</td>
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<td>● What we have planned</td>
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<td>● Ground rules recap</td>
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<td>● Participant reflections</td>
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<td>9:20 a.m.</td>
<td>2.2: The Statutory Basis for EJ Programs and Decision-Making</td>
<td>Vernice Miller-Travis Philip Wilson, Esq.</td>
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<td>● Selected Authorities, Resources and Guidances for State and Federal Agencies</td>
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<td>● Selected Legal Decisions</td>
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<td>● NC EJ Context</td>
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<td>● Facilitated discussion</td>
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<td>9:50 a.m.</td>
<td>2.3: Contemporary Issues in Environmental Justice</td>
<td>Sarah Malpass Vernice Miller-Travis</td>
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<td></td>
<td>● First generation EJ accomplishments</td>
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<td>● Second generation EJ opportunities</td>
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<td>● Operationalizing disproportionate impacts analysis</td>
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<td>● Cumulative impacts research at EPA</td>
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<td>● Connecting EJ practice to global and national issues</td>
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<td>● Additional contemporary issues</td>
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<td>● Charge for state agencies</td>
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<td>● Facilitated discussion</td>
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<td><em>Agency Cohort Action Planning - Part 3: Brainstorming on Opportunities for Change</em></td>
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<td>11:10 a.m.</td>
<td>Stretch and Snack Break</td>
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<td>11:25 a.m.</td>
<td>2.4: Building Trust and Engaging with EJ Communities</td>
<td>Vernice Miller-Travis Sarah Malpass</td>
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<tr>
<td></td>
<td>● Building trust and productive community relationships</td>
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<td>● Tips for relationship building</td>
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<td>● Connecting public participation to decision-making (IAP2 Spectrum)</td>
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<td>● Tips for equitable community engagement</td>
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<td>● Facilitated discussion</td>
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<td>11:50 a.m.</td>
<td>2.5: Preparing for Success &amp; Closing</td>
<td>Vernice Miller-Travis Sarah Malpass Jimmie Bellamy</td>
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<td><em>Agency Cohort Action Planning - Part 4: Preparing for Success</em></td>
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<td>● Agency Discussion Group Report Outs</td>
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<td>● Next steps for NC EO 246 and beyond</td>
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<td>● Group reflections</td>
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<td>● Closing</td>
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<td>1:00 p.m.</td>
<td>Adjourn</td>
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