



Department of the Interior

Draft Environmental Justice Strategic Plan Goals and Objectives

OCTOBER 2023

DRAFT ENVIRONMENTAL JUSTICE VISION
To provide outstanding management of the natural and cultural resources entrusted to us in a manner that is sustainable, equitable, accessible, and inclusive of all populations.
DRAFT STRATEGIC GOAL 1 AND OBJECTIVES
Institutionalize environmental justice within the Department and establish accountability for decisionmakers and practitioners as they apply environmental justice principles in policies, budgeting, decisions, activities, and processes.
1. Increase our employees' awareness and understanding of environmental justice
2. Solicit resources, support, and commitment from leadership to cultivate an enabling environment for their employees to advance environmental justice
3. Expand our employees' capacity and skillsets to build their ability to advance environmental justice through their work
4. Develop a structure to ensure that employees at all levels are held accountable for advancing environmental justice
DRAFT STRATEGIC GOAL 2 AND OBJECTIVES
Engage early and often with communities and Tribal Nations to support meaningful involvement, equitable decisions, better inform the Department's activities, and proactively address/involve environmental justice concerns.
1. Expand the Department's capacity to maintain and deepen relationships with communities and Tribal Nations
2. Build skills and capacity among our employees to deliver intentional, anticipatory, respectful engagement
3. Remove barriers and provide resources and opportunities for communities and Tribal Nations to engage with the Department
4. Maintain and model an open and ongoing dialogue with communities and Tribal Nations about how their input is appropriately addressed in our decisions
DRAFT STRATEGIC GOAL 3 AND OBJECTIVES
Identify, prevent, and mitigate environmental injustices, including adverse human health or environmental effects, in collaboration and coordination with communities and other partners.
1. Adjust actions, policies, programs, and program implementation to better account for environmental justice considerations to prevent injustices
2. Actively address the impacts of historical environmental and health injustices
3. Employ a whole-of-government approach to maximize benefits to and reduce burdens on communities and Tribal Nations
4. Build new and deepen existing partnerships to both broaden and localize our engagement

DRAFT STRATEGIC GOAL 4 AND OBJECTIVES

Leverage funding, training, educational and professional opportunities to empower efforts to build and sustain healthy, environmentally, and economically sound communities.

1. Identify and remove barriers that prevent communities and Tribal Nations from accessing and executing opportunities
2. Expand and improve technical assistance to communities and Tribal Nations
3. Create new and amend existing opportunities for outreach, communication, and accessibility for communities and Tribal Nations, and aim to increase available funding when possible
4. Work with communities and Tribal Nations to identify and deliver desired opportunities

DRAFT STRATEGIC GOAL 5 AND OBJECTIVES

Apply environmental justice principles in the Department's production, collection, and use of data, science, and research to benefit communities and better inform our decision making.

1. Identify data gaps and address those gaps
2. Employ diverse sources, methodologies, and perspectives, including Indigenous Knowledges, across our activities, and apply related findings in the Department's decision-making
3. Make the Department's research/data available and accessible to communities and Tribal Nations, as appropriate
4. Abide by respectful, ethical research and data practices, including confidentiality and data sovereignty