



Environmental Justice Council

Executive Summary Advancing Environmental Justice in the State of Oregon: Summary of Agency Needs

The following priorities have been identified to advance environmental justice in the State of Oregon based on Agency Annual Reports submitted in January 2024 for calendar year 2023.



Increase Funding and Budget Support

Increased funding is crucial to support environmental justice efforts. This includes budget support for staff positions, community engagement activities and events, community compensation for participation, legal costs, training, translation services, tools, and specific program initiatives.



Staff Capacity and Training

Increase staff capacity by funding new positions dedicated to environmental justice, as well as providing new and existing staff with the necessary training. Many natural resource agencies would benefit from staff dedicated to environmental justice to set and articulate a vision for environmental justice, develop agency-level policies and procedures, and support practices across teams. Providing new and existing staff with enterprise-wide, required training on diversity, equity, inclusion, accessibility, and belonging concepts will establish a level-setting foundation. This would enable agencies to build off this foundation with more advanced training in environmental justice (e.g. identifying communities, environmental justice assessments, environmental justice engagement strategies, etc.) and related training such as facilitation, conflict management, plain language, and culturally relevant communication.



Enterprise-wide Policies and Guidance

The establishment of enterprise-wide policies, associated funding, and clear statewide direction on contracts and contracting to address priorities such as language translation and interpretation, community engagement vendor contracting, community compensation for participation, and administrative and legal support. This comprehensive approach is essential for the effective implementation of environmental justice policies.



Leadership and Interagency Collaboration on Tools and Resources

It is important for agency leadership to consistently advocate for and resource environmental justice policies, opportunities for interagency collaboration, and guidance for staff.

State agencies currently participate in the DAS Office of Cultural Change quarterly DEI Cohorts which is a current example of interagency collaboration. Agency leadership continued participation in the DAS Office of Cultural Change quarterly DEI Cohorts can support this effort, but this alone will not address collaboration needs related to environmental justice.

Agencies need interagency collaboration to share resources, best practices, and tools to effectively engage with environmental justice communities including GIS and data collection tools, translation services, communication platforms, and outreach materials.

Coordination of agency community engagement also addresses concerns about overburdening community-based organizations and community member capacity when seeking feedback for public processes such as rule making, listening sessions, focus groups, etc.



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Summary

Oregon has sixteen natural resources agencies listed under House Bill 4077, and all the agencies listed below are required to submit annual reports to the Environmental Justice Council for the previous year in January the following year pursuant to [ORS 182.550](#).

They include:

- Department of Agriculture (ODA)
- Department of Environmental Quality (DEQ)
- Department of Land Conservation and Development (DLCD)
- Department of Geology and Mineral Industries (DOGAMI)
- Department of State Lands (DSL)
- Department of Forestry (ODF)
- Department of Fish and Wildlife (ODFW)
- Department of Energy (ODOE)
- Department of Transportation (ODOT)
- Oregon Health Authority (OHA)
- Parks and Recreation Department (OPRD)
- Public Utilities Commission (OPUC)
- State Fire Marshal (OSFM)
- State Marine Board (OSMB)
- Watershed Enhancement Board (OWEB)
- Water Resources Department (WRD)

Annual reports submitted in January 2024 for calendar year 2023 are available on the [Environmental Justice Council website](#) for review.

These agencies all demonstrated various levels of funding, staffing, and readiness to implement the Oregon standard of “meaningful involvement”. Specific details regarding agency needs can be found on each of the agencies respective 2023 annual reports.

This document is intended as an executive summary of the needs from most natural resources agencies. Each agencies needs may differ and are reflected in their individual annual reports.

2024 annual reports will be submitted in January 2025, and they are expected to be available on the Environmental Justice Council website no later than March 1, 2025 for activities covering calendar year 2024.