



Environmental Justice: Advancing Diversity, Equity, and Inclusion in the Ports Community

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Purpose and Contents

Decision-makers and partners in the Ports must leverage strategies for diversity, equity, inclusion and justice (DEIJ), including environmental justice (EJ) to ensure that implementing the strategies and initiatives that includes the full diversity of people who live in and contribute to the many ecosystems that make up the Ports. For the purpose of this resource, Diversity, Equity and Inclusion (DEI) are described in one section and Justice/Environmental Justice (EJ) are in another section. Each word in DEIJ are inseparable but distinct, therefore, it is important to understand best practices, approaches and how to leverage resources to be successful.

This presentation provides information about the relationship between DEI and EJ, some differences between them, and some examples.

Content

- Key Terminology
- Diversity, Equity and Inclusion
- Environmental Justice

Key Terminology

Diversity – The demographic mix of a specific collection of people, taking into account elements of human difference. For example: racial and ethnic groups, income, spectrum of built environment settings (rural to urban), faith communities, LGBTQ+ populations, people with disabilities, gender, relationship to the natural environment.

Equity – the promotion of justice, impartiality, and fairness within the procedures, processes, and distribution of resources. Tackling equity issues requires an understanding of the underlying or root causes of disparities within our society.

Inclusion– Refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. While a truly “inclusive” group is necessarily diverse, a “diverse” group may or may not be “inclusive.”

Accessibility- Accessibility is giving equitable access to everyone along the continuum of human ability and experience

Justice – the quality of being just, impartial, or fair.

Underrepresented groups/Communities- Populations whose representation in a particular space is lower than their representation in the United States population. Their absence contributes to knowledge gaps in that space. Representation is commonly assessed using population groups like sex or race/ethnicity; however, when assessing underrepresentation, it is a best practice to consider whose lives will be impacted by decision-making (e.g., underserved or overburdened populations, environmental justice communities) and ensure that those groups are represented and included in that decision-making.

Diversity, Equity, and Inclusion

Diversity, Equity and Inclusion



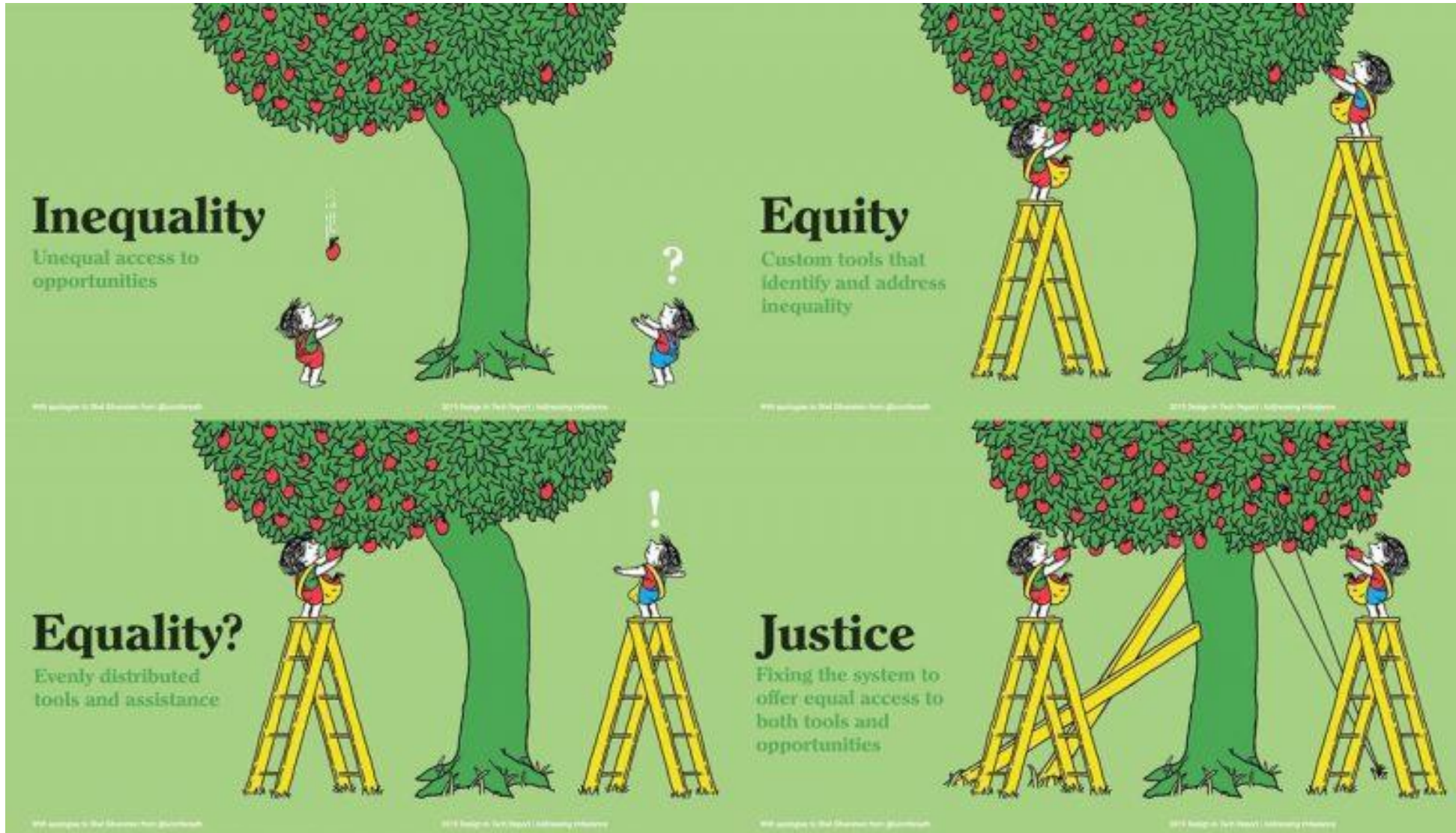
DEI in Practice

- Diversity, equity, and inclusion is a framework to promote the fair treatment and full participation of all people, especially in the workplace, including populations who have historically been under-represented or subject to discrimination because of their background, identity, disability, etc
- equitable and inclusive workplaces are where employees share unique perspectives, respect one another's
- individual needs and reach their full potential without barriers.

Why is it important?

- Increased employee engagement and satisfaction
- Higher retention and lower turnover
- Better decision-making
- Greater innovation

Equality, Equity, Justice



Examples for DEI Initiatives and Partner DEI Programs

Does your Port and partnership organizations have offices and programs dedicated to Diversity, Equity, and Inclusion? Sometimes they're referred to as civil rights, special emphasis, and equal employment opportunity (EEO).

Diversity and
Inclusion
workplace
training
opportunities
such as Cultural
Humility and
Allyship
Trainings

Increasing outreach
to diversity focused
job boards to
advertise
employment
opportunities

Memorandums of
Understanding and
workplans with diverse
community organizations
and schools.

Identifying
opportunities at high
schools, community
colleges and
universities to create a
compensated
internship program for
individuals from
diverse backgrounds

Environmental Justice

There are Many Different Types of Justice

Social Justice— equal access to wealth, opportunities, and privileges within a society. This may mean addressing the present-day impacts of past inequities in order to achieve equity going forward.

Environmental Justice— 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 , and refers to “decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive...”

Climate Justice- Climate justice connects the climate crisis to the social, racial and environmental issues in which it is deeply entangled. It recognizes the disproportionate impacts of climate change on low-income and BIPOC communities around the world, the people and places least responsible for the problem.

Distributive Justice - Distributive justice, also known as *economic justice*, is the equitable allocation of benefits and burdens

Procedural Justice- is about fair access to process

Restorative Justice- addresses issues of past harm. Restorative justice is also known as *corrective justice*.

Recognition Justice- is acknowledgement of and respect for all people

What is Environmental Justice?

Environmental Justice is defined by the U.S. Environmental Protection Agency 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.



How has EJ arrived here?

- The EJ Movement gained mainstream awareness when President Clinton signed Executive Order 12898 on Environmental Justice in 1994.
- EO 12898 mandated that all federal agencies generate agency-specific strategies to address the disproportionate pollution experience by minority communities.
- EO 12898 resulted from momentum created during the First National People of Color Environmental Leadership Summit in 1991 where the Principals of EJ were created.

Environmental Justice in Practice

Environmental Justice (EJ) is 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 , and refers to “decisions [that] support sustainable communities where people can interact with confidence that their environment is safe, nurturing, and productive...” U.S. EPA

Bin Practice:

- Seeksto meaningfully involve those who are politically disenfranchised and/or economically incapable of making significant changes in their neighborhood
- Strivesto end the environmental racism arising from the abuse and neglect of the local environment.
- Seeksto systemically address and redress the disproportionate burden placed on low-income and minority communities.

Title VI and Environmental Justice

Many types of Title VI cases involve environmental justice issues and could be resolved through the administrative complaint process. Some factors to consider in determining whether specific situations raise environmental justice concerns include whether individuals, certain neighborhoods, or tribes:

- Suffer disproportionately adverse health or environmental effects from pollution or other environmental hazards;
- Suffer disproportionate risks or exposure to environmental hazards, or suffer disproportionately from the effects of past under-enforcement of state or federal health or environmental laws;
- Have been denied an equal opportunity for meaningful involvement, as provided by law, in governmental decision making relating to the distribution of environmental benefits or burdens. (Example: permit processing and compliance activities)

Where a federally funded program may be responsible for these harms, a Title VI investigation may help determine whether the harms have a discriminatory effect on persons identifiable by race, color, or national origin.

Environmental
Justice reveals the
power inequalities
associated with
class and race.



Beyond the Legalese...

Efforts to Advance Environmental Justice through Title VI Enforcement

Approximately 30 federal agencies investigate Title VI administrative complaints alleging discrimination in federally funded programs affecting human health or the environment. Additionally, many of those agencies publish annual environmental justice progress reports. Below we highlight several agencies' Title VI enforcement activities involving environmental justice issues.

Department of Transportation. DOT has a well-established set of environmental justice (EJ) and Title VI policies, including the Federal Transit Administration's (FTA) two companion circulars that help recipients understand and comply with environmental justice principles through both Title VI compliance and the environmental justice executive order.

Environmental Protection Agency. In accordance with Title VI, EPA's office of Civil Rights (OCR) maintains a program to ensure that recipients of Federal financial assistance from EPA do not operate their programs or activities in a way that discriminates on the basis of race, color, or national origin, including on the basis of limited-English proficiency.

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Beyond the Legalese...

Climate Change at the Intersection of Race & Class



- Climate change is not only an issue of the environment; it is also an issue of justice and human rights.
- People of color and low-income communities are less responsible for climate change yet bear disproportionate risk.

Disproportionate Vulnerability

- EJ communities are at greater risk from elevated temperatures and associated co- pollutants.
- EJ communities are economically more vulnerable to disasters and illnesses.
- EJ communities are at greater risk from energy and food price shocks.
- EJ communities are at greater risk of displacement.

Greater Risk from Elevated Temperatures and Co-Pollutants

- Low income people are less likely to have access to heat-adaptive features.
- 71% of African Americans live in counties in violation of federal air pollution standards, as compared to 58% of non-Hispanic whites.
- Asthma has a strong association with air pollution, and African Americans have a 36% higher rate of incident.

Economic Vulnerability to Disaster

- African Americans net wealth is approximately 1/10 that of whites.
- 70% of white families own their home, while only approximately 50% of African American families do.
- Racial discrimination in the nation's housing markets has resulted in disparity in housing equity.
- Racial discrimination in homeowner's insurance is also extensive.

Greater Risk from Energy and Food Price Shocks

- African Americans spend 30% more of their income on energy than whites.
- African Americans maintain higher rates of food insecurity.
- In 2013, rates of very low food insecurity among African Americans was 10.1% compared to 4.6% for whites.

“You cannot serve people by giving them orders as to what to do. The real servant of the people must live among them, think with them, feel for them, and die for them.”

– Carter G. Woodson

Bridging the Equity Gap

- Neighborhood-based approaches are more effective at increasing resilience.
- Communities are demanding to speak for themselves.
- Alter our perception of legitimate knowledge.
- Phenomenology is interested in the individual experiences of people.
- Results emerge from the data, instead of being imposed by a structured statistical analysis.



Thank You!