Implementing GBEP's Equity Strategy

December Subcommittee Meeting
[Subcommittee Name]

Equity Strategy Goals

Equity Strategy Goals
- To expand partnerships and funding to **under-resourced communities (URCs) and under-supported communities around the Galveston Bay area.**
- GBEP is setting a numeric target of investing **at least 40% of EPA BIL funds in projects with service areas, including identified priority communities and projects that adjacently benefit these communities.**

Equity Strategy Actions

1. **Expand diverse partnerships**
2. **Engage in equitable outreach and selection practices**
3. **Establish inclusive stakeholder engagement practices**
4. ***Evaluate all actions taken to increase BIL funds distributed to and that benefit URCs**
5. **Tracking Benefits**

BNP will be responsible for this action

1. Expand Diverse Partnerships

Equity Strategy Action	Guidance for GBEP	Example(s) of Implementation
1.Expand diverse partnerships	Each subcommittee should attempt to establish new partnerships annually to diversify who GBEP partners with and funds. This includes inviting new individuals and organizations to the subcommittee meetings and expanding who is aware of GBEP's funding opportunities.	- Consider **annual audits** of current partners and a **landscape scan** of potential partnerships. - Consider leveraging **current partners to identify new** ones. - Consider **attending community events** around Houston that are directly or indirectly linked to environmental work (and GBEP priorities). - Consider **partnering with local Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs) and Minority-Serving Institutions (MSIs)**

2. Engage in equitable outreach and selection practices

Equity Strategy Action	Guidance for GBEP	Example(s) of Implementation
2.Engage in equitable outreach and selection practices	Each subcommittee should be transparent about how projects are selected for funding and work to standardize selection practices, when possible, to ensure equity.	- Consider **barriers facing potential partners** who want to receive funding but have been unsuccessful. - Consider how the **selection process may privilege** certain organization *types* over others. - Consider **documenting the selection process**, including the timeline for communicating selection and publishing it on GBEP's website.

3. Establish inclusive stakeholder engagement practices

Equity Strategy Action	Guidance for GBEP	Example(s) of Implementation
3.Establish inclusive stakeholder engagement practices	Each subcommittee should encourage opportunities for project leaders to connect and network and look for opportunities to connect with communities in the surrounding areas.	- Consider **creating networking events** (Both virtual and in-person) for project leaders and subcommittee members. - Consider how **GBEP can be involved with the communities** in the Galveston Bay area (with or without current GBEP-funded projects). - Consider **engaging local schools and universities (under-resourced, HBCUs, MRIs)** that do not have environmental projects or clubs.

4. Tracking Benefits

Equity Strategy Action	Guidance for GBEP	Example(s) of Implementation
4. Tracking Benefits	Each subcommittee should use Tables 3 and 4 of the Equity Strategy to track benefits of each project to URCs	● Consider requiring funded **projects to submit the filled-out Table 4** annually (can create a form for them to submit via Microsoft Forms, Google Forms or a platform GBEP already uses). ● Consider subcommittee members taking on the responsibility of filling Table 4 out collaboratively with partners or as a subcommittee. ● Consider tracking, which **projects directly or indirectly benefit** URCs (use Table 3 as a template).

Table 3.

Table 3. Total Projects and Funds Invested in URCs between 2020 and 2022.

Year (Project Start Year)	Projects funded that include priority communities (#)	% of total projects funded	Funds dedicated to priority communities ($)	% of total funds distributed
2020	1	14.2% (n=25)	$89,323	10%
2021	1	12.5% (n=25)	$80,000	12%
2022	3	50% (n=25)	$163,140	47%
2023				
2024				
2025				
Total	5		$332,463	

Table 4.

Table 4. Table for tracking benefits of each project, including community-defined benefits

Project Name	
Primary Project Benefit (Select One)	
Resilience: Expanded the adaptive capacity of communities to be resilient to climate change	
Environment: Improved habitat, addressed water quality challenges or prevents or reduces non-point source pollution	
Accessibility: Facilitates public access to the benefits of the estuary, including all types of recreation	
Education and Engagement: Expands education and/or deepens community engagement	
CCMP Actions Implemented (# and Type)	
Distribution of NEP BIL Project Funds	
URCs (# and %)	
Tribes (# and %)	
Non-Monetary Benefits	
# of Actions taken by project to prevent, reduce, or promote resilience to flooding	
# of green stormwater infrastructure measures implemented by this project	
# of recreational opportunities created, expanded or improved by this project	
# of new partnerships established	

Table 4. Cont'd

Community-Defined SMART Goals (for use of BIL Funds)	
Community-Defined Benefits	

It's important that GBEP tracks community-defined as well as EPA-defined goals. This ensures that the community is consulted regarding use and benefit of funds

Resources to Support Implementation

Equity Strategy Action	Resources to Support Implementation
1. Expand diverse partnerships	[DEI Toolkit 4: Partnerships and Community Engagement](#) by Training Resources for the Environmental Community (TREC) [8 Ways Environmental Organizations Can Support the Movement for Environmental Justice](#) by Morgan Pennington at WE ACT For Environmental Justice **HBCUs:** Texas Southern University (TSU), Prairie View A&M University **HSIs and MSIs:** University of Houston System, Houston Community College and Galveston College
2. Engage in equitable outreach and selection practices	[Inclusive Outreach and Public Engagement Guide](#) by Seattle Office for Civil Rights
3. Establish inclusive stakeholder engagement practices	[Tools for Equitable Climate Resilience: Fostering Community-Led Research and Knowledge](#) by Community Science Initiative, Association of Science and Technology Centers (ASTC) (Guidance) - Resource: [Fostering Community-Led Research and Knowledge](#) - Resource: [Fostering Community Leadership](#)
4. Evaluate all actions taken to increase BIL funds distributed to and that benefit URCs	
5. Tracking Benefits	[The Equity Strategy](#) - Table 3 (p.11) - Table 4 (p. 15-16)