



**Fiscal Year 2003 Accomplishments Report
United States Environmental Protection Agency-Region 8
Office of Enforcement, Compliance and Environmental Justice
Environmental Justice Program
March 2004**

Narrative Discussion of Accomplishments in Fiscal Year 2003

The U.S. EPA-Region 8's Environmental Justice (EJ) Program faced many exciting challenges in 2003. Major staff changes occurred during this period, including the addition of a new EJ Program Director, Art Palomares, and the addition of two EJ Coordinators and one Senior Environmental Employee (SEE). The Environmental Justice Program, functioned for most of 2003 with limited resources and with the assistance of EJ staff Acting in the Program Director position. The EJ Program now has four EJ Coordinators, one part-time secretary, one SEE, and the Program Director for a total of 5.5 FTE.

The EJ Program's accomplishments in fiscal year 2003 are to be recognized in light of the many staff and leadership changes, which occurred during this reporting period. The dedication to the Agency's environmental justice mission is reflected by the many accomplishments noted in Appendix A.

Goal 1: Organizational Infrastructure and Management Support

Without the dedication of the EJ staff and the support of the Region 8 Leadership many of the accomplishments, reflected in this report, would not have been possible. The EJ program was not only short staffed, but two of the EJ Coordinators were performing their primary job functions, and also took on the responsibilities of Acting Program Director. The new Program Director came on board with the added burden of losing a senior staff member, and having to fill two positions that became open during fiscal year 2003.

We were fortunate to have acquired six temporary interns to help fill some of the gaps that were created during this period. Four of the interns were funded by our Headquarters Office of Environmental Justice and the fifth intern came from the Minority Undergraduate Student Fellowship Program.

Furthermore, the EJ Program Director formed a partnership with the University of Colorado at Denver's Graduate School of Public Affairs to provide internship opportunities for international graduate students. One of the highlights of this partnership was the internship of a student from South Korea. This intern was fluent in the Korean language and conducted outreach to the large Korean population that resides in Denver, Colorado. Furthermore, the intern translated several of our outreach documents from English to Korean and those can be found in our Regional EJ Website: http://www.epa.gov/region08/community_resources/ej/ejhome.html

Goal 2: Operational Resource/Program Support

The EJ Program's overarching responsibility is to integrate EJ into the Agency's core programs. To continue the Agency's goal to integrate EJ into the core programs, the EJ Program participated at the annual Brownfields Conference in Portland, Oregon and educated the conference attendees on the principles of environmental justice.

The EJ Program continues to focus on ensuring that environmental justice principles are incorporated into Agency functions by:

1. Leveraging resources to conduct geographic initiatives such as:
 - A. the Northeast Denver Environmental Initiative;
 - B. the North Dakota Blood Lead Levels Project;
 - C. the Rocky Mountain Steel Mill Project;
 - D. the Migrant Farm Worker Drinking Water Project.
2. Forming partnerships with State and local governments, such as the Colorado Department of Public Health and Environment and the City and County of Denver Health Department to address environmental justice concerns.
3. Forming partnerships with:
 - a. the Region 8 Pollution Prevention, Pesticides and Toxics Program to enhance awareness on the dangers of lead based paint and to identify environmental justice communities with young children exhibiting high blood lead levels;
 - b. the Region 8 Office of Air And Radiation to initiate a community-based project in a minority and low-income community;
 - c. the Region 8 Air and Toxics Enforcement Program to target inspections in communities with a large minority and/or low income populations;
 - d. the Region 8 Tribal Assistance Program to continue to exchange information on Regional Tribal concerns and to jointly conduct training for Tribal Nations;
 - e. the Region 8 Water Technical Enforcement Program to work together to address drinking water concerns at Migrant Farm Worker Camps;
 - f. the Pesticides (FIFRA) Technical Enforcement Program to address Worker Protection Standards at Migrant Farm Worker Camps;
 - g. the NEPA Program to address environmental justice concerns throughout the National Environmental Policy Act (NEPA) processes.

Goal 3: GPRA Alignment (link to mission and priorities)

The EJ Program is linked to the Government Performance and Realignment Act (GPRA) through several venues. We have focused on EJ through national initiatives, by creating a process in our North Dakota Blood Lead Project that can be used by other Regions to map children's elevated blood lead levels. This model can then be used to focus outreach efforts in other geographical areas.

Goal 4: Internal Organizational Engagement

The Region 8 Environmental Justice Program (Program) established a day to celebrate its accomplishments. The Program was able to showcase the work performed by EJ in the Region since its inception. The EJ day included a slideshow, poster presentation, and speeches about the EJ program. This event was held in conjunction with the National EJ 10-year anniversary. Furthermore, the EJ Program became the first Regional program to partner with the Regional Technical Library to showcase environmental justice. The EJ display was so successful that we are planning on continuing to showcase environmental justice for the foreseeable future. This is another example of the partnerships that can be formed by joining together to advance environmental justice principles at EPA-Region 8.

The Healthy Air for Northeast Denver (HAND) project is enhancing coordination and partnerships between the Regional Air Program, Air Enforcement, and EJ to collaboratively solve environmental concerns in low-income and minority communities.

The award winning Regional North Dakota Blood Lead Team continues to address concerns about elevated blood lead levels in children and the project's conceptual model is being implemented in Colorado and with Tribes in our Region.

The Northeast Denver Environmental Initiative was selected as one of 15 national Interagency Working Group (IWG) Revitalization projects. This recognition demonstrates the high quality work performed by the Environmental Justice Program staff.

The EJ Program's grants management is an excellent example of how different media programs can work together to accomplish EJ goals. The small grants review team comprised of 12 different media programs, reviewed 18 grants in a fair and unbiased process.

Goal 5: External Stakeholder Engagement

Region 8 has done an exceptional job in utilizing various methods for sharing information with stakeholders. We have an informational bulletin that is provided to over 640 individuals and organizations who have expressed an interest in EJ issues. We have an up-to-date Website, that contains information about Regional and national environmental justice activities. The Website also includes Korean-language information about environmental justice and it provides information to the Korean community about the health concerns of lead-based

paint. We also have an updated database that is used to notify stakeholders of EJ events and activities.

Outreach to Tribal organizations for grant writing opportunities is an on-going priority. The EJ Program, in 2003, focused its EJ grants training on Tribal organizations. However, the training was open to all interested parties.

Outreach to the Spanish speaking community continues to be a priority to the EJ Program and we have attended migrant farm worker meetings, and shared Spanish language safety brochures with migrant farm workers.

We have formed partnerships with States, other Federal Agencies and Communities to work on a variety of issues that have arisen within our Region. We hold quarterly grant conference calls, facilitate meetings to bring people together and we have facilitated a process to help communities utilize and understand community-based Supplemental Environmental Projects (SEP's).

Goal 6: Data Collection, Management and Evaluation

The EJ program has an extensive database that consists of organizations and individuals that have an interest in EJ. Our database was expanded to include the data from the North Dakota blood lead project, which provides the first set of locational data on blood lead levels for any of the Region 8 States.

Our database assists us in providing environmental justice information. We have provided over 1700 articles of information during 2003. Our database is continually being updated and is used on occasion by other EPA-Region 8 programs and offices to conduct outreach activities.

Goal 7: Professional and Organizational Development

Professional development is an important part of the EJ program and in 2003, EJ staff attended a variety of training, including attending and participating in national conferences.

Goal 8: Environmental Justice Assessment

Over 40 site specific EJ assessments were completed using the EJ/GIS Assessment Tool, the U.S. Census Bureau statistics, and the ArcView desktop.

The EJ Program provided EJ information on approximately 200 facilities to the Regional Case Screening Committee. The Regional Case Screening Committee evaluates the need for potential enforcement actions.

Goal 9: Program Evaluation

The Environmental Justice Program continues to address the environmental concerns of our Regional stakeholders. Although staff and leadership changes occurred during 2003, the EJ Program met its commitments and looks forward to continued environmental cooperation with our Headquarters Offices, Regional Programs, State and local governments, and Regional stakeholders.

Appendix A

**FY2003 Accomplishment Report
U.S. Environmental Protection Agency-Region 8
Environmental Justice Program**

GOAL 1

Organizational Infrastructure and Management Support

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Implementation of Regional EJ Policy	Regular meetings with Senior Program Managers to Coordinate Activities.	Bi-Weekly	Establish Region-wide direction and goals that include EJ considerations.	On-going process which covers most of the goals and activities in this report.
Evaluation of EJ Program	Annual Performance Evaluation of Program Director and Staff.	Semi-Annual	Assessment of the extent and nature of interaction with the Region's media program management and staff.	Satisfactory completion of this goal has resulted in enhanced interaction and integration of EJ into the Region's media programs.
Support of EJ Program	Coordination and administration of EJ intern program.	Summer	Manage an intern program that will assist the EJ program staff.	Four interns funded by OEJ and one intern from the Minority Academic Institutes Undergraduate Student Fellowship program worked on a variety of EJ projects including: Northeast Denver, the Pueblo Colorado Chemical Depot, North Dakota Blood Lead Project and a Tribal Lands project.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Support of EJ Program	Coordination and administration of EJ intern program.	On-going	Manage an Internship program that will assist with EJ outreach to Korean stakeholders.	One intern assisted with educating the Korean speaking population about EJ and EJ activities. More than 2000 individuals were reached through the efforts of this part-time intern.

GOAL 2

Operational Resources/Program Support

Strategies	Activities	Duration / Due Date	Performance Measures	Status
Incorporation of EJ activities into Regional core programs	Incorporation of EJ comments and analysis into NEPA activities.	On-going	<p>Provided EJ comments for Devils Lake Outlet, Devils Lake, North Dakota, EIS in partnership with the Regional NEPA Program.</p> <p>Provided EJ comments on I-70 East Corridor NEPA project.</p>	<p>Completed comments that were incorporated into NEPA analysis.</p> <p>Attended scoping meetings on project.</p>
Incorporation of EJ activities into Regional core programs	Staff review and comment on Brownfield Superfund Grants.	Yearly	EJ formed a partnership with the Brownfields Program to review 15 Brownfield National Grants.	15 grants were reviewed by EJ staff members who focused on the community involvement aspects of the grants.
Incorporation of EJ activities into Regional core programs	Continued to work on the Migrant Farmworker Drinking Water Project.	On-Going	Work with Regional pesticide staff to identify risks from drinking nitrate-laden water.	Attended several meetings with EPA program staff.
Incorporation of EJ activities into Regional core programs	Brief new Regional Counsel on EJ's work on Indian Country Issues.	One time Activity	Completion of briefing document of EJ work in Indian Country in Region 8.	Briefing was completed for the new Regional Counsel on EJ work in Indian Country.

Strategies	Activities	Duration / Due Date	Performance Measures	Status
Incorporation of EJ activities into Regional core programs	Identification of the relationship between EJ communities and existing and potential Brownfield sites in the Region.	On-going	Target identified communities for Brownfield Outreach to bring communities more directly into the Brownfields decision process.	Program staff made an EJ presentation at the Annual Brownfields Conference in Portland, OR.
Focus on EJ through work on EPA Teams	Involvement on the Missouri River Basin Team which works with Regional Tribes on the development of the Master Manual for the Missouri River Basin.	On-going	EJ's focus in this group is to assist in development of a plan that incorporates community involvement as a part of the process that is considered.	Presentation was made to the Mni Sose Intertribal Water Rights Coalition's Board of Directors on EJ and Community Involvement.
Focus on EJ through work on EPA Teams	Involvement on the Regional Tribal Coal Bed Methane Team which is charged with dealing with development of a Regional Strategy for Coal Bed Methane Development on the Crow Reservation.	On-going	Assure EJ comments on community input and involvement are present in agencies strategy.	Attendance at Regional meetings and EJ provided on Regional Strategy
Focus on EJ through work on EPA Teams	Involvement with VB/I-70 Superfund Site Team.	On-going	Selection of a remedy that includes public input.	Attendance at Working Group meetings and with community groups.

Strategies	Activities	Duration / Due Date	Performance Measures	Status
Focus on EJ through EJ Initiatives	Continued work on the Northeast Denver Environmental Initiative.	On-going	<p>Development of community based air toxic reduction program in Northeast Denver.</p> <p>Development of a process plan for implementing project.</p>	<p>Extensive outreach with community and local governments was conducted on project.</p> <p>Obtained initial funding from OGC to conduct convening part of process to interview potential stakeholders.</p>
Focus on EJ through EJ Initiatives	Continued work on Children’s Blood Lead Project in North Dakota. This is a project being conducted in partnership with the Region 8 Toxics Team of the Pollution Prevention, Pesticides and Toxics Program.	On-going	<p>Use of Regional GIS systems to provide spatial information on areas of children’s elevated blood lead levels and possible environmental connections in North Dakota.</p> <p>Development of an outreach strategy to educate EJ communities about elevated blood lead levels in children.</p>	<p>The blood lead level data was mapped and overlaid with older housing, regulated facilities, Superfund sites, and demographics to identify priority areas.</p> <p>EPA partnered with North Dakota to complete an outreach strategy to educate EJ communities on the relevant issues.</p>

Strategies	Activities	Duration / Due Date	Performance Measures	Status
Focus on EJ through EJ Initiatives	Development of a project to research whether releases reported through the Toxic Release Inventory (TRI) have disproportional impact on communities located in poor and minority neighborhoods.	On-going	Assessment of ethnic & economic make-up of communities in proximity to TRI facilities.	10% of TRI reporting facilities have been assessed.
	Continue to work on the issues associated with the Pueblo Chemical Depot, Pueblo Colorado.	On-going	<p>Create an effective mechanism to assist community in expressing their concerns to the U.S. Army on how to best address the treatment of hazardous waste, which may be created during the destruction of the chemical weapons stored at the Depot.</p> <p>Create a mechanism to assist in how public participation will be addressed in the Resource, Conservation and Recovery Act (RCRA) permit for chemical weapons.</p>	<p>Worked with community and U. S. Army to reach an agreement to treat the hazardous waste on-site and thereby creating desired jobs for the community members.</p> <p>Facilitated a dialogue between the community and the Colorado Department of Public Health and Environment (CDPHE) on how to involve the public in the RCRA permitting process.</p>

Strategies	Activities	Duration / Due Date	Performance Measures	Status
Focus on EJ through EJ Initiatives	Development of Migrant Farm Worker Safety Project to inform migrant farm workers of potential dangers from the destruction of chemical weapons at the Pueblo Chemical Depot, Pueblo, CO.	On-going	Inform migrant farm workers who work in fields surrounding Chemical Depot of potential dangers of weapons destruction and how to respond to a potential release.	500 migrant farm workers have been provided with information on how to respond to a potential release of chemical agents.
Focus on EJ through EJ Initiatives	Monitor air quality of ambient air in neighborhoods around Rocky Mountain Steel Mill in, Pueblo, CO.	One time activity	Air quality would be measured for 6 months.	<p>Results of the air quality measurements are being compared with cities of comparable size to determine air quality.</p> <p>This work is being completed by the Colorado Department of Public Health and Environment, Air Monitoring Division.</p>

GOAL 3

GPRA Alignment (link to mission and priorities)

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Focus on EJ through National Initiatives	Continued work on children's elevated blood lead project in the State of North Dakota which is aligned under GPRA in the children's health national initiative.	On-going	Creation of a process or model that other states may follow.	This model is being adapted to use in Colorado and with Tribes within the Region.
Focus on EJ through National Initiatives	Northeast Denver Environmental Initiative coordinated enforcement/inspection activities carried out.	On-going	Creation of a process that recognizes the EJ characteristics of a site and focuses both enforcement and inspection on an area.	Coordinated enforcement and inspection activities were used to focus enforcement in Denver, CO.
Focus on EJ through National Initiatives	EJ GIS information provided to enforcement so that EJ communities are recognized throughout EPA enforcement activities.	On-going	<p>Creation of process that provides information on enforcement actions and EJ community characteristics.</p> <p>Creation and use of this process can also be used to target inspections.</p>	200 sites from enforcement cases have been reviewed and screened for EJ characteristics .

GOAL 4

Internal Organizational Engagement

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Promotion of EJ through work with internal workgroups	Host Regional EJ Day.	One time event	Develop EJ day to recognize work of EJ program to be held in conjunction with National EJ 10-year anniversary.	EJ day was developed to showcase the work that EJ has done in the Region. The EJ day included a slide show, poster presentation, and other activities.
Promotion of EJ through work with internal workgroups	Use of the Northeast Denver Environmental Initiative's, Healthy Air for Northeast Denver (HAND), to showcase the Region's commitment to collaborative problem solving.	On-going	Set up a team to work on the Healthy Air for Northeast Denver (HAND) project.	The HAND project is joint effort of the Regional Air Program, the Air Enforcement Program, and the EJ Program to develop community based air toxics reduction programs.
Promotion of EJ through work with internal workgroups	Promote the North Dakota Blood Lead Project as an example of collaborative problem solving.	On-going	Build a Regional Team to continue working on the North Dakota Blood Lead Project.	EJ partnered with the Lead Program and the GIS group to complete one phase of the North Dakota Blood Lead Project which resulted in enhanced communication and cooperation between Regional Programs.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Promotion of EJ through work with internal workgroups	EJ programmatic representation on Regional Agricultural Team.	On-going	Attendance on and involvement in Regional Agricultural development of strategies that address cross cutting issues in the agricultural arena.	On-going involvement in the team, that addresses such issues as migrant farm worker issues, pesticide issues, air, water, and soil contamination issues.
Promotion of EJ through work with internal workgroups	EJ programmatic representation of Regional Tribal Energy Development Team.	On-going	Attendance on and involvement in Regional Tribal Energy Development Team that is working on strategy for development of coal bed methane on the Crow Reservation.	Strategy has been developed and is the final review process.
Promotion of EJ through work with internal workgroups and training	Promotion of EJ and community revitalization.	On-going	Assist in getting the Northeast Denver Environmental Initiative selected as one of 15 national IWG Revitalization Projects.	The Interagency Working Group selected the Northeast Denver Environmental Initiative as one of the 15 National Demonstration Projects.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Promotion of EJ through work with internal workgroups and training	Use of a Regional Team to assist in the Grant Review Process for the National EJ Small Grants Program for 2003.	Yearly	Develop a Regional team to review the EJ Small Grants.	A Regional review team was formed to review 18 grants. This networking tool is beneficial to the EJ program as well as other programs as it provides programmatic learning opportunities.
Promotion of EJ through work with internal workgroups	Assisting Regional Programs in reviewing grants.	Yearly	Review of Programmatic grants by bringing EJ considerations to the review process.	Reviewed 22 grants for the Regional Geographic Initiative Grant Program which is part of the Consolidated Funding Grant Program in the Ecosystems Protection Program.
Promotion of EJ through work with internal workgroups	Creation of a module on EJ and Cultural resources.	On-going	Develop a workgroup to work on development of a Cultural Resource Module.	Workgroup has been identified and the date has been set in 2004 to have a training to work on the development of this module with the U.S. Department of Energy.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Promotion of EJ through work with internal workgroups	Work to develop EJ/GIS Assessment Tool.	One time Activity	Involvement in National Team to work on development of EJ/GIS Assessment tool.	EJ/GIS Assessment tool is now on the internet. Region 8 participated on the team that developed the tool and provided extensive in-depth comments on the new tool.

GOAL 5

External Stakeholder Engagement

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
On-going mechanisms for sharing information with external interested parties	Provide informational bulletin to external stakeholders.	Periodic	Prepare EJ informational bulletin.	“Opendoors,” EJ’s informational bulletin was provided to 640 individuals and organizations.
On-going mechanisms for sharing information with external interested parties	Website development to allow external stakeholders access to EJ information.	On-going	Website development regarding EJ activities.	Region 8's website is maintained with updated information on local projects, grants, outreach, contacts, and links to other EPA websites.
On-going mechanisms for sharing information with external interested parties	Develop mechanism to inform stakeholders about EJ Grants.	Quarterly	Hold conference calls with grantees to provide technical assistance and to provide opportunities for shared learnings.	During 2003 four quarterly conference calls were held for current grant recipients. These calls offered special speakers and offered networking opportunities for all participants. Recipients assisted each other by sharing their expertise in different areas.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
On-going mechanisms for sharing information with interested parties	Assist stakeholders by holding grant writing workshops.	On-going	Hold grant writing training workshops to provide stakeholders with the tools necessary to effectively compete for EJ grants.	Region 8 focused on Tribal Organizations and Tribes, in this fiscal year. Two grant writing workshops were completed with Tribes hosting each one. 30 participants attended the training.
Public Outreach Efforts	Increase stakeholder knowledge by offering outreach to different stakeholder groups and individuals.	On-going	Increase outreach to the migrant farm worker community.	Attendance at Migrant Farmworker Growers meetings held in Platteville, Colorado. EJ staff provided an update of the Migrant Farmworker Drinking Water Project. The EJ Program also trained attendees on environmental justice principles.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Public Outreach Efforts	Increase stakeholder knowledge by offering outreach to different stakeholder groups and individuals. .	On-going	Inform migrant farm workers about activities at the Chemical Pueblo Depot and about safety measures that may need to be implemented.	500 Migrant Workers have been provided information about the safety processes to follow when notified by the Chemical Pueblo Depot.
Public Outreach Efforts	Youth Outreach.	On-going	Educate youth about EJ. Outreach for younger children.	Conducted outreach at the Earth Force Youth Summit, held at the Denver Zoo, where over 1000 youth attended. Information about EJ and the EPA were discussed. Conducted outreach program at a local grade school where 75, first grade students were provided with information on the benefits of recycling, about EPA programs, and about EJ.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Public Outreach Efforts	Outreach to stakeholders to update them on EJ activities.	On-going	<p>Inform stakeholders about North Dakota project presentation</p> <p>Inform stakeholder about EJ community internships.</p> <p>Inform stakeholders about EJ Collaborative Problem Solving Grants.</p> <p>Inform stakeholders about EJ Grant workshops.</p> <p>Inform stakeholders about EJ small grants.</p>	<p>206 notices were mailed regarding this “Brownbag”.</p> <p>250 notices were mailed to stakeholders.</p> <p>454 fact sheets were mailed regarding the Collaborative Problem Solving Grants.</p> <p>454 letters were mailed to stakeholders about location of EJ Grant Workshops.</p> <p>454 letters were mailed to stakeholders about EJ Small Grants.</p>

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Outreach conducted in cooperation with multi-stakeholder collaborative process.	Coordination with Colorado Department of Transportation (CDOT) on Interstate 70 east and other projects in the Denver metro area that may impact EJ Communities.	On-going	Develop a process to review Environmental Impact Statements for consistency with EJ principles.	As a result of EJ's input into the process, CDOT has established an EJ working group.
Outreach conducted in cooperation with multi-stakeholder collaborative process	Coordination with State of North Dakota and EJ to address children's elevated blood lead levels.	On-going	Develop an on-going process to address children's elevated blood lead issues in North Dakota.	The State of North Dakota and EJ have a commitment to continue to update the children's blood lead project on a yearly basis as new data become available. As new locations are identified, the EJ program will implement the outreach strategy.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Outreach conducted in cooperation with multi-stakeholder collaborative process	Coordination with the State of Colorado and EJ to address children's elevated blood lead levels.	On-going	Research and map the locations of children with elevated blood lead levels for targeting and outreach purposes in Colorado.	A partnership with the State of Colorado has been developed and the EJ Program is working on mapping and doing outreach using the North Dakota project as a model and modifying it to meet the needs of the State of Colorado.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Outreach conducted in cooperation with multi-stakeholder collaborative process	Coordinate the creation of education module on EJ and Cultural Resources.	On-going	Develop a multi-stakeholder workgroup to work on development of a Cultural Resource Module.	First meeting of workgroup held with members from the Advisory Council on Historic Preservation, Sacred Land Film Project, Navajo Nation Historic Preservation Department, Tribal Member from the White Mountain Apache Tribe, Office of Surface Mining, Cultural Preservation Officer- Lower Brule Sioux Tribe, National Park Service and EPA.
Outreach conducted in cooperation with multi-stakeholder collaborative process	Update multi-stakeholder groups on on-going EJ Grant activity.	On-going	Hold quarterly grant conference calls to provide grant holders networking opportunities and to develop partnerships.	38 organizations participated in EJ's quarterly grant conference calls in 2003.

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
<p>Outreach conducted in cooperation with multi-stakeholder collaborative process</p>	<p>Coordination of stakeholder groups to address community concerns regarding the Weapons Destruction Facility, located in Avondale, Colorado.</p>	<p>On-going</p>	<p>Develop process to bring groups together to share concerns about the Avondale Weapons Destruction Facility.</p>	<p>EJ Program facilitated a process to bring the Department of the Army, the Colorado Department of Public Health and Environment and the Avondale agricultural community together to address issues of concern.</p>
<p>Outreach conducted in cooperation with multi-stakeholder collaborative process</p>	<p>Coordination of groups to address air quality concerns in the community of Pueblo, Colorado.</p>	<p>On-going</p>	<p>Develop a process to share concerns about air quality impacts from the Rocky Mountain Steel Mill, Pueblo, CO.</p>	<p>EJ developed and implemented a process to facilitate the creation and adoption of community-based Supplemental Environmental Projects (SEPs).</p> <p>EJ created a poster and booklet describing the SEPs and their benefit to the community. Hundreds of booklets have been distributed.</p>

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
<p>Outreach conducted in cooperation with multi-stakeholder collaborative process</p>	<p>Formed partnership with the Region's Environmental Technical Information Center (Library).</p>	<p>On-going</p>	<p>Create an opportunity for the public to learn about EJ's work through our technical public library.</p>	<p>In partnership with the EPA Library, the EJ program was the first Regional program to set up an environmental display. This display highlighted current EJ projects and provided EJ materials and documents to the public.</p> <p>252 pieces of EJ printed material were requested and provided to the public.</p>
<p>Address stakeholders where language barriers might exist</p>	<p>Address Spanish speaking stakeholders.</p>	<p>On-going</p>	<p>Create an opportunity for Spanish speaking stakeholders to learn about EJ and EJ activities.</p>	<p>Over 500 Spanish brochures were distributed in Pueblo, Colorado.</p>

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Address stakeholders where language barriers might exist	Address Korean speaking stakeholders.	On-going	Create an opportunity for Korean speaking stakeholders to learn about EJ and EJ activities.	<p>Two newspaper columns appeared in a local Korean Newspaper about EJ and EJ Regional activities, approximately 2000 Korean readers were reached.</p> <p>A Korean language based web page was added to the Region's EJ website. The website contains several EJ articles about lead-based paint.</p> <p>Korean EJ Brochures developed and distributed to over 100 individuals.</p>

GOAL 6

Data Collection, Management, and Evaluation

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Maintain EJ databases	Add to the EJ Program Database Management/Integrity.	On-going	Create a program to track blood lead levels data.	The blood lead levels data from the North Dakota project, provides the first set of locational data for the Region.
Maintain EJ databases	Add to the EJ Program Database Management/Integrity.	On-going	Keep the EJ database updated and current.	Over 1700 EJ reference items were mailed to stakeholders utilizing stakeholder information contained in our EJ database.

GOAL 7

Professional and Organizational Development

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Provide opportunities for professional staff development	Find funding and opportunities for staff professional development.	On-going	Provide the opportunity for staff to attend training and other professional development.	Staff have attended numerous training classes and have attended and participated at national environmental conferences.

GOAL 8

Environmental Justice Assessment

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Utilize Environmental Justice Assessment tool	Create a method to use the EJ assessment tools.	On-going	Provide potential EJ site information to staff and others who request site specific information.	Over 40 site specific assessments were completed using the EJ/GIS Assessment Tool, the US Census Bureau statistics, and the ArcView desktop.
Utilize Environmental Justice Assessment tool	Create a method to use the EJ assessment tools.	On-going	Provide potential EJ specific site information to enforcement program.	The EJ program provided EJ information on approximately 200 facilities to the Technical and Legal Enforcement Program.

GOAL 9
Program Evaluation

Strategies	Activities	Duration/ Due Date	Performance Measures	Status
Highlight EJ accomplishments	Create the mechanism to highlight EJ Accomplishments.	On-going.	2003 highlights will be reported as required.	This report shows highlights for fiscal year 2003.

END

