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Agenda Item C.2.a  
Supplemental NMFS Presentation  
September 2024

# **NOAA Fisheries Equity and Environmental Justice West Coast Implementation Plan**

**PFMC, September 2024**

## NOAA Fisheries National EEJ Strategy

NEWS

# NOAA Fisheries Releases Final Equity and Environmental Justice Strategy

May 22, 2023

Agency to incorporate equity and environmental justice into the vital services we provide to all communities.

Feature Story | National



### More Information

- > [Final Equity and Environmental Justice Strategy \(PDF, 41 pages\)](#)
- > [Final Equity and Environmental Justice Strategy—Spanish \(PDF, 41 pages\)](#)

### Recent News

#### VIDEO

[Climate Change and Marine Animals: A Conservation Challenge](#)  
National




#### FEATURE STORY

[Celebrating Seaweed by the Seashore](#)  
New England/Mid-Atlantic, National



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## Equity and Environmental Justice Strategy

NOAA Fisheries Equity and Environmental Justice Strategy is a guide for serving all communities more equitably and effectively.

National





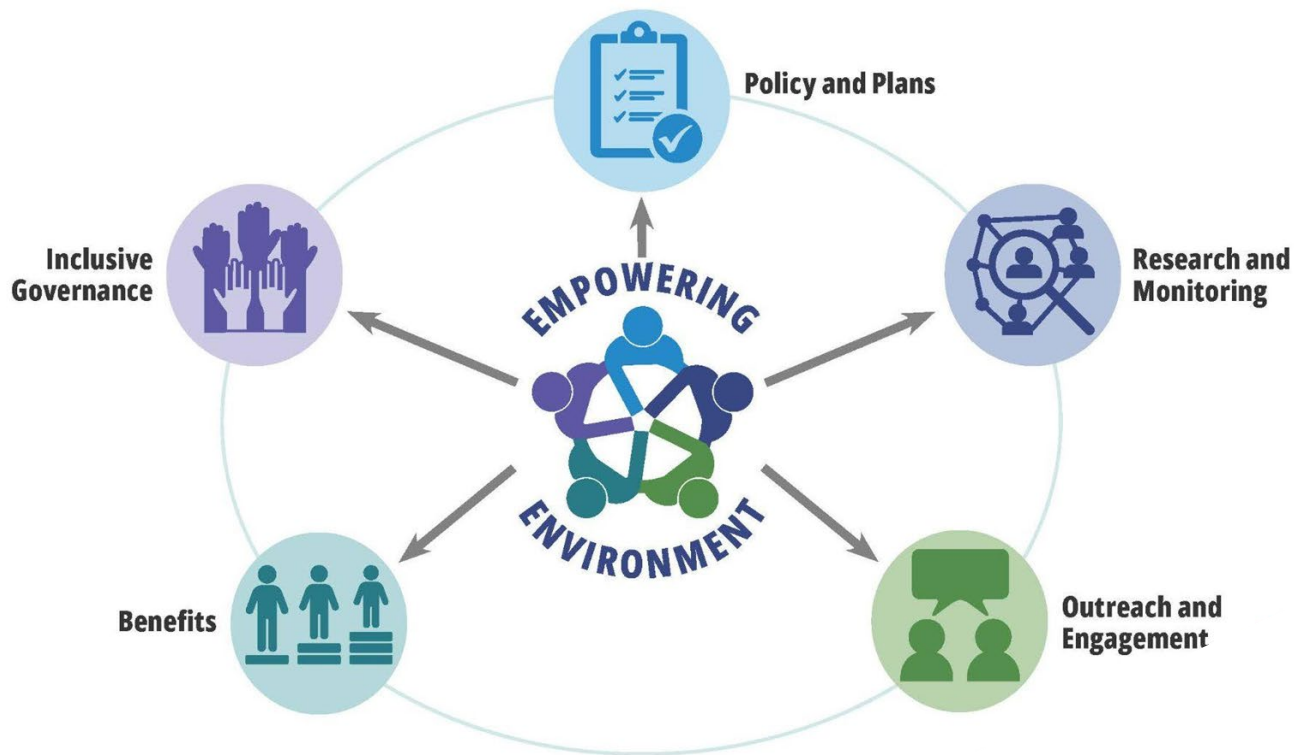
 Send Us Your Feedback

### More Information

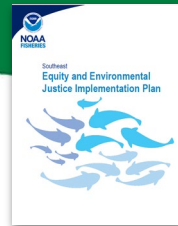
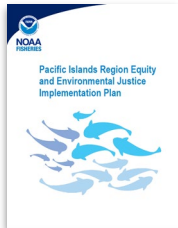
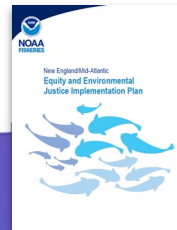
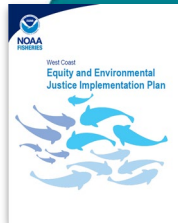
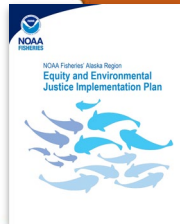
- > Final Equity and Environmental Justice Strategy (English)
- > Translated Versions of the Final Equity and Environmental Justice Strategy Exec...



## EEJ Core Areas



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## Implementation Plans

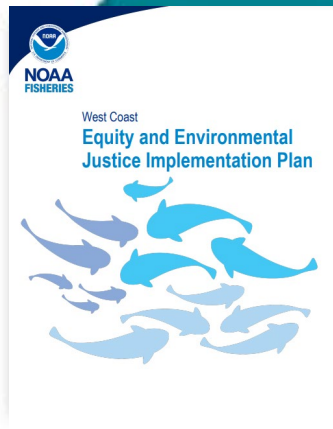
The regional- and program-office level implementation plans linked below identify specific actions that will be taken across the nation to incorporate EEJ into the vital services NOAA Fisheries provides to all communities. Feedback from the public is welcome. If you have a question or comment about a specific plan, please see contact information listed below.

- > Alaska Region ([AKR.EEJPlan@noaa.gov](mailto:AKR.EEJPlan@noaa.gov))
- > New England/Mid-Atlantic Region ([nmfs.gar.fisheriesEEJ@noaa.gov](mailto:nmfs.gar.fisheriesEEJ@noaa.gov))
- > Pacific Islands Region ([danika.kleiber@noaa.gov](mailto:danika.kleiber@noaa.gov) and [michelle.chow@noaa.gov](mailto:michelle.chow@noaa.gov))
- > Southeast Region ([nmfs.ser.eej@noaa.gov](mailto:nmfs.ser.eej@noaa.gov))
- > Southeast Region ([nmfs.ser.eej@noaa.gov](mailto:nmfs.ser.eej@noaa.gov)) - Spanish translation
- > West Coast Region ([WestCoast.EEJ@noaa.gov](mailto:WestCoast.EEJ@noaa.gov))
- > Office of Habitat Conservation ([nmfs.OHC.EEJPlan@noaa.gov](mailto:nmfs.OHC.EEJPlan@noaa.gov))
- > Office of International Affairs, Trade, and Commerce ([kristin.rusello@noaa.gov](mailto:kristin.rusello@noaa.gov))
- > Office of Protected Resources ([jennifer.schultz@noaa.gov](mailto:jennifer.schultz@noaa.gov))
- > Office of Science and Technology ([ben.fissel@noaa.gov](mailto:ben.fissel@noaa.gov))
- > Office of Sustainable Fisheries ([nmfs.sf.eejplan@noaa.gov](mailto:nmfs.sf.eejplan@noaa.gov))



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# West Coast Implementation Plan



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## Commitments



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## Challenges



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## Actions



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Examples:

## Empowering Environment

### A. Prioritizing EEJ in our planning, staffing, and performance accountability efforts

Action	EEJ Impact	Metrics
1. Explicitly include and prioritize EEJ considerations and activities in planning and budgeting processes	EEJ embedded from the beginning	Number of actions implemented from the implementation plan  Number of staff hired or percentage of staff time dedicated to gathering and inclusion of community input into decisions  Development and refinement of tools and rubrics to support EEJ within our work

### B. Developing or accessing key learning resources for all staff

Action	EEJ Impact	Metrics
1. Identify available training resources and develop a plan to increase staff capacity for EEJ through focused learning opportunities and/or workshops. Resources may include	Develops the foundational skills and expectations for all staff to incorporate EEJ into all West Coast work where appropriate	An initial training plan and resources are developed  Number of trainings provided each year



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## Policy and Planning

### A. Evaluation of internal and external policies and identify opportunities for better EEJ incorporation

Action	EEJ Impact	Metrics
1. Conduct a review of West Coast policies and internal guidance	Determine whether revisions may be necessary to advance EEJ objectives. Incorporate Indigenous knowledge where appropriate	Timelines and standards established for reviews and addressing EEJ in those processes  Number of reviews completed  Number of processes updated based on reviews and measured against pre-established timelines and standards
2. Coordinate with the PFMC to evaluate how West Coast fisheries management and protection of Essential Fish Habitats have impacted identified communities. Develop strategic partnerships with the PFMC to further pursue EEJ-related goals and objectives	Understand the historic EEJ context of fisheries policy, and improve our ability to advance EEJ objectives through partnership	PFMC policies and protocols are reviewed and updated as appropriate  PFMC is engaged in National Standard 8 updates  Number of strategic partnerships developed



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## Inclusive Governance

### A. Improve opportunities for inclusive governance in public processes

Action	EEJ Impact	Metrics
1. Identify underserved communities affected by decisions of NOAA Fisheries West Coast programs	Understand who and where the communities are, connect with key community members, and understand the needs of these communities	Identification of underserved communities
2. Encourage and support increased representation of underserved communities on the Pacific Fishery Management Council and its advisory bodies. Work with the Council to identify and address barriers and structures that may lead to the systemic exclusion of underserved communities in the Council process	Increase understanding and direct representation of underserved community needs in the PFMC process, and increase direct participation in PFMC decisions	Representation by underserved community members on PFMC or its advisory bodies  Barriers identified and addressed



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(continued)  
Inclusive  
Governance

Action	EEJ Impact	Metrics
5. Continue to honor tribal sovereignty and the federal trust responsibility. Strengthen relationships with tribes, especially in regards to climate change impacts and fisheries	Uphold commitments to tribes and consider any related EEJ concerns or impacts	Relationships with tribes
6. Continue to engage in fisheries and resource co-management with state agencies and tribal nations and coordinate on issues that involve underserved communities	Incorporate EEJ and consider the needs of underserved communities in co-management	Co-management relationships and processes



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Other Core  
Areas

More actions in the plan

**Research and Monitoring**

**Outreach and Engagement**

**Equitable Distribution of Benefits**



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## Next Steps



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Thank you

Questions or comments on the plan:

[WestCoast.EEJ@noaa.gov](mailto:WestCoast.EEJ@noaa.gov)



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