

Equity and Environmental Justice  
Gap Analysis Framework:  
Draft Work Plan

## EEJC September 2023 Statement regarding a Council evaluation of its own operations and decision making:

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“This could **start with an EEJ gap analysis that reviews Council processes and products** noting where there might be improvements that would address EEJ considerations. The gap analysis would be **followed by a prioritization of next steps for the Council, as necessary**. The gap analysis could end up being the **first step in the development of a Council EEJ plan, if the Council wishes to develop one after considering the results of the gap analysis**. Outside expertise (including NMFS expertise, if available) could be used as part of a review of the gap analysis or to assist in any follow-on steps. Academic partnerships could also be useful in this regard. A full gap analysis may require an extensive effort, but it must be subject to the limitations of existing priorities, budgets and workload. If necessary due to those limitations, the gap analysis may need to be focused on particular areas (for example, evaluation of some recent policy analyses or Council operations). **The EEJC recommends that the Council charge it with developing a proposal for a gap analysis that considers current limitations but is scalable if additional resources are acquired.**”

# Gap Analysis Items for Consideration

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Analysis would consider how items do or do not address EEJ concerns

Recommendations for improvements to better address EEJ considerations, as necessary

Will consider the action items identified in the Regional Plan and coordinate as appropriate

1. Review of the Council Operations and Procedures (COP) Document
2. Advisory Body (AB) Membership Appointments Process
3. Identification of Specific Barriers
4. New Council Member Equity and Environmental Justice Training
5. Council Analytical Documents
6. Language Translation Services and Clear Communication

# Next steps

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- Work on the Gap Analysis would take place from late 2024 through mid-2025
- Recommendations for improvements to better address EEJ considerations and increase engagement with underrepresented communities would be developed
- Final document would be presented to the Council in mid-to-late 2025

# Council Action

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1. Review and approve the Draft Gap Analysis Workplan.
2. Provide any feedback to the EEJC on whether the plan addresses all the processes and products the Council wants included.

Extra slides

Source: 2024 National Academy of Sciences, Engineering, and Medicine report *Assessing Equity in the Distribution of Fisheries Management Benefits: Data and Information Availability*

