

## **Accountability Roadmap for Race and Environmental Justice Commitments December 3, 2020**

ELI has committed itself to a set of immediate and longer-term actions and will annually assess and publicly report on its progress, as described in the Board's Statement on Racism and Environmental Justice. This document, which should be read in conjunction with the Statement, identifies who will be responsible for these undertakings and the timeframe for action. Personnel performance goals and expectations will be aligned with these responsibilities, as applicable.

1. Annual assessment and reporting
  - a. Responsibility Center(s): ELI's Board (Nominations and Governance Committee (NGC) lead) and ELI's Executive Team (President and Vice Presidents).
  - b. Timeframe for Action: Beginning in reporting for 2020 and continuing each year thereafter.
2. Preparation of a section on EJ actions and progress for inclusion in each annual report
  - a. Responsibility Center(s): Executive Team and Associate VP for Communications and Publications, with input from Board (NGC) on Board action items.
  - b. Timeframe for Action: Beginning in reporting for 2020 and continuing each year thereafter.
3. Hiring of Environmental Justice Coordinator, and support for activities specified for this position
  - a. Responsibility Center(s): Executive Team, VP for Programs and Publications, Associate VP for Research and Policy, VP for Finance and Administration, Director of Human Resources.
  - b. Timeframe for Action: Hiring decision 4<sup>th</sup> quarter 2020/1<sup>st</sup> quarter 2021; support continuing thereafter.
4. Establishment and maintenance of EJ Law Clerk position
  - a. Responsibility Center(s): VP for Programs and Publications, VP for Finance and Administration, Director of Human Resources, Law Clerk Manager.
  - b. Timeframe for Action: Launch 1<sup>st</sup> quarter 2021; maintenance continuing thereafter.
5. Establishment and maintenance of Pro Bono Clearing House
  - a. Responsibility Center(s): VP for Programs and Publications, Associate VP for Research and Policy, Environmental Justice Coordinator.
  - b. Timeframe for Action: Launch 1<sup>st</sup> quarter 2021; maintenance continuing thereafter.
6. EJ research: review of scholarship and identification of gaps and opportunities

- a. Responsibility Center(s): VP for Programs and Publications, Associate VP for Research and Policy, Environmental Justice Coordinator.
  - b. Timeframe for Action: Initial assessment to be completed in 3<sup>rd</sup> quarter 2021; assessment to be updated periodically (at least biannually) thereafter.
  
- 7. Ensuring focus on diversity, equity and inclusion in staff recruitment, development, and retention
  - a. Responsibility Center(s): Executive Team and Director of Human Resources
  - b. Timeframe for Action: Continuing.
  
- 8. Ensuring focus on diversity, equity and inclusion in board recruitment and management
  - a. Responsibility Center(s): Board (Executive Committee and NGC), President, VP for Development and Membership.
  - b. Timeframe for Action: Continuing.
  
- 9. Development and integration of EJ measures in ELI projects/programs
  - a. Responsibility Center(s): VP for Programs and Publications, Associate VP for Research and Policy, Director of Education, Associates, and Corporate Partnerships, Environmental Justice Coordinator.
  - b. Timeframe for Action: Development of ELI measures to be completed 1<sup>st</sup> quarter 2021; integration thereafter continuing and verified annually as part of annual reporting system (see items 1 and 2, above).
  
- 10. Enhancing EJ coverage in ELI publications
  - a. Responsibility Center(s): VP for Programs and Publications, Associate VP for Communications and Publications, ELR Editor-in-Chief, TEF Editor.  
Timeframe for Action: Beginning 1<sup>st</sup> quarter 2021, continuing thereafter and verified annually as part of annual reporting system (see items 1 and 2, above).
  
- 11. Develop products and programs that connect EJ with corporate sustainability and ESG initiatives
  - a. Responsibility Center(s): Executive Team; Director of Education, Associates, and Corporate Partnerships; Environmental Justice Coordinator; Board (Research, Education and Publications Committee lead).
  - b. Timeframe for Action: Beginning in 1<sup>st</sup> quarter 2021 and continuing thereafter, verified annually as part of annual reporting system (see items 1 and 2, above).
  
- 12. Developing opportunities for infusing EJ imperatives into international programs
  - a. Responsibility Center(s): VP for Programs and Publications, Director of International Programs, Environmental Justice Coordinator.
  - b. Timeframe for Action: Initial assessment of opportunities to be completed in 2<sup>nd</sup> quarter 2021; realization of opportunities continuing thereafter, with

annual accounting under the annual reporting system (see items 1 and 2, above).

13. Developing alliances and collaborative projects with EJ organizations
  - a. Responsibility Center(s): Executive Team, VP for Programs and Publications, Associate VP for Research and Policy, Environmental Justice Coordinator.
  - b. Timeframe for Action: Continuing and verified annually as part of annual reporting system (see items 1 and 2, above).
  
14. Pursue new or expanded partnerships with funders to build resource support for environmental justice projects
  - a. Responsibility Center(s): VP for Development and Membership, Senior Manager for Foundations and Donor Relations, Grants and Contracts Manager, Environmental Justice Coordinator.
  - b. Timeframe for Action: Initiate 1<sup>st</sup> quarter 2021; continuing thereafter and verified annually as part of annual reporting system (see items 1 and 2, above).
  
15. Enhancing career development, educational programs for diverse practitioners
  - a. Responsibility Center(s): Executive Team, Director of Education, Associates, and Corporate Partnerships.
  - b. Timeframe for Action: Initiate 1<sup>st</sup> quarter 2021; continuing thereafter and verified annually as part of annual reporting system (see items 1 and 2, above).
  
16. Ambassadors program
  - a. Responsibility Center(s): – Board (Development Committee lead), VP for Development and Membership.
  - b. Timeframe for Action: Launch 2<sup>nd</sup> quarter 2021; continuing thereafter and verified annually as part of annual reporting system (see items 1 and 2, above).
  
17. Using interns/clerkships to help create pipeline of diverse environmental professionals
  - a. Responsibility Center(s): VP for Programs and Publications, VP for Finance and Administration, Director of Human Resources.
  - b. Timeframe for Action: Continuing and verified annually as part of annual reporting system (see items 1 and 2, above).
  
18. Building and maintaining relations with law schools and in particular with Historically Black, and Minority Serving Institutions
  - a. Responsibility Center(s): Executive Team, Director of Education, Associates, and Corporate Partnerships.
  - b. Timeframe for Action: Initiate intensified focus 1<sup>st</sup> quarter 2021; continuing thereafter and verified annually as part of annual reporting system (see items 1 and 2, above).

19. Enhancing inclusion in ELI programs and events through, *e.g.*, scholarships
  - a. Responsibility Center(s): Executive Team, VP for Development and Membership, Director of Education, Associates, and Corporate Partnerships.
  - b. Timeframe for Action: Initial assessment of opportunities to be completed in 1<sup>st</sup> quarter 2021; realization of opportunities continuing thereafter, with annual accounting under the annual reporting system (see items 1 and 2, above).