



**Michigan Statewide Public Advisory Council
Business Meeting Minutes
Wednesday May 31, 2023
via Microsoft Teams**

In Attendance:

Brian Egen, River Raisin Area of Concern (AOC) (Chair of the State Public Advisory Council [SPAC])
Eric Diesing, Clinton River AOC (Vice Chair of SPAC)
Tricia Blicharski, Detroit River AOC
Robert Burns, Detroit River AOC
Erica Clites, Detroit River AOC, Michigan Sea Grant
Erma Leaphart, Detroit and Rouge River AOCs, Sierra Club, HOW
John O'Meara, Detroit and Rouge River AOCs
Christine Kosmowski, Kalamazoo River AOC
Doug McLaughlin, Kalamazoo River AOC
Milward Beaudry, River Raisin AOC
Richard Micka, River Raisin AOC
Bill Craig, Rouge River AOC
Marie McCormick, Rouge River AOC
Brandy Siedlaczek, Rouge River AOC
Patty Troy, St. Clair River AOC
Mike Langendorf, St. Marys River AOC
Horst Schmidt, Torch Lake AOC
Allison Bressler, Water Center; Graham Sustainability Institute
Amber Faulkner, United States Environmental Protection Agency (USEPA)
Mark Loomis, USEPA
Amy Pelka, USEPA
Mike Alexander, Michigan Department of Environment, Great Lakes, and Energy (EGLE)
Melanie Foose, EGLE
Sam Noffke, EGLE
Kimberly Passick, EGLE
John Riley, EGLE



Welcome - Brian Egen, Chair

Brian called the meeting to order at 9:32 am.

Roll Call - Brian Egen conducted the roll call.

Review of Agenda - Brian Egen

Horst Schmidt motioned to accept agenda; Patty Troy seconded. Unanimously approved.

Review and Approve Minutes - Brian Egen

Bill Craig motioned to approve as presented; Doug McLaughlin seconded. Unanimously approved.

Review of Action Items - Melanie Foose

- A poll will be set up and distributed to determine topics for an April All-PAC virtual meeting. **Complete.** – As the unit is in transition, a late fall or winter date is likely to be selected for this.
- Staff will try to locate a directory of hotels that honor the state lodging rate. **Complete.** Will be sent out with this meeting's minutes.
- EPA will provide a list of [Task Force Leads](#) for the PACs. **Complete.** Online link above.
- The approved minutes from the winter meeting will be posted on the [SPAC website](#). **Complete.**
- The addition of the Diversity, Equity, Inclusion, and Justice (DEIJ) and Habitat subcommittee meeting minutes and the potential for an approval mechanism will be discussed at their next meetings. **On agenda.**
- Melanie will investigate having the PAC organization links moved toward the top of each AOC page. Each AOC page has a link to its PAC on the webpage along with contact information for the AOC Coordinator.
- Melanie will investigate having the selected SPAC logo slightly altered and begin putting it into use. **Complete.** Put into use for the agenda and minutes for this meeting.
- Kimberly will check for the recording of last year's All PAC meeting to share. **Complete.** [All PAC meeting recording](#).
- The PAC chairs for Clinton, Detroit, Manistique, Rouge, Saginaw, and St. Marys will send their new or continued designees to Melanie via letter or email. **On agenda.**
- Melanie will pursue setting up a SPAC bylaws subcommittee. **On agenda.**

EPA Update - Mark Loomis

- EPA Management Update – Chris Korleski is retiring at the end of the year and they are in the process of hiring his replacement. Their current organizational structure looks like:



- GLNPO is continuing their process of checking proposed on a quarterly basis that to identify how to fund them and once approved, notice is sent to the state. The Bipartisan Infrastructure Law funding has helped fund some a wide array of projects across the AOC program. They are working hard to keep this process going to get projects completed.
- 2023 AOC Conference – Green Bay, Wisconsin in September – Herman Jenkins from the Rouge will be a plenary speaker at this event.
- GLRI Action Plan IV Development – GLNPO plays a big roll in the development of the Action Plan. They have received comments from stakeholders that they are considering. There is also a series of [public forums](#) being scheduled to inform and seek feedback from the public.



- Amy shared that there are some projects that will still be funded by the end of the fiscal year (FY) with a small round of approvals in June. She is still waiting on EJ proposals and expects to have some announcements also in June about the first phases. The first phase will likely be small and then they will do another round in late FY23 and in FY24. She acknowledged that there have been some delays and those have been on their side. There was a question on some funding for [EJ work in the Great Lakes](#) and it was clarified that these are for focus areas 2-5 and not AOCs.

EGLE Update - Melanie Foose

- EGLE Staffing Update – Rick has officially retired and Melanie is the new unit supervisor. In EGLE, Aaron Keatley is the acting director until a permanent director is appointed. Andrew Bahrou is the new Lake Erie Coordinator, filling the vacancy left by Michelle Selzer. John Riley is the Natural Resource Damage Assessment and Restoration coordinator and is assisting with AOCs until his previous position is filled. The unit will be hiring two new AOC coordinators in the near future. One coordinator will support the bi-national AOCs of St. Clair, Detroit, and St. Marys. The second coordinator will support Manistique, Saginaw River/Bay, and the River Raisin. It is hoped that the new staff will be hired in late summer to early fall. Jen Tewkesbury has recently taken on the Kalamazoo AOC and with the Clinton and Rouge.
- PAC Support Grants – there are still a few applications in process but the bulk of these have been put in place.
- Great Lakes Forum – Chicago, Illinois - This is an annual meeting which all states attend to discuss GLRI programs and other things. A big topic of conversation at this meeting was Action Plan IV. Michigan submitted comments on the plan and there will be numerous other opportunities for comment at the previously mentioned public forums. USEPA anticipates that the draft will be released for public comment in the late fall.
- AOC website – PAC links – Each page has a link to the PAC websites. If your address changes or you notice a broken link please let us know.
- SPAC Logo – the logo has been put into action and will be used on internal documents such as the meeting agendas and minutes.
- PAC Legislative contact list – This was assembled and sent out earlier this year. It will be sent along with these minutes. If you find any errors or omissions, please let Kimberly know and she will get that updated.



SPAC designees – Melanie Foose

Designees are appointed for two year terms. For 2023, Clinton, Detroit, Manistique, Rouge, Saginaw, and St. Marys were due to update or renew their designees. The PAC chair should send an email or letter to Melanie appointing their designee (and an alternate if desired) for the next term. Once the designees are in place, the updated list of representatives will be shared.

SPAC Habitat Subcommittee Report - Bill Craig.

On March 22, there were nine attendees and they discuss monitoring/data collection, funding, maintenance, stewardship (the four main focus points). Opening discussions about MiCorps for monitoring and a role for citizen science, CISMAs [Cooperative Invasive Species Management Areas] for stewardship, the Tittabawassee/Saginaw River and Bay Restoration Plan which includes a restoration site stewardship model which provides understanding on progress of construction projects. On May 3, there were three attendees. Tamara Lipsey stopped in to discuss MiCorps and assess the groups need. This could be a good topic for an SPAC meeting along with CISMAs and monitoring/maintenance. Next meeting is June 28, 2023 from 11-Noon. Anyone interested in joining the group can contact Kimberly Passick at PassickK@Michigan.gov to be placed on the distribution list. Anyone with other questions or comments can contact Bill. There had been an inquiry about posting the subcommittee minutes on the website, however, after discussion with the group it was determined that the minutes will be sent out to the SPAC distribution list when they are ready. The two most recent meeting minutes for this subcommittee are included with these minutes.

SPAC DEIJ Subcommittee Report – Marie McCormick

This subcommittee does not have a chair and rotates report outs. There have been several meetings since the last SPAC meeting and they meet once a month. The group has been working on setting a series of three goals which are meant to be fluid and change as the group grows. As goals are met, new goals will be adopted. Marie read through these goals and explained the work they're currently doing to meet them. These are the 2023 goals so the current dates were guidelines. The goals are included at the end of these minutes. This group meets the second Monday of every month from 1-2 PM. Anyone who would like to be added to the meetings or the distribution list can contact Kimberly Passick at PassickK@Michigan.gov.

SPAC By-Laws and Roles & Responsibilities Document – All

There was a suggestion to review the bylaws periodically and update as needed. Melanie would like to look at them every couple of years as a group. At the last SPAC meeting there were two volunteers; Brian Egan and Patty Troy volunteered to be on a By-Laws subcommittee. Marie McCormick also volunteered to work on the group. Anyone else that would like participate can let Melanie know. At a



minimum the ability to hold virtual meetings should be added to the by-laws. It is hoped that work can begin and there can be an update at the next SPAC meeting. The current [SPAC By-Laws](#) can be viewed on [EGLE's SPAC page](#).

- Virtual and/or in person meetings – there was overall support for continue with one in person meeting and the other two being held virtually. There was support for having a hybrid option so people can attend virtually, and considerations for accessibility. The current By-Laws do not account for virtual meetings and the group would like to update that for flexibility.

Introduction of Allison Bressler – Brian Egen

Allison is the Project Director for the Water Center at the Graham Sustainability Institute. Their goal is to create a western Lake Erie basin advisory group to bring diverse perspectives to the table to help inform the implementation of Michigan's Domestic Action Plan (DAP) for Lake Erie. This plan is being revised at the end of this year so their goal is to have a meeting with the Quality of Life agencies (EGLE, Department of Natural Resources [DNR], and Department of Agricultural and Rural Development[MDARD]) and people from around SE Michigan. They are meeting with MDARD, DNR, and EGLE to create an adaptive management process to move the DAP forward. The goal is to help the state act, develop projects, and identify policy and research gaps to implement and adaptive strategy towards meeting the nutrient management goals for Lake Erie. The goal is 40% by 2025 which may be out of reach so this process is being designed to accelerate implantation effort to improve local water quality conditions. She is in the early stages and talking to people to see what community concerns are and will provide a summary to the state. Anyone interested in discussing with Allison can contact her at asbressl@umich.edu or 864-243-7914.

PAC Report Outs – All

Torch Lake – Horst Schmidt reported that they are working on a grant application. Much of the work for this grant will focus on methylated mercury and determining what the source is; naturally occurring or something that can be remediated. This summer will be the 3rd of several testing plots to see if they should remove sediment or if it can be covered. USEPA and Honeywell are working toward a plan for sediment remediation. They hope to get to the point where they can begin cleaning up. Sam Noffke shared that there was an open house at Lake Linden to present some of the data that Honeywell has collected over the past several years to provide the results of the feasibility study. The alternative that was presented for Lake Linden was to dredge the industrial contaminants. The Hubbell area project is behind but is working towards a feasibility study for a possible drum removal. Overall there is some movement on projects at Torch Lake and hopefully there will be work done in the near future.



St. Marys River – Mike Langendorf is the Environmental Coordinator with the Chippewa Ottawa Resource Authority and is new to the SPAC. He reported that following their last meeting, Environment and Climate Change Canada (ECCC) is continuing to work with Batchewana First Nation on the Whitefish Island habitat restoration project. A design has been developed for naturalizing the channel bed and banks and constructing nursery shoals. This summer, ECCC will continue to collect white suckers to determine tumors and deformities. On the US side there were fish collected last week to remove the tumors Beneficial Use Impairment (BUI). For the Degradation of Fish and Wildlife BUI; feedback is continuing to come in from Batchewana First Nation on the Canadian side which is the final community that is being engaged. Once comments are captured, they will be presented to the full BPAC. The previously drafted sediment management strategy is undergoing an engagement process with Garden River and Batchewana First Nation. John Riley shared that on the U.S. side management actions are complete. There are three BUIs remaining: Restrictions on Fish Consumption, Degradation of Benthos, and Fish Tumors and Other Deformities. With regard to collecting fish this summer, EGLE has contracted with GLEC and in the last couple of weeks over 100 brown bullhead were collected to check for cancerous liver tumors. They are off to the lab for analysis. On Canadian side a similar process is being done with white suckers as the target fish. Both of these fish are bottom feeders. Once numbers are back it will be interesting to see how the numbers compare. The restoration criteria were recently revised so they are essentially the same.

St. Clair River – Patty Troy shared that the PAC is currently working on updating their bylaws. There was a meeting in April where DTE presented plans for decommissioning two power plants; St. Clair River and the Bell River as the new Blue Water Energy Center was recently brought online. The coal ash disposal issue was also discussed at this meeting. A letter to ECCC to support funding for participation in BPAC activities of the Aamjiwnaang First Nation community. This has happened in the past and the funding would continue participation. They are working on updated spill notification flow charts on both sides of the river. There will be an in person meeting in July. This Saturday is the Friends of the St. Clair River Sturgeon Festival, their biggest event of the year.

Saginaw – no one was available to provide as update on this AOC.

Rouge River – Bill Craig reported that their last meeting was April 18. They have not had any BUI removals yet but they do have 18 habitat projects from final vegetation maintenance to one last project in the bidding process. This is a busy year for them. There is continued activity in the contaminated sediment projects. Their By-Laws revision is complete. Members are participating in both the DEIJ and Habitat subcommittees. Their PAC support grant was signed. They are having continued success with water trail connecting the public to water recreation. There was also some detailed information that connect DEIJ and habitat activities in the mainly in the Rouge, but in the Clinton, and Detroit Rivers. The Michigan Environmental Council (MEC) submitted a grant to the



Michigan Health Endowment Fund and they submitted a letter of support. The project is *Growing Community Engagement in Area of Concern Remediation Processes* and key partners would be the Environmental Council, the Upper Peninsula Environmental Coalition, and Friends of the Rouge. Potential partners are the Saginaw Community Alliance for the People, Friends of the Detroit River, West Michigan Environmental Action Council, Clinton River Watershed Council, and the Kalamazoo Climate Crisis Coalition. The proposal is to:

coordinate with the SPAC to gather information and engage council members in creating and engaging in a pilot process to grow community engagement in the remediation process; coordinate with local PACs currently engaged as MEC members; understand the resources required for robust public engagement; partner with EGLE and key member organizations engaged in AOC work to devise a better process for public engagement that results in enhanced beneficial use; pilot an improved process in select communities with AOCs; evaluate the pilot incorporating citizen, member, and agency feedback; and advocate for EGLE to adopt this new framework. This project will build the case for growing community engagement in the AOC remediation process. If successful EGLE will adopt this new framework, and communities will be included in the remediation process for the remaining federally designated AOCs in Michigan. As a prelude to the MEC effort, FOTR is moving forward with a Rouge-focused pilot project in partnership with local community leaders/groups adjacent to existing or in-process Rouge AOC habitat projects to become long-time stewards of a local AOC habitat project. This pilot would be shared with USEPA and EGLE as a possible model for long term maintenance of completed AOC projects. As part of the PAC support funding, FOTR retained a consultant to guide them through a series of DEIJ focused initiatives.

Muskegon – no one available to provide update however they recently removed their two habitat BUIs are working on a celebration event.

Manistique – John Riley shared that there is one BUI remaining; Restrictions on Fish Consumption. They anticipate a fish collection in the next month or two and are hoping to see downward trends in PCB concentrations so they can remove the BUI and work toward delisting.

Kalamazoo – Doug McLaughlin reported that much of what they are doing is reaching out to new potential partners and people in the community to build relationships and get the word out about the AOC, impaired uses, fish contamination, and consumption advisories. They have a couple of locations where they have floated in kayaks with cameras as part of an initiative to bring restoration to a broader audience. One of these was last fall at the site of the former Plainwell Township dam. Another more recent one is upstream of the AOC where the Ceresco dam was removed followed by restoration as part of Enbridge oil spill cleanup. They plan to continue doing these recorded visits for other AOC project sites. Their office is adjacent to the river in Area One which is an area of active dredging under the Superfund Program. USEPA and Georgia Pacific are leading the project at that



location. It's essentially in downtown Kalamazoo and are moving downstream so they are doing site prep over the last month. They are getting ready to do that work and they'll have a front row seat to watch it. Another project further downstream is a Superfund time critical action for the removal of the Trowbridge Dam. There are multiple concerns about this project including the stability of the existing remnant parts of the dam, type of channel and river environment that would be left post dredging.

Detroit – Bob Burns shared that they are near completion of the last habitat project at Sugar Island that they are managing. Their other final habitat project along the upper river front is being implemented by USEPA but is on hold due to a potential U. S. Army Corps of Engineers (USACE) flood control project decision. They hope to hear something by the end of the year once USACE decides a course of action. As a result of nearing completion of their USEPA-approved related habitat restoration projects and looking toward life after delisting, they have formed a priority habitat subcommittee to revisit the list of over 100 sites that was used to develop their original project list. They want to emphasis areas of the river that are designated as underserved communities and will be looking for additional habitat restoration projects that can be completed to further improve the river's natural habitats. In sediment remediation they continue to work closely with USEPA, USACE, and EGLE on a number of ongoing sediment remediation projects along the river including the Wilson Park project, the upper Trenton Channel project, Monguagon Creek project, and the McLouth Steel superfund site. The PAC also continues to monitor and provide input to USEPA and EGLE on their efforts to collect the necessary sediment sampling data from other sites around the Detroit River including the Harbortown site and the site around Gross Isle. PAC members continue to attend and be active in the DEIJ and habitat subcommittees. PAC members have attending meetings and following the development of the Detroit Watershed Management Plan and AOC-focused meetings put on by the Healing Our Waters Coalition in regard to the GLRI Program recommendation input. They also waiting for MEC letter to come out to develop a mechanism to fund orphan sites. Between the Rouge and Detroit Rivers there are nearly \$100 million in extra funding needed to address remediation needs.

Clinton – Eric Diesing reported that there have been no change in status of BUIs since the last we removed in 2020, however several will be coming up very quickly but are currently in draft form. Their habitat projects have been done for a few years and they are still in the post-monitoring phase. Sediment work will be going forward but he is unsure of the current timeline. The Watershed Council is in a transition period; his replacement has been hired and once up to speed they will likely be involved in the SPAC to some extent. Their last PAC meeting they focused on limiting factors, where they want to now that the initial habitat projects are complete, what's their next step either before delisting or as they remove BUIs. They are revisiting the University of Michigan plan that came out of the master's team a few years back and using that to guide decisions as they go forward.

River Raisin – Brian Egen shared that they are still in a monitoring/testing phase. So far five of their nice BUIs have been removed. They are looking at updating their bylaws with some clarifications and DEI language. They are working to combat a flowering rush issue and have done well within the city limits but last year they found a large patch upstream outside the city limits a couple of years ago. They are working on a Sustain Our Great Lakes program grant to potentially amend their permit to treat those areas. Their river cleanup event is Saturday, August 12 and usually attracts over 100 people. They submitted their PAC grant and are getting started on that. They continued to do outreach with more coming up this summer. Erma Leaphart came to their last meeting and did a presentation and are looking forward to working with her. They received a Friends of Conservation award from Monroe Conservation District. They have been working on fish passage four as there was damage that has dislodged some of the rocks and are looking for a solution to repair that. Monroe news recently reported a dead five foot sturgeon along Sterling Lake Park which is right along the mouth of the river so they are getting closer to bringing some back. Eagles and osprey continue to fly around the river and all in all things are looking good. Melanie mentioned that USEPA’s Office of Research and Development is doing a great deal of work. They will be going out this summer to do a great deal of monitoring of everything from sediments, the cap, birds, and fish, and hopefully they can answer questions about the river to work toward removal of BUIs and ultimate delisting.

2023 Fall Meeting - All

- Call for agenda items –
 - Work that MEC is doing/funding opportunities
 - MiCorps – monitoring and stewardship through citizen scientists
 - CISMAs – Invasive species [Cooperative Invasive Species Management Areas]
 - Presentations that focus on habitat – example of something that is doing well construction is complete, monitoring is done, etc.
 - Use of sensors to monitor for water quality [Ohio, Limnotek]
 - Eric Diesing offered presentations on multiple subjects including water monitoring data, river and stream restoration, and water quality parameters.
 - USEPA GLNPO staff – presentation on how they envision the “moonshot” of bulk of AOCs being delisted by 2030, where will that funding go, and life after delisting
 - Outcome/Progress of the University of Michigan Clinton River Sensor Project
 - Gap between habitat project completion and long-term success
 - Research work being done within AOCs
 - Sarah Jansen presentation on mercury isotopes
- Fall face-to-face meeting location – With changes in the leadership at the Clinton River Watershed Council, if won’t be feasible for them to host in 2023 but they would like to do so in



2024. Mike said that the St. Marys River AOC would consider hosting but would like to run it past the membership at their June meeting and provide some details to them. There is a new facility that may be optimal for hosting. John added that there are a couple of hotels that offer the state rate as well so that would be a consideration. A poll will be created to find dates once a location and availability are established.

Future SPAC Topics - Brian Egen

Listed in the call for agenda items above under the Fall 2023 meeting.

Review of Action Items - Kimberly Passick

- Kimberly will include PAC Legislative contact list to minutes
- Kimberly will include the listing of hotels that accept the state rate with minutes
- Melanie and Kimberly will update the new SPAC designees and alternates
- Melanie will set up a meeting for the bylaws subcommittee
- Kimberly will send habitat subcommittee meeting notice out to those who requested
- Kimberly will send subcommittee meeting notes to SPAC distribution list
- Kimberly will attach DEIJ goals to minutes
- St. Marys will check into hosting a fall in person meeting
- A poll will be created and sent out to set the date for the fall meeting
- Kimberly will attach a listing of AOC site visit dates to the minutes

Adjourn Meeting

Bill Craig motioned to adjourn; Horst Schmidt seconded. Unanimously approved.

Adjourned at 2:10 PM



Historical SPAC Meeting Dates and Locations

DATES: From	To	CITY	LOCATION	NOTES
June 8, 2010		Port Huron		
November 9, 2011	November 10, 2011	Monroe		
February 10, 2012		Lansing	Lansing Center	Multiple federal agencies
May 30, 2012	May 21, 2012	Roscommon	RAM Center	River Network & MEDC
October 25, 2012	October 26, 2012	Kalamazoo	Four Points Sheraton Hotel	North Star on branding
April 30, 2013	May 1, 2013	Lansing	Constitution Hall/Anderson House	
July 10, 2013		Muskegon	Holiday Inn	MSU Land Policy Institute, LIAA, MSHDA Main Street Center
November 14, 2013	November 15, 2013	Detroit	Belle Isle Great Lakes Dossin Museum	
July 16, 2014		Ishpeming	Red Rocks Lanes	
October 30, 2014	October 31, 2014	Montague		White Lake delisting celebration
May 4, 2015	May 5, 2015	Port Huron		
June 3, 2015		Lansing	legislative brief	
November 16, 2015	November 17, 2015	Bath	Bengel Wildlife Center	
March 1, 2016	March 1, 2016	Dearborn	U of M Dearborn Environmental Center	Held prior to U.S. AOC Conference
June 27, 2016	June 28, 2016	Sault Ste. Marie	Lake Superior State - Cisler Center	Held prior to Little Rapids project kickoff celebration
October 27, 2016		Kalamazoo	Four Points Sheraton Hotel	
March 28, 2017		Grand Rapids	Crowne Plaza Hotel	
June 12, 2017	June 13, 2017	Macomb	Macomb Public Library	
October 10, 2017		Lansing	Constitution Hall-Austin Conference Room	
June 27, 2018		Frankenmuth	Zehnders	
November 27, 2018	November 28, 2018	Ann Arbor	Great Lakes Commission Office	
May 15, 2019	May 16, 2019	Muskegon	Shoreline Inn Conference Center	
July 16, 2019	July 17, 2019	Houghton	Great Lakes Research Center, MTU	
March 24, 2020		Skype	Virtual meeting	Covid-19 pandemic
July 23, 2020		Microsoft Teams	Virtual meeting	Covid-19 pandemic
October 14, 2020		Microsoft Teams	Virtual meeting	Covid-19 pandemic
March 4, 2021		Microsoft Teams	Virtual meeting	Covid-19 pandemic
June 17, 2021		Microsoft Teams	Virtual meeting	Covid-19 pandemic
September 30, 2021		Microsoft Teams	Virtual meeting	Covid-19 pandemic
January 20, 2022		Microsoft Teams	Virtual meeting	Covid-19 pandemic
June 14, 2022		Microsoft Teams	Virtual meeting	Followed 5/22 AOC Conference
October 11, 2022	October 12, 2022	Monroe	River Raisin National Battlefield Park	
February 6, 2023		Microsoft Teams	Virtual meeting	
May 31, 2023		Microsoft Teams	Virtual meeting	



Statewide Public Advisory Council
Subcommittee on Diversity, Equity, Inclusion, and Environmental Justice
2023 Goals

The Central Goal of the Statewide Public Advisory Council (SPAC) Subcommittee on Diversity, Equity, Inclusion, and Environmental Justice (DEIJ) is to increase and sustain racial, ethnic, gender, and socio-economic diversity within Michigan Public Advisory Council (PAC) participants and equity in the Remediation, Restoration, and Revitalization work in their communities. The PACs are encouraged to place a special emphasis on recruitment, orientation, and retention of Black People, Indigenous People, People of Color, and People from any Underrepresented, Underserved, Low-Income, and Adversely Impacted Communities.

Goal No. 1: By June 30, 2023, the SPAC DEIJ Subcommittee shall have created a suite of accessible materials to be used as tools to recruit, orient, and/or retain new and diverse members to their individual Public Advisory Councils.

Goal No. 2: Each PAC will be encouraged to provide a list (4-5 items) of Areas of Concern relevant programs, activities, events, restoration work, PAC membership / structure, etc. that can be described as an attempt at Diversity, Equity, Inclusion, and/or Environmental Justice by May 31, 2023.

Goal No. 3: PACs shall encourage awareness and alignment with the Justice 40 Initiative under President Biden's Executive Order 14008 with the goal that 40 percent of the overall benefits of certain Federal investments flow to disadvantaged communities that are marginalized, underserved, and overburdened by pollution.

These goals are meant to be fluid and change as the SPAC DEIJ subcommittee grows and as goals are met and new goals are adopted.

Finalized and Adopted by the SPAC DEIJ Subcommittee: March 13, 2023