

You have arrived at:

Building Environmental Workforce Diversity

Welcome!
We will get started soon.



EPA MID-ATLANTIC REGION
2024 VIRTUAL SUMMIT

Empowering Communities for Environmental Equity

Friendly Reminders Before We Get Started

Please **mute yourself** and **turn off your webcam** during presentations.

If you encounter technical difficulties during the meeting, you can:

- ✓ Send a chat message directly to Host or IT Support
- ✓ Email epamidatlsummit@michaeldbaker.com with the subject line “Zoom Support” and make sure you let us know what session you are in.

This session is being recorded and will be made available after the summit.

EPA Mid-Atlantic Region Minority Serving Institutions (MSI) Program

9 Memoranda of Understanding (MOU)/ 10 PARTNERSHIPS

- ❖ Gradually established MOUs with Historically Black Colleges & Universities (HBCUs) over 20 years throughout the Mid-Atlantic Region.
 - ❖ Develop diverse applicant pool (student engagement/development, internships/mentorship, shadowing)
 - ❖ Increase opportunities for MSIs to participate in federal programs
 - ❖ Support student & faculty development (technical assistance, current industry tools)
 - ❖ Increase institutional capacity (research, curriculum assistance)



UNIVERSITY OF MARYLAND
EASTERN SHORE



NORFOLK STATE
UNIVERSITY



UMBC

HAMPTON
UNIVERSITY



Linking Environmental Academic Programs (LEAP) Memorandum of Understanding (MOU)

OVERVIEW

- First established in 2008; current MOU signed in 2019; re-signing in 2024
- Partners: EPA Region 3, Hampton University (HU), Norfolk State University (NSU), and VA Department of Environmental Quality (VADEQ) - Tidewater Regional Office
- First student internships started in 2009

SUCCESSSES

1. To date - **16** Student Internships with VADEQ – Tidewater Regional Office (1 hire as a contractor!)
2. EPA funded enhancement of PhD Program in HU's Center of Atmospheric Sciences now the Department of Atmospheric & Planetary Sciences
3. Partnered with local community-based organization under a contract from EPA HQ to provide two (2) community education trainings on climate change and adaptation with students/faculty from NSU and New Port News community



Lincoln University Memorandum of Understanding (2023)



pennsylvania
DEPARTMENT OF ENVIRONMENTAL
PROTECTION

Student Development

- ❖ Internships (ESRIP)
- ❖ EPA Speaker Seminars
- ❖ **Waste Audits**
- ❖ Student Research Projects – EPA Lab support

**Faculty Development in
Environmental Issues**

Career Development

- ❖ EPA Shadow Day
- ❖ Career Fairs
- ❖ Federal Explorer Day
- ❖ Earth Day Activities

**Environmental & EJ
Teaching Resources**

Campus Sustainability

- ❖ Greening Buildings
- ❖ Campus Recycling Program
- ❖ **Waste Audits**
- ❖ EPA Speaker Seminars

**Environmental Community
Outreach**

Meet the Panelists



John Brandt

Virginia Department of
Environmental Quality



Dr. Ruben Delgado

Hampton University



Dr. Anna Hull

Lincoln University



Ethan Daguian

Cheyney University

Importance of Diversity in the Environmental Workforce....

Representation: On & In the Field!

- ❖ Must be reflective of the communities we serve!
- ❖ Foster multiple perspectives
- ❖ Build a stronger workforce – backgrounds, skills, experience
- ❖ Maintain a welcoming and inclusive work environment
- ❖ Greater impact on Environmental Justice for ALL



For More Information

- **Brittany Clark**, Equal Employment Opportunity Specialist & Minority Serving Institutions Coordinator, EPA Region 3's Office of Civil Rights; clark.brittany@epa.gov
- **Eimy Bonilla**, Environmental Engineer, EPA Region 3's Air & Radiation Division; bonilla.eimy@epa.gov
- **John Brandt**, Air Compliance & Monitoring Manager, Virginia Department of Environmental Quality; John.Brandt@deq.virginia.gov
- **Dr. Ruben Delgado**, Associate Professor in the Department of Atmospheric & Planetary Sciences at Hampton University; Ruben.Delgado@hamptonu.edu
- **Dr. Anna Hull**, Chair and Professor, Biology Department at Lincoln University; ahull@lincoln.edu
- **Ethan Daguian**, graduating senior student intern at Cheyney University; ethandaguian@gmail.com