



# **The Power of Partnerships**

**Presentation to:**

**Toxics Release Inventory (TRI) National Conference**

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**Senior Advisor EPA Region 3**

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# About Me: Dr. Kandis Y. Boyd, PMP

**Meteorology/Water Resources**

**30 Years in STE(A)M**

**DEIA-J Advocate**

**MOU POC – Region 3**





# Introduction Video: EPA and What We Do



[\(516\) EPA Onboarding: Welcome to EPA - YouTube](#)





# Agenda

**EPA Mission/Overview**

**STE(A)M & DEIA-J**

**MSIs**

**Promoting Partnerships**

**Organization**

**Next Steps**

**Q&A**





## **EPA: Our Mission and What We Do**

**The United States Environmental Protection Agency's Mission:**

**To protect human health and the environment**

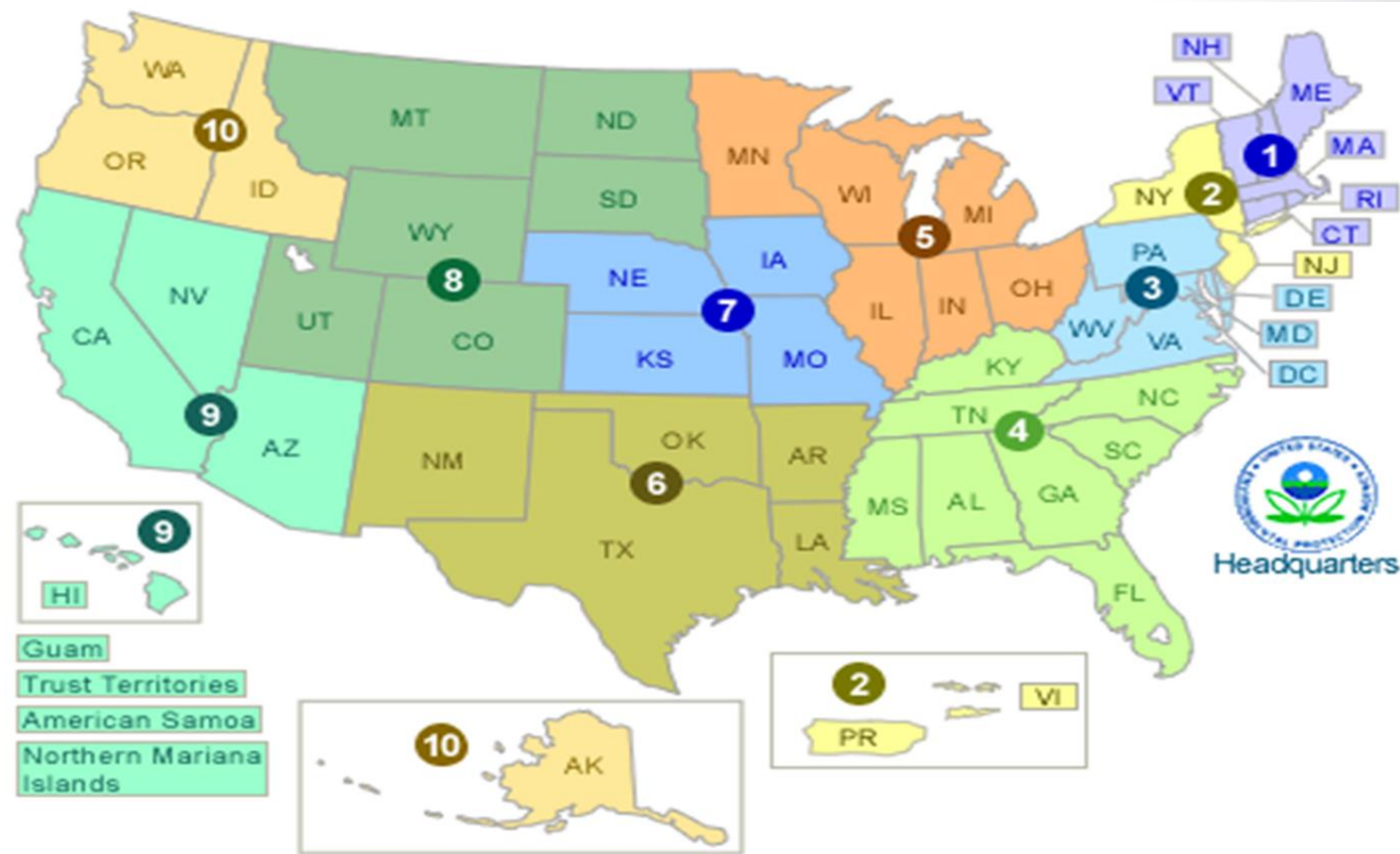
**Healthier environment and world for everyone,**

**cleaning up our land, our water and our air.**



# EPA: USEPA Overview

- EPA employs approximately 18,000 people across the country, including in HQ and 10 regional offices, and several laboratories
- Staff is highly educated and technically trained;
- More than half are engineers, scientists, and policy analysts





## EPA: USEPA -TRI

# *Increasing EPA data use and awareness among Academic Science, Technology, Engineering, and Math Communities*

### EPA works to...

1. **Develop and enforce regulations**
2. **Give grants**
3. **Study environmental issues**
4. **Sponsor partnerships**
5. **Teach people about the environment**
6. **Publish information**



**U.S. ENVIRONMENTAL  
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## What is STE(A)M?

**S**cience **T**echnology **E**ngineering and **M**ath

**S**cience **T**echnology **E**ngineering **A**rts and **M**ath

The term STEM was created in 2001 by the National Science Foundation



The term morphed into STEAN to incorporate A-Art, Design, and graphic representation







## EPA's STEAM Objectives

Partnerships	Funding	Developmental Opportunities
<ul style="list-style-type: none"><li>• Collaborative Research</li><li>• Community Activities</li><li>• Intergovernmental Personnel Act (IPA Assignments)</li></ul>	<ul style="list-style-type: none"><li>• Grants</li><li>• Communicate Existing Funding Streams</li><li>• Scholarships</li><li>• Fellowships</li><li>• Post Docs</li></ul>	<ul style="list-style-type: none"><li>• K-12 Field Trips</li><li>• Internships</li><li>• MOUs with Colleges/Universities</li><li>• Interactive Chats</li></ul>



We value diversity at EPA and are striving to strengthen our workforce and culture with a renewed focus on Diversity, Equity, Inclusion, and Accessibility.

We are committed to creating a diverse workforce because we know that the individual strengths and abilities of our employees make us a stronger organization. The more inclusive our employee base is, the greater the variety of ideas that are generated, and the more representative we are of the nation we serve.



# DEIA and Environmental Justice



## DIVERSITY

of people,  
perspectives



## EQUITY

in policy, practice  
& position



## INCLUSION

via power, voice &  
organizational culture



## JUSTICE

with equal rights &  
equitable  
opportunities



A C C E S S I B I L I T Y



# DEIA and Environmental Justice

## Executive Orders - DEIA

1. [Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#)
2. [Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government](#)
3. [Executive Order 14031: Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders](#)
4. [Executive Order 13988: Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation](#)





# DEIA and Environmental Justice

## Executive Orders – Environmental Justice

1. [Executive Order 14008 - Tackling the Climate Crisis at Home and Abroad](#)
2. [Executive Order 14096, Revitalizing Our Nation's Commitment to Environmental Justice for All](#)
  - ❑ White House Environmental Justice Interagency Council
  - ❑ White House Environmental Justice Advisory Council
  - ❑ Justice40 Initiative



# Minority Serving Institutions - MSIs

## Minority Serving Institutions (MSIs)

Institutions of higher education  
that serve minority populations

AANAPISI – Asian American and Native American Pacific Islander  
Serving Institutions

ANNH – Alaska Native and Native Hawaiian

HBCU – Historically Black College and Universities

HSI – Hispanic Serving Institutions

NASNTI – Native American Serving Nontribal Institutions

PBI – Predominantly Black Institution (originally PWI)

TCU – Tribal College and University



**AANAPISI**

Asian American and Native American  
Pacific Islander-Serving Institutions



**HBCU**

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES



## Promoting Partnerships

- Professional and career development
- Develop future leaders that understand EPA's mission and how their actions impact the environment and human health
- Ensure that students acquire necessary scientific research skills to investigate, analyze, interpret, and solve complex environmental problems and environmental justice issues
- Shape the next generation of diverse environmental stewards in EPA



# Assessment and Observation

## Suggestions/Ideas

1. STE(A)M Seminars
2. Shadow/Chat with a Scientist
3. Publicize Databases
4. Collaborative Research
5. Virtual Opportunities
6. Hiring Fairs
7. Develop Curriculum
8. Utilize existing Campus/Community Activities



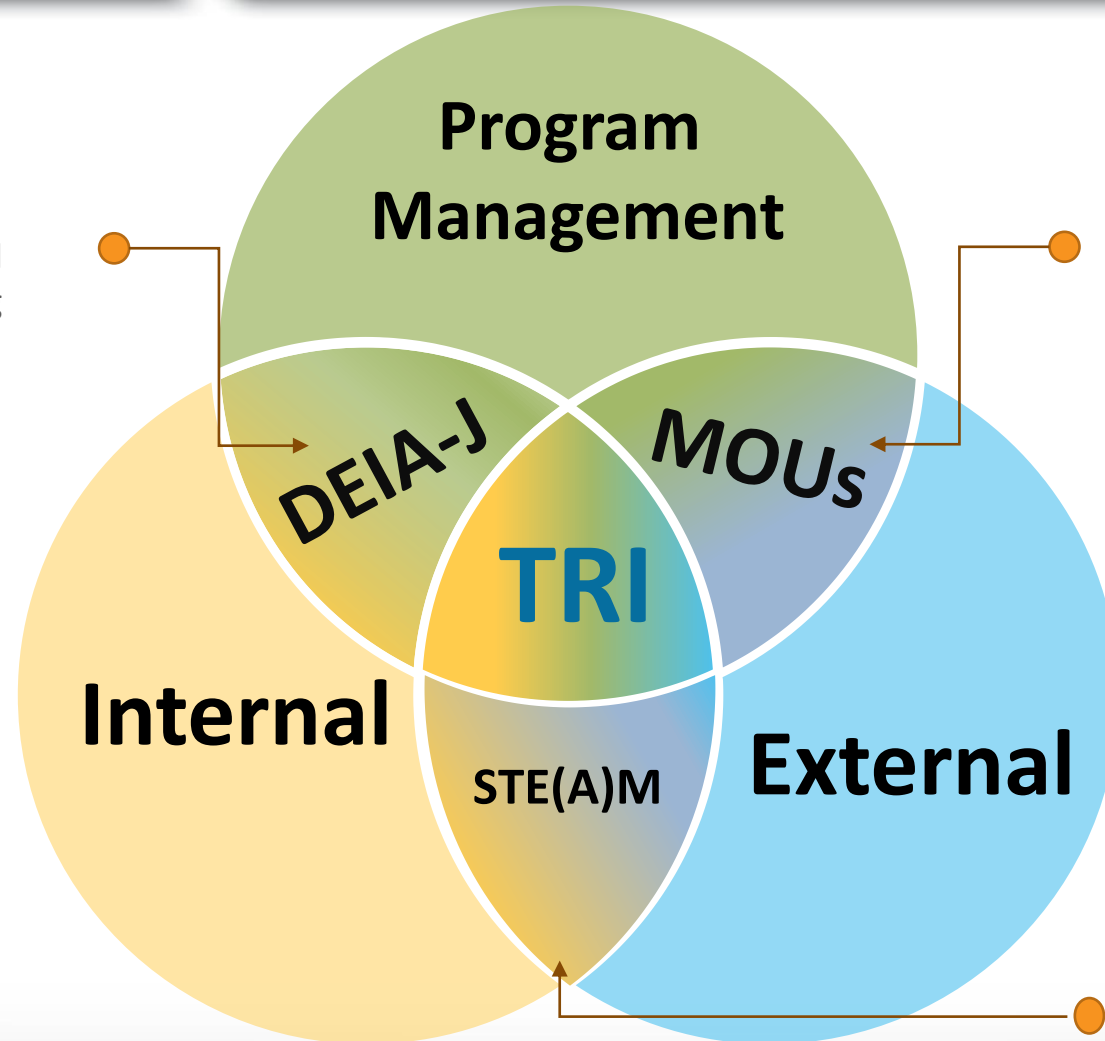




# EPA: Organizational Framework

## DEIA - J

Diversity, Equity, Inclusion, and Accessibility, with a strong focus on Environmental Justice



## MOU & MSI

Memorandum of Agreement (MOA) serves to formally recognize the partnership between the USEPA and the NSF. MOUs establish a general framework of cooperation, including planning for collaboration with Minority Serving Institutions

## STE(A)M

Grants provides awards to strengthen STEM education and research at colleges and universities.

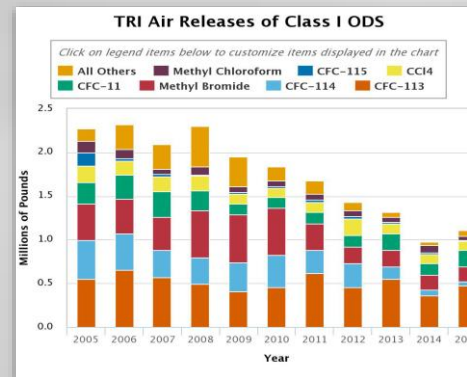
# TRI

## Community of Practice Network



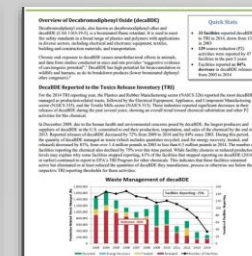
EXPOSE STUDENTS TO TRI DATA, TOOLS, AND ANALYSIS

GENERATE INNOVATIVE PROGRAMS, ACTIVITIES, RECOMMENDATIONS, & RESEARCH



IMPROVE THE ACCESSIBILITY, AWARENESS, AND USE OF TRI DATA

BUILD A DIVERSE PORTFOLIO OF PRACTICAL AND REPLICABLE PROJECTS



# Thank You!

**Questions? Comments? Ideas?**

Please contact:

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