

# Community Engagement Subcommittee

## Key recommendations

1. Each agency develops a community engagement plan, which must include the elements outlined in our Community Engagement Plan guidance.
2. Agencies use a consistent process to evaluate their services and programs for community engagement. These evaluations weigh the goals, potential for impact, and importance to the community of the service/program, and the makeup of the impacted community. These evaluations determine:
  - a. The agency's level of engagement for the project.
  - b. The potential for outcomes the public can see from their engagement in the process.Agencies then communicate both determinations in their outreach process.
3. When agency decisions have potential to impact a specific community, agencies work with representatives of that community to identify outreach and communication methods.
4. Agencies use equity-focused hiring practices and inclusion-focused professional development to build and support an internal staff that represents the cultural and racial makeup of the population they serve.
5. Agencies consistently integrate tribal engagement into their outreach work when a program or service has potential to impact Indigenous peoples, Tribal members, or their resources, using tailored approaches based on the needs of the Tribal and or Indigenous community. \*Note that engagement is not a substitute for formal government-to-government consultation.
6. When agencies ask for representation from a specific geographical or cultural community, the agencies actively support such representation in recognition of the costs of engagement borne by community members. Examples of support include financial compensation, transportation, and food and childcare at meetings.
7. Agencies integrate compliance with existing laws and policies that guide community engagement into the budgets of their services and programs:
  - a. Title VI of the Civil Rights Act, prohibiting discrimination based on race, class, or national origin and requiring meaningful access to people with limited English proficiency
  - b. Executive Order 05-03 requiring Plain Talk when communicating with the public
  - c. Executive Order 13166, requiring meaningful access to agency programs and services for people with limited English proficiency.