

WASHINGTON STATE DEPARTMENT OF HEALTH

Environmental Justice Assessment and Budgeting & Funding Report Workplace Safety & Climate Change Grant Program



DOH 334-600 December 2025

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Environmental Justice Reporting Overview

An Environmental Justice Assessment (EJA) is an opportunity to assess the environmental justice impacts of an agency action. The template is designed to meet all of the requirements established under [Washington’s Environmental Justice Law](#)¹ (also known as the Healthy Environment for All, or HEAL, Act). While it was developed by the HEAL Interagency Working Group, this document has been adapted by the Washington State Department of Health (DOH) to meet agency needs for fulfilling the requirements of completing an EJA.

Table 1: Environmental Justice Assessment and Budgeting & Funding Overview

| | |
|---|--|
| Primary agency responsible for this action | Washington State Department of Health |
| Agency staff contact(s) | Erika Baker erika.baker@doh.wa.gov |
| Secondary agency contact(s), if applicable | |
| Description of proposed significant agency action and/or budget activity | Workplace Safety and Climate Change A \$10,000,000 grant provided by the legislature “solely to support and administer a workplace health and safety program for workers who are affected by climate impacts, including but not limited to, extreme heat and cold, wildfire smoke, drought, and flooding. This program is intended to focus on workplace health and safety for farmworkers, construction workers, and other workers who face the most risk from climate-related impacts”. ² |
| Date environmental justice assessment was initiated | April 2024 |
| Date environmental justice assessment was completed | December 2025 |

¹ Washington’s Environmental Justice Law (HEAL Act) <https://app.leg.wa.gov/RCW/default.aspx?cite=70A.02&full=true>

² <https://lawfilesexternal.leg.wa.gov/biennium/2023-24/Pdf/Bills/Senate%20Passed%20Legislature/5187-S.PL.pdf>

Table 1 Continued: Environmental Justice Assessment and Budgeting & Funding Overview

| | |
|--|---|
| <p>Type of significant agency action (check one)</p> | <p><input type="checkbox"/> The development and adoption of significant legislative rules as defined in RCW 34.05.328³</p> <p><input checked="" type="checkbox"/> The development and adoption of any new grant or loan program that a covered agency is explicitly authorized or required by statute to carry out</p> <p><input type="checkbox"/> A capital project, grant, or loan award by a covered agency of at least \$12,000,000 or a transportation project, grant, or loan by a covered agency of at least \$15,000,000</p> <p><input type="checkbox"/> The submission of agency request legislation to the office of the governor or the office of financial management for approval</p> <p><input type="checkbox"/> Any other agency actions deemed significant by a covered agency consistent with RCW 70A.02.060⁴, if yes, name: _____</p> |
| <p>Budgeting Activity</p> | <p><input type="checkbox"/> Writing a Decision Package</p> <p><input checked="" type="checkbox"/> Establishing and/or administering a grant program</p> <p><input type="checkbox"/> Establishing and/or administering a loan</p> <p><input type="checkbox"/> Establishing and/or administering a contract</p> <p><input type="checkbox"/> Staffing a program with environmental benefits or harms</p> |
| <p>Link(s) to initial notification with Office of Financial Management and/or other postings, such as publicly available results, materials, or reports related to the assessment</p> | <ul style="list-style-type: none"> • EJA Notification • Final Evaluation Report |

³ RCW 34.05.328

<https://app.leg.wa.gov/RCW/default.aspx?cite=34.05.328#:~:text=PDF%20RCW%2034.05.328%20Significant%20legislative%20rules%2C%20other%20selected,objectives%20of%20the%20statute%20that%20the%20rule%20implements%3B>

⁴ RCW 70A.02.060 <https://app.leg.wa.gov/RCW/default.aspx?cite=70A.02.060>

Background Information

The Washington Department of Health (DOH) completed the following Environmental Justice Assessment and Budgeting & Funding Report on a \$10,000,000 grant provided by the legislature “solely to support and administer a workplace health and safety program for workers who are affected by climate impacts, including but not limited to, extreme heat and cold, wildfire smoke, drought, and flooding. This program is intended to focus on “workplace health and safety for farmworkers, construction workers, and other workers who face the most risk from climate-related impacts”.⁵ DOH administered these funds through the following mechanisms:

- **Direct Procurement and Distribution of Equipment** - DOH directly procured and distributed \$1.9M of equipment and supplies to outdoor workers. Given the constraints of staff time, contracting timelines, and community resources, agency staff decided to focus procurement and distribution of equipment for farmworkers. Examples of equipment and supplies included: Personal protective equipment, other protective or safety clothing for cold and heat, air purifiers for the workplace or worker housing, and heating and cooling devices. DOH also granted awards to Latinos en Spokane (\$46,606.67), Latino Civic Alliance (\$58,520), and CAFE Wenatchee (\$15,500) to distribute supplies procured by DOH.
- **Pilot Grants** – DOH awarded grants totaling \$300,000 to Latino Civic Alliance, CAFE Wenatchee, and Squaxin Island Museum. DOH initially set the focus of this funding cycle on direct procurement and distribution of equipment, and then later awarded these pilot grants as a proof of concept for grantees to create programming to identify outdoor workers’ needs, provide education to outdoor workers, and procure and distribute supplies to outdoor workers.
- **Tribal Grants** – 20% of the total funds were set aside for tribes and were distributed in a noncompetitive process. Tribes procured and distributed equipment and supplies, provided training and education, updated HVAC systems, and expanded their emergency preparedness and response capacity. For a list of grantees and award amounts, please refer to Appendix A.
- **Lost Wages Program** – Under the same funding, DOH, “in consultation with the environmental justice council, community groups, and the department of labor and industries, shall evaluate mechanisms to provide workers with financial assistance to cover lost wages or other financial hardships caused by extreme weather events and climate threats”.⁴ In Fiscal Year 2025, DOH awarded a \$487,437 contract to Athena Group to complete this evaluation with community groups and impacted workers. Per proviso, the findings are being reviewed by the Environmental Justice Council and the Washington State Department of Labor and Industries. Final recommendations for a lost wages program will likely be complete in 2026.

To organize the vast scope of programming made possible by this funding, agency staff have organized responses to these questions in each section by the mechanisms used: (1) direct procurement and distribution of equipment, (2) pilot grants, (3) tribal grants, and (4) the lost wages program.

⁵<https://lawfilesexternal.wa.gov/biennium/2023-24/Pdf/Bills/Senate%20Passed%20Legislature/5187-S.PL.pdf>

Section 1: Determine Environmental Justice Goals & Metrics

- 1. What are your environmental justice goals and performance metrics for this program? Please explain how they are calculated and their significance to your program's success.**

As described by the proposed logic model for the worker safety grants below, this program's long-term goals are twofold: (1) a reduction in climate related deaths and injuries for outdoor workers, and (2) that workers impacted by climate change have what they need to be healthy and resilient to climate change. Based on the program's activities, intermediate outputs and outcomes are expected to lead to these long-term impacts.

DOH proposes the following metrics, selected because they are aimed at measuring key early outputs and outcomes outlined in the logic model:

- Quantity of safety supplies delivered to outdoor workers and the amounts reported in dollars spent on supplies. This represents the direct output that puts safety supplies in workers' hands to support them on the job.
- Percentage of grantees who report that the grant program centers community/Tribal needs.
- Percentage of grantees who report that outdoor workers in their communities are better protected from extreme temperatures, sun, smoke, and other hazards because of this grant.

Table 2: Proposed logic model for worker safety program

| Inputs | Sustained Financing | Activities | Outputs | Short-term Outcomes | Medium-term Outcomes | Long-term impact |
|--|---------------------|------------|---|---|--|---|
| <p>\$10 million for workplace safety</p> <p>DOH staff</p> <p>Community input</p> <p>EJ Council</p> | | | <p>Tribal engagement</p> <p>Community engagement</p> <p>Select grantees</p> <p>Technical assistance for applicants and grantees</p> <p>Community input gathering on ways to support workers, including grants and supply procurement plan</p> <p>Supply procurement</p> <p>Community informed process design</p> <p>Contracting to conduct feasibility study on lost wages due to extreme weather</p> | <p>Grant process that community agrees center equity and reflects Tribal and community needs</p> <p>Safety supplies distributed to outdoor workers</p> <p>Feasibility report on lost wages due to extreme weather</p> | <p>Outdoor workers protected from extreme temperatures, sun, smoke</p> <p>Build a presence and trusted relationship by being out in community at their events, hearing their concerns and needs</p> <p>Policy recommendations for the legislature around extreme weather leave</p> | <p>Grassroots community-based organization develop the infrastructure to procure and store their supplies</p> <p>State builds a trusted relationship with orgs with consistent and timely reimbursements</p> <p>Workers able to use extreme weather leave</p> |

Section 2: Analyze Environmental Benefits and Harms

1. Describe likely environmental benefits⁶ for overburdened communities, vulnerable populations, and tribes associated with this action.

A. Direct Procurement and Distribution of Equipment

Given the constraints of staff time, contracting timelines, and community resources, agency staff decided to focus procurement and distribution of equipment for farmworkers.

Farmworkers and farmworker advocates identified and prioritized equipment to protect against the environmental harms of sun exposure, extreme heat, pesticide exposure, wildfire smoke, and poor air quality. Please refer to Section 5 for details on community engagement on this topic. Agency staff also considered what protective equipment is required by employers to make sure DOH did not subsidize employer responsibilities.

a. Protection against Ultraviolet (UV) Radiation & Extreme Heat

- **Protection against Ultraviolet (UV) Radiation** – One of the main environmental risks of agricultural work is extended exposure to sun and UV rays. Agency staff procured and distributed sunblock and low light sunglasses to protect workers from this environmental harm. Because of increased incidence of extreme heat events, farmworkers are working earlier in the day and later at night. Low light sunglasses provide protection from UV rays during these times of day. Pop-up canopy tents, UV Protection Factor (UPF)-rated, cooling sun hats, neck gaiters, and long sleeve shirts were also procured to provide dual protection against UV rays and heat exposure.
- **Protection against Heat Exposure** – Another environmental risk of agricultural work, especially in the context of climate change, is extended heat exposure. Agency staff procured and distributed electrolytes, 5-gallon drink coolers, cooling towels, hydration backpacks, lift braces, box fans, canvas gloves, cooler totes, and water bottles to mitigate this environmental harm.

b. Protection against Pesticide Exposure

Agricultural workers experience the occupational, environmental hazard of pesticide exposure in their workplace. Agency staff considered both the primary exposure of workers in the workplace, and the secondary exposure of workers' families when workers return home. In combination with extreme heat, workers are more likely to be exposed to pesticides because they are picking earlier in the day, closer to when pesticides are being applied.

- **Direct Pesticide Application** – Workers are at risk of exposure when applying pesticides as a part of their work. Pesticide droplets are produced by spray nozzles used in application equipment for spraying pesticides on crops, forests, turf and home gardens. Some other pesticides are formulated as very fine dry

⁶ **Environmental benefits** mean activities that: (a) Prevent or reduce existing environmental harms or associated risks that contribute significantly to cumulative environmental health impacts; (b) Prevent or mitigate impacts to overburdened communities or vulnerable populations from, or support community response to, the impacts of environmental harm; or (c) meet a community need formally identified to a covered agency by an overburdened community or vulnerable population that is consistent with the intent of chapter 70A.02 RCW.

particles (commonly referred to as dust formulations). To mitigate this environmental harm, agency staff procured and distributed splash-rated goggles to prevent pesticides from reaching the eyes.

- **Pesticide Drift** – Workers are also at risk of exposure via “pesticide drift”, where pesticide dust or droplets move through the air to any site other than the area intended at the time of application or soon after. Pesticide drift usually occurs from overhead application to adjacent areas, which is not often communicated effectively to workers. Agency staff procured and distributed high-visibility vests to mitigate against this harm. High visibility vests allow operators of heavy machinery to see workers and avoid collisions.

c. Protection against Wildfire Smoke & Poor Air Quality

Another environmental hazard faced by farmworkers is poor air quality in the workplace and in worker housing. One of the major contributors to poor air quality is wildfire smoke. To mitigate against this harm, agency staff procured high-filtration face masks and respirators, high efficiency particulate air (HEPA) purifiers, replacement filters, and box fans.

B. Pilot & Tribal Grants

Grantees considered other outdoor workers in addition to farmworkers in their programming and equipment. Grantees also procured and distributed equipment, providing the environmental benefits listed in the “Direct Procurement and Distribution of Equipment” section above. In addition, grantees identified additional outdoor workers’ needs; provided training and education; updated heating, ventilation, and air conditioning (HVAC) systems; and expanded their emergency preparedness and response capacity.

a. Needs Identification

Outdoor workers impacted by climate change are most knowledgeable about their needs and how to meet them. Community-driven needs identification is key to providing resources and solutions that provide the greatest benefit to that community. CAFE Wenatchee hosted an event to better understand needs not currently met by existing services and programming.

b. Training and Education

Several grantees provided training on safety practices related to environmental conditions and how to best use equipment to protect from environmental hazards. As noted later in Section 2, Question 2, outdoor workers may be exposed to environmental harms if equipment is not used as intended. Training and education provided by grantees helps ensure that equipment is used as intended to provide protection against environmental harms.

c. Heating, Ventilation, and Air Conditioning (HVAC) Updates

HVAC updates provide protection from extreme temperature events and poor air quality, including wildfire smoke.

d. Emergency Preparedness & Climate Resilience

Several tribal grantees used funding to develop emergency preparedness capacity, which took many different forms. Some purchased generators, high volume water

filtration and storage, emergency shelters, and other equipment. Some developed emergency evacuation and preparedness plans and trainings.

C. Lost Wages Program

In their evaluation, Athena group identified agricultural, construction, fisheries, and forestry workers as those most vulnerable to extreme weather and climate events in Washington state. When workers have financial security and know that they don't need to expose themselves to extreme weather and climate events to secure their livelihoods, they are much less likely to be impacted by the associated environmental harms.

2. Describe likely environmental harms⁷ for overburdened communities, vulnerable populations, and tribes associated with this action.

A. Direct Procurement and Distribution of Equipment

If equipment is not used as intended, outdoor workers could still experience exposures to environmental harms. If the equipment was not available at all, workers would certainly be exposed to the harms described in Section 1, Question 1.

B. Pilot & Tribal Grants

There are no likely environmental harms associated with this agency action

C. Lost Wages Program

There are no likely environmental harms associated with this agency action.

3. Describe likely associated positive health impacts for overburdened communities, vulnerable populations, and tribes associated with this action.

A. Direct Procurement and Distribution of Equipment

a. Protection against Exposure to Sun & Extreme Heat

- **Protection against Exposure to Ultraviolet (UV) Radiation** – Unprotected exposure to UV radiation is a preventable risk factor for skin cancer, cataracts and other eye damage, as well as immune system suppression.⁸ Sunblock and low light sunglasses provide protection against UV exposure. Pop-up canopy tents, ultraviolet Protection Factor (UPF)-rated, cooling sun hats, neck gaiters, and long sleeve shirts were also procured to provide dual protection against UV-rays and heat exposure.
- **Protection against Extreme Heat** – Exposure to extreme heat is a risk factor for heat-related illnesses. Heat-related illnesses include heat stroke, heat

⁷ **Environmental harm** means the individual or cumulative environmental health impacts and risks to communities caused by historic, current, or projected: (a) Exposure to pollution, conventional or toxic pollutants, environmental hazards, or other contamination in the air, water, and land; (b) Adverse environmental effects, including exposure to contamination, hazardous substances, or pollution that increase the risk of adverse environmental health outcomes or create vulnerabilities to the impacts of climate change; (c) Loss or impairment of ecosystem functions or traditional food resources or loss of access to gather cultural resources or harvest traditional foods; or (d) Health and economic impacts from climate change.

⁸ <https://www.epa.gov/sunsafety/health-effects-uv-radiation>

exhaustion, rhabdomyolysis, heat syncope, and heat cramps.⁹ Agency staff procured and distributed electrolytes, 5-gallon drink coolers, cooling towels, hydration backpacks, lift braces, box fans, canvas gloves, cooler totes, and water bottles to mitigate this environmental harm. Pop-up canopy tents, ultraviolet Protection Factor (UPF)-rated, cooling sun hats, neck gaiters, and long sleeve shirts were also procured to provide dual protection against UV-rays and heat exposure.

b. Protection against Wildfire Smoke & Poor Air Quality

Poor air quality is a risk factor for possible aggravation and premature mortality of existing heart or lung disease, as well as respiratory and cardiac effects in the general population.¹⁰ To mitigate against this harm, agency staff procured high-filtration face masks and respirators, high efficiency particulate air (HEPA) purifiers and replacement filters, and box fans.

B. Pilot & Tribal Grants

a. Needs Identification

As stated previously in Section 2, Question 1, community-driven needs identification is key to providing resources and solutions that provide the greatest benefit to that community. Though this needs identification exists upstream of direct health impacts, it is central to practicing environmental justice principles.

b. Training and Education

As stated previously in Section 2, Question 1, training and education provided by grantees helps ensure that equipment is used as intended to provide protection against environmental harms. Proper use of equipment ensures that the positive health impacts listed above can be realized.

c. Heating, Ventilation, and Air Conditioning (HVAC) Updates

Air conditioning updates provide protection against extreme heat events, the health impacts of which have been described previously.

Heating system updates provide protection against cold and cold-related illnesses, such as hypothermia, frostbite, trench foot, and chilblains.¹¹

Ventilation updates provide protection against poor air quality and wildfire smoke, the health impacts of which have been described previously.

d. Emergency Preparedness & Climate Resilience

Emergencies can create a variety of negative health impacts for workers in an impacted area, including but not limited to injuries, heat-related illnesses, cold-related illnesses, respiratory illnesses, and infectious diseases.¹² By developing emergency preparedness plans and education events, outdoor workers are more likely to be protected from the negative health impacts associated with emergencies.

⁹ <https://www.cdc.gov/niosh/heat-stress/about/illnesses.html>

¹⁰ <https://www.airnow.gov/sites/default/files/2021-09/wildfire-smoke-guide-chapters-4-5.pdf>

¹¹ <https://www.cdc.gov/niosh/cold-stress/about/related-illness.html>

¹² <https://www.osha.gov/emergency-preparedness>

C. Lost Wages Program

Financial security is well known as an upstream social determinant of health. In Athena Group's evaluation, they found that over 79% of workers reported experiencing illness, health symptoms, or unsafe workplace conditions from extreme heat, and around 50% cited similar effects from wildfire smoke and winter storms. Successful implementation of a lost wages program could alleviate or at least minimize the risk to workers who may not have a choice but to expose themselves to extreme weather and climate events to maintain their incomes.

4. Describe likely associated negative health impacts for overburdened communities, vulnerable populations, and tribes associated with this action.

A. Direct Procurement and Distribution of Equipment

If equipment is not used appropriately, outdoor workers could experience exposures to environmental harms and experience negative health impacts described in Question 3.

B. Pilot & Tribal Grants

There are no likely negative health impacts associated with this agency action.

C. Lost Wages Program

If the process to recover lost wages is inaccessible or inequitable, workers will not be able to realize the protective effects of financial security that this program intends to offer.

Section 3: Identify Overburdened Communities and Vulnerable Populations

1. Identify the geographic area(s) where there may be environmental and health impacts as a result of the agency action.

Outdoor workers span many industries, including timber, fisheries, shellfish, construction, agriculture, and more. Outdoor workers in these various industries are distributed statewide.

A. Direct Procurement and Distribution of Equipment

Given the constraints of staff time, contracting timelines, and community resources, agency staff decided to focus on providing protective equipment to farmworkers.

Major agricultural regions in Washington state include: Yakima, Wenatchee, Spokane, Sedro-Woolley, and Mt. Vernon

B. Tribal Grants

Communities “located in census tracts that are fully or partially on ‘Indian Country’” are included in the statutory definition of “overburdened communities”.¹³ Tribes received 20% of total funding under this program.

C. Lost Wages Program

Workers in the following industries were defined by Athena Group as “priority worker groups”: agriculture, fisheries, forestries, and construction. Additional industries considered were: recreation and tourism, retail, food service, manufacturing, home and property service, home health service, and transportation. Athena Group identified geographic areas with significant concentrations of impacted workers as: Yakima Valley, Wenatchee-Okanogan region, Skagit County, King County, and Whatcom county.

2. Describe overburdened communities¹⁴ and vulnerable populations¹⁵ identified within the geographic area(s) where there may be environmental and health impacts as a result of the agency action.

A. Direct Procurement and Distribution of Equipment

Farmworkers may be English language learners, ethnic and racial minorities, low-income, experience barriers to accessing healthcare, have high housing cost relative to income, and have higher exposure to environmental harms due to being outdoors for the majority of their

¹³ <https://app.leg.wa.gov/RCW/default.aspx?cite=70A.02.010>

¹⁴ **Overburdened community** means a geographic area where vulnerable populations face combined, multiple environmental harms and health impacts, and includes, but is not limited to, highly impacted communities as defined in RCW 19.405.020.

¹⁵ **Vulnerable populations** means population groups that are more likely to be at higher risk for poor health outcomes in response to environmental harms, due to: (i) Adverse socioeconomic factors, such as unemployment, high housing and transportation costs relative to income, limited access to nutritious food and adequate health care, linguistic isolation, and other factors that negatively affect health outcomes and increase vulnerability to the effects of environmental harms; and (ii) sensitivity factors, such as low birth weight and higher rates of hospitalization.

Vulnerable populations include but are not limited to:

- (i) Racial or ethnic minorities;
- (ii) Low-income populations;
- (iii) Populations disproportionately impacted by environmental harms; and
- (iv) Populations of workers experiencing environmental harms.

work and subject to alternative employment protection laws due to farmworker exemptions. Farm workers proximity to agriculture pesticides exposes them to disproportionate environmental harms.

There are approximately 228,588 farmworkers in Washington State today.¹⁶ Nationwide, 73 percent of all agricultural workers are foreign born, 68 percent of these are workers born in Mexico, with about 22% from indigenous communities.¹⁷ Four percent were born in central America and about 1 percent are from other countries.¹⁶ NAWS data suggests that more than half of farmworkers in the United States are undocumented, and that almost half of all farmworkers are uninsured.¹⁸ NAWS data shows that 29% of farmworkers have not visited a primary care provider during the past two years.¹⁷

B. Pilot Grants

CAFE Wenatchee, Latino Civic Alliance, and Squaxin Island Museum were invited to participate in pilot grants for workplace safety. Agency staff developed relationships with these community-based organizations throughout engagement that occurred throughout the agency's direct procurement and distribution of equipment. These organizations were invited based on the overburdened communities and vulnerable populations they serve, which include farmworkers, English language learners, and tribal members.

C. Tribal Grants

Communities "located in census tracts that are fully or partially on 'Indian Country'" are included in the statutory definition of "overburdened communities".¹⁹ Tribes received 20% of total funding under this program.

D. Lost Wages Program

The majority of workers engaged in the Athena Group evaluation identified as Hispanic, Latino, or of Spanish origin. Athena Group found that these workers are not only among the most affected by climate-related wage disruptions, but also among the most difficult to reach through traditional government channels; owing to structural inequities, limited institutional trust, and barriers related to language access and documentation status.

¹⁶https://data.nass.usda.gov/Publications/AgCensus/2017/Full_Report/Volume_1,_Chapter_1_State_Level/Washington/st53_1_0076_0076.pdf

¹⁷ https://www.ncfh.org/wp-content/uploads/2025/04/facts_about_farmworkers_fact_sheet_1.10.23-1.pdf

¹⁸ https://www.dol.gov/sites/dolgov/files/ETA/publications/ETAOP2022-16_NAWS_Research_Report_16_508c.pdf

¹⁹ <https://app.leg.wa.gov/RCW/default.aspx?cite=70A.02.010>

Section 4: Tribal Engagement and Consultation

1. Summarize tribal engagements and invitations for tribal consultation to date.

Consultation and engagement were conducted specifically for the Tribal Grants. Tribes were not consulted on the direct procurement and distribution of equipment, pilot grants, or the lost wages program under this proviso.

A Dear Tribal Leader Letter went out to tribes in Washington State on June 14th, 2023, inviting their collaboration on three budget provisos including the HEAL Tribal Capacity Grant, Workplace Safety for Workers Affected by Climate Change, and Community Budgeting for Decarbonization and Resilience.

Consultation

In September 2023, DOH held a listening session about three environmental justice grants: HEAL Tribal Capacity grant, Worker Safety, and Community Informed Budgeting. At that time, DOH did not have enough information about the Worker Safety grant to continue to consultation. Tribal consultation was revisited in June 2024 for the Workplace Safety grant. DOH held two roundtables and one consultation meeting. Tribal leaders provided responses on key decisions through the consultation process. The agency held two information sessions in September 2024 to provide information regarding funding set aside specifically for tribes. In September 2024, agency staff met with interested tribes to discuss possible projects that could get funded through the grant.

Engagement

Staff attended virtual spaces to share information including the Governor's Office of Indian Affairs (GOIA) roundtables, and Climate Pollution Reduction Grant – Tribal Workgroup (CPRG).

2. Describe likely impacts to tribal rights and resources associated with this action.

20% of the total funds were set aside for tribes and were distributed in a noncompetitive process. The importance of tribes' relationships to the land cannot be overstated. These relationships require outdoor work performed by tribal members, who need to be protected from the impacts of climate change. The equipment and programming made possible by this funding supports tribes' outdoor workers and ensures their health and safety.

3. Summarize how information received from tribes and tribal organizations informed decision-making about this action.

During tribal consultation, agency staff were advised to increase the tribal set aside for tribes to 20% and followed that guidance. Agency staff were also advised to make funding non-competitive and have equal distribution amongst Tribes and followed that guidance. Staff also heard the recommendations below and implemented this guidance:

- Creating a clear, simple, and flexible grant process that respects Tribal sovereignty and incorporates learnings from DOH and other state agency contracting efforts with Tribes.
- Holding a short initial application period for priority review and allowing rolling application submissions.
- Allowing reallocation of unspent funds.

- Allowing self-determination in application and scopes of work, while also providing templates to support the uniqueness of each Tribe and reduce administrative burdens on Tribes.
- Allowing both reimbursement and prepayment-based funding options for Tribes.
- Limiting the collection of Tribal data and protecting data to the extent allowable by law.
- Creating ongoing, frequent, and meaningful opportunities for collaboration as this and the other environmental justice focused grant programs are developed.

4. Describe any plans for ongoing and/or future tribal engagement after the publication of the EJ Assessment.

Tribal engagement will continue in future funding cycles.

Section 5: Community Engagement Summary

1. Summarize engagement with people from overburdened communities and vulnerable populations to date.

A. Direct Procurement and Distribution of Equipment

- Consulted with farmworker advocates to identify and prioritize supplies for procurement and distribution
- Built relationships with community-based organizations serving outdoor workers
- Direct distribution at community events such as the CAFE Wenatchee Resource Fair and the Latinos en Spokane Mercadito.

B. Lost Wages Program

Athena Group implemented a statewide survey (in both online and paper formats). They collected responses from 224 participants. Athena Group also conducted focus groups in collaboration with community-based organizations to enable deeper dialogue. 14 participants engaged in these focus groups.

2. Summarize information received from people from overburdened communities and vulnerable populations.

A. Direct Procurement and Distribution of Equipment

- Farmworker advocates identified and prioritized supplies described in Section 2
- DOH also heard that the reimbursement model commonly used at DOH is overly burdensome to small community-based organizations and many were not able to participate in this program as result.

B. Lost Wages Program

The following is a brief summary of findings from Athena Group's survey and focus groups. Losing a week of wages had severe ripple effects: over half of those affected said they struggled to pay for basic needs (rent, utilities, food). Those who found financial support rarely accessed formal assistance (such as unemployment insurance or disaster aid), and instead relied on informal support, such as accessing personal savings, borrowing money from family or friends, or turning to community resources such as nonprofits, churches, or mutual aid groups. Notably, 15% reported having "no support at all", underscoring the financial vulnerability many face when work stops. More than half were unaware of any programs or assistance. Roughly 14% said application processes were too difficult or time-consuming, especially in the context of an ongoing crisis. For example, they didn't have time to apply or figure out how to navigate the system while balancing family needs during a sudden wildfire evacuation. When asked about potential solutions, respondents expressed strong support for programs that would provide direct, immediate financial relief during climate-driven work disruptions. The strongest support formed around collective, equity-focused relief mechanisms that share responsibility across public and community institutions rather than shifting it solely to workers.

3. Summarize how information received from people from overburdened communities and vulnerable populations informed decision-making about this action.

A. Direct Procurement and Distribution of Equipment

- Farmworker advocates identified and prioritized supplies described in Section 2
- Agency staff incorporated feedback on the reimbursement model into the final evaluation report to inform future grant cycles

B. Lost Wages Program

Findings summarized in the previous question (Section 5, Question 2) will be considered by the Environmental Justice Council and the Department of Labor and Industries as they finalize recommendations for a lost wages program and complete the scope of work as directed under this proviso.

4. Describe any plans for ongoing engagement with people from overburdened communities and vulnerable populations after publication of the EJ Assessment.

Engagement with overburdened communities and vulnerable populations will continue in future funding cycles. Details will depend on the scope of future provisos and level of funding available.

Lost Wages Program

The scope of this section of proviso only includes the evaluation of options for a lost wages program. Further steps would need to be identified and funded by the legislature. Depending on legislative action, community engagement may or may not be required to continue advancing this program toward implementation.

Section 6: Strategies to Address Environmental Harms and Equitably Distribute Environmental Benefits

1. Which of the following strategies will the agency pursue to eliminate, reduce, or mitigate environmental harms and equitably distribute environmental benefits (check all that apply):

- Eliminating the disparate impact of environmental harms on overburdened communities and vulnerable populations.
- Reducing cumulative environmental health impacts on overburdened communities or vulnerable populations.
- Preventing the action from adding to the cumulative environmental health impacts on overburdened communities or vulnerable populations.
- Providing opportunities for equitable participation and meaningful engagement of vulnerable populations and overburdened communities in the development of the significant agency action.
- Prioritizing equitable distribution of resources and benefits to overburdened communities.
- Promoting positive workforce and job outcomes for overburdened communities.
- Meeting community needs identified by the affected overburdened community.
- Modifying substantive regulatory or policy requirements

Any other mitigation techniques, including those suggested by any one of the following:

- Environmental Justice Council
- Office of Equity
- Representatives of overburdened communities and/or vulnerable populations.

2. Briefly describe the proposed method/approach for each strategy selected in Section 5, Question 1.

A. Reducing cumulative environmental health impacts on overburdened communities or vulnerable populations.

a. Direct Procurement and Distribution of Equipment

Agency staff used funding to procure and distribute supplies to outdoor workers to mitigate the health impacts of sun exposure, extreme heat, wildfire smoke, poor air quality, and pesticide exposure.

b. Pilot Grants

Grantees created programming to identify outdoor workers' needs, provided education to outdoor workers, and procured and distributed supplies to outdoor workers.

c. Tribal Grants

Tribes procured and distributed equipment, provided training and education, updated HVAC systems, and expanded their emergency preparedness and response capacity. For a list of grantees and award amounts, please refer to **Appendix A**.

B. Preventing the action from adding to the cumulative environmental health impacts on overburdened communities or vulnerable populations.

a. Direct Procurement and Distribution of Equipment

Agency staff chose to collaborate with community-based organizations and advocacy groups focused on serving farmworkers rather than collaborating with agricultural businesses. This decision was made to avoid potential unintended consequences of providing funding to businesses whose primary focus is on profit-making.

C. Providing opportunities for equitable participation and meaningful engagement of vulnerable populations and overburdened communities in the development of the significant agency action.

Please refer to Section 5 for details on community engagement.

D. Prioritizing equitable distribution of resources and benefits to overburdened communities.

a. Direct Procurement and Distribution of Equipment –

Farmworker advocates identified and prioritized supplies described in Section 2

b. Pilot Grants

Grantees were invited to participate in these pilot grants based on the overburdened communities and vulnerable populations they serve, which include farmworkers, English language learners, and tribal members.

c. Tribal Grants

Agency staff adopted guidance that emerged from consultation and engagement to increase the tribal set aside to 20%, to create a non-competitive process, to distribute funds equally, and to create an accessible application process.

d. Lost Wages Program

This evaluation focused on how to support the financial wellbeing of workers who bear a disproportionate burden of environmental impacts.

E. Promoting positive workforce and job outcomes for overburdened communities.

a. Direct Procurement and Distribution of Equipment

Agency staff used funding to procure and distribute supplies to outdoor workers to mitigate the health impacts of sun exposure, extreme heat, wildfire smoke, poor air quality, and pesticide exposure.

b. Pilot Grants

Grantees created programming to identify outdoor workers' needs, provided education to outdoor workers, and procured and distributed supplies to outdoor workers.

c. Tribal Grants

Tribes procured and distributed equipment, provided training and education, updated HVAC systems, and expanded their emergency preparedness and response capacity to support outdoor workers.

d. Lost Wages Program

Ensuring continuity of income supports a healthy workforce and community.

F. Meeting community needs identified by the affected overburdened community.

a. Direct Procurement and Distribution of Equipment

Farmworker advocates identified and prioritized supplies described in Section 2. Agency staff collaborated with community-based organizations to ensure that administrative processes were not overly burdensome.

b. Pilot & Tribal Grants

Grantees defined their own scopes of work to best meet the needs of the communities they served.

c. Lost Wages Program

Contractor produced recommendations based off input from outdoor workers.

3. Describe additional strategies the program has identified to eliminate, reduce, and/or mitigate harms and equitably distribute benefits.

N/A

4. If the agency determines that it does not have the ability or authority to, reduce, or mitigate environmental harms caused by a significant agency action, or does not have the ability or authority to address the equitable distribution of environmental benefits, provide a clear explanation of why it has made that determination.

N/A

5. Identify performance measures or indicators (recommended 3-5) that can be used to track the equitable distribution of environmental benefits and/or the elimination, reduction, or mitigation of environmental harms for overburdened communities, vulnerable populations, or tribes.

See Section 1

Section 7: Allocate Funding to Provide Benefits for Overburdened Communities and Vulnerable Populations

- 1. How did you allocate funding with the intention of benefiting overburdened communities, vulnerable populations, and/or tribes? (e.g., reducing or eliminating environmental harms, creating community and population resilience, improving the quality of life of overburdened communities and vulnerable populations) Describe your decision-making process.**

DOH was directed under proviso to allocate funding to benefit overburdened communities, vulnerable populations, and tribes. As stated in Section 7, Question 3, 100% of funds were intended to benefit overburdened communities, vulnerable populations, and tribes.

- 2. If applicable, did you consider a broad scope of grants and contracting opportunities that effectuate environmental justice principles for your program? If so, please indicate which of the below options outlined in statute you incorporated into your program:**

- Community grants to monitor pollution;
- Grants focused on building capacity and providing training for community scientists and other staff;
- Making technical assistance available for communities that may be new to receiving agency grant funding; and
- Education and work readiness youth programs focused on infrastructure or utility-related internships to develop career paths and leadership skills for youth
- Other:

- 3. What proportion of funds were intended to benefit overburdened communities, vulnerable populations, and tribes? Please provide a dollar amount in addition to a percentage of total funds allocated.**

100% of funds were intended to benefit overburdened communities, vulnerable populations and tribes.

A. Direct Procurement and Distribution of Equipment

DOH directly procured and distributed \$1.9M of equipment and supplies to outdoor workers. DOH also granted awards to Latinos en Spokane (\$46,606.67), Latino Civic Alliance (\$58,520), and CAFE Wenatchee (\$15,500) to distribute supplies procured by DOH.

B. Pilot Grants

DOH awarded grants totaling \$300,000 to Latino Civic Alliance, CAFE Wenatchee, and Squaxin Island Museum.

C. Tribal Grants

20% of the total funds were set aside for tribes and were distributed in a noncompetitive process. For a list of grantees and award amounts, please refer to Appendix A.

D. Lost Wages Program

In Fiscal Year 2025, DOH awarded a \$487,437 contract to Athena Group to complete this evaluation.

4. If you determined that it was not practicable to take any of the actions under RCW 70A.02.080, please explain why.

N/A

Appendix A: Workplace Safety for Workers Affected by Climate Change Grantees

Table 3: Community Based and Tribal Organization Grantees

| ORGANIZATION | AMOUNT |
|-----------------------|---------------|
| Squaxin Island Museum | \$100,000 |
| Latino Civic Alliance | \$100,000 |
| CAFÉ Wenatchee | \$100,000 |

Table 4: Tribal Grantees

| TRIBE | AMOUNT |
|---|---------------|
| Jamestown S’Klallam Tribe | \$143,500 |
| Snoqualmie Indian Tribe | \$143,500 |
| Suquamish Tribe of the Port Madison Reservation | \$122,510.14 |
| Confederated Tribes of the Colville Reservation | \$143,500 |
| Lower Elwha Klallam Tribe | \$143,500 |
| Swinomish Indian Tribal Community | \$143,500 |
| Quinault Indian Nation | \$143,500 |
| Squaxin Island Tribe | \$143,500 |
| Cowlitz Indian Tribe | \$143,500 |
| Hoh Indian Tribe | \$143,500 |
| Tulalip Indian Tribe | \$143,500 |
| Sauk-Suiattle Indian Tribe | \$143,500 |
| Puyallup Tribe of Indians | \$143,500 |



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