

<b>Civil Rights Compliance Director</b> <i>(Exists at part-time; incumbent is Karla Raimundi Devare)</i>	<b>EJ Position #1</b>  <b>Anticipated hire date July 1, 2022</b>	<b>EJ Position #2</b>  <b>Anticipated hire date December 2022</b>
<p>This position serves as the Civil Rights Director. The Agency is responsible to the Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987 and other related civil rights laws to ensure that marginalized groups are provided access to the Agency’s work. The Agency was previously audited by US EPA under this title and is implementing corrective action, is currently being audited by US F&amp;W under this title, and expects an additional audit by US EPA in December 2022.</p> <p>This position is responsible for writing, adopting, and implementing the required processes and procedures necessary to achieve compliance with these federal requirements.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Serving as the Non-discrimination Coordinator for the Agency to ensure compliance with Federal Civil Rights law</li> <li>• Coordinating the implementation of these polices and procedures across</li> </ul>	<p>This full-time position would be responsible for:</p> <p>Providing technical and administrative support for the Interagency and Advisory councils. This includes program management of the various workflows outlined in S.148.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Support adoption of agency EJ policy</li> <li>• Support draft guidance on how agencies determine investments to provide environmental benefits to EJ Communities.</li> <li>• Support business office consistency when reporting state investments, and evaluate spending reports</li> <li>• Support community engagement plan and implementation</li> <li>• Support environmental justice adoption to agency programs and practices</li> <li>• Support community engagement efforts</li> <li>• Support staff training</li> </ul>	<p>This full-time position would be responsible for:</p> <p>Leading data analysis and management activities, including managing the development of the mapping tool required by S.148.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Support drafting and hiring of mapping tool contractor</li> <li>• Development of EJ screening tool, outreach and ground truthing</li> <li>• GIS and data analysis of existing state tools</li> <li>• Support cumulative impact analysis research</li> <li>• Support cumulative impacts analysis rulemaking</li> <li>• Training staff on EJ screening tool, mapping tool, and considerations for programs across agency</li> <li>• Regular support in revisiting definitions and Vermont specific data analysis</li> </ul>

<p>the agency, including the legal department</p> <ul style="list-style-type: none"><li>• Producing and implementing the Nondiscrimination Grievance Procedure</li><li>• Producing and implementing the Civil Rights investigation manual</li><li>• Finalizing and implementing the Language Access Plan</li><li>• Producing and implementing the Disability Access Procedure</li><li>• Providing regular updates of training manual and run staff trainings</li><li>• Supervising the work of the Environmental Justice coordinator positions that would be established under S.148.</li></ul>		
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