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**Bipartisan Infrastructure Law**

**Cooperative Agreement**

**Long-Term Strategy**

**US EPA**

**Cooperative Agreement 4T - 02D41823**

*To be reviewed by the*

*APNEP Leadership Council*

*on* 22 May 2023

[www.apnep.org](http://www.apnep.org/)

**Table of Contents**

[Executive Summary 3](#_Toc135054870)

[Albemarle-Pamlico National Estuarine System 4](#_Toc135054871)

[Albemarle-Pamlico National Estuary Partnership 4](#_Toc135054872)

[Infrastructure Investment and Jobs Act of 2021 5](#_Toc135054873)

[BIL Funding Requirements 8](#_Toc135054874)

[Partnership Priorities 10](#_Toc135054875)

[Overall Budget Proposal 11](#_Toc135054876)

[Proposed Activities & Projects 12](#_Toc135054877)

[Administration and Program Implementation 30](#_Toc135054878)

[Partnership Entities 35](#_Toc135054879)

[Attachment 1: APNEP Equity Strategy 1](#_Toc135054880)

[1. Governance Overview 2](#_Toc135054881)

[2. Definition of Disadvantaged Communities 7](#_Toc135054882)

[3. Baseline Analysis of Disadvantaged Communities 9](#_Toc135054883)

[4. Numeric Targets (Justice40) 11](#_Toc135054884)

[5. Key Activities 13](#_Toc135054885)

[6. Tracking Benefits 15](#_Toc135054886)

[7. Stakeholder Engagement Plan 16](#_Toc135054887)

[Appendix A. APNEP’s Diversity, Equity, and Inclusion Statement 20](#_Toc135054888)

[Appendix B: Preliminary Analysis of Tools for APNEP Approach to Defining Disadvantaged Communities to meet Justice40 Guidelines 21](#_Toc135054889)

# Executive Summary

**Purpose**

This document provides a Long-term Strategy for *2021* *Infrastructure Investment and Jobs Act* (P.L. 117-58)/ Bipartisan Infrastructure Law (BIL) grant funds from the U.S. Environmental Protection Agency (EPA) to support implementation of the Comprehensive Conservation and Management Plan (CCMP) for the Albemarle-Pamlico National Estuary Partnership (APNEP) for 2022-2027. The document incorporates the approved 2022-2024 Work Plan (10/6/2023) for the timeframe of October 1, 2022, through September 30, 2024, though funds were not awarded until February 2023.

This Strategy serves as the initial overall narrative for the associated cooperative agreement for the funding cycle. APNEP anticipates requesting grant funds under BIL in June each year per guidance from the EPA as detailed by a July 26, 2022, [NEP BIL Funding Implementation Memorandum](https://www.epa.gov/infrastructure/national-estuary-program-bipartisan-infrastructure-law-implementation-memo) from EPA Assistant Administrator, Radhika Fox. EPA guidance states that the BIL long-term strategy may have less detail than the annual workplans, and may be amended, modified, or revised at any time.

**Cooperative Agreement** (**4T-02D41823**)

Actions described within this Long-term Strategy will occur under EPA/North Carolina-Department of Environmental Quality (NC-DEQ) Cooperative Agreement 4T-02D41823 to support implementation of the management strategies recommended in APNEP’s CCMP under the direction of the Leadership Council, as well as to support APNEP’s mission of identifying, protecting, and restoring the significant resources of the Albemarle-Pamlico estuarine system. The period of performance under this Cooperative Agreementis expected to run from October 1, 2022, through September 30, 2027.

**Principal Contacts**

**BIL Project Management**

**Ms. Stacey Feken**

Albemarle-Pamlico NEP

1601 Mail Service Center

Raleigh, NC 27699-1601

(919) 707-8633

**Leadership Council Chair**  **APNEP Director**  **APNEP Program Manager**

**Dr. Kirk Havens Dr. William L. Crowell, Jr. Ms. Heather Jennings**

V.A. Institute of Marine Sci. Albemarle-Pamlico NEP Albemarle-Pamlico NEP   
P.O. Box 1346 1601 Mail Service Center 1601 Mail Service Center

Gloucester Pt, VA 23062 Raleigh, NC 27699-1601 Raleigh, NC 27699-1601 (804) 684-7380 (919) 707-8633 (919) 707-8632

**EPA Project Officer** **EPA Region III Liaison** **EPA HQ Lead**

**Ms. Rachel Hart Ms. Angela Padeletti Mr. Vince Bacalan**

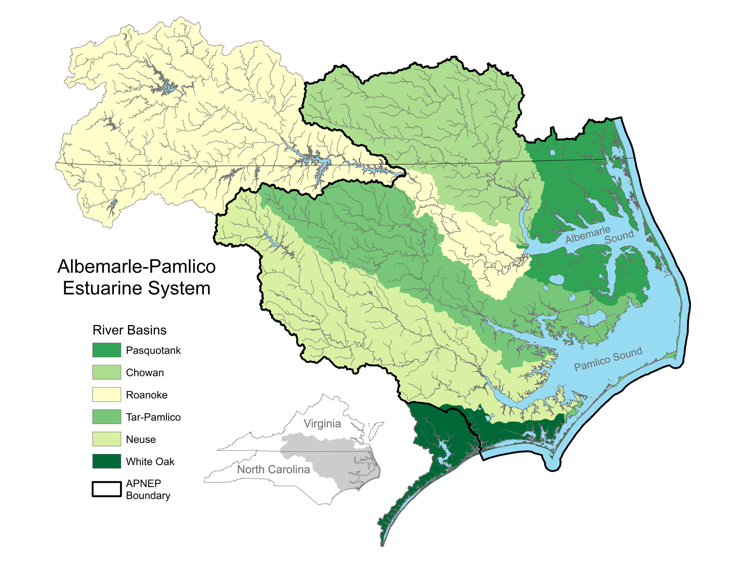
US EPA, Region IV US EPA, Region III US EPA, HQ  
61 Forsyth Street 1650 Arch Street 1301 Constitution Ave NW

Atlanta, GA 30303 Philadelphia, PA 19103 Washington, DC 20460

(404) 562-9279 (215) 814-2314 (202)566-0930

# Albemarle-Pamlico National Estuarine System

The Albemarle and Pamlico Sounds comprise the nation’s largest semi-lagoonal estuarine system. The system is composed of eight sounds and five major river basins draining over 30,000 square miles of watershed in North Carolina and Virginia. The sounds, rivers, creeks, wetlands, and terrestrial areas provide habitat for an abundance of animal and plant species. People depend on the system for residential and resort development, food, recreation, mining, forestry, agriculture, business, and industry.

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# Albemarle-Pamlico National Estuary Partnership

The Albemarle-Pamlico National Estuary Partnership (APNEP) is a component of the U.S. Environmental Protection Agency’s (EPA) National Estuary Program. It was one of the first programs established under amendments to the Clean Water Act in 1987. APNEP’s mission is to identify, protect, and restore the significant resources of the Albemarle-Pamlico estuarine system.The Partnership is a cooperative effort currently hosted by the North Carolina Department of Environmental Quality (NC-DEQ) under a cooperative agreement with the EPA and works closely with the Commonwealth of Virginia. The Partnership also works closely with both EPA Regions III and IV.

APNEP’s initial Comprehensive Conservation and Management Plan (CCMP) was ratified by the Governor of North Carolina and approved by the EPA in November 1994. A revised [CCMP](https://apnep.nc.gov/resources/publications-and-reports/ccmp) was created in 2012 through a stakeholder-driven process with an ecosystem-based management approach. An updated CCMP is currently being developed by the Management Conference and is expected to be completed by January 2024. The Partnership Office is advised by a Management Conference as currently authorized under [North Carolina Governor's Executive Order #250 (2022)](https://apnep.nc.gov/media/1981/open).

# Infrastructure Investment and Jobs Act of 2021

Funds supporting this Strategy are provided under a cooperative agreement and grants from the EPA under the Infrastructure Investment and Jobs Act, which was passed by Congress in November 2021. This Act, also known as the Bipartisan Infrastructure Law (BIL), is designed to be a significant investment in the nation’s infrastructure and resilience.

The BIL references EPA’s underlying authority under CWA §320 to fund the implementation of the National Estuary Programs (NEPs) CCMPs. As with annual appropriations distributed to NEPs to implement CWA §320, the funds distributed under the BIL must be directed to implement a management conference and approved CCMP and workplan. The BIL funding is available to the NEPs until fully expended and will be distributed over five years.

In signing the final bill into law ([Executive Order 14052](https://www.federalregister.gov/documents/2021/11/18/2021-25286/implementation-of-the-infrastructure-investment-and-jobs-act) - Implementation of the Infrastructure Investment and Jobs Act), the President identified six priorities that should be implemented by all federal agencies. As such, EPA expects NEPs to prioritize projects within their CCMPs that are consistent with these six priorities:

* Invest public dollars efficiently, avoid waste, and focus on measurable outcomes for the American people;
* Increase the competitiveness of the United States economy, including through implementing the Act’s Made-in-America requirements and bolstering United States manufacturing and supply chains;
* Improve job opportunities for millions of Americans by focusing on high labor standards for these jobs, including prevailing wages and the free and fair chance to join a union;
* Invest public dollars equitably, including through the [Justice40 Initiative](https://www.whitehouse.gov/environmentaljustice/justice40/), which is a government-wide effort toward a goal that 40 percent of the overall benefits from Federal investments in climate and clean energy flow to disadvantaged communities;
* Build resilient infrastructure that can withstand the impacts of climate change and help combat the climate crisis; and
* Coordinate effectively with State, local, Tribal, and territorial governments in implementing these critical investments.

**Nation Estuary Program BIL Priorities**

A core emphasis of the NEP BIL funding is the acceleration of environmental and community restoration goals within the CCMPs. The substantial increase in NEP funding appropriated in the BIL is expected to significantly enhance NEP capacities to do this work, as well as enable the NEPs to develop and strengthen partnerships necessary to make the most effective use of these new funds.

Environmental justice (EJ) and addressing climate change are key EPA priorities reflected in the Agency’s [*FY 2022–2026 EPA Strategic Plan*](https://www.epa.gov/planandbudget/strategicplan), which provides the framework for EPA to integrate EJ considerations into its programs, plans, and actions, and to ensure equitable and fair access to the benefits from environmental programs for all individuals.

The Strategic Plan’s first two goals are to:

* + “Tackle the Climate Crisis” by reducing emissions that cause climate change and accelerating resilience and adaptation to climate change impacts; and
  + “Take Decisive Action to Advance Environmental Justice and Civil Rights” by promoting EJ and protecting civil rights at the federal, state, and local levels.

EPA embedded these goals in its programs, policies, and activities, including the implementation of the NEP BIL funds. NEP projects funded through BIL should seek to:

* + **Accelerate and more extensively implement CCMPs:** The significant and multi-year expansion of funds through the BIL provides an opportunity for NEPs to execute long-term projects within the communities they serve, leverage additional resources, and work with their management conferences and other key stakeholders to advance a wide range of projects identified in CCMPs.
  + **Ensure that benefits reach disadvantaged communities[[1]](#footnote-2):** In identifying priority actions, management conferences should prioritize projects with benefits that flow to historically disadvantaged communities. Specifically, the NEP BIL funds are covered under the Justice40 Initiative, and the EPA has a target of ensuring that at least 40% of the benefits from the BIL flow to disadvantaged communities nationwide. Each estuary program will be required to develop an equity strategy that will outline the approach it will take to contribute to the nationwide NEP Justice40 target.
  + **Build the adaptive capacity of ecosystems and communities:** NEPs have long been at the forefront of efforts to address climate change impacts in their watersheds, working with federal, state, and local partners, often using green infrastructure and nature-based solutions. NEPs should use BIL resources to continue to expand on their climate change adaptation, hazard mitigation, and resilience activities, where appropriate, including protection and restoration of key habitats that increase resiliency and carbon sequestration. In identifying priority actions, NEPs should select projects that advance the climate resilience of ecosystems and communities and deliver climate emissions mitigation co-benefits. Moving forward, NEPs’ reporting on BIL funding will include metrics addressing climate benefits. Where possible and aligned with the priorities identified in their CCMPs, NEPs should engage and educate the public and private sectors on key climate-related vulnerabilities and solutions and provide technical and financial assistance to accelerate progress in response to a changing climate. NEPs should elevate climate efforts through BIL implementation including, but not limited to:
    - Assessment and planning projects that involve climate change vulnerability assessments, community resilience and adaptation plans, or hazard mitigation plans;
    - Restoration, water infrastructure, green infrastructure, stormwater management, and nonpoint source projects that prioritize innovative climate adaptation, hazard mitigation, and resilience solutions;
    - Projects focused on climate-related research, including those that measure, monitor, and increase carbon sequestration;
    - Projects focused on climate-related outreach and education.
  + **Leverage additional resources:** As NEPs select BIL projects, EPA expects programs to collaborate with other federal agencies and new partners and identify opportunities to leverage other EPA and federal agencies’ funds (including other BIL funds), as well as state, local, and nongovernmental organization funds as available and appropriate.

NEPs are particularly encouraged to explore significant new funding streams in the BIL including an additional $11.7 billion for EPA’s Clean Water State Revolving Funds (CWSRFs), over $2 billion in new and existing water programs at the Department of Interior, and over $30 billion in resiliency funding across multiple federal agencies.

Although BIL funds cannot serve as non-federal cost-share, NEP BIL funds can be combined with other funding sources, and during distinct phases of projects already identified in workplans that implement approved CCMPs.

**NEP BIL Authority and Eligible Uses**

The BIL references EPA’s underlying authority under CWA §320 to fund the implementation of the NEP CCMPs. As with annual appropriations distributed to NEPs to implement CWA §320, the funds distributed under the BIL must implement the management conference and EPA-approved CCMP and workplan.

As described in CWA §320, NEPs should have a CCMP that:

1. *recommends priority corrective actions and compliance schedules addressing point and nonpoint sources of pollution to restore and maintain the chemical, physical, and biological integrity of the estuary, including restoration and maintenance of water quality, a balanced indigenous population of shellfish, fish and wildlife, and recreational activities in the estuary, and assure that the designated uses of the estuary are protected;*
2. *addresses the effects of recurring extreme weather events on the estuary, including the identification and assessment of vulnerabilities in the estuary and the development and implementation of adaptation strategies; and*
3. *increases public education and awareness of the ecological health and water quality conditions of the estuary.*

Since each NEP characterizes and reflects the priority needs in its own estuary and surrounding watershed in its CCMP, eligible actions and activities will vary across programs. The EPA states that BIL funds can support CCMP implementation activities that include, but are not limited to:

* Protecting and restoring critical habitats, including wetlands, and addressing challenging issues that threaten the ecological and economic well-being of NEP watersheds and communities;
* Supporting water quality protection and restoration, including Total Maximum Daily Load plan implementation;
* Monitoring and addressing toxics, pathogen loads and contamination;
* Implementing stormwater management practices that reduce non-point source pollution impacts;
* Promoting the adoption of green and nature-based infrastructure approaches;
* Preventing the spread of aquatic invasive species and/or managing their impacts;
* Developing and implementing nutrient reduction strategies;
* Measuring, monitoring, and increasing carbon sequestration;
* Conducting climate vulnerability assessments, developing, and implementing climate change adaptation strategies and using adaptation tools to promote coastal resilience; and
* Developing and implementing strategies to increase opportunities for disadvantaged communities to access, enjoy, and benefit from surface waters and waterways, participate in ecosystem restoration, and engage in capacity-building or educational activities.

NEPs may also use funds to support other activities identified in their CCMP, including projects that build organizational or financial capacity. NEP Regional Coordinators can answer specific questions on eligible uses.

# BIL Funding Requirements

Due to the long-term nature of BIL funding, each NEP is required to develop a BIL Long-Term Strategy to submit no later than June 1, 2023, and submit an Annual BIL Workplan / grant application by June 1 of each year starting in 2024. The EPA expects funds to be available early in each fiscal year, so earlier workplan submissions are encouraged.

Annual BIL Workplans

A detailed management conference approved annual BIL workplan must be submitted by June 1 of each year. Regions and NEPs may want to consider a single incremental agreement combining at least FY 2022 and FY 2023 BIL funds to reduce the grant management workload and to capture efficiencies regarding the non-federal match waiver for these funding years. NEPs must provide a complete SF 424 application, including required forms and certifications, a management conference approved Workplan, and beginning in June 2023, an updated BIL Long-Term Strategy through Grants.gov. Annual BIL Workplans can be submitted in the same format as annual appropriations workplans per the NEP funding guidance and must contain the following workplan elements:

* + CCMP Goals and BIL-supported tasks or activities related to each;
  + Discussion of how projects reflect BIL priorities and implement their CCMP, particularly with respect to how the proposed work may benefit disadvantaged communities, provide climate adaptation or mitigation co-benefits, and support CCMP goals;
  + Budget and personnel per SF 424 categories;
  + New and ongoing project information, including the following for each project:
    - Project or activity name: indicate whether it is a “New” project or distinct phase of an “Ongoing” project;
    - Objective(s): describe in one or more sentences;
    - Description, describe the project briefly in one or more sentences (including location if known);
    - Leads, partners, and their role(s) (if available) – making note of coordination with Urban Waters Federal Partnership (UWFP) locations (where applicable), particularly on reaching disadvantaged communities;
    - Anticipated output(s) or deliverable(s);
    - Estimated milestones, where appropriate;
    - Anticipated long-term outcome(s); (including benefits to disadvantaged communities); and
    - Estimated project budget.

BIL Long-Term Strategy

Each NEP must develop a long-term strategy that describes the key activities each NEP will pursue with BIL funds through all years of BIL funding. The BIL long-term strategy may have less detail than the annual workplans, and may be amended, modified, or revised at any time. Changes may be submitted each year along with the annual BIL workplan. The initial BIL long- term strategy will be due no later than June 1, 2023. This document will be submitted to fulfill this requirement after Leadership Council review and approval. It also incorporates the 2-year BIL workplan submitted and approved by in October 2022 to ensure a comprehensive approach to BIL funding implementation.

The certainty of BIL funding for five years allows NEPs to develop a plan that organizes and communicates each program’s long-term expectations for using BIL funds. Importantly, NEP BIL funds are available until expended. As “no-year” funds, NEPs could leverage BIL funds to undertake initiatives that have long lead times or require multiple years of support, such as long-term environmental management projects or organizational capacity-building.

EPA encourages efficient spending of these funds. To ensure consistency with timelines for other complex construction or restoration projects, and with existing grants policy, EPA recommends a project/budget period of multiple years for each award, with the option for no-cost extensions. Since BIL projects are not expected to be completed within a year of funding, the requested long-term plan should include:

* + Proposed types of projects and/or short project descriptions;
  + Estimated timelines for projects for program activities;
  + Potential additional sources of funding;
  + Program capacity building needs to deliver BIL supported activities;
  + Opportunities for potential coordination with other key stakeholder groups, including current or future Urban Waters Federal Partnership locations, where applicable; and
  + Equity strategy.

Equity Strategy

Each National Estuary Program (NEP)’s Equity Strategy must detail how the NEP will contribute to requirements under the Justice 40 Initiative. This includes meeting a national program-wide goal of ensuring that at least 40% of the benefits and investments from BIL funding flow to disadvantaged communities (term utilized in current EPA and other Federal guidance).  The equity strategy should be submitted as part of each NEP’s BIL long-term plan no later than June 1, 2023. The strategy will be reviewed prior to awarding FY 2024 – FY 2026 BIL funds and approved by EPA’s Assistant Administrator for Water.

The purpose of the Equity Strategy is to ensure that each NEP is reviewing potential projects and utilization of BIL funds through the lens of equitable and fair access to the benefits from environmental programs for all individuals.  The equity strategy should outline how BIL funds will be utilized to increase investments in disadvantaged communities and the benefits that flow to them.

APNEP worked with its Management Conference, and partners to develop the long-term plan and the required equity strategy. The strategy document follows a template provided to the NEPs by the EPA. It requires inclusion of a definition of disadvantaged communities, and identification of tools and mechanisms for tracking benefits and funding to meet the national goal. APNEP worked to propose a definition with the intention of being consistent where practicable with partners’ existing definitions and other related efforts to be consistent with the Justice40 Initiative.

The definition has been approved by APNEP’s Management Conference (Citizen Advisory Committee, Science and Technical Advisory Committee, and the Leadership Council). APNEP plans to work closely through these standing committees to develop a stakeholder engagement plan to ensure benefits to communities in the Albemarle-Pamlico region are maximized. Attachment 1 contains the Equity Strategy following the EPA template. It is attached as a supporting document as it will be receiving separate EPA review and approval.

# Partnership Priorities

The Partnership anticipates publishing an updated CCMP prior to January 2024. An updated CCMP will serve as an update to the current [CCMP](https://apnep.nc.gov/resources/publications-and-reports/ccmp) and targeted for the calendar years 2024 through 2029 and is based primarily on direction from the Management Conference determined during the Strategic Planning meeting held in January 2020 and subsequent guidance in May 2020 and September 2022. APNEP will focus themes for the next five years are:

* Water Quality,
* Submerged Aquatic Vegetation,
* Coastal Wetlands,
* Oyster Habitats, and
* Community Resilience.

The updated CCMP will remain consistent with APNEP’s ecosystem-based management approach. Actions not prioritized in the update will be opportunity driven. There will be additional CCMP-associated documents developed in 2023-24: monitoring plan expansion, financial strategy, and an updated engagement strategy to support the revised CCMP.

# Overall Budget Proposal

For the timeframe of October 1, 2022, to September 30, 2027, NC-DEQ anticipates receiving $4,531,500 under Cooperative Agreement 4T - 02D41823 through annual grants of $1,819,600 to support activities geared towards implementing the Partnership’s CCMP and its mission under the “Infrastructure Investment and Jobs Act of 2021” (IIJA) or “BIL” - the Bipartisan Infrastructure Law, (P.L. 117-58). The proposed uses for this funding are highlighted below. Detailed information about each funding category is described within the narrative of this strategy.

|  |  |
| --- | --- |
| **Activity** | **Budget Proposal** |
| CCMP Financial Plan | $ 90,000 |
| Spatial Decision Support | $ 300,000 |
| Water Quality Projects | $ 802,000 |
| SAV Projects | $ 802,000 |
| Coastal Wetlands Projects | $ 802,000 |
| Oysters Habitat Projects | $ 802,000 |
| Community Resilience Projects | $ 802,000 |
| Program Administration (5 yrs.) \* | $ 81,500 |
| Travel / Meeting Support (5 yrs.) | $ 50,000 |
| **Total Grant Funds** | $ 4,531,500 |

*\* Supplies & equipment, other costs. Does not does not include indirect, personnel and fringe benefits.*

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# Proposed Activities & Projects

The following narrative provides an overview of APNEP’s proposed projects and activities for the timeframe of October 1, 2022, to September 30, 2027, to support activities implementing the Partnership’s CCMP Addendum and its mission with funds from the “Infrastructure Investment and Jobs Act of 2021” (IIJA) or “BIL” - the Bipartisan Infrastructure Law, (P.L. 117-58).

Our work is closely aligned with the Clean Water Act Core Programs, which are:

1. Establishing water quality standards
2. Identifying polluted waters and developing plans to restore them (total maximum daily  
   loads), Permitting discharges of pollutants from point sources (National Pollutant Discharge
3. Elimination System permits)
4. Addressing diffuse, nonpoint sources of pollution
5. Protecting wetlands
6. Protecting coastal waters through the National Estuary Program
7. Protecting Large Aquatic Ecosystems.

**CCMP Implementation Financial Plan**

**Objectives:** A financial strategy to support CCMP implementation.

**Description:** An updated APNEP CCMP needs several components including a Monitoring Plan, a Communication Strategy, and a Finance Plan. While the current CCMP was adopted by the Leadership Council in 2012 and serves as a long-term framework for action in the sounds and their watersheds, the Addendum will provide priorities for the next five years. Each document will each be developed by staff and the Management Conference, with updates to existing plans to support the revised CCMP (including APNEP’s Engagement Strategy which includes communications), as appropriate. Development of a Financial Plan will be guided by external expertise such as a member of the [Environmental Finance Center Network](https://efcnetwork.org/).

A Financial Plan is inherently a component of a strategic planning document. It will assist APNEP and its partners in effectively implementing the CCMP Addendum during the next five years and beyond by focusing on funding to implement CCMP objectives and actions, as well as guiding long-term financial stability for the Partnership.

The Financial Plan is not intended to document funding commitments or quantitatively track costs. Neither is it intended to be an exhaustive list of all activities and their full cost of implementation throughout the watershed by all entities and partners. It is recognized and accepted that every action will not have currently identified funding nor precise estimates of funding needs.

This Financial Plan will consist of a narrative document and a subsequent Financial Plan table. The summary narrative would provide a summary of estimated costs and several larger funding opportunities within the APNEP program area. A response-to-comments table will also be produced to capture feedback and input from the Management Conference and other interested stakeholders, followed by staff responses.

|  |  |
| --- | --- |
| **Lead / Partners:** | Management Conference, NC DEQ, VA DEQ, others |
| **Outputs/Deliverables:** | Summary Report - Finance Plan, Recommendations. |
| **Estimated milestones:** | TBD |
| **Outcomes:** | Funding opportunities for CCMP implementation |
| **Anticipated long-term outcomes:** | Strategic approach to CCMP implementation |
| **Estimated Cost:** | $ 90,000 |
| **Estimated Leverage:** | $ TBD |
| **CCMP Actions:** | Supporting all in general |
| **CCMP Outcomes:** | Supporting all in general |
| **CWA Core Programs Addressed:** | Protecting coastal waters through the National Estuary Program |
| **EPA Elements:** | Healthy Communities, Living Resources, Habitats, Water Quality |

**SPATIAL DECISION SUPPORT FOR CCMP IMPLEMENTATION**

**Objectives:** To 1) develop a spatial targeting strategy for CCMP application of Bipartisan Infrastructure Law (BIL) funding, and 2) assess the uses of estuarine space and associated interactions with natural resources of CCMP focus.

**Description:** The Leadership Council (LC) has approved that CCMP implementation and BIL funds be focused for the next five years on water quality, SAV, coastal wetlands, oyster habitat, and community resilience. Currently, two needs have been identified where spatial information can guide both near-term and long-term decisions on CCMP implementation. The first addresses an immediate need to strategically initiate BIL project planning and the second addresses a broader need to incorporate impacts from human activities on the regional ecosystem in resource conservation and management practices.

1. **Spatial Targeting Strategy:** In addition to identifying and targeting conservation and management actions that maximize net ecosystem service delivery, a unique federal funding requirement is that 40% of the BIL allocation should directly benefit disadvantaged communities. As such, one of the first APNEP initiatives to be undertaken with BIL funding is a spatial analysis that will provide guidance for strategic siting of projects. Area selection based on 1) suitability for conservation and management actions relative to natural resources of CCMP focus and 2) likelihood to support resilience of disadvantaged communities will help ensure that BIL investments have maximum benefit for CCMP implementation and adhere to federal guidance on use of funds. The short timeline to begin BIL project implementation means APNEP must start with guidance based on currently available information and best available technical advice. So that implementation can begin within the year, the Science and Technical Advisory Committee (STAC) has provided initial guidance on the criteria and spatially explicit information that can be used to characterize site suitability relative to SAV, living shorelines, and disadvantaged communities. The next step is to work with a steering committee, supported by staff, to refine the STAC initial guidance, compile targeted spatial data sets, develop spatial analysis models/algorithms, and create preliminary maps for LC and Citizen Advisory Committee feedback.
2. **Estuarine Spatial Planning Assessment:** A comprehensive spatial plan for the Albemarle-Pamlico estuarine system (APES) has never been attempted, despite the region’s challenges arising from many diverse uses of estuarine space, declining water quality and vulnerable coastal habitats, and significant threats associated with adverse climate change impacts. Problems resulting from competing and expanding uses are rapidly increasing and include user conflicts, environmental degradation, and regulatory inefficiencies. Estuarine spatial planning directly aligns with the APNEP’s ecosystem-based management principles and can advance the region’s ability to meet current and future demands for ecosystem services from the system. Like established land-use planning practices, techniques for estuarine spatial planning seek to identify and define all existing and emerging human activities that are compatible or incompatible, assess the individual and collective impacts of those activities on ecological integrity and ecosystem service provisioning, and determine the optimal spatial and temporal uses of areas to maximize net gains in achieving economic, environmental, and social objectives. Additionally, integrating available geographic information system (GIS) data on climate change scenarios, including sea-level rise vulnerability assessments, expands the utility of estuarine spatial planning to support coastal resilience decision making. With BIL funding, APNEP will initiate the development of a spatial plan for APES by conducting an inventory of uses of estuarine space and assessing associated interactions with natural resources of CCMP focus, including impacts to ecosystem services. The first step is to work with a steering committee, supported by staff, to develop a detailed scope of work, including goals, objectives, and deliverables.

|  |  |
| --- | --- |
| **Lead/Partners:** | Management Conference, NC DEQ, NC CGIA, others |
| **Outputs/Deliverables:** | Summary Report – Spatial Targeting: Tool and suitability maps, Written Strategy to guide implementation that addresses BIL implementation guidance and requirements from the Equity Strategy that includes recommendations for specific projects for future BIL workplans. Summary Report – Spatial Planning Assessment: Use and resource maps and assessments. |
| **Estimated milestones:** | TBD |
| **Outcomes:** | Information to guide BIL funding for CCMP implementation and conservation and management of estuarine resources |
| **Anticipated long-term outcomes:** | Improved scientific basis to guide coastal habitat restoration, enhancement, and conservation decisions; Informed management for CCMP implementation; Improved management of estuarine resources |
| **Estimated Cost:** | $ 300,000 |
| **Estimated Leverage:** | $ TBD |
| **CCMP Actions:** | A1.1, A2.2, B2.2., C1.1, C1.2, C1.3, C2.1, C2.2, C2,3, C3.3., C5.1, D1.3, D3.1, D3.3 |
| **CCMP Outcomes:** | 1e, 2a, 3b |
| **CWA Core Programs Addressed:** | Identifying polluted waters and developing plans to restore them; Permitting discharges of pollutants from point sources; Addressing diffuse, nonpoint sources of pollution; Protecting wetlands; Protecting coastal waters through the National Estuary Program |
| **EPA Elements:** | Healthy Communities, Living Resources, Habitats, Water Quality |

**Communications and Engagement**

**Objectives:** Increase awareness of and access to APNEP’s BIL funding and Equity Strategy implementation. Increase awareness of and access to partner resources and other funding mechanisms that may be leveraged to maximize benefits associated with BIL funding. Increase knowledge and understanding of Albemarle-Pamlico region issues and promote environmental stewardship behaviors that further CCMP implementation. Develop and highlight targeted communications strategies and materials for specific initiatives funded through BIL and to implement the Equity Strategy and showcase success of the federal investment in the AP region.

**Description:** In accordance with its Engagement Strategy, APNEP produces a wide variety of communications materials to improve the Partnership’s ability to reach different audiences, including its partner organizations, local government, the public, and scientists and researchers. APNEP accomplishes this through print and digital materials, including its website, social media platforms, blog, e-newsletter, and printed fact sheets and brochures.

APNEP has hosted a Science Communications and Outreach intern through the Department of Administration State of NC Internship since 2018, and through AmeriCorps and other programs. Past interns have developed ArcGIS Story Maps, GIS-based project maps for our website, analysis of communication and outreach strategies for aquatic invasive and nuisance species, strategies for SAV, and recommendations for Diversity, Equity, Justice, and Inclusion into the Partnership’s outreach activities.

In 2023 we are participating in the STEP Internship Program funded by NCDEQ. The current proposed workplan for the intern is focused on assisting with communication and outreach related to BIL implementation. The intern will assist in creating webpages and public facing information to allow APNEP to share information regarding funding opportunities. The intern will assist with strategies to assist with implementation of the Equity Strategy and ensure benefits flow to underserved communities. The intern will assist with the spatial targeting and assessment activities related to Equity Strategy implementation. Future workplans will be developed to highlight specific project initiatives and success stories related to BIL implementation and address other BIL needs as they evolve. Other intern programs will be explored to augment staff capacity including the NCDEQ HBCU Internship Program and programs that may be developed by NCORR and partner for resilience initiatives.

**FY2023-2024 Plans:**

* An intern has been hired for Summer 2023 to assist with communications and engagement materials. The proposed workplan is focused on updating APNEP’s website to include information on BIL funding and develop a strategy for distributing the information.
* Staff will update Engagement Strategy for the Partnership in-line with the 2023 CCMP Update, Equity Strategy, and DEI recommendations.

**Undesignated CCMP Implementation Projects: Water Quality, SAV, Coastal Wetlands, Oyster Habitats, and Community Resilience**

**Objectives:** Targeted CCMP Implementation Projects: Water Quality, SAV, Coastal Wetlands and Oyster Habitats, and Community Resilience.

**Description:** APNEP staff and Leadership Council will work with the Advisory Committees, associated Teams, and partners to identify projects that need guidance, leadership, financial support, or administrative support from APNEP for CCMP implementation. Approved projects and activities may either be directly contracted or subject to request for proposals as appropriate for the task and under the guidance of the Leadership Council. The Citizen Advisory and Science and Technical Advisory Committees or specific ad-hoc groups will evaluate requests and provide recommendations to the APNEP office regarding administering the funding for priority projects and activities as established by the Leadership Council.

|  |  |  |
| --- | --- | --- |
| **Partners:** | To be determined by project or activity | |
| **Outputs/Deliverables:** | Partnership building, CCMP implementation | |
| **Outcomes:** | CCMP implementation | |
| **FY2022-24 Cost:** | Per each focus area as follows:  Water Quality $802,000;  SAV $802,000;  Coastal Wetlands $802,000;  Oyster Habitats $802,000;  Community Resilience $802,000 | |
| **Estimated Leverage:** | $ 800,000 per each focus area |
| **CCMP Actions:** | TBD |
| **CCMP Outcomes:** | TBD |
| **CWA Core Programs Addressed:** | Healthy Communities, Living Resources, Habitats, Direct Assistance, Trainings, Water Quality |
| **EPA Element(s):** | Establishing water quality standards; Identifying polluted waters and developing plans to restore; Addressing diffuse, nonpoint sources of pollution; Protecting wetlands; Protecting coastal waters through the National Estuary Program |

APNEP will work with its management conference and partners to refine this long-term strategy to ensure effective and efficient implementation. The long-term strategy builds upon efforts by the Leadership Council, STAC, Action Teams, and Monitoring and Assessment Teams, and partners in implementing the CCMP and complimentary plans including, but not limited to the NC Coastal Habitat Protection Plan (CHPP), Currituck Sound Coalition Marsh Conservation Plan, Oyster Blueprint, Virginia Coastal Master Plan, Virginia Shoreline Management Plan, NC Natural and Working Lands Action Plan, and ecosystem and community resilience objectives under the NC Climate Risk and Resilience Plan (RARP).

**The following items provide examples of potential projects / topics that are presently consistent with APNEP’s CCMP and its developing update.**

**Submerged Aquatic Vegetation (SAV)**

Since 2001, APNEP has facilitated a SAV partnership that aims to promote the conservation of SAV along the entire coast of North Carolina and southeastern Virginia. The group has been focused on mapping and monitoring with the long-term goal of determining where the region’s underwater grasses are located and if their overall extent and density is changing over time. Monitoring SAV is important because it serves as an indicator of overall water quality - if SAV is flourishing, it means that the environment is as well. The partnership has been successful at publishing a baseline map and multiple follow ups over the past few decades. The partnership and APNEP staff have also successfully facilitated efforts to develop protocols to coordinate data collection and promote SAV protection including policy development to inform updates to the NC Coastal Habitat Protection Plan (CHPP) and South Atlantic Fishery Management Council SAV Protection Policy, direct investments in projects, synthesis of research, and establishing linkages with water quality protection and policy development efforts described further below. The projects listed below build upon this foundation.  [Learn more.](https://apnep.nc.gov/our-work/monitoring/submerged-aquatic-vegetation-monitoring/clean-waters-and-sav-making-connection)

**Assessment of SAV Protection Policies** (RFQ)

SAV in the Albemarle-Pamlico Estuarine System is afforded protection primarily through its federal designation as *Essential Fish Habitat* by the Magnuson-Stevens Fishery Conservation and Management Act. In North Carolina, adherence to federal regulations regarding SAV is managed through various state and regional (multi-state) policies, some of which are not specific to SAV conservation initiatives but in some way include management considerations for SAV. These polices may not necessarily align or be sufficient to maximize success in achieving shared SAV conservation goals and objectives. A comprehensive review of these policies, including common and competing policy interests, policy development and implementation practices, and resulting policy outcomes may help to identify regulatory inefficiencies and opportunities for improved coordination and collaboration among APNEP partners working to protect SAV.

**High-Salinity SAV Monitoring/Mapping**

For nearly two decades, APNEP has led a regional effort to design and implement long-term and comprehensive monitoring of SAV in the APES in support of addressing critical data needs for ecosystem assessment. Through a multi-disciplinary and highly collaborative approach, APNEP brings together numerous experts and diverse organizations with a shared goal of understanding changes in the status and condition of the region’s SAV. This monitoring is critical to developing effective conservation and management strategies for SAV protection, including informed decision making and greater public awareness and engagement.

**Low-Salinity SAV Monitoring Protocols Development**

There long has been a recognition that SAV monitoring protocols developed for low-salinity waterscapes within the Albemarle-Pamlico Estuarine System will differ from those developed for high-salinity waterscapes. The primary reason for the difference is water clarity which inhibits the use of aerial imagery as key input for Tier 1 (remote sensing) and Tier 2 (boat-based) efforts. While APNEP funding devoted to protocols testing has been directed to high-salinity Tier 2, there is a parallel need to advance low-salinity Tier 1 and 2 protocols development as well.

**Analysis of Low-Salinity SAV Sentinel Site Data**

Despite members of APNEP’s SAV Team, funded by a CRFL grant, conducting in 2012 an evaluation of remote sensing technologies (side-scan sonar and underwater cameras) to support SAV Tier-2 protocols in low-clarity waters, during the mid-2010s there were limited near-term prospects for funding being allocated to support comprehensive surveys of low-salinity SAV. In response, Team members took a Tier-3 “sentinel-site” approach and began establishing a limited network of non-probability survey sites: beginning in 2015 with ten sites in Albemarle Sound, followed in 2016 with six sites in Pamlico River Estuary, and in 2017 ten sites in Neuse River Estuary. Unlike SAV Tier-2 survey protocols where site-visitation times are often under 30 minutes, site-visitation times at sentinel sites are significantly more intensive (six-plus hours). Since 2015, all sites have been surveyed at least twice, and some sites in Albemarle Sound have been surveyed five-plus times. APNEP’s SAV Team seeks to compile and analyze this survey data, which in turn will support the development of an initial assessment of low-salinity metric(s) to complement APNEP’s 2021 high-salinity SAV extent metric report.

**Water Quality**

Many of the river basins in the APNEP region have numerous dedicated partners working towards addressing nutrient pollution and Harmful Algal Blooms (HABs). However, algal blooms have been re-occurring in the Chowan River and Albemarle Sound after an absence of three decades, in a region that is lacking the regulatory requirements compared to other areas of the Albemarle-Pamlico region and beyond (buffer rules, nutrient reduction strategies, TMDLs, etc. that exist for the Neuse and Tar-Pamlico River Basins). Additionally, many VA partners are often not supported to devote time to working in the southern watersheds that flow into Albemarle Sound, as they are directed to prioritize working to meet Chesapeake Bay TMDL requirements.

In addition to facilitating and supporting research and monitoring to support the NC Nutrient Criteria Development Plan described below, APNEP has been working to assist regional partners in supporting research and studies to identify watershed sources and the causes of the blooms, fund monitoring and rapid detection test kits to improve communication to the public, and to leverage its status as a bi-state program by connecting partners and agency staff across state lines. Significant effort has also been spent to re-strengthen relationships and coordinate closely with the Virginia Natural Heritage Program on the Chowan Healthy Waters Program (a proactive program endorsed by EPA to devote resources to watershed protection vs. costly restoration) and maintain relationships with the Virginia DEQ Tidewater Regional office despite frequent turnover.

APNEP is also working with NCORR, the NC Rural Center, and Regional Councils of Government (COGs) to assist with implementation of projects identified during the Regions Innovating for Strong Economies & Environment (RISE) program, described in more detail below in the Community Resilience section. There are opportunities to assist with implementation of the project portfolios developed for each of the participating COGs through several initiatives described below that address water quality. Partnering to advance this program will also assist APNEP in meeting Leadership Council direction to work more closely with local governments in addition to implementing relevant focus areas of the CCMP.

**NC Nutrient Criteria Development Plan**: APNEP staff and select STAC members are active in the NC Nutrient Criteria Development Plan (NCDP) process, now focused on the Albemarle Sound and Chowan River. Staff assisted the NC Division of Water Resources (NCDWR) with gaining a complete understanding of the system and recommended candidates for the NCDP’s Scientific Advisory Council (SAC) who are experts in high- and low-salinity SAV, and water quality issues. NCDWR has selected SAV as a biological indicator for the health of the Albemarle Sound and Chowan River. APNEP staff will continue to actively participate in nutrient criteria development for the Albemarle Sound and Chowan River until recommendations are accepted by NCDWR, approved by the NC Environmental Management Commission, and submitted to EPA. To further APNEP indicators, metrics, and monitoring and assessment activities, along with supporting NC’s NCDP, APNEP developed multiple projects including Development of Chlorophyll-*a* Standards for SAV Protection, Calibration of a bio-optical model for low-salinity SAV, and Fill Data Gaps on Optical Water Quality Constituents in Currituck Sound. APNEP will continue to work with the NC Division of Water Resources on developing water revised quality standards in the Albemarle Sounds and Chowan River for implementation of the NC Nutrient Criteria Development Plan. APNEP will continue to fund research and water quality monitoring to assist with further development of water quality standards in the Sound.

**WRIT Projects**: APNEP is an active member of the Watershed Restoration Improvement Team (WRIT) led by the NCDEQ Division of Water Resources. WRIT is a team of interagency state employees dedicated to breaking down “silos” and working collaboratively in identifying solutions and finding ways to work synergistically on water resources and non-point solutions projects across the state. WRIT includes representatives from several divisions within DEQ and several from outside including the NC Wildlife Resources Commission (WRC), NCDA&CS Division of Soil & Water Conservation (DSWC) and NC Forest Service (NCFS), and the NC Land & Water Fund (NCLWF). The group includes staff working on nonpoint source pollution issues including basin planners, TMDL/303d listing, Nine Element and Watershed Action Plans, ecological flows, watershed restoration projects, BMP implementation, and implementing recommendations in the state’s river basin plans which are updated on 5-year cycles. Staff involvement in this team has led to collaboration on numerous projects and assisted with both CCMP and CHPP implementation. APNEP will work with WRIT members to identify targeted needs and projects within the APNEP region that support CCMP implementation and complement the work the STAC is conducting for the Spatial Targeting Assessment. Many WRIT members are also active in the statewide NC Watershed Stewardship Network (WSN). APNEP has participated in past collaborative efforts led or supported by WSN including the NC Aquatic Data Hub and could also leverage this group for BIL implementation.

**Urban Waters**: Many APNEP partners are dedicated to alleviating the impacts of poor water quality and contaminant loads in many of the urban centers throughout the region. Water quality and increased flows in urban waterways decrease biological diversity within our creeks and rivers and raise human health concerns due to the proximity of our urban waters to a larger human population. Often the greatest environmental concerns in densely populated urban areas with historically greater disinvestment in communities with higher percentage minority populations (e.g., Durham’s Goose Creek, and Raleigh’s Walnut Creek). APNEP seeks to support partners like Partners for Environmental Justice, Carolina Wetlands Association, WRRI, NC Sea Grant, and NCDWR to offer support communities’ water quality efforts in urban waterways. APNEP can provide support in programs that offer education and stewardship opportunities to residents particularly in Rochester Heights and surrounding southeast Raleigh through groups like the Walnut Creek Watershed Partnership. Walnut Creek was recently selected as the twenty-first watershed to be added to the EPA Urban Waters Federal Partnership (UWFP), and APNEP aims to support this partnership and will seek additional opportunities to support similar efforts related to the UWFP elsewhere in our region.

**Harmful Algal Bloom Identification and Prevention:** This is identified as a priority project for the Albemarle Commission in their RISE project portfolio. APNEP is currently participating in discussions led by NCORR to identify champions to move this project forward and will identify a more specific role to play to assist with this effort in future iterations of this workplan as these discussions evolve. APNEP will work with partners on similar efforts in other regions as needed. A summary of the RISE project is included below:

*Harmful Algal Blooms (HABs) present unique ecosystem and health hazards. HABs have occurred in the past in the region but have become a more frequent problem in the last ten years. While there has been research and involvement by many partners, an exact cause has not yet been determined. Conduct outreach to educate the public on the harms of HABs, identification, and reporting of blooms, and how to reduce exposure. Work with partners to develop a response protocol for notification of the blooms to stakeholders in the region.*

Preliminary discussions with staff have included consideration of a workshop similar to the one held to inform the SAV Water Quality work described above and implement CHPP recommendations: [Making the Connection between Underwater Grasses and Water Quality](https://apnep.nc.gov/our-work/monitoring/submerged-aquatic-vegetation-monitoring/clean-waters-and-sav-making-connection). In March of 2020, APNEP, NC Division of Marine Fisheries, and The Pew Charitable Trusts, hosted a workshop in Raleigh, North Carolina, which brought together professionals from science, management, and conservation communities to discuss linkages between submerged aquatic vegetation (SAV) and water quality. After learning about the current state of knowledge regarding water quality and SAV in the state’s estuaries throughout the morning, workshop attendees spent the afternoon in breakout groups identifying data gaps and management strategies that could be implemented in the near-term to facilitate SAV protection and restoration. A summary report from the workshop was published and recommendations integrated into the NC DMF- and APNEP-coordinated 2021 revision of the [N.C. Coastal Habitat Protection Plan](https://apnep.nc.gov/resources/publications-and-reports/coastal-habitat-protection-plan) (CHPP).

**Chowan Healthy Waters Program:** APNEP will continue to coordinate with Virginia Natural Heritage Healthy Waters Program Staff to identify opportunities to implement recommendations from the *Stream Ecological Health Assessment for the Chowan River Basin, Virginia, and North Carolina*, which includes *the Watershed-based Ecological Healthy Conservation Plan for the Raccoon Creek, Nottoway River, Chowan Basin.* APNEP have worked with VA staff and partners to secure grant funding to implement these recommendations and other projects identified through partners (that also focus on anadromous fish spawning areas and passage) but have not yet been successful. Implementation of this plan can also help meet recommendations from APNEP MOU with Virginia, NCDEQ Chowan River Basin Plan, and the Tribal Coastal Resilience Connections project.

**Stormwater Projects** (Potential RFP)- If deemed a need by partners, APNEP will develop an RFP and application review process to implement stormwater retrofits, BMPs, and LID projects on public property in the region. Many projects in the RISE portfolio described below align with this category. APNEP will coordinate through WRIT as described elsewhere to target priority areas and communities for project implementation.

**Coastal Wetlands**

APNEP’s focus on coastal wetlands has largely focused on Submerged Aquatic Vegetation as described above. One APNEP staff member coordinates closely with the Division of Marine Fisheries on NC Coastal Habitat Plan Coordination. Staff have been involved in other initiatives described below that promote identification, protection, and restoration of coastal wetlands. These include supporting research to inform policy development for coastal plain ecological flows, promoting the use of living shorelines, coordination of landscape scale hydrologic wetland restoration strategies, development of marsh conservation plans, and coastal wetlands mapping. Leadership Council members identified this as a focus area for APNEP’s CCMP implementation for the next five years.

**Coastal Wetlands Mapping**

To address another gap in coastal habitat areal extent metrics APNEP will work with partners such as NC Wetlands Plan staff (NC-DWR), PEW, NC Division of Coastal Management, Coastal Habitat Protection Plan (CHPP) team members, South Atlantic Salt Marsh Initiative, and other groups to develop a needs assessment of mapping wetlands in the region. Working with APNEP’s Wetland Resources Monitoring and Assessment Team, a pilot mapping deliverable has been developed by applying a multi-platform approach through incorporation of databases such as NOAA’s C-CAP wetland classes and APNEP’s SAV infrared imagery. Like SAV, this mapping product will be valuable when developing an APNEP status and trends metric report.

**Ecological Flows Project Phase III** (Continuation of existing efforts)**.** APNEP will work with the Ecological Flows team to identify needs and develop a scope for Phase III.A pilot project is currently being conducted under contract as described in the 320 workplan, which will contain preliminary recommendations to meet the relevant CCMP actions and needs for further project phases. Establishment of ecological flows protects aquatic ecosystems and coastal habitats including wetlands and SAV.

**Facilitate the Expansion of Living Shorelines (RFP):** APNEP co-leads the NC Living Shorelines Steering Committee with the North Carolina Coastal Federation. Work by these members includes research and monitoring of natural marshes and living shorelines, wave attenuation and transformation, and the use of alternative living shoreline construction materials.  Education and outreach efforts by members have increased awareness and shown the benefits of living shoreline techniques to the public as well as to real estate agents, contractors, and engineers.  APNEP will work with the Living Shorelines Action Team to determine whether developing an RFP and application review process to support the design and installation of living shorelines on public property would be beneficial.

**Natural and Working Lands Action Plan:** APNEP participated in the development of the [NC Natural and Working Lands Action Plan](https://www.ncnhp.org/nwl/natural-and-working-lands), which is included as an appendix to the [NC Climate Risk and Resilience Plan](https://deq.nc.gov/energy-climate/climate-change/nc-climate-change-interagency-council/climate-change-clean-energy-plans-and-progress/nc-climate-risk-assessment-and-resilience-plan). APNEP continues to participate in the NWL Coastal Habitats and Pocosin Restoration implementation workgroups which consist of diverse agency, university, and non-governmental stakeholders. APNEP’s involvement in these efforts have led to identification of regional gaps and needs and integrating resilience activities with existing programs and initiatives, including working closely with N.C. Division of Marine Fisheries to develop actions that complement the goals and objectives of both APNEP’s CCMP and N.C. Coastal Habitat Protection Plan. APNEP will work closely with the NC Natural Heritage Program staff who oversee plan implementation and committee chairs to identify opportunities to fund implementation of the [recommended actions](https://files.nc.gov/ncdeq/climate-change/natural-working-lands/NWL-Recommendation-List.pdf) from the NWL Action Plan. Staff also participate as a member of the Statewide Resilience Clearinghouse Committee discussed in the Community Resilience section. Example projects include:

**Coastal Habitats –** APNEP participates as a member of this team and worked to ensure implementation of both the CCMP and CHPP were considered during plan development. Staff will continue to work closely with the team to identify projects to assist with implementing the action plan. These include:

* + - providing incentives to assist with coastal habitat protection;
    - facilitating the migration of coastal habitats through protection of migration corridors; and
    - prioritizing climate change and sea level rise considerations in coastal habitat restoration planning.

**Pocosin Restoration** – APNEP participates as a member of the NWL Pocosins Workgroup, which has identified implementation actions in the NWL Action Plan linked above. In addition to providing funding to assist partners with implementing the recommendations, ideas include:

* + - Addressing the concerns of the farmers that may be reluctant to try new proposed approaches to attenuate flow and relieve flooding if it means taking productive land out of production, even temporarily. There may be some opportunities to assist with some conservation easement payments or economic studies to encourage voluntary participation to evaluate these methods in the coastal plain.  Partners have also suggested that APNEP consider covering transactional costs for projects that traditional funders are unable to cover.
    - APNEP is already assisting with the action regarding implementing targeted interventions to protect peatlands from sea level rise and saltwater intrusion guided by scenario-based modeling through the Scuppernong Study discussed below.

**Scuppernong Regional Water Management Study** (continuation of existing effort): At the request of NC Division of Parks and Recreation and approval from the Leadership Council in 2018, APNEP has been leading collaborative efforts to conduct a hydrologic study of the northern Albemarle-Pamlico peninsula since 2018. Staff facilitated a partnership between the NC Division of Parks and Recreation, NC Soil and Water Conservation, US Fish and Wildlife Service, the Albemarle Commission, and Washington and Tyrell Counties on a hydrologic study of the northern Albemarle-Pamlico peninsula including the headwaters of the Scuppernong River, Lake Phelps, and the surrounding land including Pocosin Lakes National Wildlife Refuge. This project was included in the RISE project portfolio as a result. Funding will be needed for project expansion beyond the geographic scope of the Study being funded through the Water Resources Development Grant.

**Currituck Sound Coalition Marsh Conservation Plan**: Working closely with Audubon NC and other partners, APNEP recognizes the unique attributes of the freshwater marshes found in the Currituck Sound system. Not only is the sound among the most important places for birds in the world, but these wetlands also support human communities by filtering water, providing buffers against flooding and erosion, all while supporting a historically vibrant recreational economy.  APNEP will provide funding for partners to implement actions recommended in the CSC Marsh Conservation Plan, which also furthers implementation of APNEPs MOU with Virginia.

**Sentinel Landscapes:** APNEP has been participating in the Eastern North Carolina Sentinel Landscapes Partnership since its inception in 2016. ENCSL is an innovative partnership focused on collaboration and coordination between farmers and foresters, conservationists, and military installations to provide mutual benefits to protect the state’s two largest economic sectors – Agriculture and Defense. This regional initiative works to preserve agricultural lands, contribute to national defense readiness, and restore and protect wildlife habitat in 33 eastern counties. Of these, 24 counties are in the Albemarle Pamlico watershed. The Sentinel Landscape designation is an opportunity to increase collaboration among a diverse group of partners in North Carolina to advance conservation efforts. A coastal coordinator was hired by the NC Coastal Federation in 2021. Staff will seek opportunities to collaborate on regional projects as part of this initiative.

**South Atlantic Salt Marsh Initiative’s (SASMI):** APNEP was invited to review the South Atlantic Salt Marsh Initiative’s (SASMI) draft regional conservation plan and attend a virtual meeting for North Carolina state agency representatives in December 2022. The South Atlantic coast is home to an expansive network of salt marsh and tidal creeks stretching over one million acres. Salt marshes are the ecological guardians of our coast, and this habitat is facing increasing pressures from rising seas and encroachment. SASMI is a voluntary, collaborative, and non-regulatory effort that is bringing together diverse partners from North Carolina, South Carolina, Georgia, Florida and beyond to achieve landscape-scale conservation of one of the last vast areas of salt marsh in the United States. SASMI seeks to add value to ongoing efforts and create a framework and catalyst for cross-agency and organization collaboration supported by implementation at the state and local level by developing a regional conservation plan. Staff will continue to track this initiative to identify opportunities for collaboration given that coastal wetlands have been identified as a focus area under the new CCMP.

**Oyster Habitats**

As a member of the NC Oyster Steering Committee, APNEP has a long history of partnering with a diverse group of stakeholders involved in growing, harvesting, studying, managing, and eating oysters to protect and restore North Carolina's oyster habitats and fishery. Past efforts including a cost benefit analysis commissioned by APNEP to document how oyster habitat enhancement projects in North Carolina improve the coastal economy have led to significant investments from the NC General Assembly towards oyster restoration projects. APNEP has also directly invested in research and restoration projects and facilitated discussions to ensure protection and restoration of wild oyster populations. Current efforts are geared towards implementation of the NC Oyster Blueprint and CHPP.

**Oyster Habitat Mapping**

To aid and support the management of wild oysters, it is necessary to have up-to-date maps of oyster shell bottom and oyster reefs. While NC Division of Marine Fisheries (DMF) has been able to map all estuarine shell bottom in depths less than 12 feet, mapping the intertidal oyster habitat continues to be a challenge, given the short window of time between tides and the shallow waters that need to be navigated. APNEP could provide support to DMF’s shellfish mapping program pilot study “Remote Sensing Estuarine Bottom Habitat Mapping “. This pilot study will use remote sensing technology, Unmanned Aerial Systems (UAS), and focus on the natural intertidal oyster populations along the NC coast.

**Provide Direct Support for the Restoration of Wild Oyster Habitat:** Oyster restoration continues to be a priority with the General Assembly, DEQ and the NC Coastal Federation. The APNEP will continue to provide leadership serving on the Oyster Steering Committee as well as the Living Shorelines Steering Committee. As opportunities arise, APNEP can help facilitate securing cultch and oyster shell for larval settlement in intertidal and subtidal oyster reefs. These recommendations mirror the CHPP and the NCCF’s Oyster Blueprint.

**Community Resilience**

In conjunction with its partner organizations, APNEP has a long history of working to protect and restore coastal ecosystems and the communities that depend on them as they face climate and natural hazard challenges, with a focus on estuarine ecosystems and the river basins and surrounding watersheds that flow into the Albemarle-Pamlico estuarine system. In addition to supporting research and the development of tools and models to help resource managers make informed decisions, APNEP continues to dedicate resources towards connecting communities to the best available science and tools as they develop resilience and adaptation planning strategies. APNEP’s focus on protecting and restoring water quality and submerged aquatic vegetation, protecting natural ecosystems and coastal habitats, supporting the use of natural infrastructure, and working with local governments and communities to incorporate climate resilience into local planning align with the coastal resources and infrastructure and ecosystem strategies outlined in the state and regional initiatives described below.

APNEP continues to participate in activities stemming from implementation of the [NC Climate Risk and Resilience Plan](https://deq.nc.gov/energy-climate/climate-change/nc-climate-change-interagency-council/climate-change-clean-energy-plans-and-progress/nc-climate-risk-assessment-and-resilience-plan) (RARP) including the Natural and Working Lands Stakeholder Team, Coastal Habitats and Pocosin Wetlands Subcommittees, Statewide Resilience Clearinghouse Steering Committee, Coastal Resilience Community of Practice, and the Regions Innovating for Strong Economies & Environment (RISE) program (all described in more detail below). Involvement in these efforts has led to identification of regional gaps and needs, notably related to gaps in participation and capacity of underserved and under-represented communities to participate in resilience planning activities.

As a result, APNEP has focused effort on two regional projects: the Tribal Coastal Resilience Connections Project and Scuppernong Study described below, in addition to several projects geared towards developing resilience tools and resources for local governments and communities. APNEP has led efforts to develop project proposals in collaboration with interdisciplinary partners, secure funding, and facilitate regional partnerships for project implementation. We propose to use BIL funds to expand upon these efforts which benefit underrepresented and underserved communities:

**Scuppernong Study Engagement Strategy Development (**Continuation of existing effort/ or expansion/model for other projects and regions)**:** In partnership with the NC Coastal Reserve, NC Sea Grant, and TNC APNEP is using funding from NOAA to develop an Engagement Strategy to support development of the Scuppernong Regional Water Management Study described further in the Coastal Wetlands section above. The grant is geared towards assisting marginalized communities with flooding through equitable engagement. Team members have discussed using this a template that can be utilized for developing strategies to engage with other communities in the AP region and coastal plain, including alignment with the NC Sea Grant community needs assessment discussed below.

**Tribal Coastal Resilience Connections** (Continuation of existing effort)

Using supplemental EPA 320 funds designated to work with underserved and under-represented communities on climate resilience, APNEP partnered with the NC Commission of Indian Affairs (NCCIA), NC State University (NCSU), and Virginia Coastal Policy Center to work with tribal communities in the Albemarle-Pamlico region. The goal of this initiative is to develop a strategy for incorporating resilience into tribal planning and community engagement processes. The Tribal Coastal Resilience Connections (TCRC) Team has been successful in generating research on tribal engagement in climate and resilience planning efforts throughout the U.S., launching a social media campaign, conducting outreach at conferences and events, and creating partnerships and building the groundwork for a sustainable program.  A final report was finalized by the team in 2022 and is being shared with the NCCIA and other parties before distribution to the APNEP Management Conference and public. The second phase of the project was initiated in 2022. [Learn more](https://apnep.nc.gov/our-work/outreach-and-engagement/building-capacity-climate-resilience-albemarle-pamlico-region-tribal-communities-project).

TCRC team members have advised that further discussion and thoughtful consideration regarding equitable inclusion of Tribes in the AP region is warranted. The Phase I Tribal Coastal Resilience Report notes that the Albemarle Pamlico Watershed spans multiple federal regulatory jurisdictions (e.g., EPA Regions 3 and 4), two different states, many different localities, and numerous organized and self-identifying tribal groups. The situation creates a complicated and diverse landscape in which tribal interests could be easily overlooked. Regardless of recognition status, excluding Indigenous peoples from meaningful input on decisions that impact their current or ancestral homelands is an environmental justice issue. Ultimately, these decisions have the potential to alter the identities and ways of life for Indigenous peoples who still retain connections to their ancestral homes.

TCRC team members have emphasized that Tribal considerations and diversity, equity, inclusion, and environmental justice are not mutually exclusive. Recognition status should not be a barrier for inclusion for communities in the AP region. Given that environmental justice principles include recognition of vulnerable communities and their perspectives, planners and practitioners who seek to implement just climate adaptation must find ways to bring Indigenous perspectives to the fore. APNEP staff and partners are working closely with the Tribal Resilience Program Director hired to facilitate project management and serve as a liaison to Tribal communities to best address this through project planning and implementation.

The second phase of the project was initiated in 2022 and will require additional funds and staffing to develop the Tribal Resilience Toolbox envisioned, which includes the development of regional climate adaptation frameworks and geospatial mapping platforms to collect water stories and present climate threats and vulnerabilities identified by Tribal communities in this region. Based on preliminary coordination for this phase, it has been recognized that more work is needed to assess community readiness to engage in these more technical discussions surrounding climate resilience. The team is taking a step back to consider a different approach at this stage. The scope does include building upon the recommendations from Phase I and documenting best practices for resilience practitioners to engage with Tribal communities and conducting education and outreach to universities, agencies, and NGOs, which can be initiated by staff with the information currently available.

In addition to funding projects, careful consideration should be given to including funding to compensate Tribal members and liaisons for their time to share expertise and participate in resilience planning efforts. Tribal representatives are often asked to provide their time, advice, and information with no reciprocation.

**Ideas and initiatives to support continuation of the Tribal Resilience project include:**

* Community projects have been identified as a mechanism for engaging tribal communities to build trust and assess community readiness to engage in more detailed conversations about climate risk and vulnerability and participation in planning and adaptation processes. Activities could include, but are not limited to planting trees, building rain gardens, river cleanups and increased access to ancestral lands and waterways, protecting cultural assets and traditional ecological knowledge, building food security and sustainability, and projects to alleviate flooding.

* The Phase II SOW includes building upon the recommendations from Phase I and documenting best practices for resilience practitioners to engage with Tribal communities and conducting education and outreach to universities, agencies, and NGOs. Funding could be utilized for workshops, printed materials, and other mechanisms to integrate project findings into resilience planning in the AP region.
* Preliminary discussions have been held about the possibility of creating a program similar to RISE that is tailored to Tribal communities. However, the community engagement described above is a priority to assess community readiness before more fully developing this idea. It may be a long-term goal to strive for a Tribal RISE program through this strategy and seek additional sources of funding as needed.
* The Sierra Club is developing a Southeastern Tribal Water Program designed to build a coordinated, diverse and inclusive program to protect water quality and prevent pollution. The program focuses on building connection and power among Indigenous communities to address water issues and climate resilience. APNEP could support activities relative to CCMP implementation in the AP region.
* Projects that highlight cultural history could be utilized to educate the general public on Indigenous perspectives and ties to the land and waterways of the AP region, and foster Tribal community support for watershed and environmental stewardship. Examples from other regions include the Virginia Indian Heritage Trail and Gullah Geechee Corridor. Phase I of the TCRC project included a #WaterStory social media campaign—Phase II plans include building on a Terrastories map created for the team to collect these stories and sharing via an interactive GIS platform. Initial connections have been made with staff managing the newly formed NC American Indian Heritage Commission, which could be a good partner for this project idea. TCRC team members have noted that coordination through this group may also help with the inclusion challenges posed by working through intertribal commissions and groups that are only authorized to work with federal and state recognized tribes.
* Other partners (The Conservation Fund, TNC, VIMS, ODU, and Environmental Defense Fund, to name a few) are working with Tribes throughout the coastal plain and there may be opportunities to collaborate. Given the increased interest from multiple partners in working with Tribal communities, there have been suggestions of centralizing efforts and creating collaborative opportunities to streamline and reduce the burden on Tribal communities to participate in multiple resilience and environmental planning processes.

APNEP will continue to work with the Tribal Coastal Resilience Connections Team and Program Director hired to serve as a liaison to Tribal communities in the AP region in Virginia and North Carolina and throughout the Coastal Plain to develop more detailed recommendations for future iterations of the BIL workplan. In addition, staff will work through the newly formed CAC for ideas and recommendations. A NC Commission of Indian Affairs representative will be serving on the CAC.

**Other Ongoing Community Resilience efforts:**

Staff continue to explore options to assist with implementation of the actions recommended in the RARP, including integrating recommendations into the 2023 CCMP Update.  Resilience was also incorporated as an overarching theme into our 2020 MOU with Virginia. At the direction of the Leadership Council, APNEP staff continue to seek opportunities to work more closely with local governments and communities throughout the region, so staff have focused efforts on projects and initiatives with that in mind. In addition to the Tribal Resilience and Scuppernong Study, projects include developing tools for local governments to incentivize the use of natural infrastructure to build resilience to storm driven flooding, and development of an Engagement Strategy to ensure equitable community engagement in marginalized communities impacted by flooding on the Albemarle-Pamlico peninsula.

Staff also work closely to integrate resilience activities with external programs and initiatives, including working closely with NCDMF to develop actions that complement the goals and objectives of both APNEP’s CCMP and CHPP, working with NCDWR Basin Planning staff to identify opportunities to integrate resilience into water resources planning, and with NC Wildlife Resources Commission staff to incorporate resilience considerations in the NC Green Growth Toolbox. APNEP will also participate in activities associated with the NC Flood Blueprint and continue to work closely with NCORR on the RISE initiative described below.

**Regional Needs Assessment:** APNEP staff believe a regional needs assessment could be utilized to better inform use of the BIL funding to build both ecosystem and community resilience and help with implementation of the equity strategy that has been developed as part of this workplan. A regional needs assessment may be incorporated into the scope for the Spatial Decision Support projects described above. (Potential RFQ). A needs assessment could be utilized to inform development of future iterations of the long-term BIL strategy and workplans and flesh out more specific projects to expand upon the example projects identified under the Community Resilience category.

In addition, NC Sea Grant has developed a framework to identify community climate resilience needs and priorities, and opportunities for developing or expanding extension programming, utilizing the NC Coastal Resilience Community of Practice as advisors. Staff are in preliminary discussions about leveraging the work Sea Grant has already done to conduct a regional needs assessment and opportunities to partner moving forward. Sea Grant is also a team member on the Engagement Strategy being developed for the Scuppernong Study described below, which has been discussed as a potential model for working with other communities. More detailed information will be included in future BIL workplans.

Other ongoing efforts can be utilized to inform development of a regional needs assessment tailored to the Albemarle-Pamlico, including:

**Natural and Nature-Based Features Project**: APNEP has partnered with Wetlands Watch to conduct a needs assessment for a project designed to incentivize the use of natural infrastructure by local governments and communities to build resilience to storm driven flooding. Wetlands Watch is assessing locality needs, building a template tool comparison database based on a project developed for Virginia, and developing outreach materials that identify the co-benefits of different coastal habitat types by highlighting their ability to generate credits for local governments in water quality (TMDL) and hazard mitigation (FEMA CRS) programs. The outreach materials will promote the use of natural infrastructure to build community and ecosystem resilience. Discussions are being held with CHPP staff and the Living Shorelines Action Team to tailor the templates for NC use. Funds will be needed to develop the actual toolbox and outreach materials further, if deemed useful by partners. This project will be completed in 2023 and recommendations will be included in future BIL workplan updates.

In addition, Natural and Nature-Based Features (NNBF) and green infrastructure projects in VA and NC offer opportunities for workforce development and training tailored to a trade like the installation and maintenance of stormwater green infrastructure. Green stormwater initiative will not only offer stormwater education through community engagement, but also alleviate water quality and quantity impacts. Discussions are being held with CHPP staff and the Living Shorelines Action Team to tailor the templates for NC use.  Funds will be needed to develop the actual toolbox and outreach materials further, if deemed useful by partners. This project will be completed in 2023 and recommendations will be included in future BIL workplan updates.

**NC Coastal Resilience Community of Practice –** APNEP participates in this group which stemmed from a steering committee that planned workshops to solicit input from local governments and communities to inform development of the NC Risk and Resiliency Plan. The community of practice meets regularly to bring together diverse coastal stakeholders to focus on how ecosystem resilience can build local community resilience. Staff will work through this group to assess community needs in the AP region and identify mechanisms to utilize BIL funding to benefit underserved communities.

**NC Statewide Resilience Clearinghouse** – APNEP participates as a member of the Steering Committee for this project, which was developed to address actions from both the NWL Action Plan and RARP and is geared towards providing resources for local governments and communities as one of the target audiences. Staff from NCDEQ DMF and NCORR are leading development of this all-encompassing resilience resource guide for North Carolina with multiple components to help bring organizations/stakeholders together to coordinate parallel efforts to decrease redundancies. APNEP will work with the committee to identify opportunities to assist with implementing the Clearinghouse to benefit communities in the APNEP region.  Staff are already working with the team to integrate the Wetlands Watch resilience database described above.

**Engagement and Stewardship Projects:** APNEP’s CCMP includes objectives geared towards fostering watershed stewardship and providing meaningful opportunities for citizens to engage in protection and restoration of the region’s resources. In 2021, with input from its Engagement and Stewardship Action Team, APNEP initiated a request for proposal (RFP) process that is being utilized to fund targeted engagement and stewardship initiatives. APNEP will work with the team and the Citizen Advisory Committee to tailor this approach for BIL funding to identify mechanisms that engage and provide benefits to underserved communities, supporting Equity Strategy implementation.

**MOU Implementation Support** (Continuation of existing effort): APNEP will continue to work through agency designees and regional partners to identify projects that support implementation of APNEP’s interagency MOU with Virginia. The designees agreed upon climate resilience as an overarching theme, with an initial focus on working in the Chowan River Basin, in the 2021 report. There is currently no funding dedicated to supporting MOU implementation from any of the agencies involved. Seed funding for projects could foster broader support of the MOU and a positive opportunity for agencies and other regional partners to demonstrate commitment to implementation.

**Regional Resilience Planning Support:**APNEP will continue to work with NCORR, the NC Rural Center, and Regional Councils of Government (COGs) to assist with implementation of projects identified during the Regions Innovating for Strong Economies & Environment (RISE) program. RISE aims to support resilience primarily in the storm-impacted regions of North Carolina including the majority of the APNEP region. Vulnerability assessments were conducted for each of the coastal COGs participating in the program and project portfolios were released in early 2023. APNEP participates in several regional teams and has been utilizing the opportunity to better understand regional and local community resilience needs.

During the process, staff identified project needs that complement both CCMP and CHPP implementation and can assist communities with building resilience, including development of regional water quality sampling programs, regional and county-wide stormwater/watershed plans, inflow and infiltration projects that protect estuarine water quality and coastal habitats, assisting communities with impacts from sea level rise to stormwater and wastewater infrastructure, agricultural best management practices, estuarine shoreline erosion, and dealing with harmful algal blooms. Staff are working closely with NCORR to identify projects eligible for BIL funding, particularly those geared towards providing benefits to underserved communities, and will update future BIL workplans as specific projects are identified. Several projects are also identified in the Water Quality section, including projects focused on the Chowan watershed that build upon current APNEP efforts focused on SAV and water quality protection, Equity Strategy and MOU implementation, and partner led initiatives. (Potential RFPs)

**Targeted Climate Vulnerability Assessments (potential RFQ) –** to build upon the region wide needs assessment and work being conducted through the RISE program described above, the Tribal Coastal Resilience Connections Project, and Resilient Coastal Communities Program (RCCP), APNEP will work with partners to support targeted climate vulnerability assessments throughout the watershed. These assessments would present an analysis of the likelihood and severity of climate change effects on the targeted resource or community asset (i.e., wetlands, wastewater systems, oysters, SAV), as well as recommendations for adaptation plans to best prepare for such effects.

**Support Coastal Counties with Building Resilient Water Quality Infrastructure**: In addition to coordination through RISE and through other partners described elsewhere; the spatial planning, targeting, and needs assessment exercises will be developed to identify and prioritize specific projects within the AP region. APNEP will partner with NCORR and DCM to help address needs identified during the RISE and RCPP programs, and with the NC Division of Water Infrastructure and Water Resources to ensure efforts are not duplicated. APNEP will also partner with NCDEQ staff and partners administering ARPA funding to identify needs and ensure efforts are not duplicated. Potential projects include the following.

* Development of Flood-proofing Wastewater Infrastructure Strategies of Coastal Counties
* Conduct targeted vulnerability analyses – Wastewater, Stormwater, etc.
* Identify opportunities to incorporate natural and nature-based infrastructure into coastal community planning.

**Albemarle-Pamlico Federal Partnership** (new effort): APNEP has been participating in the Albemarle-Pamlico Federal Partnership initiated by the USFWS in 2022. This effort is geared towards increasing regional coordination amongst federally funded partners to promote national attention towards the Albemarle-Pamlico region; while also seeking to leverage and maximize the benefits of the significant federal investments being directed towards the region through BIL, IRA, ARPA, and others. Based on initial conversations staff anticipate opportunities through this effort to guide project planning, prioritization, and implementation. Updates will be included in future iterations of this workplan.

As part of this regional coordination and with support and encouragement from the NC Governor’s office, APNEP partnered with the USFWS and the NC Office of Recovery and Resilience in July 2022 to submit a grant application, with APNEP as the applicant in cooperation with NCDEQ, through the National Fish and Wildlife Foundation America the Beautiful Challenge. Though the grant application was unsuccessful there is continued interest in partnering for future funding opportunities and using the framework proposed to incorporate community engagement and research support in efforts to protect and restore natural and working lands. The framework will be revisited for ideas to implement the Equity Strategy.

This type of partnership could build upon regional efforts while considering new opportunities to partner with additional organizations. For example, work in [Roanoke River watershed](https://www.nature.org/en-us/get-involved/how-to-help/places-we-protect/roanoke-river-region/) led by USFWS and The Nature Conservancy has focused on reconnecting and restoring historical hydrologic flows and flooding regimes on the expansive bottomland floodplain forests on public and private land that is critical habitat for fish reproduction and nutrient retention.

**Water Level Monitoring Stations** (continuation – expansion)

In partnership with the NC Division of Emergency Management (NCDEM), APNEP supported placement of additional NC Flood Inundation Mapping and Alert Network (FIMAN) remote monitoring stations in several coastal communities. Data from gauges located within the Albemarle-Pamlico watershed contribute to knowledge that can be used to address future water management actions as well as increase real-time knowledge of water levels and flow conditions in the Albemarle-Pamlico region. APNEP will work with DEM to identify locations near # disadvantaged communities to install stations to assist with storm preparation and community resilience.

# Administration and Program Implementation

**Programmatic Administration**

APNEP staff is responsible for the coordination, planning, and successful completion of partnership functions, including Management Conference and Action Team meetings, APNEP forums, and other APNEP-sponsored/partner events. In addition, staff monitor and often become involved in activities of federal and state resource management agencies that relate to CCMP implementation, the APNEP mission. Additional interactions occur with local and regional governments as appropriate. Staff also attend meetings, conferences, and workshops to stay apprised of technological advancements that may prove beneficial in the APNEP region and the partnership. Although the Leadership Council and Advisory Committees are instrumental in identifying local environmental issues and prioritizing management actions within each basin, most management actions are implemented by various federal, state, and local agencies on a local, basin-wide, regional, or statewide basis and require staff involvement and interactions.

**Host Entity**

NC-DEQ currently serves as the host entity for the APNEP Office and the Partnership. The Office was moved back to NC-DEQ’s Office of the Secretary in March 2018. The Department is responsible for assisting with administrative and fiscal management of the APNEP-EPA cooperative agreement, which provides federal funds for APNEP. The Department’s efficiency of operation and support of the Management Conference plays a key role in the success of APNEP, including assisting in the administration of the cooperative agreement and other funding sources.

**Administrative Costs**

Overall administration costs are estimated at approximately $16,300 for each year to cover expenses associated with equipment, supplies to support activities and projects described in this work plan. At present, APNEP intends to assign current staff to implement and track projects under this work plan as all activities are associated with CCMP implementation. Cost would cover supplies and materials, data fees, publishing, and other general business associated expenses. Additionally, APNEP maintains a boat to support SAV and other water-based work. Operational costs and maintenance will be included under administration costs. Temporary employees, fellows, and interns that may be added for specific project or activity support will be paid under the budgeted amount for the project.

**Indirect Costs**

Currently, no indirect costs are anticipated (see Administrative Costs). However, if staff is added in the future under approval of the Leadership Council and upon EPA through a grant revision, an indirect rate will be charged under a currently authorized *Negotiated Indirect Cost Agreement* between NC-DEQ and EPA.

**Personnel**\*

Presently, a majority of APNEP staff are housed at the APNEP office in Raleigh within the NC-DEQ Headquarters. This site houses the Director, Program Manager, Program Scientist, Policy and Engagement Manager, Partnership Coordinator, and Quantitative Ecologist. The APNEP field office in Washington, NC houses the Coastal Habitats Coordinator. The Virginia Department of Environmental Quality has historically provided some support for CCMP implementation; however, a position is not assigned at present. Staff from the Virginia Department of Cultural Resources have been providing support for MOU implementation for the past several years. These positions are not covered under program administration but support CCMP implementation and occur at no additional cost to the program.

**Director**

The Director administers and coordinates program activities and CCMP implementation, involving interaction with numerous federal and state resource management agencies, universities, interest groups, and the public. This position manages the post-CCMP grants and associated contracts, provides staff support to the APNEP Leadership Council and Advisory Committees, and represents APNEP at local, state, regional and national meetings. Dr. Bill Crowell has been the Director since June 2002.

**Program Manager**

The Program Manager assists in the administration of the 320 Grant and coordinates and manages APNEP contracting and associated activities within NCDEQ. The position also assists in the development and maintenance of broad support for the APNEP mission and CCMP implementation; develops tracking mechanisms for performance measures and CCMP implementation efforts; and provides staff support to the Leadership Council and Advisory Committees. Heather Jennings has been the Program Manager since June 2018.

**BIL Project Manager**

The Watershed Project Manager will assist in the administration of the BIL Grant funds and coordinate and management of contracting and associated activities within NCDEQ. The position also assists in the development and maintenance of broad support for the APNEP mission and CCMP implementation; conducts BIL-GPRA reporting; and provides staff support to the Leadership Council and Advisory Committees. Additionally, the position also works towards implementation of the CHPP with the APNEP Coastal Habitats Coordinator. Ms. Stacey Feken began serving in this role since October 2022, and served as Policy and Engagement Manager from March 2016-September 2022.

**Program Scientist**

The Program Scientist assists the Director with CCMP administration. This position helps design and implement a comprehensive monitoring strategy and reporting process, guides the Scientific and Technical Advisory Committee (STAC), and reviews project proposals and reports for merit. This position provides staff support to the Leadership Council and Advisory Committees. Dr. Dean Carpenter has served in this role since November 2003.

**Partnership Coordinator**

The Partnership Coordinator assists the Director and Management Conference with engagement, educational and outreach activities. The position oversees implementation of APNEP’s Engagement Strategy, guides the CAC, pursues new partnership and funding opportunities, conducts GPRA reporting, and works with program staff to engage in new CCMP implementation actions. It also provides staff support for the Management Conference and serves as a liaison to various external working groups. Steve Anderson has served in this role since March 2023.

**Quantitative Ecologist**

The Quantitative Ecologist coordinates with staff and contributing scientists and managers to assess the environmental health of the Albemarle-Pamlico estuarine system. Responsibilities include working with partner agencies and researchers to analyze and report upon indicators of watershed and estuarine health, including identification of monitoring gaps, facilitating, and supporting APNEP Action Teams and Monitoring & Assessment Teams, and managing SAV fieldwork and the program’s GIS functions. Dr. Tim Ellishas served in this role since March 2017.

**Coastal Habitats Coordinator**

This position serves as an APNEP liaison to local governments and state agencies. The Coastal Habitats Coordinator provides coordination and support to local governments and state agencies to enhance CCMP implementation. The position also directs coordinated implementation of the NC Coastal Habitat Protection Plan (CHPP), working closely with the Coastal Resource Commission, the Marine Fisheries Commission, and the Environmental Management Commission. Jimmy Johnson has served in this role since January 2006.

*\*All positions are administered in compliance with NC Office of State Personnel rules and policies*

**TRAVEL**

APNEP proposes a budget of $10,000 for each year to support travel associated with the implementation of this work plan. Funds will cover the cost of travel by staff and/or stakeholders from other NEPs or watershed organizations who collaborate with the NEP on issues of common interest. Stakeholders may include members of the public and of environmental and public interest organizations, business or industry representatives, academics, scientists, and technical experts.

* The funds may be used to cover costs associated with attending conferences, meetings, workshops, or events that advance CCMP implementation and BIL objectives. The funds may also be used to cover the cost of renting facilities for Management Conference activities and as necessary for CCMP implementation and BIL objectives.
* When using EPA funds for travel, APNEP should use the least expensive means of travel whenever possible.
* EPA funds will not be used to cover the travel costs of Federal employees.

APNEP, the Management Conference, and EPA consider personal, face-to-face contact essential for information sharing and technology transfer. APNEP intends to use budgeted travel funds to support:

1. Management Conference, Action Team, Monitoring and Assessment Team (MAT), and Ad-Hoc committee meetings,
2. Participation in watershed stakeholder meetings, workshops, and conferences relevant to CCMP implementation
3. Participation in national or regional NEP and EPA meetings
4. Participation in international, nation, regional, and local workshops, or conferences
5. Travel to other NEPs or communities to provide peer-to-peer technical assistance
6. Travel to other NEPs or watersheds for assistance
7. Travel by NEP staff or stakeholders from other NEPs or watershed programs to provide NEP with assistance

Travelers may include Management Conference members, Action Team members and MAT members, citizens, and members of environmental or public interest organizations, business or industry representatives, academics, scientists, or technical experts as determined appropriate by the APNEP Director.

As a requirement of this grant agreement, a member of APNEP’s core staff is required to participate in all meetings called on behalf of the NEPs by EPA.

**Food**

While most travel funds are associated with staff, Management Conference members, and Action Team participants, travel funds and funds associated with specific workplan projects, APNEP funds awarded as grants or contracts may be used for light refreshments and/or meals served at meetings, conferences, training workshops and outreach activities (events), consistent with 41 CFR 301-74.7 and NC-DEQ travel policies, and as approved by the APNEP Director.

**2022-27 Projected Travel**

All travel is allocated into three categories: In-State, Out-of-State, and EPA Required. All travel, including non-staff travel, must be consistent with published NC-DEQ travel policies (2018) and regulations. Due to the dynamic nature of the Partnership, all travel cannot be scheduled a year ahead: therefore, only an estimate can be provided based on established NC-DEQ rates (below). Some travel is associated with specific projects, and travel costs are included in budgeted amounts. Rates are listed in the table below.

NC-DEQ TRAVEL RATES\*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Item** | **In-State** | **Out of State** | **Overnight Trip** | **Day Trip** |
| **Breakfast** | $ 9.00 | $ 8.60 | Depart Office before 6:00 AM | Depart before 6:00 AM;  Extend workday by 2 hours |
| **Lunch** | $ 11.80 | $ 11.80 | Depart Office by 12:00 Noon;  Overnight return after 2:00 PM | NA |
| **Dinner** | $ 20.50 | $ 23.20 |  | Depart before 5:00 PM;  Return after 8:00 PM;  Workday extended by 3 hours |
| **Hotel** | $ 78.90 | $ 93.20 |  | NA |

*\*1 July2022 DEQ approved rates.* Albemarle-Pamlico *coastal area often exceeds posted hotel rates.*

**In State:**

In-state travel is primarily for APNEP staff to conduct routine business associated with daily operations, field work, staff training or topical meetings germane to the Partnership. It may also cover non-staff for APNEP business (i.e., council and committee members, guest speakers, and experts). Funds are also used to cover meetings as allowed under the NC-DEQ travel guidance. Rates are listed above.

**Out-of-State:**

Out-of-state travel is primarily for APNEP staff to conduct business associated with the NEP general meetings and to attend training or topical meetings germane to the Partnership. It may also cover non-staff (e.g., council and committee members, guest speakers, experts) for NEP-related activities.

**LEVERAGED FUNDS**

APNEP actively seeks alternative and supportive funding sources for activities and projects to support CCMP goals. In addition, APNEP pursues additional avenues for collaborating with partners to assist in targeting program funds towards CCMP and basin-wide goals. Where possible, APNEP works to cost-share projects to increase the effectiveness or the magnitude of projects, even though in several cases APNEP has not been the primary catalyst for a project or activity.

APNEP has been successful in its ability to promote the needs, as well as the successes, associated with natural resource management, protection, and enhancement efforts in the Albemarle-Pamlico region.

For the BIL Funds,APNEP will continue to seek additional avenues for collaborating with various partners to assist in targeting funds to support CCMP implementation actions and the Partnership mission. Where possible, APNEP will actively seek additional sources of funding for APNEP activities and projects to support CCMP goals. We will work to maintain our goal of a minimum of 4:1 leverage ratio with these funds.

# Partnership Entities

**Host**

The main APNEP office is located within the NC-DEQ Office of Secretary in Raleigh, NC, with additional personnel in Washington. In the past, the Virginia Department of Environmental Quality provided support through a position to working with APNEP, but the position has either been vacant, or staff directed to focus on other priorities (namely Chesapeake Bay) for several years. However, staff from the Virginia Department of Conservation and Recreation Natural Heritage Program have been functionally serving in this role and assisting with implementation support for the VA-NC Memorandum of Understanding.

**Management Conference**

**Leadership Council**

The Leadership Councilis the main advisory body for APNEP and the Management Conference. It was established by a NC Governor’s Executive Order to advise, guide, evaluate and support the CCMP implementation process, advance the CCMP and its management actions, and to ensure the highest level of collaboration, coordination and cooperation among state and federal agencies, local governments, the public and various interest groups. The Leadership Council consults with the advisory committees and the APNEP Office for recommendations pertaining to implementation of CCMP actions at the regional and local levels, and the coordination and development of research and monitoring priorities. A major duty of the Leadership Council is to maintain the relevance of the CCMP and to make recommendations to address emerging issues that may affect the significant natural resources of the Albemarle-Pamlico estuarine system. The Leadership Council, in cooperation with the APNEP Office, develops an annual report, budget and work plan.

**Science and Technical Advisory Committee** (STAC)

The STAC was established in 2004 to provide independent advice to the Leadership Council and the Citizen Advisory Committee on scientific and technical issues, including ecosystem assessment and monitoring, in support of CCMP implementation.

**Citizen Advisory Committee**

The Citizen Advisory Committee (CAC) was formed and first convened in March 2023. The CAC will work with the Leadership Council on CCMP and BIL Strategy implementation and meaningful community engagement activities. Committee members shall serve as liaisons to citizens, agencies, tribes, and relevant parties regarding environmental and natural resource management relevant to CCMP implementation. The Committee shall work to engage diverse communities and populations in its decisions and represent diverse perspectives within the Management Conference.

**Action Teams**

APNEP has established several Action Teams focused on implementing CCMP objectives and actions. Action Teams are responsible for developing the outputs associated with each action deemed necessary to achieve desired ecosystem outcomes. Action Team membership is open to any interested party. For the duration of implementation of the BIL Long Term Strategy, active Action Teams receiving staff facilitation priority will be those who most closely align with the focus areas as directed by the Leadership Council.

**Monitoring and Assessment Teams**

Two of the four phases of APNEP's adaptive management cycle, “Monitoring” and “Assessment”, help ensure that stakeholders have regular, reliable decision support as to whether CCMP outcomes and actions are being achieved. To leverage program capacity and promote partner collaboration when implementing these two crucial phases, APNEP established in 2008-2009 six resource MATs whose missions each addressed a major sub-system of the Albemarle-Pamlico regional ecosystem.

**Other Partnerships**

In general, APNEP is considered a boundary organization, or an organization that facilitates collaboration and information flow between diverse research disciplines and between the research and public policy community. As such, APNEP engages its partnering organizations and the public to improve awareness and understanding of environmental issues facing the Albemarle-Pamlico region. The various methods of APNEP engagement are discussed in greater detail in the [APNEP Engagement Strategy](https://apnep.nc.gov/documents/2018-2019-engagement-strategy).

Much of this coordination occurs through relationships built via our partner network, independent of whether partners are participating on an APNEP team. APNEP is tracking issues of interest to the Partnership and providing support where feasible, such as Chowan algal blooms, offshore oil drilling, impacts to communities due to flooding and sea level rise, and fisheries issues. Engagement associated with these issues has led to letters of support for partners applying for grants, formal comments through the Leadership Council, technical advice and support to agency management, funding and logistical assistance, and hosting workshops to convene technical experts.

APNEP staff also regularly participate in external workgroups and committees to expand our reach, facilitate regional collaboration, and reciprocate volunteer involvement. Where possible, APNEP seeks to prioritize projects that align with the complimentary missions of these external workgroups. Staff also actively seek opportunities to integrate external workgroup projects with CCMP implementation.

# Attachment 1: APNEP Equity Strategy

**Equity Strategies for the Albemarle-Pamlico National Estuary Partnership to meet the goals of Presidential Executive Orders 14008 and 13985**

**14 April 2023**

*The purpose of this document is to establish guidance to ensure that the Albemarle-Pamlico National Estuary Partnership (APNEP) in reviewing potential activities and projects that use 2021 Infrastructure Investment and Jobs Act (P.L. 117-58)/ Bipartisan Infrastructure Law (BIL) funds through the lens of equitable and fair access to the benefits from environmental programs for all communities. The tracking of BIL funds will also be guided by this strategy.*

*These strategies outline how BIL funds will be used to sustain and increase investments in disadvantaged communities (including tribal communities), and the benefits that flow to them. These strategies are intended to meet the goals of President Biden’s Executive Orders 14008 and 13985 – Justice40 and EPA’s Equity Action Plan respectively.*

**Table of Contents**

[1. Governance Overview 2](#_Toc132201349)

[2. Definition of Disadvantaged Communities 8](#_Toc132201350)

[3. Baseline Analysis of Disadvantaged Communities 9](#_Toc132201351)

[4. Numeric Targets (Justice40) 11](#_Toc132201352)

[5. Key Activities 13](#_Toc132201353)

[6. Tracking Benefits 16](#_Toc132201354)

[7. Stakeholder Engagement Plan 16](#_Toc132201355)

[Appendix A. APNEP’s Diversity, Equity, and Inclusion Statement 20](#_Toc132201356)

[Appendix B: Preliminary Analysis of Tools for APNEP Approach to Defining Disadvantaged Communities to meet Justice40 Guidelines 21](#_Toc132201357)

# 1. Governance Overview

**Overview**

The Albemarle-Pamlico National Estuary Partnership (APNEP) has the largest management region of all the 28 National Estuary Programs. Covering approximately 7,530 square kilometers (2,900 square miles) in Virginia and North Carolina, the waters of the system comprise the second largest estuarine system on the East Coast of the United States, exceeded in area by only the Chesapeake Bay. Draining over 30,000 square miles of watershed in two states, it includes six major river basins: Chowan, Neuse, Pasquotank, Roanoke, Tar-Pamlico, and White Oak rivers. Water from 43 North Carolina counties and 38 Virginia counties and cities drain into the Albemarle-Pamlico estuaries.

Map

Description automatically generated

The Albemarle-Pamlico region has numerous historically under-resourced and underserved counties. The human population within the Albemarle-Pamlico basin in 2010 was 3.9 million with 2.9 million (74%) living in North Carolina and 1 million (26%) living in Virginia. The region is home to some of the most climate vulnerable counties in the nation and is particularly susceptible to sea level rise, flooding, inundation, and changes in storm intensity and frequency.

Identifying, and directly engaging with underserved and underrepresented communities over such a large region presents challenges on many levels. Community readiness and capacity are concerns which should be kept in mind when implementing programs and activities. While we may be able to identify underserved and disadvantaged communities, they may not be willing, ready, or able to collaborate for a variety of reasons. Therefore, we should be mindful and respectful of these issues when seeking to ensure equitable distribution of funding for implementation of the APNEP Comprehensive Conservation and Management Plan (CCMP).

**NEP Governance**

The Albemarle-Pamlico National Estuary Partnership (APNEP) is a component of the U.S. Environmental Protection Agency’s (EPA) National Estuary Program. It was one of the first programs established under amendments to the Clean Water Act in 1987. APNEP’s initial CCMP was ratified by the Governor of North Carolina and approved by the EPA in November 1994. A revised [CCMP](https://apnep.nc.gov/resources/publications-and-reports/ccmp) was created in 2012 through a stakeholder-driven process with an ecosystem-based management approach.

The Partnership is a cooperative effort currently hosted by the NC Department of Environmental Quality (NC-DEQ) under a cooperative agreement with the EPA. APNEP also works closely with the Commonwealth of Virginia and facilitates implementation of a [Memorandum of Understanding](https://apnep.nc.gov/documents/files/2020-nc-va-memorandum-understanding/open) (MOU) among six environmental and natural resources agencies from North Carolina and Virginia to support resource management in the region. The most recent MOU signed in 2020 re-affirmed a 2017 commitment to foster interstate collaboration within the shared waterways of the Albemarle-Pamlico region.

The governance structure consists of three interconnected entities: Management Conference, Staff, and the Partnership at large. The Management Conference consists of three groups of diverse stakeholders (Leadership Council (LC), Science & Technical Advisory Committee (STAC), Citizen Advisory Committee (CAC)) that provide the direction and oversight for APNEP. Members represent individuals and organizations with a stake in the work of the Partnership, including citizens, federal and state agencies, local government, and nonprofit organizations. These committees use a collaborative, consensus-building approach to CCMP implementation that is uniquely tailored to the local priorities and environmental conditions.

The Management Conference is the core for guiding the work of APNEP. It consists of three groups of diverse stakeholders and uses a collaborative, consensus-building approach to implement the CCMP. The Management Conference ensures that the CCMP and its implementation is uniquely tailored to the local environmental conditions and priorities. The initial membership of each of the bodies of the Management Conference was established by [North Carolina Governor's Executive Order #250 (2022)](https://apnep.nc.gov/media/1981/open). The Leadership Council and each of the advisory committees are encouraged to expand their members and fill vacancies to meet programmatic goals and implement APNEP’s [2020 Diversity, Equity, and Inclusion Statement](https://apnep.nc.gov/resources/publications-and-reports/apnep-diversity-equity-and-inclusion-statement).

The Management Conference represents individuals and organizations with a stake in the work of the Partnership, including citizens, federal and state agencies, local governments, and non-government organizations. While some members of the Partnership serve on the Management Conference, others (such as some non-government organizations or associations, and most local governments) are not directly represented.

Each body establishes its own operating procedures or bylaws. All Leadership Council and Advisory Committee meetings are open to the public and publicized on the APNEP website and other outlets.

The Leadership Council works with staff, advisory committees, and other groups to advise, support, evaluate, update, advocate for, and guide CCMP implementation. The Leadership Council is the primary guidance body for APNEP. The Leadership Council meets generally two to three times a year, though they meet as often as needed to address issues raised by the staff or the advisory committees.

The Science and Technical Advisory Committee provides independent advice to the Leadership Council and the Citizen Advisory Committee on scientific and technical issues, including ecosystem assessment and monitoring in support of CCMP implementation. The membership of the Science and Technical Advisory Committee is broad-based and may include scientists and technologists from local colleges, universities, and research institutes as well as technical staff from federal and local agencies, industry, and environmental organizations, with expertise in science and technology relevant to environment and natural resource management in the Albemarle-Pamlico estuarine system.

The Citizen Advisory Committee works with the Leadership Council and the Science and Technical Advisory Committee on CCMP implementation and meaningful community engagement activities. Committee members serve as liaisons to citizens, agencies, tribes, and relevant parties regarding environmental and natural resource management relevant to CCMP implementation. The Committee works to engage diverse communities and populations in its decisions and represent diverse perspectives within the Management Conference. The membership of the Citizen Advisory Committee is broad-based and may include the following natural resource management interests within the Albemarle-Pamlico estuarine system: local governments; local or regional planning; environmental equity; commerce and industry; education; recreation; tourism; fishing or seafood industry; agriculture; forestry; military; tribal organizations; local, state, or national conservation organizations; soil and water conservation districts; finance; communications and media; local and state agencies; and federal agencies.

The [North Carolina Governor's Executive Order #250 (2022)](https://apnep.nc.gov/media/1981/open) also states that the Office shall be in the North Carolina Department of Environmental Quality to coordinate and facilitate CCMP implementation and support APNEP's mission. It also states the Office shall consist of the Director of the Office along with the requisite staff necessary to meet the needs identified by the Management Conference. Staff receive additional NCDEQ administrative, budget and outreach support, as well as project-based temporary employees, seasonal interns, graduate interns, and fellows. All staff are governed by the rules and regulations regarding North Carolina State employees.

The Partnership consists of numerous individuals and organizations throughout the program area and beyond, who contribute to our work on behalf of the Albemarle-Pamlico Estuarine System that are not a part of the formal Management Conference structure.

It is critical that APNEP remains a trusted facilitator, convenor, collaborator, and neutral source of sound scientific information. As such, APNEP follows ethics and public transparency protocols established by the State of North Carolina under its host the North Carolina Department of Environmental Quality. Additionally, to avoid conflict, Management Conference members are reminded to identify potential personal or organizational conflicts of interest at the beginning of each meeting. Recusal is required when discussing funding for an organization with whom a Management Conference member is associated or has a conflict of interest. When APNEP offers Requests for Proposals or develops contracts it follows the federal grant requirements and the appropriate rules and regulations set by the State.

Additionally, APNEP convenes ad-hoc teams including its Action Teams and Monitoring Assessment Teams (MATs) to tackle specific issues and topics identified in the CCMP. In addition to steering committees convened to oversee special projects, these teams assist APNEP in deciding how APNEP should spend its funds to address pressing issues related to each Team’s area of expertise. These ad-hoc teams are created and dissolved as necessary to effectively implement APNEP's mission. In addition to working through existing committees, in particular the CAC, it is anticipated that additional teams may be formed to assist with further refining and implementing this Equity Strategy and implementing special projects identified in the BIL workplan.

Staff will work through the CAC, STAC, and the Leadership Council to identify CCMP implementation projects that need guidance, leadership, financial support, or administrative support from APNEP for Equity Strategy and BIL Workplan implementation. Projects may either be directly contracted or subject to request for proposals as suitable for the task and under the guidance of the appropriate advisory committee, or other teams and workgroups as appropriate. The CAC or specific ad-hoc groups will evaluate requests and provide recommendations regarding administering BIL funding.

In addition to approving the initial 2-year BIL workplan, staff, in consultation with the Leadership Council, have further refined priorities for BIL funding and considered them during development of the updated CCMP and pending 5-Year BIL workplan. Now that this overarching guidance has been established, APNEP expects to work most closely with the STAC and the Citizen Advisory Committee in focusing the use of BIL funds for CCMP implementation.

Staff worked directly with the LC, STAC, and CAC on the preparation of this Equity Strategy and will continue to consult with the Management Conference throughout its implementation. The STAC held a workshop to inform tool selection, tracking, and targeting mechanisms for the use of BIL funds, described further below. We acknowledge that there are gains to be made in our understanding and approach to equitable engagement and working with disadvantaged and underserved communities, and therefore consider this to be a living document. We will revise the Equity Strategy with Management Conference input and EPA approval as needed to best serve our disadvantaged communities regarding CCMP implementation.

**APNEP’s Mission and Core Goals**

The Albemarle-Pamlico National Estuary Partnership pursues its mission of identifying, protecting, and restoring the significant resources of the Albemarle-Pamlico region with guidance and support from its Management Conference, regional partners, and its ecosystem-based CCMP. Our commitment to equitable engagement is inherent in the Ecosystem-based management (EBM) principles upon which the current CCMP was founded. EBM includes consideration of human and natural systems, an adaptive management framework, and meaningful engagement with the region’s citizens to find environmental management and policy solutions. To achieve the APNEP mission, three overarching goals have been established in the CCMP:

* **Goal 1:** A region where human communities are sustained by a functioning ecosystem
* **Goal 2:** A region where aquatic, wetland, and upland habitats support viable populations of native species
* **Goal 3:** A region where water quantity and quality maintain ecological integrity

APNEP's goals for our region cannot be achieved alone, therefore we have taken a partnership approach to achieve our mission. As described earlier, the larger Partnership is a key component of APNEP’s governance structure. Protection of the Albemarle-Pamlico estuarine system is an enormous undertaking, and the resources directly allocated to APNEP are limited. APNEP seeks to overcome this hurdle by leveraging partnerships among federal, state, and local government agencies, non-governmental organizations (NGOs), academia, and the public to make significant improvements for the sounds. The influx of BIL and other federal funding presents opportunities the Partnership has not had over the past few decades. As a result of its broad reach, APNEP is well positioned to fill gaps and identify synergies among its partners to support CCMP implementation.

**Existing Equity and Engagement**

APNEP already has a comprehensive [Engagement Strategy](https://apnep.nc.gov/documents/files/2020-2021-engagement-strategy) for the Partnership, released in 2018 and most recently updated in 2020. The Engagement Strategy presents a detailed vision for 1) partner engagement, 2) public outreach, and 3) communications. The Engagement Strategy recognizes the Partnership's long history of striving to be an organization that reflects the diverse populations and interests of the watershed. It assesses the structure of APNEP’s Management Conference and provides recommendations for the Partnership to improve upon engagement with a variety of community members and stakeholders. The Engagement Strategy will be updated in 2023 to reflect APNEPs effort to update our CCMP during 2022-23, and to support implementation of the BIL Workplan and this Equity Strategy.

In coordination with the Leadership Council, APNEP established a  [Diversity, Equity, and Inclusion Statement](https://apnep.nc.gov/resources/publications-and-reports/apnep-diversity-equity-and-inclusion-statement) in 2020, as shown in **Appendix A**. The DEI statement accompanies the Engagement Strategy and provides more focused guidelines and a specific set of commitments for Management Conference members and staff to follow. The DEI statement highlights that increasing diversity, equity, and inclusion through our work is integral to our ecosystem-based management perspective, which views human communities as a vital component of the overall ecosystem.

The DEI Statement includes specific commitments that APNEP is in the process of implementing. A key mechanism is ensuring that members of our advisory committees and project teams are representative of the broad populations within our region and programmatic boundaries. We are committed to approaching this work in a way that is inclusive of diverse connections to the environment, inclusive of perspectives that may otherwise be unheard, and increases equity through ecosystem protection and restoration efforts. DEI activities are reported annually in the 320 workplan and annual reporting and will also be reported in accordance with guidelines established by EPA for BIL reporting.

In addition, APNEP coordinates closely with our host NCDEQ and other state agencies to ensure consistency with partner programs. North Carolina’s Governor’s [Executive Order #246](https://governor.nc.gov/executive-order-no-246/open) prioritizes environmental justice and equity in the implementation of federal and state funds and meaningful engagement with local communities. APNEP coordinates closely with [NCDEQ’s Environmental Justice and Equity Program](https://deq.nc.gov/outreach-education/environmental-justice) to ensure consistency with Justice40 Guidelines that have been established for NCDEQ programs administering federal funds, and on specific projects as needed. The NCDEQ Title IV and Environmental Justice Coordinator assisted with comparisons of various national, regional, and state tools described further below, including the NCDEQ [Community Mapping System](https://www.deq.nc.gov/outreach-education/environmental-justice/deq-north-carolina-community-mapping-system).

The [NCDEQ EJ Program](https://www.deq.nc.gov/outreach-education/environmental-justice) works to ensure the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations, and policies. Former NCDEQ Secretary Michael Regan established the Secretary's Environmental Justice and Equity Advisory Board, which meets regularly to evaluate environmental programs and policies to protect natural resources, economic interests, and communities so that all North Carolinians have clean air and clean water for today, tomorrow, and future generations to come.

There may be opportunities to leverage [APNEP’s Memorandum of Understanding](https://apnep.nc.gov/our-work/outreach-and-engagement/interstate-collaboration-shared-waterways) (MOU) between six natural resource and environmental agencies in North Carolina and Virginia. In 2020, Virginia passed the Commonwealth’s Environmental Justice Act to integrate environmental justice into Virginia Law and state actions. The Act established that the policy of the Commonwealth is to promote environmental justice as defined in the bill, and to ensure that environmental justice is carried out throughout the Commonwealth. Virginia also has a [Council on Environmental Justice](https://www.naturalresources.virginia.gov/initiatives/environmental-justice/) staffed by the [Virginia Department of Environmental Quality](https://www.deq.virginia.gov/get-involved/environmental-justice). We will work through these agencies, advisory boards, and our Management Conference to strengthen efforts to benefit underserved communities in the shared waterways between our states. APNEP will coordinate with these advisory boards in implementing this Equity Strategy as needed.

APNEP staff and the Management Conference recognize that there are still gains to be made to increase our partnerships and interactions with diverse populations, interests, and concerns for sound environmental and natural resource management and building resiliency in the Albemarle-Pamlico region. We are committed to engaging communities and stakeholders that are representative of the broader populations within our programmatic boundaries to implement the CCMP and the Partnership’s Mission. We will continue to coordinate closely with our Management Conference, and with the Citizen’s Advisory Committee to ensure equitable distribution of BIL funds throughout the AP region.

2. Definition of Disadvantaged Communities**[[2]](#footnote-3)**

National Estuary Program (NEP) expenditures for funds received under [Bipartisan Infrastructure Law](https://www.epa.gov/nep/national-estuary-program-bipartisan-infrastructure-law-implementation-memo) (BIL) are required to support the national goals of the [Justice40 initiative](https://www.whitehouse.gov/environmentaljustice/justice40/). Each NEP must develop a long-term plan for using the funds to implement their CCMP and include an equity strategy detailing how the NEP will contribute to the national program-wide goal of ensuring that at least 40% of the benefits and investments from BIL funding flow to disadvantaged communities[[3]](#footnote-4). The strategy will be reviewed prior to awarding FY 2024 – FY 2026 BIL funds and approved by EPA’s Assistant Administrator for Water. Upon approval, the EPA will waive the NEP non-federal match/cost-share requirements for the FY 2024 – FY 2026 BIL funds. Once approved, the equity strategy will be included in the BIL long-term plan and must be submitted to the EPA no later than June 1, 2023.

The EPA suggests that NEPs should use a combination of demographic indicators to determine where disadvantaged communities that benefit from their programs may be located. To meet this requirement, the APNEP will define disadvantaged communities by one or more of the follow criteria:

* an area identified by [Justice40 Initiative’s Climate and Economic Justice Screening Tool](https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5) (CEJST);
* an area identified by EPA Supplemental Demographic Index [[4]](#footnote-5)(Census block groups with an SDI score of 80% in EPA’s [Environmental Justice Screening and Mapping Tool](https://ejscreen.epa.gov/mapper/) (EJScreen);
* an area mapped as “Underserved” by the [N.C. Department of Environmental Quality Community Mapping System](https://ncdenr.maps.arcgis.com/apps/webappviewer/index.html?id=1eb0fbe2bcfb4cccb3cc212af8a0b8c8); or
* any project that is either on the property of a US Department of Education Title 1 School (schools where at least 40% of enrollment is from low-income families) or benefits the surrounding community within 3 miles.

Due of the nature of many watershed-based investments made by NEPs, meaning many investments and projects may fall nearby but not within populated areas, the EPA has stated that programs may establish appropriate radiuses (e.g., 3-miles) around those projects and overlay them with communities in and surrounding their areas of focus. Additionally, as many map-based tools based on census tract or block groups do not always capture disadvantaged communities, site specific projects within 3 miles (walking distance) of any of these areas noted in the above criteria are considered as benefitting a disadvantaged community and included in the defining a disadvantaged community.

For APNEP projects that benefit a town, county, or region-wide disadvantaged population (e.g., a proposal that focuses or benefits disadvantaged populations or local resources), or non-mapped communities (e.g., tribal properties), additional consideration will be given for the APNEP’s activities, projects, grants, engagement efforts, and technical assistance programs upon approval of the APNEP Management Conference, if it can be shown to benefit a disadvantaged community and meet at least one of the following requirements may also be defined as a disadvantaged community:

* the area is listed in 2023 North Carolina Department of Commerce [Development Tier Designation of I or II](https://www.commerce.nc.gov/media/4262/download?attachment), or
* the area is classified as an economically distressed or transitional county by the [Southeast Crescent Regional Commission](https://scrc.gov/).

# 3. Baseline Analysis of Disadvantaged Communities

TheEPA has conducted a baseline analysis of investments in disadvantaged communities for all NEPs using existing National Estuaries Program Online Reporting Tool (NEPORT) data. This analysis uses habitat projects recorded in NEPORT from 2017 to 2021. NEPORT habitat projects are displayed through [NEPmap](https://www.epa.gov/nep/nepmap) which, for the purposes of this baseline analysis, is overlayed with the [EJScreen](https://www.epa.gov/ejscreen) Supplemental Demographic Index layer which is consistent with EPA’s definition of disadvantaged communities as it is written in the NEP BIL Implementation Memo (2 July 2022). The five-factor Supplemental Demographic Index that combines these factors includes:

1. *Percent low-income;*
2. *Percent linguistically isolated;*
3. *Percent less than high school education;*
4. *Percent unemployed; and*
5. *Low life expectancy.*

These demographic indicators can be used to highlight areas where vulnerable populations may be disproportionately impacted. Maps generated in [EJScreen](https://www.epa.gov/ejscreen) highlight census block groups above the 80th, 90th, and 95th percentiles when compared to the nation, calculated as the average of these demographic indicators. If the Supplemental Demographic Index percentile in a census block group exceeds 80%, it will be identified as a disadvantaged community for the purposes of establishing baselines in each NEP’s equity strategy, and for tracking Justice40 investments and benefits.

Combining [NEPmap](https://www.epa.gov/nep/nepmap) with the [EJScreen](https://www.epa.gov/ejscreen) Supplemental Demographic Index layer results in a visualization of the habitat projects located in disadvantaged communities. EPA analyzed reported information from 2017-2021 on these selected projects to calculate the:

* 1. Percent and number of NEP habitat projects located in disadvantaged communities,
  2. Percent and amount of CWA Section 320 funds invested from habitat projects in disadvantaged communities, and
  3. Percent and total project costs invested from habitat projects in disadvantaged communities.

EPA is aware that calculating a baseline using only NEPORT habitat projects results in an undercount of the investments NEPs have made in disadvantaged communities. NEPORT was not developed with the intention of tracking or analyzing work done in disadvantaged communities and NEPs have been making progress incorporating equity more thoroughly into their programs for several years. However, this is the only consistent data collected from all 28 NEPs and the only location data that EPA has for an overlay on a map with disadvantaged communities to approximate a baseline.

The NEP BIL funds are covered under the Justice40 Initiative, and the national program has a target goal of ensuring that at least 40% of the investments and benefits from the BIL flow to disadvantaged communities.[[5]](#footnote-6) The purpose of the baseline is to determine the number and percent of recent pre-BIL funds or projects that benefit disadvantaged communities for comparison with the investments and benefits that flow to disadvantaged communities with the influx of NEP BIL funds. Prior to BIL, the NEP was not a covered program under Justice40.[[6]](#footnote-7) Therefore, there is no expectation for NEPs to meet a certain number or percentage of pre-BIL investments in disadvantaged communities for the baseline.

**EPA HQ Baseline National Summary (2017-2021) Results: Albemarle-Pamlico National Estuary Partnership**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **# of Habitat Projects in DCs** | **Total Habitat Projects** | **% of Habitat Projects in DCs** | **Section 320 Funds Invested in DCs through Habitat Projects ($)** | **Total Section 320 Funds Used in Habitat Projects ($)** | **% of Section 320 Funds Invested in DCs through Habitat Projects** | **Habitat Project Costs Invested in DCs ($)** | **Total Habitat Project Costs ($)** | **% of Habitat Project Costs Invested in DCs** |
| **2017** | 10 | 36 | 27.78% | 0 | 0 | - | 3,863,922 | 12,303,707 | 31.40% |
| **2018** | 12 | 38 | 31.58% | 0 | 0 | - | 1,505,960 | 6,349,453 | 23.72% |
| **2019** | 12 | 73 | 16.44% | 0 | 0 | - | 1,241,836 | 26,427,816 | 4.70% |
| **2020** | 5 | 55 | 9.09% | 0 | 0 | - | 644,825 | 14,987,789 | 4.30% |
| **2021** | 16 | 78 | 20.51% | 0 | 0 | - | 903,001 | 1,525,282,502 | 0.06% |
| **Total** | **55** | **280** | **19.64%** | **0** | **0** | **-** | **8,159,544** | **1,585,351,267** | **0.51%** |

*DCs= Disadvantaged Communities*

4. Numeric Targets (Justice40)

**Numeric Target**

The EPA requires that each NEPs set a realistic numeric target for activities aiding disadvantaged communities that contribute to achieving a target of at least 40% of benefits and investments to such communities for the national program over the lifespan of total BIL funds. Although APNEP is setting a numeric target of at least 40% of EPA BIL funding dollars to go towards activities that invest, or benefit areas defined as disadvantaged communities. Tracking CCMP implementation activities using the criteria for defining disadvantaged communities will be used to assess the Partnership’s progress in meeting this national goal.

The NCDEQ Title IV and Environmental Justice Coordinator assisted with comparisons of various national, regional, and state tools described further in the initial analysis presented in **Appendix B** below. In addition, the APNEP STAC held a workshop to inform tool selection, tracking, and targeting mechanisms for the use of BIL funds {need summary from notes to insert} described further below. The Leadership Council has been routinely briefed on Equity Strategy development since EPA guidelines were released. APNEP’s approach for the definition of disadvantaged communities to inform this Equity Strategy was presented to the STAC in February, and the LC and CAC for approval in March 2023.

Based upon our knowledge of the region and experience working over three decades with a diverse population and socioeconomic landscape, discussions with the Management Conference and other partners to date, APNEP anticipates being able to meet, and possibly exceed the 40% target. Until specific projects have been identified and compared to the baseline with the tools utilized in the proposed definition, it is difficult to develop a more realistic numeric target for the region. In addition, we understand that per the guidance from EPA, the target is across the region, and not within individual NEP program areas.

Based upon conversations with the Management Conference and approval of utilizing multiple tools to assist in identifying disadvantaged communities in the region, we are taking the approach of casting as wide a net as possible to ensure that benefits to underserved communities are identified and tracked in accordance with Justice40, EPA, and state guidelines.

**Strengths**

APNEP engages citizens and organizations through its Management Conference to ensure a coordinated approach to managing the Albemarle-Pamlico estuarine system. Staff works closely with diverse stakeholder committees whose members include citizens, local business leaders, environmental organizations, and local, state, and federal agencies. By facilitating communication and collaboration among different organizations throughout the region, APNEP seeks to leverage its resources and those of its partners to accomplish more together than any individual organization could alone. This, combined with our ecosystem-based management approach, positions APNEP to identify and fill regional gaps and to address pressing issues confronting the region.

Given the influx of federal funding coming into the region and existing coordination amongst partners administering these funds, we are even more confident in the ability to identify projects and initiatives to meet the target. Staff have been coordinating with partners administering BIL, IRA, ARPA, and other funding sources to better coordinate and leverage these funds to maximize benefits to the regional ecosystem and communities.

**Challenges**

A primary challenge that has been identified is consideration of meeting the numeric target for ecosystem projects not designed to benefit communities directly, but rather directly protect or restore the estuarine ecosystem and its watersheds with an emphasis on habitat restoration and protection, benefits to fish and wildlife species, and aquatic communities directly. Some projects may be located upstream or adjacent to a community, but provide water quality, community flood resilience, or other ecosystem services and associated benefits to a community outside of the mapped project location.

In addition, many projects are in remote areas where there is no population and do not register on the mapping tools that rely on demographic indices. Examples include oyster cultch restoration or submerged aquatic vegetation (SAV) mapping in the sounds themselves, large scale wetland restoration projects, or water quality best management practices on rural agricultural or forestry land.

As identified earlier and based on recent experience engaging with local governments and communities in the region, lack of capacity and community readiness are challenges that must be considered when identifying and targeting underserved communities. Our partners that have administered both state and federal funding for decades prior to the new funding subject to Justice40 initiatives (e.g., 319/205J, NC Water Resources Development Grant, NC Land and Water Fund), frequently note the lack of applications from the AP region for recurring annual funding programs they manage.

Challenges include lack of environmental/natural resource staff, capacity for existing staff to take on additional project management or grant administration responsibilities, cash flow, comfort with signing legal obligations and contracts that require match, securing match, support from elected officials dealing with more pressing challenges (healthcare, affordable housing, broadband access, poverty), and identification of local champions to advocate for additional resources to support project implementation and future phases. All these concerns lead to potential challenges with being able to identify and implement meaningful projects that benefit underserved communities, despite availability of funding and tools to target underserved areas.

An additional consideration raised by local governments is the initial lack of access, awareness, understanding and ability to position themselves to take advantage of the funding opportunities available. At a recent funding forum hosted by partners in the region, multiple participants noted it was overwhelming to track, organize, understand, and distinguish between all the available options, requirements, etc., even with assistance from organization like APNEP and partners, let alone apply for and keep up with contract deliverables and reporting requirements.

**Indirect Benefits**

To further expand upon consideration of indirect or secondary benefits, another key component is the connection between our mission and the economic well-being of the communities in the region. Some of the benefits to underserved communities associated with our work may not be able to be tracked and measured in accordance with established funding guidelines and tracking mechanisms. We believe it should be acknowledged as part of the overarching Equity Strategy that there will be indirect and secondary benefits to all the communities that rely upon the natural resources of the region, not only for economic, but also social and cultural well-being. APNEP plans to explore ways to leverage new and existing data sources to make the best possible predictions of how projects focusing on indirect benefits may provide direct benefits to underserved communities.

An [economic valuation report](https://apnep.nc.gov/our-work/identification-and-research/economic-valuation-albemarle-pamlico-watershed) commissioned by APNEP estimated economic benefits exceeding $475 million for commercial sectors that depend directly on the region’s natural resources, including agriculture, forestry and commercial fishing. In addition, these sectors directly employ approximately 36,000 workers in the region, generating more than $672 million in wages each year. Benefits to households were measured in terms of outdoor recreational activities and the aesthetic value of natural resources. The report estimates benefits of more than $3.7 billion from activities such as fishing, hunting, wildlife viewing and visits to national seashores and state parks.  Indirect benefits such as the removal of air pollutants by tree cover in the watershed were also evaluated and estimated to save $81 million in human health costs each year.

As mentioned previously, we anticipate the use of NEPORT data for the baseline that EPA Headquarters is developing will present challenges in comparing new projects and developing and tracking metrics associated with the benefits of BIL funds. Not only were many of these projects not created or implemented with benefits to disadvantaged communities in mind, but many were implemented with non-320 funds, are partner led, and developed with different goals and objectives in mind. In fact, many of the projects APNEP has been engaged with that would fit would not have been reported in NEPORT, since community engagement and coordination would not necessarily have included a habitat protection and restoration component that meets the NEPORT reporting requirements. In addition, though all projects reported support CCMP implementation, APNEP may have had varying levels of involvement.

# 5. Key Activities

**Partnership Priorities**

APNEP is currently updating its CCMP and anticipates publishing an updated version by January 2024. The revised CCMP will serve as an update to the current CCMP and targeted for the calendar years 2023 through 2028. The update is based primarily on direction from the Leadership Council and the STAC leadership determined a series of Strategic Planning meetings held 2020-2022. APNEP will focus on the following themes for the next five years:

* Water Quality
* Submerged Aquatic Vegetation
* Coastal Wetlands
* Oyster Habitat
* Community Resilience.

These discussions included identification of priorities for the BIL funding and establishment of the 5-year BIL workplan that this Equity Strategy will accompany. Actions not prioritized in the update will be opportunity driven, so if communities in the region identify needs other than those identified in the current guidance, the Partnership will still consider those in BIL workplan implementation.

In the 2-year BIL workplan approved by the Leadership Council and submitted to EPA October 2022, staff identified the need for a regional needs assessment to assist staff and the Management Conference in utilizing BIL funding and developing this Equity Strategy. As the funds were received late February 2023, there has not been adequate time for APNEP to coordinate with the partners identified or develop a request for qualifications or proposals to solicit professional assistance for this task prior to the June 1, 2023, due date for the Equity Strategy. Therefore, we anticipate including the task in the 5-year BIL Workplan and utilizing the results to update the Equity Strategy, which we consider to be a living document as noted earlier. More information is described below:

**Regional Needs Assessment:** APNEP staff believe a regional needs assessment could be utilized to better inform use of the BIL funding to build both ecosystem and community resilience and help with implementation of the equity strategy that will be developed as part of this workplan. (Potential RFQ). A needs assessment could be utilized to inform development of the long-term BIL workplan and flesh out more specific projects to expand upon the example projects identified under the Community Resilience category.

Staff also plan to draw from regional, statewide, local vulnerability assessments being conducted by various partners, in particular the regional resilience effort described below which has focused on the needs of rural, underserved communities. We anticipate working with partners to further refine work that has already been conducted and broader scales and geographic scope to identify targeted areas to benefit disadvantaged communities in the AP region.

Regional Resilience Planning Support: APNEP will work with the North Carolina Office of Resilience and Recovery (NCORR), the NC Rural Center, and Regional Councils of Government (COG) to assist with implementation of projects identified during Regions Innovating for Strong Economies & Environment (RISE) program. RISE aims to support resilience primarily in the storm-impacted regions of North Carolina including the majority of the APNEP region. RISE seeks to ensure that rural communities, communities of color, and low-income communities equitably share the benefits of the program and projects that are developed because of RISE. Several CAC members and other partners participate in RISE and already working with staff to identify projects appropriate for BIL funding.

Vulnerability assessments were conducted for each of the COGs participating in the program and project portfolios released in 2022. Several APNEP staff participate in regional teams and have been utilizing the opportunity to better understand regional and community resilience needs. Staff have identified project needs that complement both CCMP and NC Coastal Habitat Protection Plan (CHPP) implementation and can assist communities with building resilience including development of regional water quality sampling programs, regional and county-wide stormwater/watershed plans, inflow and infiltration projects that protect estuarine water quality and coastal habitats, assisting communities with impacts from sea level rise to stormwater and wastewater infrastructure, agricultural best management practices, estuarine shoreline erosion, and dealing with harmful algal blooms. APNEP is working closely with NCORR staff and partners to identify potential projects that the Partnership can champion and potentially fund through BIL. In addition, both NCORR and COG staff participate on the Leadership Council and CAC and can assist with further integrating this approach into this Equity Strategy.

Another project identified in the workplan that could be scoped to better included equity consideration is the following:

Estuarine Spatial Planning Assessment: Objectives: Improved understanding of water use and projections for climate change related impacts on the regional ecosystem. Description: A comprehensive spatial plan for the Albemarle-Pamlico estuarine system (APES) does not exist, despite the region’s increasing challenges arising from competing multiple uses of estuarine space, declining water quality and vulnerable coastal habitats, and significant threats associated with adverse climate change impacts. Estuarine spatial planning directly aligns with the ecosystem-based management principles endorsed by APNEP’s CCMP. Specifically, an estuarine spatial planning framework requires government support, effective stakeholder engagement, clear goals and objectives, rigorous monitoring and routine assessments, and adaptive management, thereby providing a coordinated and policy-oriented approach to ecosystem-based management that advances the region’s ability to meet current and future demands for ecosystem services from system.

**CCMP Goals**

APNEP, like other NEPs, has already articulated local environmental priorities within their CCMPs, and the connection between CCMP priorities and these demographically defined disadvantaged communities demonstrates the intersection of NEP environmental and demographic priorities. NEP projects can also benefit disadvantaged communities outside of NEP study areas, and those project investments and benefits should be included toward the Justice40 target when there is information to indicate this connection.

As described earlier, one of the three overarching goals of APNEP’s CCMP is to foster a region where human communities are sustained by a functioning ecosystem. APNEP is incorporating BIL priorities for the focus areas identified by the Leadership Council and Management Conference to date in the CCMP update. The following revised objectives and actions that have been identified as a BIL priority are taken from the most recent CCMP draft actions dated March 3, 2023. This section will be revised to include excerpts of the BIL priorities once final updates to the CCMP have been made.

# 6. Tracking Benefits

APNEP will follow guidelines from EPA and work with the Management Conference to develop tracking mechanisms to ensure consistency with EPA once the guidelines have been received. We do not have any additional known metrics currently. BIL funded projects will be tracked to assess progress and the efficacy of various strategies we implement for supporting communities who may benefit from APNEP support the most. Our staff and Management Conferences will seek to employ quantitative approaches that track the direct and indirect benefits of BIL funding, and broadly quantify the proportion of funds that are intended to support disadvantaged communities in the region.

Discussions regarding APNEP’s definition of disadvantaged communities, tools, and potential tracking mechanisms have been held with the Leadership Council, STAC, and CAC. All have approved of our approach given the information available at this time.

APNEP’s STAC held a workshop February 16, 2023, to generate a spatial targeting strategy for Comprehensive Conservation Management Plan (CCMP) and Bipartisan Infrastructure Law (BIL) project implementation. The objective of this workshop was to develop mapping criteria for use with initial project targeting for three priority areas: disadvantaged communities, Submerged Aquatic Vegetation, and wetlands/living shorelines. The information will be utilized to develop a Request for Proposals for a GIS tool that can be utilized to prioritize project locations and track where funds are spent. As the STAC follows up on this initial meeting and the tool is developed, the results will be incorporated into this Equity Strategy. During this meeting, the STAC approved APNEP’s approach for the tools and tiered approach that will be utilized for the Definition of Disadvantaged Communities. They recommended that APNEP cast as broad a net as possible and utilize all tools and resources to ensure that projects funded through BIL benefit disadvantaged communities.

# 7. Stakeholder Engagement Plan

As discussed previously, APNEP has an existing comprehensive [Engagement Strategy](https://apnep.nc.gov/documents/files/2020-2021-engagement-strategy) for the Partnership which outlines a detailed vision for 1) partner engagement, 2) public outreach, and 3) communications. This plan includes a similar table identifying the types of target audiences that APNEP already considers for CCMP implementation. Staff anticipate building upon and incorporating new guidelines, considerations, and elements from this Equity Strategy, the 5-year BIL workplan, and CCMP update into that plan upon approval from EPA.

Our Engagement Strategy includes an annual workplan and we plan to incorporate implementation of this Equity Strategy and BIL workplan with it to better integrate CCMP implementation efforts. Per proposed Equity Strategy approaches from our fellow NEPs, we would like to explore opportunities to integrate and streamline these two plans rather than duplicate effort and confuse implementation. At this time, other than continuing ongoing projects such as our Tribal Coastal Resilience Connections and Scuppernong Study projects, specific projects have not yet been identified under the BIL workplan with sufficient detail to fill out the proposed Table 2 in the guidance that displays unique partners/stakeholders/ and timing information.

We plan to coordinate further with the Management Conference and Citizen Advisory Committee to develop a more targeted approach and will complete the suggested table as that process unfolds. We will also coordinate through the NCDEQ Secretary's Environmental Justice and Equity Advisory Board and Virginia Environmental Justice Advisory Council during strategy refinement. We will also coordinate with partners that work with underserved and vulnerable populations as part of their mission such as the include the NC Office of Recovery and Resiliency, Regionals Councils of Government, NC Rural Center, NC Sea Grant, and local and regional nongovernmental partners. Many of these organizations are represented on our committees and/or active on externally led teams on which APNEP staff participate.

We may also need to solicit external professional assistance as noted previously to further refine this Equity Strategy and be able to identify targeted communities, stakeholder groups and partners. Our 2-year BIL workplan and draft 5-year BIL workplan have identified projects that that can be utilized to implement this Equity Strategy, including the Regional Needs Assessment and Spatial Planning Exercise already described. We have also proposed allocating funds towards ongoing projects that involve continued coordination with rural, historically underserved local governments and Tribal communities in the AP region. In addition, as an outcome of the 2020 Strategic Planning effort APNEP has been working to expand its engagement and partnerships with local governments in the region. The current CCMP update efforts include a review of projects that would engage local governments and communities.

With assistance from an intern this summer, we propose developing a website to ensure the BIL funding process is transparent and that web based tools are readily available and accessible (story maps, GIS layers, links to guidance and tools, etc.) to inform and engage stakeholders and partners on implementation of this Equity Strategy and the BIL workplan, similar to some of the sites our fellow NEPs have already developed including Tampa Bay and Galveston Bay.

**Background**

These requirements are generally identified through the overview of the governance structure described above. Our DEI Statement includes a commitment to report annually on actions taken to enact the DEI commitments listed in our Annual Work Plan. In addition, our summer 2021 intern developed a document entitled *Recommendations for Incorporating Diversity, Equity, Inclusion, and Justice in APNEP Communications & Outreach*. She interviewed APNEP staff and partners including the NC Office of Environmental Education which assists with the NC-DEQ Diversity and Inclusion committee and conducted online research. Her recommendations included starting with social media and grants. She assisted with diversifying outreach and targeting new audiences for the 2021 Engagement & Stewardship RFP which was released during her tenure. APNEP staff have begun implementing other recommendations including updating website content and will be considering them during the 2023 CCMP revision and BIL Workplan. Staff will include the document in the next update to its Engagement Strategy.

**Key Issues**

As noted, APNEP works over a wide program area and engaging directly with communities can be challenging—identifying gaps, needs, and areas to target present challenges in and of themselves. Many efforts are opportunity driven or the result of identifying needs through existing partnerships and activities. Even once communities and projects have been identified, time must be spent to learn unique perspectives and history of engagement in the area, build relationships, and meet communities where they are —listening to what they need and want.

While many local governments in the region recognize the value of their natural resources and linkages to the regional economy and way of life, it can be challenging to persuade elected officials to invest in environmental protection, water quality monitoring, and other resilience protection measures, or support staff volunteering their time on advisory committees, when there are other financial needs and challenges in economically distressed areas unrelated to the environmental and natural resource protection (affordable housing and healthcare, rural broadband access, etc.). This is also a region where many local elected officials do not receive any salary, and rarely have staff trained in and dedicated towards environmental issues and natural resource protection. Many of the regional councils of government, counties, and municipalities may only have one planning professional on staff, if at all. Reaching community groups including faith based and service organizations across such a diverse demographic can also be daunting—where do you start over such a large watershed?

It should be noted that there is also a strong mistrust of government in many of the communities in the region for a number of reasons ranging from underserved or disadvantaged communities not being included in past permitting or facility siting decisions, concerns over the significant acreage of conservation land taken off the tax rolls and no longer available for development, particularly in rural areas with limited economic growth opportunities, and fatigue over extractive research or organizations including “the government” coming in and asking residents to participate and volunteer their time on projects that may not result in a useful end product or solutions that can actually be implemented at the local level.

Therefore, building trust from the beginning, understanding community perspectives, history, readiness, and being flexible—particularly with projects that are intended to be community led, will be a key component in implementing this Equity Strategy. This includes understanding that deliverables and projects may not be completed within contract milestones and agency timelines. Recent examples that staff have been involved with and are learning from are the Scuppernong Study and Tribal Coastal Resilience Connections Project. We hope to learn as we go to assess our role, ability to be effective, and capacity for staff to directly engage in community projects, versus providing funding opportunities for communities to apply for (mini-grant programs, RFPs for targeted focus areas, etc.). Given the large program area and limited capacity, meaningful engagement of local governments will be an ongoing challenge for APNEP.

***Points of Contact:***

***BIL Project Management Partnership Coordinator***

Ms. Stacey Feken Mr. Steven Anderson

Albemarle-Pamlico NEP Albemarle-Pamlico NEP

1601 Mail Service Center 1601 Mail Service Center

Raleigh, NC 27699-1601 Raleigh, NC 27699-1601

(919) 707-8633 (919) 707-8634

***Leadership Council Chair***  ***APNEP Director***   ***APNEP Program Manager***

Dr. Kirk Havens Dr. William L. Crowell, Jr. Ms. Heather Jennings

V.A. Institute of Marine Sci. Albemarle-Pamlico NEP Albemarle-Pamlico NEP   
P.O. Box 1346 1601 Mail Service Center 1601 Mail Service Center

Gloucester Pt, VA 23062 Raleigh, NC 27699-1601 Raleigh, NC 27699-1601

(804) 684-7380 (919) 707-8633 (919) 707-8632

***EPA Project Officer*** ***EPA Region III Liaison*** ***EPA HQ NEP*** ***Lead***

Ms. Rachel Hart Ms. Angela Padeletti Mr. Vince Bacalan

US EPA, Region IV US EPA, Region III US EPA, HQ  
61 Forsyth Street 1650 Arch Street 1301 Constitution Ave NW

Atlanta, GA 30303 Philadelphia, PA 19103 Washington, DC 20460

(404) 562-9279 (215) 814-2314 (202)566-0930

Appendix A. APNEP’s Diversity, Equity, and Inclusion Statement

The Mission of the Albemarle-Pamlico National Estuary Partnership (APNEP) is to identify, protect, and restore the significant natural resources of the Albemarle-Pamlico estuarine system. As such, the Partnership is committed to addressing environmental inequities by continually reevaluating our partnerships, protection and restoration efforts, and engagement processes through the lens of increasing diversity, equity, and inclusion throughout the Albemarle-Pamlico estuarine system.

Our partnerships with governmental, academic, community, and nonprofit organizations are the foundation of how we work; through our funding processes, representation within citizen advisory groups, strategic planning efforts, and long-term ecosystem priorities, we can foster a Partnership that is inclusive of the diverse perspectives within the region and which works to identify, protect, and restore the region’s significant natural resources in ways that increase equity among its communities. By facilitating communication and collaboration among different organizations throughout the region, APNEP seeks to leverage its resources and those of its partners to accomplish more together than any individual organization could alone. This can only be accomplished with a diverse array of perspectives and voices.

Increasing diversity, equity, and inclusion through our work is integral to our ecosystem-based management perspective, which views human communities as a vital component of the overall ecosystem. We are committed to approaching this work in a way that is inclusive of diverse connections to the environment, inclusive of perspectives that may otherwise be unheard, and increases equity through ecosystem protection and restoration efforts. We are also dedicated to broad inclusion in our educational and engagement efforts.

Specifically, we commit to:

1. Engage communities and stakeholders that are representative of the broader populations within our programmatic boundaries to implement the 2012-2022 Comprehensive Conservation and Management Plan (CCMP) and the Partnership’s Mission.
2. Incorporate diversity, equity, and broad community inclusion as an ecosystem outcome(s) with associated objectives and actions into the 2022-2032 revision of the CCMP.
3. Work to engage diverse communities and populations in the organization’s decisions and diversify the perspectives represented within all of Partnership’s management and citizen advisory groups.
4. Conduct an internal organizational diversity, equity, and inclusion self-assessment and provide externally facilitated training for management and citizen advisory groups and staff as warranted.
5. Report annually on actions taken to enact these commitments in our Annual Work Plan.

*Affirmed September 1, 2020, APNEP Leadership Council*

# Appendix B: Preliminary Analysis of Tools for APNEP Approach to Defining Disadvantaged Communities to meet Justice40 Guidelines

NCDEQ’s Title IV and Environmental Justice Coordinator assisted with developing the following comparisons for APNEP to consider when establishing a definition for disadvantaged communities and establishing guidelines for tracking funds and targeting projects. This information will be incorporated into the GIS tool being developed with guidance from the STAC to prioritize projects and track where funds are spent.

The APNEP boundary intersects with 642 total Census tracts. Of those, 247 are defined as disadvantaged under CEJST. That is 38.5% of the census tracts considered disadvantaged.

Map

Description automatically generated

APNEP will also track by using the EJSCREEN Supplemental demographic indicator for areas above the 80th percentile compared to the state.

Map

Description automatically generated

The EJScreen data is on the block group level using 2020 census data. A total of 2172 block groups centroids fall within the APNEP boundary. Of those, 462 block groups are considered disadvantaged (in the 80th percentile or higher on the state comparison). That means only 20% of the block groups covered by the APNEP region are considered disadvantaged under this definition.

75% of the EJScreen block groups overlap with the CEJST disadvantaged areas (census tract level using 2010 data) with 358 out of a total of 462 disadvantaged block groups. Thus, 104 additional block groups are considered disadvantaged when using both definitions, increasing the areas for benefits to be considered going towards disadvantaged communities.

Map

Description automatically generated

1. Executive Order [14008](https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/): Executive Order on Tackling the Climate Crisis at Home and Abroad uses the phrase “disadvantaged communities,” and this term has been used in existing Federal and state programs to prioritize funding for environmental justice. Some community members and advocates prefer alternative terminology, and specifically the use of “overburdened and underserved communities.” Until subsequent guidance can address the question of the most appropriate terminology, the EPA BIL guidance memorandum relies on the language used in Executive Order 14008. [↑](#footnote-ref-2)
2. There are several related terms used to describe communities facing hardship or who have historically benefitted unevenly from federal funds, including disadvantaged, overburdened, underserved. Under Justice40 EPA is using the term “disadvantaged” for consistency with E.O. 14008 and other programmatic terminologies. EPA notes that this terminology is distinct from “environmental justice” community, which is defined as a community facing disproportionate environmental, public health, and other burdens that reduce quality of life. These terms should not be used interchangeably. Most environmental justice communities are also likely disadvantaged (depending on the criteria set for the latter’s definition), but not all disadvantaged communities are environmental justice communities. [↑](#footnote-ref-3)
3. Executive Order 14008 uses the phrase “disadvantaged communities,” and this term has been used in existing Federal and state programs to prioritize funding for environmental justice. Some community members and advocates prefer alternative terminology, and specifically the use of “overburdened and underserved communities.” Until subsequent guidance can address the question of the most appropriate terminology, this memorandum relies on the language used in Executive Order 14008. [↑](#footnote-ref-4)
4. The EPA created agency-specific Supplemental Indices Threshold Maps for use when implementing Justice40 related efforts in cases where program-specific definitions do not exist. The EPA EJScreen tool includes a five-factor Supplemental Demographic Index which offers a combination of the demographic indicators to determine where disadvantaged communities that benefit from their programs may be located. The five-factor Supplemental Demographic Index that combines these factors: percent low-income; percent linguistically isolated; percent less than high school education; percent unemployed; and low life expectancy. [↑](#footnote-ref-5)
5. See [*National Estuary Program Bipartisan Infrastructure Law Funding Implementation Memorandum for Fiscal*](https://www.epa.gov/infrastructure/national-estuary-program-bipartisan-infrastructure-law-implementation-memo)[*Years 2022-2026*,](https://www.epa.gov/infrastructure/national-estuary-program-bipartisan-infrastructure-law-implementation-memo) 2022 guidance. [↑](#footnote-ref-6)
6. See *Justice40 Initiative Covered Programs List for the Environmental Protection Agency*, 2022 memo. [↑](#footnote-ref-7)