



# **TITLE VI COMPLIANCE REPORT AND IMPLEMENTATION PLAN**

**Fiscal Year 2019-2020**

**Revised February 2021**

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## **2. OVERVIEW**

### **MISSION**

The Tennessee Department of Environment and Conservation (TDEC) exists to enhance the quality of life for citizens of Tennessee and to be trustees of our natural environment by:

- Protecting and improving the quality of Tennessee's air, land, and water through a responsible regulatory system;
- Protecting and promoting human health and safety;
- Conserving and promoting natural, cultural, and historic resources; and
- Providing a variety of quality outdoor recreational experiences.

TDEC is committed to providing a cleaner, safer environment that goes hand-in-hand with economic prosperity and increased quality of life in Tennessee. The department delivers its mission through managing regulatory programs that maintain standards for air, water, and soil quality while providing assistance to businesses and communities in areas ranging from recreation to waste management. TDEC also manages the state park system and programs to inventory, interpret, and protect Tennessee's rich natural, historical, and archeological heritage.

### **ENABLING LEGISLATION AND STATUTORY AUTHORITY**

Tennessee Code (TC) 4-3-501, 502 creates the Department of Environment and Conservation (TDEC) and places it "under the charge and general supervision of the Commissioner of Environment and Conservation." TC 4-3-503 authorizes the Commissioner to establish divisions, bureaus, or other organizational units to fulfill the duties of the department.

TDEC services are delivered primarily through two bureaus, the Bureau of Environment and the Bureau of Parks & Conservation, which are organized into divisions. Bureaus are led by Deputy Commissioners who report to the Commissioner. Additional supporting divisions include Administrative Services, Strategy and Engagement, and the Office of General Counsel. The leadership for these supporting divisions report directly to the Commissioner. TC Title 9 governs public finances and contains broad requirements concerning the accounting of revenues and expenditures, budgets and appropriations, and the deposit and disbursement of funds.

### **Bureau of the Environment**

TDEC's environmental programs, including the divisions of Air Pollution Control, Energy Programs, Geology, Radiological Health, Remediation, Solid Waste Management, Underground Storage Tanks, and Water Resources primarily operate pursuant to enabling legislation that appears in TC Title 68 Chapters 201-221 and in TC Title 69, Chapters 1, 3, 10, and 11.

The Division of Air Pollution Control was established to assist in the control and abatement of air pollution. The division establishes emission standards and procedure requirements to monitor industries in the State through such procedures as: the issuance of permits, source visits and inspections, enforcement, and disseminating information regarding air pollution control.

Pursuant to TC 4-3-510 et. seq., the Office of Energy Programs (OEP) functions as the federally-funded State Energy Office for Tennessee. In this role, OEP is the recipient of annual funding under the U.S. Department of Energy's (DOE) State Energy Program. Under this DOE program, OEP addresses long-term national goals to increase the energy efficiency of the U.S. economy, reduce energy costs, improve the reliability of electricity, fuel, and energy services delivery, develop alternative and renewable energy resources, promote economic growth with improved environmental quality, and reduce reliance on imported oil.

The Division of Geology, created by TC 11-5-103, 104, and 106, studies the geology in Tennessee and develops information to identify the location and nature of geologic resources.

The Division of Radiological Health regulates the use and possession of radioactive materials and machines within the state, responding to accidents involving radiation, and monitoring the environment for radiation. The division is comprised of three sections: license, registration and planning, inspection and enforcement, and technical services.

The Division of Remediation identifies and investigates potentially hazardous substance sites and works to stabilize, remediate, contain, monitor, and maintain those sites.

The Division of Solid Waste Management is responsible for the oversight of waste management activities and the beneficial use of recovered materials. This division is comprised of sections including Materials Management, Hazardous Waste, Solid Waste, and Toxic Substances.

The Division of Underground Storage Tanks prevents future petroleum underground storage tank releases and remediates existing petroleum contamination. This division performs extensive operator training and has developed user manuals and toolkits in a number of languages.

Pursuant to TC 60-1-101, the Division of Water Resources serves as TDEC's liaison to the Tennessee Board of Water Quality, Oil, and Gas created by TC 69-3-104. This division engages in voluntary, regulatory, and educational programs.

Enabled by TC 64-1-1101 et seq., the West Tennessee River Basin Authority preserves the natural flow and function of the Hatchie, Obion, and Forked Deer River Basins through environmentally sensitive stream maintenance. The authority is charged to restore natural streams in a self-sustaining manner with consideration of natural stream and floodplain dynamics and environmental and economic benefits.

Tennessee also operates under federal delegations of authority in the form of either delegated program authority or authority provided pursuant to formal agreements from the Environmental Protection Agency (EPA), the Department of Energy, the Department of Defense, the Nuclear Regulatory Commission, and the Food and Drug Administration. These provisions of authority relate to the federal Clean Air Act; Clean Water Act; Resource Conservation and Recovery Act; Comprehensive Environmental Response, Compensation, and Liability Act; Safe Drinking Water Act; Atomic Energy Act of 1954; and the Mammography Quality Standards Act.

## **Bureau of Parks & Conservation**

The Bureau of Parks & Conservation includes several service divisions, including Archaeology, Natural Areas, Facilities & Land Management, Hospitality Services, Planning & Partnerships, Marketing, State Parks Operations, and Strategic Initiatives. The State Parks and Conservation programs operate under several legislative provisions, including TC 11-3-101, which established Tennessee State Parks in 1937.

TC Title 11, Chapters 9 and 11, establish TDEC's Recreation Education Services Division. This division provides conservation education services, recreation planning, and assistance functions for local governments.

The Natural Areas program administers several statutes, including the Natural Areas Preservation Act of 1971 (TC 11-14-101), the Tennessee Scenic Rivers Act of 1968 (TC 11-13-101), the Rare Plant Protection and Conservation Act of 1985 (TC 70-8-301), and the Ginseng Dealer Registration Act of 1983 (TC 62-28-101).

TC 67-4-409 creates the Local Parks Land Acquisition Fund (LPRF) and the State Land Acquisition Fund (SLAF). TDEC, the Department of Agriculture, and the Tennessee Wildlife Resources Agency must approve expenditures from each fund. The LPRF makes grants available to local governments. The SLAF is used for the acquisition of lands that are designated as historic places, areas, or sites, state parks or natural areas, or forests, boundary areas along state scenic rivers, or the state trails system.

The Archaeology program, created by TC 11-6-101, operates a statewide program that includes archaeological surveying, excavation, research, publication of findings, custodianship of artifacts, and educational programs. The division fulfills responsibilities under the National Historic Preservation Act (PL 89-665) and the federal Native American Graves Protection and Repatriation Act (PL 101-601).

Authority in TC 4-11-101 et seq. creates the Tennessee Historical Commission, which is attached administratively to TDEC and receives Title VI administrative support from TDEC. The commission encourages the study of Tennessee's history and provides for protection, operation, and maintenance of historic sites. Under the National Historic Preservation Act of 1966, the Tennessee Historical Commission Executive Director serves as State Historic Preservation Officer (SHPO), as designated by the Governor and the U.S. Department of the Interior. It is the responsibility of the SHPO to review, comment on, and identify projects that will potentially impact historic properties. The Tennessee Historical Commission has three boards and administers grant programs.

## **Appendix I: TDEC Organizational Chart**

### 3. RESPONSIBLE OFFICIALS



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David Salyers, P.E.  
Commissioner  
Department of Environment & Conservation  
312 Rosa L. Parks Ave, 2<sup>nd</sup> Floor  
Nashville, TN 37243

September 29, 2020

Date



Kendra Abkowitz, Ph.D., M.B.A.  
Director / Title VI Coordinator  
Office of Policy and Sustainable Practices  
Department of Environment & Conservation  
312 Rosa L. Parks Ave, 2<sup>nd</sup> Floor  
Nashville, TN 37243

September 29, 2020

Date

## **4. DEFINITIONS**

**Air Pollution Control (APC):** TDEC regulatory division established to assist in the control and abatement of air pollution. At this time, APC administers one grant program.

**Beneficiary:** all citizens in all counties, municipalities, and communities in the state, region, or locality; those persons who directly or indirectly receive or benefit from services and programs provided by the department. For example, individual water sources (wells), persons in communities that receive state loan funds for wastewater treatment system construction, recreation grants, and solid waste or hazardous waste disposal assistance grants are beneficiaries.

**Citizen Participation:** an open process in which the rights of the community to be informed, to provide comments to the government, and to receive a response from the government are met through a full opportunity to be involved and to express needs and goals.

**Compliance:** the act of adhering to, and demonstrating adherence to, a standard or regulation.

**Discrimination:** the treatment or consideration of, or making a distinction in favor of or against, a person or thing based on the group, class, or category to which that person or thing belongs rather than on individual merit. Discrimination may be an intentional or unintentional act.

**Disparate Impact:** policies, practices, rules, or other systems that appear to be neutral, but result in a disproportionate impact on protected groups.

**Disparate Treatment:** refers to actions that result in circumstances where similarly situated persons are treated differently, i.e., less favorably, than others because of their race, color or national origin.

**Disproportionately High and Adverse Effect on Minority and Low-Income Populations:** an adverse effect that:

- 1) is predominately borne by a minority population and/or a low-income population; or
- 2) will be suffered by the minority population and/or low-income population and is appreciably more severe or greater in magnitude than the adverse effect that will be suffered by the non-minority population and/or non-low-income population.

**Division of Solid Waste Management (DSWM):** TDEC regulatory division that is responsible for the oversight of waste management activities and the beneficial use of recovered materials. This division is comprised of sections including Materials Management (MM), Hazardous Waste, Solid Waste, and Toxic Substances. MM administers several grant programs.

**Division of Underground Storage Tanks (UST):** TDEC regulatory division that works to prevent future petroleum underground storage tank releases and remediates existing petroleum contamination. This division performs extensive operator training and has developed user manuals and toolkits in a number of languages.

**Division of Water Resources (DWR):** TDEC regulatory division responsible for managing, protecting, and enhancing the quality of state's water resources through voluntary, regulatory,



and educational programs. The State Revolving Fund Program (SRF), which administers Tennessee's Clean Water State Revolving Fund Loan Program and Drinking Water State Revolving Fund is housed within DWR. DWR also provides small grants.

**Environmental Justice:** 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.

**Environmental Justice Activities:** actions taken by a recipient or sub-recipient of federal financial assistance to identify and address adverse and disproportionate effects of its policies, programs or activities on minority and/or low-income populations, consistent with Executive Order 12898.

**Federal Financial Assistance:**

- 1) grants and loans of federal funds;
- 2) the grant or donation of federal property and interests in property;
- 3) the detail of federal personnel;
- 4) the sale, lease, or permission to use (on other than a casual or transient basis) federal property or any interest in such property without consideration or at a nominal consideration, or in recognition of the public interest to be served by such sale or lease to the recipient; and
- 5) any federal agreement, arrangement, or other contract that has as one of its purposes the provision of assistance.

**Limited English Proficiency (LEP) Persons:** persons for whom English is not their primary language and who have a limited ability to speak, understand, read, or write English.

**Low-Income:** characterization of a person whose median household income is at or below the Department of Health and Human Services' poverty guidelines.

**Low-Income Population:** any readily identifiable group of low-income persons who live in geographic proximity, and, if circumstances warrant, geographically dispersed/transient persons (such as migrant workers or Native Americans) who would be similarly affected by a proposed federal program, policy, or activity.

**Minority:** a person who is:

- 1) Black (having origins in any of the black racial groups of Africa);
- 2) Hispanic (of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture or origin, regardless of race)
- 3) Asian American (having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands); or
- 4) American Indian and Alaskan Native (having origins in any of the original people of North America and who maintains cultural identification through tribal affiliation or community recognition).

5) Native Hawaiian and Other Pacific Islander (having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands).

**National Origin:** the particular nation in which a person was born. It can also be applied to ethnicity or to the ancestral national identity.

**Noncompliance:** condition of a recipient or sub-recipient that has engaged in activities that have had the purpose or effect of denying persons the benefits of, excluding from participation in, or subjecting persons to discrimination in the recipient's program or activity.

**Office of Energy Programs (OEP):** is a TDEC office that functions as the federally-funded State Energy Office for Tennessee. In this role, OEP is the recipient of annual funding under the U.S. Department of Energy's (DOE) State Energy Program (SEP) and distributes grants to sub-recipients.

**Office of Policy and Sustainable Practices (OPSP):** a TDEC office that supports the work of both TDEC Bureaus by assisting in the development of environmental policy and promoting sustainable practices in communities, the private sector, and government and institutions. OPSP distributes grants to sub-recipients.

**Recipient:** any entity that receives financial assistance directly from a federal agency.

**Recreation Education Services (RES):** a TDEC division in the Bureau of Parks and Conservation that administers the Local Parks Land Acquisition Fund (LPRF), which provides grants to local governments, and the State Land Acquisition Fund (SLAF).

**Sub-recipient:** any entity that receives financial assistance as a pass-through from another entity.

**Tennessee Historical Commission (THC):** a commission, created by statute, administratively attached to TDEC. Its purpose is to encourage the study of Tennessee's history and provides for protection, operation, and maintenance of historic sites, which includes the provision of grants.

## **5. NON-DISCRIMINATION POLICY**

### **TDEC STATEMENT OF NON-DISCRIMINATION**

The State of Tennessee complies with Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq.), which states that “no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” Any person who believes that discrimination has occurred by a state agency on the basis of race, color, or national origin, including limited English proficiency (LEP), in violation of Title VI may file a written complaint with the Tennessee Human Rights Commission (THRC). Complaints must be filed within 180 days of the alleged discriminatory act. Complaints may also be filed with the state or federal agency involved, or the United States Department of Justice. For more information, please contact THRC.

### **STATEMENT THAT TDEC, ITS SUB-RECIPIENTS OR CONTRACTORS SHALL MAKE AVAILABLE ANY COMPLIANCE REPORT TO BE REVIEWED BY THRC UPON REQUEST:**

TDEC and its sub-recipients shall make available any compliance report to be reviewed by THRC upon request. Each grant entered into by TDEC includes the following provisions:

Nondiscrimination. The Grantee agrees that no person shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Records. The Grantee and any approved subcontractor shall maintain documentation for all charges under this Grant Contract. The books, records, and documents of the Grantee and any approved subcontractor, insofar as they relate to work performed or money received under this Grant Contract, shall be maintained for a period of five (5) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the Grantor State Agency, the Comptroller of the Treasury, or their duly appointed representatives.

## **6. CIVIL RIGHTS OFFICE/TITLE VI PROGRAM**

### **STAFFING OF THE DEPARTMENT'S TITLE VI PROGRAM**

TDEC's Title VI compliance efforts are led by its Title VI Coordinator, LEP/Title VI Contacts in each division, park, and field office, and a Title VI Complaint Officer. The Title VI Coordinator, housed in OPSP, develops and disseminates Title VI information, resources, policy, procedure, and online trainings to each division to assist in achieving and ensuring Title VI compliance. In coordination with those efforts, each grant and loan administering program within TDEC is responsible for ensuring the compliance of the sub-recipients, through surveys, audits, and/or monitoring, as required by Title VI. To that end, each division, park, and field office has an LEP/Title VI Contact, who facilitates training, compliance, and language assistance services for the division. The Title VI Complaint Officer, housed in the Division of Internal Audit, responds to Title VI complaints and conducts annual audits of sub-recipients to ensure compliance.

### **TITLE VI/ENVIRONMENTAL JUSTICE COORDINATOR RESPONSIBILITIES**

The Title VI Coordinator assists TDEC in promoting and achieving Title VI compliance, healthy and safe communities, and quality environmental education for the benefit of the environment, public health, and economy. This position also supports the Department's objectives of achieving environmental equity for all Tennesseans. Inquiries may be directed to Kendra Abkowitz: [Kendra.Abkowitz@tn.gov](mailto:Kendra.Abkowitz@tn.gov) or 615-866-7412.

The Title VI Coordinator fulfills her duties by:

- Developing and implementing TDEC's Title VI and Environmental Justice Programs;
- Coordinating the Title VI and Environmental Justice Programs with all TDEC divisions and other program area managers or designees, including sub-recipients;
- Developing and facilitating Title VI training for TDEC staff and sub-recipients;
- Developing and disseminating Title VI information to internal and external customers;
- Collaborating with TDEC staff and sub-recipients to promote and improve Title VI compliance and to resolve any deficiencies;
- Addressing Title VI complaints promptly;
- Engaging with U.S. EPA's Environmental Justice personnel and other state Environmental Justice Coordinators;
- Coordinating and implementing TDEC's LEP Program;
- Coordinating and facilitating LEP training for TDEC staff and LEP/Title VI Contacts;
- Troubleshooting with language and translation service providers to address TDEC staff concerns regarding accessing language services for LEP customers;
- Engaging and partnering with the communities potentially impacted by environmental justice to develop long-term connections with community organizations and historically underserved communities;
- Developing an Environmental Justice framework for TDEC;
- Maintaining records of Title VI matters; and
- Compiling and submitting the annual Title VI Plan report to THRC.

## **LEP/TITLE VI CONTACTS**

Each division, park, and field office is equipped with an LEP/Title VI Contact who is responsible for facilitating staff training completion, sub-recipient compliance with training, training staff regarding LEP and the provision of language assistance services, identifying bilingual staff, maintaining an LEP log, assisting in the provision of language assistance services to LEP individuals, and managing an inventory of division documents available in a language other than English. The LEP/Title VI contact provides division compliance information to the Title VI Coordinator. The responsibilities of LEP/Title VI Contacts are more fully outlined in TDEC's Limited English Proficiency (LEP) Policy and Procedures provided in *Section 10. Limited English Proficiency (LEP)* of this document.

## **TITLE VI COMPLAINT OFFICER**

The Title VI Complaint Officer is situated in the Division of Internal Audit. The Title VI Complaint Officer is charged with timely investigation of all Title VI complaints alleging Title VI discrimination by TDEC and/or its sub-recipients that are filed with the Department. Title VI complaints alleging unlawful discrimination on the grounds of race, color, or national origin by TDEC or its sub-recipients may be directed to Title VI Complaint Officer Lawanda Johnson at [Lawanda.M.Johnson@tn.gov](mailto:Lawanda.M.Johnson@tn.gov) or 615-253-3400.

## **TITLE VI COMPLAINT OFFICER RESPONSIBILITIES**

- Investigates all Title VI complaints alleging Title VI discrimination by TDEC and/or its sub-recipients that are filed with the Department until resolution.
- Performs audits, including desk audits and on-site audits, of sub-recipients, including verification of Title VI compliance.
- Collaborates with the Title VI Coordinator to ensure the timely resolution and reporting of all Title VI complaints to the THRC and other pertinent compliance monitors.

## **7. DISCRIMINATORY PRACTICES**

The following are prohibited discrimination practices under Title VI, which provides that “no person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance”:

- Deny an individual any service, opportunity, or other benefit for which such individual is otherwise qualified;
- Provide any individual with any service, or other benefit, which is inferior, in quantity or quality to, or which is provided in a different manner from that which is provided to others;
- Subject any individual to segregated or disparate treatment in any manner related to such individual’s receipt of services or benefits;
- Restrict an individual in any way in the enjoyment of services, facilities, or any other advantage, privilege or other benefit provided to others.\* (e.g., to deny Asian Americans the right to reserve available meeting rooms at Montgomery Bell State Park but permitting white Americans to reserve available meeting rooms);
- Adopt or use methods of administration which would limit participation by any group of recipients or subject any individual to discrimination;
- Address an individual in a manner that denotes inferiority because of race, color, or national origin;
- Permit discriminatory activity in a facility built in whole or in part with federal funds;
- Fail to advise the population eligible to be served or benefited by any federally-funded programs that such programs exist;
- Deny any individual the opportunity to participate in the operations of a planning or advisory body that is an integral part of a federally-funded program;
- Locate a facility in a way that would limit or impede access to a federally-funded service or benefit.

## **8. FEDERAL PROGRAMS OR ACTIVITIES**

In Fiscal Year 2019-2020, TDEC received federal funding from the Department of Defense, the Department of Energy, the Department of Health and Human Services, the Department of the Interior, the U.S. Environmental Protection Agency, the Federal Emergency Management Agency, and the Federal Highway Administration. Provided below is a table of federal funds received from those entities.

Attached in an excel file as **Appendix II** is the recommended budget for Fiscal Year 2019-2020 which details the federal funds provided and the TDEC divisions utilizing those funds. Descriptions of each program and activity operating with federal funding are provided in *Section 2. Overview* of this document. **Appendices II(a), II(b), and II(c)** list equipment and training resources that were purchased using federal sources in FY 2019-2020.

<b>Federal Entity</b>	<b>Funds</b>
Department of Defense	\$ 548,800
Department of Energy	\$ 7,998,200
Department of Health & Human Services	\$ 152,500
Department of the Interior	\$ 3,317,100
U.S. Environmental Protection Agency	\$70,401,000
Federal Emergency Management Agency	\$ 224,500
Federal Highway Administration	\$ 2,220,100
Other	\$ 1,481,000
<b>Total:</b>	<b>\$86,343,200</b>

## **9. DATA COLLECTION AND ANALYSIS**

TDEC collects data regarding the beneficiaries of its services and the agency's staff through the use of census data, internal division collection of data from beneficiaries and sub-recipients, the Office of People & Organizational Development's review of data from TDEC employees, Procurement's analysis of vendors, beneficiaries, contractors, and sub-recipients, and internal and external customer service surveys.

One objective of TDEC's data collection is identifying the impact and participation of protected groups in environmental and conservation programs. Analysis of this data allows TDEC to evaluate current inclusion of traditionally underrepresented groups and identify opportunities for greater participation.

THRC has determined that the use of census data is sufficient as a description of how State of Tennessee departments and agencies who primarily act in a regulatory role collect data. TDEC is primarily a regulatory agency; therefore, while it works to reduce barriers to all customers, it regulates customers pursuant to its statutory obligations. TDEC's state parks and natural areas enjoy incredible attendance by Tennesseans, but since parks and natural areas are open access, TDEC is unable to quantify the race or ethnicity of beneficiaries served. TDEC continues to examine ways to utilize existing surveys in different divisions of the department to assess beneficiary access and use of TDEC programs and services.

TDEC uses census data to describe the beneficiaries of its federally funded programs with statewide reach. Census data regarding the beneficiaries of the agency's services is provided in the table below, and is applicable to all federally funded programs listed in *Section 8. Federal Programs or Activities*.

Additional detail is provided for the TDEC program areas which interact with specific regions or communities on a more direct basis.

### **STATE-WIDE BENEFICIARIES**

State of Tennessee, 2019 American Community Survey 1-Year Estimate, Table DP05, U.S. Census Bureau

<b>Total Population</b>	<b>6,829,174</b>
White	77.2%
Black or African American	16.7%
American Indian and Alaska Native	0.3%
Asian	1.8%
Native Hawaiian and Other Pacific Islander	0.1%
Persons reporting two or more races	2.3%
Hispanic or Latino origin	5.7%
Not Hispanic or Latino	94.3%
White, not Hispanic	73.3%



## LOCAL BENEFICIARIES OF THE TENNESSEE GEOLOGIC SURVEY AND WEST TENNESSEE RIVER BASIN AUTHORITY

In fiscal year 2019-2020, the **Tennessee Geologic Survey** received \$69,064 from the U.S. Geological Survey, in the Department of the Interior, for the purpose of geologic mapping. The counties served include Claiborne, Crockett, Dyer, Fentress, Gibson, Grainger, Hamblen, Jefferson, Lauderdale, Monroe, Pickett, Scott, and Sevier. The racial and ethnic data survey estimates for 2019 for these beneficiaries are represented in the following table<sup>1</sup>:

Population Served by County	Claiborne	Crockett	Dyer	Fentress	Gibson	Grainger	Hamblen	Jefferson	Lauderdale	Monroe	Pickett	Scott	Sevier
White alone, 2018	96.2%	82.7%	82.5%	97.6%	79.4%	97.0%	91.3%	95.2%	61.9%	94.8%	98.2%	98.0%	95.0%
Black or African American, alone, 2018 <sup>a</sup>	1.1%	14.1%	14.5%	0.5%	18.1%	1.0%	4.5%	2.1%	35.1%	2.2%	0.3%	0.3%	1.4%
American Indian and Alaska Native alone, 2018 <sup>a</sup>	0.4%	0.8%	0.4%	0.4%	0.3%	0.5%	0.9%	0.5%	0.8%	0.7%	0.3%	0.4%	0.7%
Asian alone, 2018 <sup>a</sup>	0.9%	0.4%	0.7%	0.4%	0.4%	0.3%	1.0%	0.7%	0.6%	0.4%	0.1%	0.3%	1.2%
Native Hawaiian and Other Pacific Islander alone, 2018 <sup>a</sup>	Z	Z	Z	Z	Z	0.1%	0.3%	0.1%	Z	0.1%	0.1%	Z	0.1%
Two or More Races, 2018	1.4%	2.1%	1.8%	1.1%	1.8%	1.2%	2.0%	1.4%	1.7%	1.8%	0.9%	1.0%	1.6%
Hispanic or Latino, 2018 <sup>b</sup>	1.4%	11.0%	3.6%	1.6%	2.8%	3.4%	12.1%	3.8%	2.7%	4.6%	2.3%	1.1%	6.4%
White alone, not Hispanic or Latino, 2018	94.9%	73.5%	79.5%	96.3%	77.1%	94.1%	81.0%	91.8%	60.0%	90.8%	96.2%	97.0%	89.4%

<sup>a</sup> Includes persons reporting only one race

<sup>b</sup> Hispanics may be of any race, so also are included in applicable race categories.

Z Value greater than zero but less than half unit of measure shown.

<sup>1</sup> Source: U.S. Census Bureau 2019, QuickFacts

In fiscal year 2019-2020, the **Tennessee Geologic Survey** received \$32,730 from the U.S. Geological Survey, in the Department of the Interior, for the purpose of preserving geologic and geophysical data in Tennessee. The counties served include Anderson, Bledsoe, Campbell, Claiborne, Cocke, Cumberland, Fentress, Franklin, Grainger, Greene, Grundy, Hamilton, Hancock, Hawkins, Jackson, Jefferson, Johnson, Knox, Loudon, Macon, Marion, McMinn, Monroe, Morgan, Overton, Putnam, Rhea, Roane, Scott, Sequatchie, Smith, Sullivan, Sumner, Trousdale, Unicoi, Union, Van Buren, Washington, Wayne, Weakley, White, and Williamson counties. The racial and ethnic data survey estimates for 2019 for these beneficiaries are represented in the following table<sup>2</sup>:

Population Served by County	Anderson	Bledsoe	Campbell	Claiborne	Cocke	Cumberland	Fentress	Franklin	Grainger	Greene	Grundy	Hamilton	Hancock	Hawkins
White alone, 2019	91.6%	89.9%	97.4%	96.2%	95.0%	96.9%	97.6%	91.3%	97.0%	95.4%	97.0%	75.9%	97.1%	96.3%
Black or African American, alone, 2019 <sup>a</sup>	4.1%	7.7%	0.5%	1.1%	2.1%	0.7%	0.5%	5.2%	1.0%	2.2%	0.7%	19.3%	0.6%	1.5%
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.5%	0.6%	0.3%	0.4%	0.6%	0.5%	0.4%	0.5%	0.5%	0.4%	0.7%	0.5%	0.4%	0.4%
Asian alone, 2019 <sup>a</sup>	1.5%	0.3%	0.4%	0.9%	0.5%	0.6%	0.4%	0.9%	0.3%	0.6%	0.4%	2.2%	0.2%	0.6%
Native Hawaiian and Other Pacific Islander alone, 2019 <sup>a</sup>	0.1%	Z	0.1%	Z	0.1%	0.1%	Z	0.1%	0.1%	0.1%	Z	0.1%	Z	Z
Two or More Races, 2019	2.3%	1.4%	1.2%	1.4%	1.7%	1.2%	1.1%	2.0%	1.2%	1.3%	1.3%	1.9%	1.6%	1.2%
Hispanic or Latino, 2019 <sup>b</sup>	3.2%	2.8%	1.6%	1.4%	2.6%	3.1%	1.6%	3.7%	3.4%	3.0%	1.3%	6.0%	0.7%	1.7%
White alone, not Hispanic or Latino, 2019	88.9%	87.3%	96.1%	94.9%	92.9%	94.2%	96.3%	88.0%	94.1%	92.8%	95.8%	70.9%	96.6%	94.9%

Population Served by County	Jackson	Jefferson	Johnson	Knox	Loudon	Macon	Marion	McMinn	Monroe	Morgan	Overton	Putnam	Rhea	Roane	Scott	Sequatchie
White alone, 2019	97.1%	95.2%	95.9%	85.9%	95.4%	95.8%	93.1%	92.5%	94.8%	94.0%	97.3%	93.3%	94.6%	94.2%	98.0%	96.4%
Black or African American, alone, 2019 <sup>a</sup>	0.6%	2.1%	2.2%	8.9%	1.6%	1.2%	4.1%	3.9%	2.2%	3.7%	0.7%	2.4%	2.2%	2.7%	0.3%	0.8%
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.7%	0.5%	0.4%	0.4%	0.6%	0.7%	0.5%	0.5%	0.7%	0.5%	0.4%	0.8%	0.6%	0.5%	0.4%	0.6%
Asian alone, 2019 <sup>a</sup>	0.1%	0.7%	0.3%	2.4%	0.9%	0.8%	0.7%	0.8%	0.4%	0.3%	0.4%	1.6%	0.7%	0.6%	0.3%	0.5%
Native Hawaiian and Other Pacific	Z	0.1%	Z	0.1%	0.2%	0.1%	Z	Z	0.1%	0.1%	Z	0.1%	0.1%	0.1%	Z	0.1%

<sup>2</sup> Source: U.S. Census Bureau 2019, QuickFacts

Islander alone, 2019 <sup>a</sup>																
Two or More Races, 2019	1.4%	1.4%	1.2%	2.3%	1.3%	1.4%	1.6%	2.2%	1.8%	1.5%	1.2%	1.8%	1.9%	1.9%	1.0%	1.7%
Hispanic or Latino, 2019 <sup>b</sup>	2.2%	3.8%	2.1%	4.6%	9.2%	5.1%	2.0%	4.5%	4.6%	1.5%	1.7%	6.5%	5.2%	2.0%	1.1%	3.7%
White alone, not Hispanic or Latino, 2019	95.1%	91.8%	93.9%	82.0%	87.1%	91.7%	91.4%	88.7%	90.8%	92.8%	95.8%	87.9%	90.2%	92.5%	97.0%	93.2%

<b>Population Served by County</b>	<b>Smith</b>	<b>Sullivan</b>	<b>Sumner</b>	<b>Trousdale</b>	<b>Unicoi</b>	<b>Union</b>	<b>Van Buren</b>	<b>Washington</b>	<b>Wayne</b>	<b>Weakley</b>	<b>White</b>	<b>Williamson</b>
White alone, 2019	95.3%	94.8%	87.6%	85.6%	97.4%	97.4%	96.8%	91.3%	91.4%	88.9%	95.5%	88.2%
Black or African American, alone, 2019 <sup>a</sup>	2.3%	2.3%	8.3%	11.4%	0.5%	0.5%	0.9%	4.5%	6.7%	7.7%	1.8%	4.5%
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.5%	0.4%	0.4%	0.6%	0.5%	0.5%	0.4%	0.5%	0.4%	0.5%	0.5%	0.3%
Asian alone, 2019 <sup>a</sup>	0.5%	0.8%	1.6%	0.5%	0.3%	0.2%	0.2%	1.7%	0.3%	1.2%	0.4%	5.2%
Native Hawaiian and Other Pacific Islander alone, 2019 <sup>a</sup>	Z	Z	0.1%	Z	Z	0.1%	0.1%	0.1%	Z	0.1%	0.1%	0.1%
Two or More Races, 2019	1.6%	1.6%	2.0%	1.9%	1.2%	1.3%	1.5%	2.1%	1.1%	1.7%	1.6%	1.8%
Hispanic or Latino, 2019 <sup>b</sup>	3.1%	2.0%	5.3%	2.5%	5.5%	1.9%	2.0%	3.6%	2.2%	2.9%	2.8%	4.9%
White alone, not Hispanic or Latino, 2019	92.6%	93.1%	83.0%	83.6%	92.5%	95.9%	95.1%	88.2%	89.5%	86.5%	93.1%	83.8%

<sup>a</sup> Includes persons reporting only one race

<sup>b</sup> Hispanics may be of any race, so also are included in applicable race categories.

Z Value greater than zero but less than half unit of measure shown.

In fiscal year 2019-2020, the **West Tennessee River Basin Authority (WTRBA)** received no federal funding. WTRBA provided services to twenty (20) counties located in West Tennessee, including: Benton, Carroll, Chester, Crockett, Decatur, Dyer, Fayette, Gibson, Hardeman, Hardin, Haywood, Henderson, Henry, Lake, Lauderdale, McNairy, Madison, Obion, Tipton, and Weakley. The racial and ethnic data for the beneficiaries of the services of WTRBA are in the table below. The numbers are based on 2019 survey estimates.<sup>3</sup>

<b>Percent Population by County</b>	<b>Benton</b>	<b>Carroll</b>	<b>Chester</b>	<b>Crockett</b>	<b>Decatur</b>	<b>Dyer</b>	<b>Fayette</b>
White alone, 2019	94.6%	86.60%	87.40%	82.70%	94.60%	82.50%	70.30%
Black or African American, alone, 2019 <sup>a</sup>	2.6%	10.10%	9.40%	14.10%	3.00%	14.50%	27.50%
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.6%	0.60%	0.50%	0.80%	0.40%	0.40%	0.40%
Asian alone, 2019 <sup>a</sup>	0.6%	0.40%	0.70%	0.40%	0.60%	0.70%	0.70%
Native Hawaiian and Other Pacific Islander alone, 2019 <sup>a</sup>	Z	0.10%	Z	Z	0.10%	Z	Z
Two or More Races, 2019	1.6%	2.10%	1.90%	2.10%	1.30%	1.80%	1.00%
Hispanic or Latino, 2019 <sup>b</sup>	2.7%	2.90%	2.90%	11.00%	3.60%	3.60%	3.00%
White alone, not Hispanic or Latino, 2019	92.3%	84.30%	85.00%	73.50%	91.40%	79.50%	67.80%
<b>Percent Population by County</b>	<b>Gibson</b>	<b>Hardeman</b>	<b>Hardin</b>	<b>Haywood</b>	<b>Henderson</b>	<b>Henry</b>	<b>Lake</b>
White alone, 2019	79.4%	55.20%	93.90%	47.30%	89.50%	89.40%	69.30%
Black or African American, alone, 2019 <sup>a</sup>	18.1%	42.20%	3.30%	50.60%	7.80%	7.60%	28.00%
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.3%	0.30%	0.60%	0.40%	0.40%	0.40%	0.50%
Asian alone, 2019 <sup>a</sup>	0.4%	0.80%	0.60%	0.30%	0.40%	0.60%	0.20%
Native Hawaiian and Other Pacific Islander alone, 2019 <sup>a</sup>	Z	Z	Z	0.10%	Z	Z	Z
Two or More Races, 2019	1.8%	1.50%	1.50%	1.30%	2.00%	1.90%	2.00%
Hispanic or Latino, 2019 <sup>b</sup>	2.8%	1.80%	2.70%	4.30%	2.50%	2.90%	2.60%
White alone, not Hispanic or Latino, 2019	77.1%	53.90%	91.60%	44.00%	87.40%	87.00%	67.20%

<sup>3</sup> Source: U.S. Census Bureau 2019, QuickFacts

<b>Percent Population by County</b>	<b>Lauderdale</b>	<b>McNairy</b>	<b>Madison</b>	<b>Obion</b>	<b>Tipton</b>	<b>Weakley</b>	
White alone, 2019	61.9%	91.40%	58.90%	86.60%	77.90%	88.90%	
Black or African American, alone, 2019 <sup>a</sup>	35.1%	6.10%	37.70%	10.80%	18.50%	7.70%	
American Indian and Alaska Native alone, 2019 <sup>a</sup>	0.8%	0.40%	0.40%	0.40%	0.50%	0.50%	
Asian alone, 2019 <sup>a</sup>	0.6%	0.40%	1.20%	0.40%	0.80%	1.20%	
Native Hawaiian and Other Pacific Islander alone, 2019 <sup>a</sup>	Z	Z	Z	0.10%	0.10%	0.10%	
Two or More Races, 2019	1.7%	1.70%	1.70%	1.60%	2.20%	1.70%	
Hispanic or Latino, 2019 <sup>b</sup>	2.7%	2.30%	4.10%	4.80%	2.90%	2.90%	
White alone, not Hispanic or Latino, 2019	60.0%	89.60%	55.60%	82.40%	75.60%	86.50%	

<sup>a</sup> Includes persons reporting only one race

<sup>b</sup> Hispanics may be of any race, so also are included in applicable race categories.

Z Value greater than zero but less than half unit of measure shown.

## TDEC STAFF

As of September 2020, TDEC has a total of 2636 employees. Of those, 2112 (80.1%) are in preferred service and 524 (19.9%) are in non-preferred service. 1503 or 57.0% of total employees self-identify as male and 1133 or 43.0% self-identify as female. The composition of staff by ethnic group, including the total number and percentage, is provided in the chart below. All information is self-reported.

### TDEC: All Staff

<b>Ethnic Group</b>	<b>%</b>	<b>Number</b>
Asian	1.2%	31
Black	5.3%	139
Hispanic	0.6%	15
Native American	0.1%	2
Pacific Islander	0.0%	0
Other	1.1%	29
Unknown	1.1%	28
White	90.7%	2392
<b>Total</b>	<b>100.0%</b>	<b>2636</b>

As of September 2020, 2112 of TDEC's employees are preferred service. 907 or 42.9% of TDEC's preferred service staff identify as female and 1205 or 57.1%, identify as male. The composition of TDEC's preferred service staff by ethnic group, including the total number and percentage, is provided in the chart below.

### TDEC: Preferred Service Staff

<b>Ethnic Group</b>	<b>%</b>	<b>Number</b>
Asian	1.3%	27
Black	5.4%	114
Hispanic	0.6%	13
Native American	0.1%	2
Pacific Islander	0.0%	0
Other	1.1%	24
Unknown	1.1%	24
White	90.3%	1908
<b>Total</b>	<b>100.0%</b>	<b>2112</b>

TDEC has a total of 524 non-preferred service employees as of September 2020. Of those, 56.9% (298 individuals) self-identify as male and 43.1% (226 individuals) self-identify as female. The composition of TDEC's non-preferred service staff by ethnic group, including the total number and percentage, is provided in the chart below. All information is self-reported.

TDEC: Non-Preferred Service Staff

<b>Ethnic Group</b>		<b>%</b>	<b>Number</b>
Asian		0.8%	4
Black		4.8%	25
Hispanic		0.4%	2
Native American		0.0%	0
Pacific Islander		0.0%	0
Other		1.0%	5
Unknown		0.8%	4
White		92.4%	484
	<b>Total</b>	<b>100.0%</b>	<b>524</b>

**An excel file providing demographics of TDEC staff is attached hereto as Appendix III.**

TDEC recognizes that the demographics for its employees are not the same as those of the population of the state generally. To promote diversity in its workforce, TDEC developed a working group, the Strategic Diversity and Inclusion Initiative (SDII). In 2019-2020, SDII transformed into the Diversity and Inclusion Council, which endeavors: to retain and increase the number of individuals in underrepresented groups in the TDEC workforce; to position the agency in the communities it represents as an employer of choice; and to demonstrate diversity and inclusion in delivery of its mission.

During 2019-2020, the Diversity and Inclusion Council met on an approximately monthly basis. This year, the Council has focused on development of a Diversity and Inclusion Action Plan with goals and objectives for furthering equity and inclusivity in the workplace, workforce, and service delivery; increasing the diversity of its membership; executing a Diversity and Inclusion Climate Survey; and identifying near-term actions that are responsive to findings from the Diversity and Inclusion Climate Survey.

In Spring 2020, the Diversity and Inclusion Council worked with TDEC leadership to publish a Commissioner’s Statement on Diversity, which is featured prominently on the department’s Employment and Internships page on the Internet.<sup>4</sup>

The Diversity and Inclusion Council also hosted a Juneteenth Forum on Friday, June 19, 2020. This forum was publicized to all TDEC employees and featured remarks from departmental leadership on the importance of diversity and inclusion, presentations on creation of inclusive exhibits and balanced, ethical interpretation of historical events from Black staff from select Tennessee State Parks, and a facilitated conversation on diversity and inclusion. The forum was recorded and placed for viewing by employees who were unable to attend the live event on TDEC’s Intranet site.

The Diversity and Inclusion Council launched a Diversity and Inclusion Climate Survey in July 2020, which aimed to identify opportunities for improving diversity and inclusion within TDEC.

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<sup>4</sup> Visit <https://www.tn.gov/environment/about-tdec/employment-and-internships.html> to view this statement.

A total of 447 responses were received. The survey results identified two focus areas for TDEC in the near term: increasing the diversity of qualified applicant pools for positions advertised by the department and offering training and resources for issues of diversity, equity and inclusion for TDEC employees.

The department's Diversity and Inclusion Action Plan will be updated in December 2020 and annually thereafter.



## 10. LIMITED ENGLISH PROFICIENCY

As part of TDEC's ongoing self-evaluation and continued efforts to strengthen Title VI compliance and provide great customer service to all beneficiaries, on October 3, 2017, TDEC established revised LEP Policy and Procedures. A copy of the revised policy is attached as **Appendix IV**.

### STEPS AND GOALS TOWARD BREAKING DOWN BARRIERS TO LEP CHALLENGES

TDEC works to break down barriers that LEP individuals may encounter in their experiences with TDEC by providing a notice of language assistance and language assistance webpage, by posting "I Speak" cards at field offices and parks, and by utilizing LEP/Title VI Contacts in each division, field office, and park to support LEP customers.

To support LEP customer access to TDEC's programs, services, and benefits, the TDEC homepage and each division homepage – Air, Archaeology, Energy, Geology, Natural Areas, Policy & Sustainable Practices, Radiation, Recreation Services, Small Business Environmental Assistance, Solid Waste, State Parks, Underground Storage Tanks, and Water – hosts a notice that TDEC provides free language assistance to LEP customers at the bottom of the main body of the homepage. This same notice is also posted on the homepages for Permits and for Public Participation. The notice links to the Language Assistance webpage, which provides contact information, including name, email address, and phone number, for obtaining language assistance from different divisions. The Language Assistance webpage also provides its notice of free language assistance for LEP customers in Spanish, Mandarin, Vietnamese, Hindi, and Korean, languages most frequently encountered by staff.

As a measure to ensure access to interpretation services for our field staff, in the 2018-2019 fiscal year, the Title VI Coordinator worked with each Environmental Field Office and the Office of Property and Procurement to place copies of our language assistance guide in each state vehicle utilized by TDEC staff. At this time, any staff member in the field utilizing a state vehicle has the language assistance guide – which includes a step by step explanation of when and how to provide language assistance and how to report the LEP encounter – at his or her fingertips no matter where s/he is working that day.

As discussed in *Section VI. Civil Rights Office* discussed hereinabove, to facilitate providing excellent customer service to TDEC's customers, a LEP/Title VI Contact is trained in each division, field office, and park as the liaison for the provision of language assistance. The LEP/Title VI Contacts are equipped with TDEC's current LEP Policy and Procedure as well as a fillable LEP log, the division's account information for accessing language assistance services, the names and contact information of division bilingual staff<sup>5</sup>, an inventory of all division documents in languages other than English, "I Speak" cards and posters, an informational power

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<sup>5</sup> TDEC's LEP Policy and Procedure provides guidance as to when it is appropriate to use bilingual staff; provision of language assistance through contracted telephonic interpreters is the standard.

point to use to train staff, and application forms to open accounts with language service providers.

In the current fiscal year, as in the past fiscal year, TDEC's Title VI Coordinator will provide administrative staff an informational presentation to assist them in effectively responding to the needs of LEP persons. In this fiscal year, as in last, LEP/Title VI Contacts will be given more in-depth training regarding LEP policy and procedure as well as Title VI compliance and will be responsible for training their division staff. To further support LEP Contacts, the Title VI Coordinator has created intranet pages with resources for TDEC staff related to Title VI and LEP, including LEP logs, language assistance account information, best practices for providing language assistance, sample educational presentations, directions for utilizing language assistance providers, the LEP policy and procedure documentation, guidance for utilizing EPA EJScreen and other tools to assess potential LEP needs in the community prior to engagement, and the public participation toolkit, which provides step-by-step guidance for providing quality interactions with the community, including specific consideration of potential LEP needs and meeting those needs. During the current fiscal year, the Title VI Coordinator will work with TDEC's Office of Talent Management to update training such that it is more engaging and user friendly.

In 2019-2020, due to the COVID-19 pandemic, the department explored a variety of virtual interactions with customers due to the inability to engage in in-person interactions with customers. One such opportunity pursued by the Office of Policy and Sustainable Practices was a Virtual Summer Camp, which provided video-based lessons for school aged children via social media. One of the lessons, a book reading, was offered simultaneously in English and Spanish. In an effort to be responsive to the pandemic, the Office of Policy and Sustainable Practices also curated resources on its website designed to allow youth access to environmental educational materials at home. Several materials are available in Spanish.

TDEC also worked to enhance its use of surveys with customers to assess engagement and accessibility of programs in 2019-2020. For example, the Bureau of Parks & Conservation is utilizing a voluntary customer satisfaction survey and has included requests for self-identification of demographic information in that survey. From June 2019-June 2020, they received over 8,700 responses to the survey with 88.61% of respondents self-identifying as white, 1.10% as black, 0.39% as Asian, 0.46% as American Indian or Alaskan Native, 0.76% as Hispanic/Latino, 0.08% as Hawaiian or Pacific Islander, 1.59% as Other, and 7.01% opting not to self-identify race or ethnicity. The Bureau uses these surveys to evaluate the quality of customer interactions and to evaluate services at each park individually as well as to evaluate services and interactions more globally.

In fiscal year 2019-2020, TDEC utilized the services of AVAZA Language Services Corporation and Linguistica International to facilitate telephonic interpretation and written translation. In-person interpretation may be provided by bilingual staff and is contracted for, as necessary, through AVAZA and Linguistica International. **A listing of bilingual staff is maintained by TDEC and included as Appendix IV(a).** In one circumstance this year, TDEC used the Tennessee Language Center for interpretation. While TDEC will rely on bilingual staff in certain circumstances, use of AVAZA and Linguistica are preferred options. In fiscal year 2019-2020

TDEC did not use bilingual staff for translation or interpretation. TDEC has also previously used the court system interpreters, when appropriate.

Based on feedback from TDEC’s LEP/Title VI Contacts, the Title VI Coordinator will evaluate current efforts to break down barriers to LEP customer access to TDEC programs, services, and benefits and revise TDEC’s approach as appropriate in the upcoming fiscal year.

**TDEC DOCUMENTS IN LANGUAGES OTHER THAN ENGLISH**

A list of TDEC documents in a language other than English is provided below and **the documents are attached hereto, collectively, as Appendix V.**

Get Food Smart Brochure	Spanish
Burgess Falls State Park historical brochure	Spanish
Radon Toolkit Instructions	Spanish
Radon Awareness Brochure	Spanish
Ethanol Blended Fuels	Arabic
	Chinese
	Hindi
	Korean
	Kurdish
	Vietnamese
Operator Classes	Arabic
	Chinese
	Hindi
	Korean
	Kurdish
	Vietnamese
Red Tag Process	Arabic
	Chinese
	Hindi
	Korean
	Kurdish
	Vietnamese
Tank Owners Manual	Arabic
	Chinese
	Hindi
	Korean
	Kurdish
	Vietnamese

Tank School Slides	Arabic
	Chinese
	Hindi
	Korean
	Kurdish
	Vietnamese

### LANGUAGES ENCOUNTERED DURING FISCAL YEAR 2019-2020

In the prior fiscal year, all divisions, parks, and environmental field offices retained a log of LEP encounters that required the use of TDEC procured outside language assistance services, the use of bilingual staff, or use of translators that were accompanying customers within our parks. TDEC’s rate of LEP encounters was higher this year than in 2018-2019 but was not significantly higher than the past several years.

The LEP log is provided in the chart hereinbelow.

Language	Interaction Type	Number
Spanish	Interpretation	22
Korean	Interpretation	2
Gujarati	Interpretation	2
Kigegere	Interpretation	1
Swahili	Interpretation	1
Japanese	Interpretation	1
Hindi	Interpretation	1
German	Interpretation	1
Unspecified / Unknown <sup>6</sup>	Interpretation	9
Total		40

In the current fiscal year, staff will continue to document LEP encounters. As an improvement to our current process, the Title VI Coordinator will be developing a Formstack for reporting of LEP encounters. This will allow each Title VI/LEP Contact to submit information regarding a LEP encounter to the Title VI Coordinator immediately following an interaction, rather than reporting information via an Excel file for aggregation at the end of the year. Each division Title VI/LEP Contact and the Title VI Coordinator will continue examining our encounters to assess what additional steps should be taken to make materials accessible for all customers.

<sup>6</sup> TDEC is aware that this line item reflects at least one encounter with individuals whose primary languages were Spanish, Chinese, and Arabic but is unable to provide specific encounter count by language type within this reported subset.

## **11. COMPLAINT PROCEDURES**

As part of TDEC's continuing efforts to comply with Title VI and to make its programs and services accessible to all beneficiaries, TDEC has streamlined its policy and procedures with respect to filing Title VI complaints. The complaint procedures are as follows, and may also be accessed on TDEC's Title VI website.

### **TITLE VI COMPLAINTS OF DISCRIMINATION**

**Title VI complaints must be submitted *in writing, signed*, and submitted within 180 calendar days of the alleged discriminatory act. The complaint may be filed with the allegedly discriminating agency, the Tennessee Human Rights Commission (THRC), the relevant state agency, or the relevant federal agency. TDEC has made a form available for this purpose at [https://www.tn.gov/content/dam/tn/environment/sustainable-practices/title-vi-and-environmental-justice/opsp\\_titleVI-complaint.pdf](https://www.tn.gov/content/dam/tn/environment/sustainable-practices/title-vi-and-environmental-justice/opsp_titleVI-complaint.pdf).**

The following information should be included in a Title VI complaint:

- The name, address, and telephone number of the complaining party. **The complaint must be signed and filed within 180 calendar days of the alleged discriminatory act.** If you are filing on behalf of another person, include your name, address, telephone number and your relation to that person (for example: friend, attorney, parent, etc.).
- The name and address of the agency, institution, or department alleged to have committed the discriminatory act.
- How, why, and when the discriminatory act(s) occurred. Please include as much background information as possible about the alleged acts of discrimination. Include names of individuals involved in the discrimination, if you know them, as well as any other relevant information.
- The names, addresses, and phone numbers of any witnesses, if known, that the investigating agency may contact for additional information to support or clarify your allegations.
- The complaint should be sent to the TDEC Title VI Coordinator, Kendra Abkowitz, William R. Snodgrass TN Tower, 312 Rosa L. Parks Ave., 2<sup>nd</sup> Floor, Nashville, TN 37243, [TDEC.TITLEVI@tn.gov](mailto:TDEC.TITLEVI@tn.gov). The Title VI Coordinator will evaluate the claim, log it, and distribute it to TDEC's Title VI Complaint Officer.
- The THRC Title VI Compliance Program will be notified of any complaints within ten (10) business days of receipt.

**DISCLAIMER: Please do not submit confidential information, such as your Social Security Number, Driver's License number, or birthdate with your Title VI Complaint to TDEC.**

Upon receipt of the complaint, the TDEC Title VI staff will evaluate jurisdiction, the need for additional information, and investigate the merit of the complaint based on information included in the complaint. If the complaint is filed by an internal party, TDEC does not have jurisdiction and will forward it to the appropriate agency having jurisdiction to review it.

If TDEC has jurisdiction to investigate, TDEC's Complaint Officer will investigate the complaint based on information provided by the complainant and involved persons, summarize investigation findings in a memorandum, notify the THRC of the findings, and then notify parties of the final decision and subsequent action steps in writing. If the investigation indicates that a violation did not occur, the department will notify the parties of the final decision in writing.

If complainant is not satisfied with the results of the investigation, the complainant may appeal to the THRC or appropriate Federal agency within thirty (30) days.

Complainants also have the option to file a complaint directly with THRC or the appropriate Federal agency within 180 days of the alleged discrimination. THRC may be reached by phone at (615) 741-5825 or toll free at 1(800) 251-3589 or at:

William R. Snodgrass Tennessee Tower  
312 Rosa L Parks Ave, 23<sup>rd</sup> Floor  
Nashville, TN 37243

For more information regarding TDEC's Title VI program, please contact:

**TDEC Title VI Coordinator:**

**Kendra Abkowitz**  
**(615) 866-7412**  
[Kendra.Abkowitz@tn.gov](mailto:Kendra.Abkowitz@tn.gov)

**TDEC Title VI Complaint Officer:**

**Lawanda Johnson**  
**(615) 253-3400**  
[Lawanda.M.Johnson@tn.gov](mailto:Lawanda.M.Johnson@tn.gov)

**TITLE VI COMPLAINTS FILED DURING THE MOST RECENT STATE FISCAL YEAR**

Number of complaints closed for on administrative grounds (e.g. timeliness, failure to cooperate, etc.)	0
Number of complaints closed for failure to meet a prima facie case	0
Number of complaints closed because settlement and/or resolution reached	0
Number of complaints immediately referred to another state or federal department or agency	0

TDEC received zero Title VI complaints during fiscal year 2019-2020.

**LAWSUITS FILED ON THE BASIS OF RACE, COLOR, OR NATIONAL ORIGIN DURING THE MOST RECENT FISCAL YEAR**

There were no lawsuits filed alleging discrimination on the basis of race, color, or national origin under any federally funded program or activity.

**COPIES OF ANY COMPLAINT FORMS**

There are none to be attached as TDEC received no Title VI complaints during the most recent fiscal year. The blank fiscal year 2019-2020 complaint log is included as Appendix V(a). A blank copy of a complaint form is included as Appendix V(b).

## **12. TITLE VI TRAINING PLAN**

### **TDEC TITLE VI TRAINING DETAILS**

TDEC's Title VI training assists personnel and sub-recipients in complying with and carrying out departmental policies and federal regulations pertaining to Title VI of the Civil Rights Act of 1964 in their daily activities. The training provides comprehensive information on Title VI provisions, the TDEC Title VI Program, recipient and sub-recipient responsibilities and requirements, handling and processing complaints of discrimination, strategies to prevent discrimination in TDEC programs and activities, and the importance and scope of environmental justice and public participation.

TDEC staff complete Title VI Training through an online self-guided training module via Edison, available on-demand and year-round. All TDEC staff are automatically enrolled in the annual Title VI training, which is made available each year and must be completed by the end of each fiscal year.

In fiscal year 2016-2017, the quiz appeared at the end of the training. In response to survey feedback, the revised fiscal year 2017-2018 training incorporated quiz questions throughout the training program. The fiscal year 2018-2019 training followed the same format and updated a few slides, including the Commissioner's introduction. A revised training for fiscal year 2020-2021 has already been completed and all TDEC employees have been auto-enrolled to complete training within Edison. As previously mentioned, this training is available on-demand via Edison's training module.

In order to receive a certificate of completion, staff must achieve a passing score of 80%. If staff fail to attain a score of 80% or higher on the quiz, then they must re-take the training module. Once staff have satisfactorily completed the training, the training module produces a Certificate of Completion, with the applicant's name, affiliation, and date of training.

TDEC sub-recipients are provided on-demand and year-round access to the online self-guided training module through the TDEC external website: <https://tdec.tn.gov/title6/>. Upon satisfactory completion of the training module, the sub-recipient receives a Certificate of Completion. As an improvement upon its existing training, in fiscal year 2019-2020, the Title VI Coordinator created a simplified version of the training and quiz for access and utilization in circumstances where sufficient internet bandwidth may not be available among sub-recipients. The addition of sub-recipient Title VI training that did not require access to the website was well received by sub-recipients which had typically encountered difficulty with TDEC's online Title VI training module. In the alternative, sub-recipients may conduct their own in-house Title VI training and submit a class roster or post-webinar report as verification of training completion.

A copy of the fiscal year 2019-2020 training, including the quiz, is provided as **Appendix VI**. A copy of the simplified version of the training and quiz is provided as **Appendix VII**.



## **AGENCY STAFF TITLE VI TRAINING**

As of July 2020, TDEC had 1865 full-time staff. TDEC is very proud to note that 1728 or 93% completed the online annual Title VI training module during fiscal year 2019-2020. This is on par with training completion in the previous year (down by 1%). Additional details relating to TDEC staff Title VI training completion is available in **Appendix VII(a)**. In the past four years, TDEC staff has demonstrated markedly greater commitment to Title VI. By comparison, in fiscal year 2015-2016 only 855 (36.1%) of TDEC employees completed the annual training.

TDEC attributes the substantial increase in staff compliance with annual Title VI requirements to the ease of access and availability of the online training module. The lowest compliance figures are attributed to park staff who had trouble completing the online training due to limited internet access and download speeds. To address the issue of reliable access to the training for these staff, TDEC copied the 2019-2020 Title VI training to flash drives and distributed them to Parks and Field Offices. Each field office has a secured computer on which the official training is loaded. Staff can complete the training and forward the certificate of completion to the Title VI Coordinator for manual entry into Edison.

For the second time this year, TDEC also tracked completion rates by part-time and seasonal staff. As of July 2020, TDEC had 878 part-time or seasonal staff. Tracking completion rates is significantly more complex for our seasonal and part-time staff as many of these employees do not have access to computers or the internet as part of their daily work. Working with State Park staff, the Title VI Coordinator and Office of People & Organization Development made Title VI training available to those employees via a jump drive or direct download onto a desktop computer designated for training purposes. Staff complete the training in small groups and use a sign-in sheet. Then, the sign-in sheet must be submitted to the Title VI Coordinator for manual reconciliation of Edison enrollment and training completion. This process is further complicated by the lag in Edison processing of staff leaving service.

Despite these limitations, in our second year tracking completion, we found that over 34% or 302 part-time and seasonal employees did successfully complete the training and were registered as having completed the training. While this is slightly below completion rates last year, we are pleased with these results considering competing training priorities, such as a focus on public health protection in light of COVID-19, that seasonal employees face. Based on anecdotal reports, we anticipate that the actual completion rate is significantly higher. In the upcoming fiscal year, the Title VI Coordinator will work with park staff to better account for staff completion and staffing lists in comparison with Edison reports for a more accurate count of training completion.

## **SUB-RECIPIENT TITLE VI TRAINING**

Since TDEC updated its Title VI confirmation process in fiscal year 2017-2018, all grant and loan applicants for federal or hybrid federal-state funding are required to submit the Title VI pre-audit survey, complete with copies of their Title VI policy and procedures, LEP policy, and Title VI training materials as part of the grant or loan application process. Certification of Title VI Training Completion within the six months immediately preceding or following the award of the

grant or loan must be submitted to the grant or loan administering program prior to the disbursement of any funds under the grant or loan. TDEC encourages sub-recipients to utilize its free, online, and on-demand Title VI training program to fulfill the training requirement and most sub-recipients do prefer to utilize our online training. Where sub-recipients have limited access to the internet, the Title VI Coordinator provides a jump drive or simplified version of the training, upon request, for their use. This approach has greatly streamlined Title VI compliance of sub-recipients for external and internal stakeholders. Because Title VI training is available year-round and on-demand, it may be taken at any time by sub-recipients. Therefore, TDEC does not schedule future dates for Title VI training.

Each applicant is required to complete the Title VI pre-audit survey as part of the application process. After the application phase, each awardee of funds is at a different step in the grant process and awardees that straddle multiple fiscal years may be reported in multiple annual reports. Prior to being eligible for disbursement, each sub-recipient will have to submit their Title VI training certification and it must be approved by TDEC staff.

### **13. SUB-RECIPIENT MONITORING/COMPLIANCE REVIEWS**

TDEC administers grants and loans through several divisions: Air Pollution Control (APC), the Office of Energy Programs (OEP), Materials Management in the Division of Solid Waste Management (DSWM), Recreation Education Services (RES), the Office of Policy and Sustainable Practices (OPSP), the State Revolving Loan Fund (SRF), the Division of Water Resources (DWR), and the Tennessee Historical Commission (THC). Each division is responsible for monitoring its sub-recipients. In addition, the TDEC Division of Internal Audit performs audits of a number of sub-recipients each year and specifically evaluates their compliance with Title VI.

In addition to the pre-award and post-award monitoring described hereinbelow, each grant and loan administering program requires contractual assurances from its sub-recipients. Specifically, the following is included in all sub-recipient grant contracts:

Nondiscrimination. The Grantee agrees that no person shall be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination in the performance of this Grant Contract or in the employment practices of the Grantee on the grounds of handicap or disability, age, race, color, religion, sex, national origin, or any other classification protected by Federal, Tennessee State constitutional, or statutory law. The Grantee shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.

Records. The Grantee and any approved subcontractor shall maintain documentation for all charges under this Grant Contract. The books, records, and documents of the Grantee and any approved subcontractor, insofar as they relate to work performed or money received under this Grant Contract, shall be maintained for a period of five (5) full years from the date of the final payment and shall be subject to audit at any reasonable time and upon reasonable notice by the Grantor State Agency, the Comptroller of the Treasury, or their duly appointed representatives.

#### **SUB-RECIPIENT PRE-AWARD MONITORING – GRANTEES AND LOAN RECIPIENTS**

Since 2016, TDEC has required its sub-recipients to complete a **Title VI pre-audit survey, attached hereto as Appendix VIII**, upon submission of an application for funding. This survey must be completed and returned to the grant or loan administering program as part of the application for funding.

Among other items, the pre-audit survey requires submission of the sub-recipients written policy of nondiscrimination, Limited English Proficiency plan, Title VI training program, and process and procedure for reviewing Title VI complaints. To support sub-recipients in developing Title VI compliant materials, TDEC makes available its own Title VI policy, poster, complaint process, LEP policy and procedure, and Title VI online training for the use and adoption of sub-recipients. These materials are available on TDEC's Title VI website.

TDEC has launched online grant applications and management through a grants management system (GMS). GMS coordinates the submission of grant applications, including Title VI

materials, and assists in the review and monitoring of grant performance. Currently, all granting divisions, with the exception of APC, DWR, and OPSP are utilizing GMS; these divisions have small granting programs that award zero to three grants on three year cycles or award grants utilizing exclusively state funds. SRF, which provides loans, also operates outside of GMS at this time.

All grant and loan applications, including those submitted through GMS and those submitted outside of GMS, included the pre-audit survey.

#### **SUB-RECIPIENT PRE-AWARD MONITORING – VENDORS AND CONTRACTORS**

The Department of General Services (DGS) is responsible for negotiating statewide service and goods contracts on behalf of all state agencies. DGS, as a recipient of FFA, is required to report annually to THRC. In that report, DGS details demographic information, pre-award and post-award procedures for Title VI compliance of statewide service contractors, and the inclusion of statement of assurances in contracts. Please see DGS' annual report for this information.

TDEC's internal procurements are reported in **Appendix X**. Listings with a start date of July 1, 2019 and later represent a contract that was not included in a previous submission and is therefore new for FY 2019-2020. TDEC contracts include the required assurances, as provided hereinabove. In addition, contractors and vendors are provided access to TDEC's online training module for Title VI as well as its other Title VI materials, including sample brochures, posters, and complaint process.

#### **SUB-RECIPIENT POST-AWARD MONITORING**

Post-award monitoring is undertaken by the grant and loan administering programs with additional audits by the Division of Internal Audit.

OEP, OPSP, DSWM, RES, and SRF engage in on-site monitoring of sub-recipients during the course of the grant term. In addition, all grant programs require submission of evidence of completion of sub-recipient Title VI training after the grant or loan is awarded, but prior to reimbursement or disbursement of funds under the grant or loan. During fiscal year 2019-2020, 315 subrecipients engaged in Title VI post-award certification activities.

For the fiscal year ending June 30, 2020, TDEC's Division of Internal Audit monitored eighty-three (83) sub-recipients, totaling 116 grant and loan contracts. All of the audits were desk reviews. These audits include examination of sub-recipient's Title VI Pre-Audit Survey, including copies of Title VI policy, brochures, complaint process, and training policy, as well as the Title VI Training Certification, including the date and evidence of completion of Title VI training.

**The findings of the Division of Internal Audit as well as a listing of post-award reviews conducted by Division of Internal Audit and grant administering programs are attached hereto as Appendices IX, IX(a) and IX(b).**

## **SUB-RECIPIENT TITLE VI TRAINING**

See *Section 12. Title VI Training* for an in-depth discussion of TDEC's online training module for sub-recipients, procedures for monitoring sub-recipient completion of Title VI training, and sub-recipient Title VI training completion rates for the prior fiscal year. TDEC does require sub-recipients to demonstrate evidence of completion of Title VI training after award of a grant or loan and prior to the distribution of funds to that sub-recipient.

## **PROCEDURES FOR NON-COMPLIANCE**

With the clarification of Title VI obligations to grant awarding divisions the pre-audit survey must be satisfactorily completed and all necessary documentation included as part of the grant application and evidence of Title VI training completion must be submitted prior to initial reimbursement, the likelihood of sub-recipient non-compliance is greatly reduced. Presently, the grant process is put on hold until the necessary Title VI information is provided by the sub-recipient to the grant awarding division.

In addition to this strategy, the Division of Internal Audit is tasked with auditing grants and completes a report for each monitoring review. Documentation of Title VI compliance is requested from the sub-recipient during the monitoring review. If the sub-recipient is not in compliance with Title VI, it is noted and corrective action required. The Division of Internal Audit report is distributed to the grantee, the Division Director, the Compliance Coordinator, the Title VI Coordinator, the Office of General Counsel, and the Tennessee Comptroller of the Treasury, Division of State Audit. If the report reflects non-compliance with Title VI, the Title VI Coordinator follows up with the sub-recipient to make the sub-recipient aware of the Title VI resources made available by TDEC for the use and customization of sub-recipients. The Division Director is responsible for making sure corrective action is taken by the sub-recipient.

In the past fiscal year, only two (2) or about 2% of the audited sub-recipients were found to be lacking in Title VI compliance; each of these has taken remedial action to fulfill Title VI requirements. This is very significant progress from prior fiscal years where close to half of audited sub-recipients were found to have a lack in their Title VI program.

Grant and loan administering programs withhold funding until Title VI compliance is achieved and work with sub-recipients to assist them in achieving full Title VI compliance. As described previously in this Section, TDEC makes its own Title VI resources, including an online training, available for the use and adoption of sub-recipients, contractors, and vendors.

TDEC did not have any agency sub-recipients or contractors found in noncompliance with Title VI by another state or federal agency during the past fiscal year.

## **IDENTIFY SUB-RECIPIENTS**

APC, OEP, OPSP, Materials Management in the Division of Solid Waste Management, RES, SRF, DWR, and THC provide grants or loans to sub-recipients. A description of the responsibilities of those divisions is provided hereinabove at *Section 2. Overview*.

In fiscal year 2019-2020, TDEC made reimbursements to a total of 271 sub-recipients and 35 vendors. Funds administered by TDEC programs comprised a total of \$45,869,292 to sub-recipients and \$13,044,260 in vendor payments. SRF loans, utilizing federal or hybrid federal/state funding, were contracted for with a total potential funding amount of \$187,903,200.00.

A detailed explanation of each grant and loan program administered within TDEC is provided hereinbelow. **Appendix X provides details on sub-recipients and vendors in fiscal year 2019-2020 and Appendix XI provides information on SRF loan contracts executed in fiscal year 2019-2020.**

#### **AIR POLLUTION CONTROL:**

##### **Tennessee Clean Diesel Grant**

The Tennessee “Reducing Diesel Emissions for a Healthier Tennessee” rebate program is making grant funding available to entities in Tennessee to replace older, diesel vehicles with new dedicated, alternative-fuel vehicles that can run on propane, compressed natural gas (CNG), or electricity, or that are hybrids or that can be converted into a hybrid. This funding is EPA Clean Diesel funding and East Tennessee Clean Fuels is working with TDEC in managing this project and dispersing this funding.

#### **OFFICE OF ENERGY PROGRAMS:**

##### **The Volkswagen (VW) Settlement**

The Volkswagen (VW) Settlement is the result of a Clean Air Act violation that required VW to pay \$2.9 billion to fund projects across the country that will reduce NO<sub>x</sub> emissions. These funds were placed in an Environmental Mitigation Trust and allocated among beneficiaries (States, Tribes, and certain territories) based on the number of impacted VW vehicles in their jurisdictions. Tennessee’s initial allocation based on the 2.0 and 3.0 liter partial settlements is \$45,759,914. TDEC was identified by Governor Haslam as the lead agency for purposes of administering Tennessee's Environmental Mitigation Trust allocation. OEP released in July for public comment a proposed Beneficiary Mitigation Plan for implementing the State’s initial allocation of \$45.7 million. 60% of the money will go toward reducing emissions from school buses, shuttle buses or transit buses. The rest of the funds will be allocated to reducing emissions from Class 4-8 local freight trucks, port drayage trucks and light-duty zero-emission vehicle supply equipment. These categories allow the state to target the two sectors that make up approximately 75% of Tennessee’s mobile NO<sub>x</sub> emissions.

##### **Tennessee Natural Gas and Propane Vehicle Grant Program**

In 2018 TDEC's Office of Energy Programs (OEP) opened the application window for a second round of funding under the Tennessee Natural Gas and Propane Vehicle Grant Program. The purpose of the program is to incentivize the purchase of and/or conversion to natural gas or propane-powered light, medium, and heavy-duty vehicles. Managed by TDEC OEP, the program provides financial assistance to public, non-profit, and private fleets in Tennessee that apply to receive funding to purchase or convert a minimum of one eligible vehicle.

## **MATERIALS MANAGEMENT (DIVISION OF SOLID WASTE MANAGEMENT)<sup>7</sup>:**

### **Access to Recycling Grants**

The purpose of this grant program is to significantly increase recycling access to the five most populous counties through a comprehensive curbside recycling program by funding the purchase of recycling trucks and carts. The grant seeks to leverage the partnership funding of the participating local governments, private sector partners, and participating non-profits to provide synergy of resources and maximize effectiveness.

### **Convenience Center Grants**

The purpose of this grant is to provide funding assistance to eligible counties that need to enhance their collection assurance requirements through upgrades of existing sites, establishment of new sites or elimination and replacement of unmanned county collection systems (“Green Boxes”). Furthermore, this grant assists counties in meeting or exceeding the minimum level of collection assurance through a network of convenience centers or by supplementing higher levels of service, like household garbage pickup, and fulfills the requirements of T.C.A. § 68-211-851.

### **Education and Outreach Grant**

The Department acknowledges that there can be many effective approaches to consistently and regularly inform residents about their local recycling program. Education and Outreach grant funding is intended to promote existing recycling and waste diversion programs, to increase the quantity of materials diverted from landfills, and to improve the quality of those materials. The primary purpose is to inform residents what they can recycle, where they can recycle, and when they can recycle.

### **Household Hazardous Waste**

This grant aims to increase access and participation in proper disposal of household hazardous waste by utilizing permanent and temporary collection sites. Enhancing the use of these facilities may be accomplished by providing additional training and technical assistance, growing the service area of the household hazardous waste collection facility through access to a broader population and by supporting material collection from Conditionally Exempt Small Quantity Generators and nearby school chemical clean outs.

### **Hub and Spoke Grant**

Hub (materials processing) and Spoke (materials collection) Grants are available for all Tennessee counties, municipalities, and organizations which have been determined to be tax exempt nonprofit recycling organizations who are designated as 501(c)(3) by the Internal Revenue Service may apply for grants under T.C.A. §68-211-825.

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<sup>7</sup> TDEC’s Materials Management Program will not be offer grant funds in fiscal year 2020-2021 but still engages in monitoring of grants offered in previous years as described in this section.

### **Organics Management Grants**

The Organics Management Grants are available for all Tennessee counties, municipalities, and organizations which have been determined to be tax exempt nonprofit recycling organizations who are designated as 501(c)(3) by the Internal Revenue Service may apply for grants under T.C.A. §68-211-825. Additionally, for-profit businesses will be considered for this grant offering, but will be subject to different contingencies than local governments and non-profit organizations, which will be agreed upon through a for-profit business specific contract. Organics Management Grants place emphasis on three priorities: Fostering public/private partnerships; Counties, municipalities, public institutions, or non-profit organizations providing new or expanded organics management services to their region; and pursuing reductions in wasted food and food waste through education, food recovery and donation, feeding animals, industrial uses, anaerobic digestion, composting, or other means deemed likely to significantly reduce, recover, and/or diverting food waste.

### **Recycling Equipment Grants**

Recycling Equipment Grants are available to local governments and nonprofit recycling organizations working with local governments for efforts to achieve greater waste reduction and recycling by increasing material tonnages, increasing recycling access and/or participation, promoting material processing and end use, and supporting new waste reduction and recycling technologies. Under T.C.A. §68-211-825(b), Davidson, Hamilton, Knox, Rutherford, and Shelby Counties and the cities within those counties eligible to receive a recycling rebate are not eligible to receive a recycling equipment grant. The rebate credits are in lieu of recycling equipment grants.

### **Recycling Rebates**

The five eligible counties (Davidson, Hamilton, Knox, Rutherford, and Shelby Counties) contain roughly 41% of the State's population and are responsible for approximately 44% of the municipal solid waste disposed in Tennessee. The Recycling Rebate Program is in lieu of the Recycling Equipment Program (T.C.A. §68-211-825(b)(2)) and supports the implementation of 2015-2025 Solid Waste and Materials Management Plan Objectives. It is the Department's intent with this rebate to support local governments' efforts toward achieving their waste reduction and recycling goals.

### **Used Oil Grants**

The purpose of the Used Oil Grant is to reduce the amount of improperly disposed used oil by providing incentives to increase the number of collection facilities for used oil generated by do-it-yourselfers. The Department may award grants to local governments to purchase equipment that burns oil as fuel. In awarding such grants, priority shall be given to local governments to establish used oil collection centers.

## **RECREATION EDUCATION SERVICES:**

### **Recreation Educational Trail Program**

The Recreation Educational Trail Program (RTP) is a federally funded, state administered grant program. RTP provides grant funding for land acquisition for trails, trails maintenance and restoration/rehabilitation, trail construction, and trail head support facilities. All grant projects



must be on publicly owned land. Local, state and federal government agencies, state-chartered non-profit agencies with 501(c)(3) status that have written agreement with a government agency for trail management are eligible to apply for funding for eligible projects such as Urban hard surface trail development and natural surface trail development (construction and maintenance), restoration of trails damaged by use, development of trailside support facilities, educational and safety trail trainings.

### **Local Parks and Recreation Fund (LPRF) Grants**

The Local Parks and Recreation Fund (LPRF) provides grants to eligible local government entities for the purchase of lands for parks, natural areas, greenways, and recreation facilities. The funds may also be used for trail development and capital projects in parks, natural areas, and greenways. At least sixty percent (60%) of the funds allocated will go to municipal governments as authorized by TC Sec. 67-4-409. All grant projects must be on publicly owned land. City and county governments are eligible to apply for funding to support eligible projects including land acquisition, indoor and outdoor recreation facilities, trail development.

## **DIVISION OF WATER RESOURCES**

### **Water Quality Management Planning (WQMP)**

The WQMP Grant is funded through EPA funding to implement the Clean Water Act Section 604 Water Quality Management Program. The funding is offered on a three-year cycle, and is currently midway through that cycle. Grants awarded support watershed management planning activities including supporting watershed management.

### **Clean Water State Revolving Fund (CWSRF)**

The State Revolving Fund Loan Program administers Tennessee's CWSRF Loan Program. The CWSRF Program was created in order to provide low-interest loans to cities, counties, utility districts, and water/wastewater authorities for the planning, design, and construction of wastewater facilities.

### **Drinking Water State Revolving Fund (DWSRF)**

The State Revolving Fund Loan Program administers Tennessee's DWSRF Loan Program. The DWSRF Program was created in order to provide low-interest loans to cities, counties, utility districts, and water/wastewater authorities for the planning, design, and construction of drinking water facilities.

## **OFFICE OF POLICY AND SUSTAINABLE PRACTICES**

### **Clean Tennessee Energy Grant**

The Clean Tennessee Energy Grant (CTEG) identified and funded projects that resulted in emissions reductions, utilization of new technology, and support of environmental and economic goals across the state. CTEG funding provided financial assistance to municipal government, county government, utility districts, and other entities created by statute (e.g. airport authority, housing authority) in Tennessee to purchase, install, and construct projects that fit into one of the following categories: Clean Alternative Energy such as biomass, geothermal, solar, and wind; Energy Conservation: Lighting, fenestration, HVAC improvements, improved fuel efficiency,

insulation, idling minimization, and wastewater treatment technologies; or Air Quality Improvement: Carbon Dioxide (CO<sub>2</sub>), Sulfur Dioxide (SO<sub>2</sub>), Volatile Organic Compounds (VOCs), Oxides of Nitrogen (NO<sub>x</sub>), Hazardous Air Pollutants (HAPs), Greenhouse Gases.

This program was funded through a federal Clean Air Act settlement with the Tennessee Valley Authority (TVA) and awarded its last set of external grants in September of 2017.

### **Tire Environmental Act Program**

In 2015, the Tennessee Automotive Association partnered with TDEC and the General Assembly to establish the Tire Environmental Fund. At the time of the first retail sale in Tennessee of a new motor vehicle that is to be titled and registered in Tennessee, a flat fee based on the number of the vehicle's wheels is assessed. This fee is assessed to fund projects creating or supporting beneficial end use for waste tires.

The Tire Environmental Act Program provides financial assistance to private industries, municipal governments, county governments, and other entities in Tennessee to purchase, install, and construct projects that fit into one of the following eligible project categories: tire recycling, tire-derived product use, research, testing and development or facility improvements.

### **TENNESSEE HISTORICAL COMMISSION:**

#### **Federal Preservation Grants**

The Tennessee Historical Commission awards federally funded grants for historic preservation projects. The amount of funds available each year is decided when Congress passes the annual budget. The grants are matching grants and will pay up to 60% of the cost of approved project work. The remaining 40% must be provided by the grantee as matching funds.

The selection process will emphasize projects such as architectural and archaeological surveys, design guidelines for historic districts, and restoration of historic buildings that are listed in the National Register and have a public use. Priorities for grants will be based on the preservation plan *A Future for the Past: A Comprehensive Plan for Historic Preservation in Tennessee*.

**Appendix X is an excel file with information on each of TDEC's sub-recipient grants and vendors/contractors for Fiscal Year 2019-2020.**

**Appendix XI is an excel file with the State Revolving Fund loans utilizing federal or hybrid federal-state funding put under contract in Fiscal Year 2019-2020.** State Revolving Fund loans are competitive based on applications and a priority ranking list, which ranking criteria are determined by statute and federal requirements.

As of February 26, 2021, TDEC has the following pending applications for federal financial assistance.

<b>Date Submitted</b>	<b>Grantor</b>	<b>Title</b>	<b>Federal Amount</b>	<b>State Amount</b>	<b>Purpose</b>
7/22/2020	EPA	Hazardous Waste Management Grant	\$2,025,000	\$675,000	Continued work with TDEC hazardous waste programs
2/26/2021	EPA	Underground Storage Tank Prevention, Detection & Compliance Program	\$620,000	\$206,667	To support prevention of leaking underground storage tanks

## **14. PUBLIC NOTICE AND OUTREACH**

### **TDEC'S DISSEMINATION OF INFORMATION**

#### **NONDISCRIMINATION POLICY AND COMPLAINT PROCEDURES**

A copy of the TDEC Title VI implementation plan is available for on-site review at: William R. Snodgrass Tennessee Tower, 312 Rosa L. Parks Ave., 2nd Floor, Nashville, TN 37243. Once approved by THRC, it will be made available on the TDEC Title VI and Environmental Justice website.

TDEC disseminates information about its nondiscrimination policy through numerous agency materials, including the Title VI poster and brochure, which are posted in TDEC facilities. TDEC also maintains a Title VI external website and an intranet website.

TDEC requires all of its sub-recipients and contractors to post Title VI materials. TDEC makes all of its Title VI materials available on its internal website as well as on its external website. The Title VI poster, brochure, complaint procedure, and complaint form can be accessed from TDEC's Title VI website. Finally, TDEC makes its Title VI and Environmental Justice training available for completion by external customers, sub-recipients, and contractors at: <https://tdec.tn.gov/title6/> and in a simplified PDF format.

#### **PROGRAMS AND SERVICES**

TDEC provides information about its programs and services on the TDEC website at <http://tn.gov/environment/>. TDEC's operating divisions have their own webpages, hosted on TDEC's external website. TDEC also maintains an Office of Communications and an Office of External Affairs (OEA). These divisions actively engage the public and the media regarding TDEC programs and services. TDEC has developed a public participation toolkit to be utilized by its program divisions to promote public engagement. The toolkit is described in more detail in the subsection "Documentation of Minority Input" hereinbelow. TDEC also hosts webpages for "Permits" associated with each program division that handles permits and a webpage entitled "Public Participation Opportunities", which provides links to the different types of public participation opportunities available to beneficiaries and stakeholders such as permits, notices, and hearings. The homepages for both "Permits" and "Public Participation Opportunities" include TDEC's notice of language assistance and link to TDEC's Language Assistance webpage to support engagement of LEP customers.

In fiscal year 2019-2020 and in the current fiscal year, TDEC has deployed alternative approaches to certain public participation opportunities due to COVID-19 related restrictions. When Stay At Home Orders were in place across the state, the department shifted to fully virtual public hearings and meetings. As in-person gathering restrictions have lessened, throughout spring and summer 2020, the department has also deployed a hybrid model, providing stakeholders the opportunity to engage via in-person or virtual formats. These options have generally been well-received by the public, and in some circumstances have resulted in increased participation.

### **Office of Communications**

The Office of Communications provides communications services for the department in the form of traditional media communications, digital media communications, and internal communications.

The office includes the following positions:

- Director of Communications
- Deputy Director of Communications
- Multimedia Project Manager
- Digital Media Manager
- Communications Manager

The Communications team makes information available to minority audiences via news media, social media, and e-newsletters. Communications regularly sends out information about TDEC programs and services to the following publications/groups:

- **La Noticia**, Nashville, Davidson County
- **The Urban Journal**, Nashville, Davidson County
- **La Prensa Latina**, Memphis, Shelby County
- **Tri-State Defender**, Memphis, Shelby County
- **El Paisano**, McMinnville, Warren County
- **La Campana**, Franklin, Williamson County
- **Nashville Pride, Nashville**, Davidson County

These groups are included as regular practice on departmental announcements that could impact their coverage area.

**Office of External Affairs (OEA):** OEA provides outreach and communication to TDEC stakeholders, including local government, other government agencies, the regulated community, public interest groups, and citizens. The focus of OEA is to reflect organization emphasis on great customer service, create feedback loops and communication channels for citizens, customers, and stakeholders about TDEC’s work, and support organizational improvement across department activities.

OEA includes a director and eight Regional Directors located in TDEC Field Offices throughout the state of Tennessee in the cities of Chattanooga, Columbia, Cookeville, Jackson, Johnson City, Knoxville, Memphis, and Nashville. The Regional Directors engage in quality relationships with community stakeholders and proactively work with the community to provide effective communication and timely problem resolution.

A more in-depth explanation of the role of OEA is provided below in the subsection “Documentation of Minority Input”.

In addition to public notice and outreach provided through the TDEC website and its Communications Office and OEA, some divisions engage in their own outreach. Examples of such outreach are provided hereinbelow, organized by division:

**Air Pollution Control (APC):** Permits are noticed on the TDEC website and in local newspapers of general circulation. APC also has a publicly available dataviewer and publishes information regarding its regulatory board meetings. APC participates with associations and non-government organizations. Rulemaking notices are published in the TN Administrative Register online as well as on the TDEC website.

**Division of Solid Waste Management (DSWM):** The DSWM utilizes newspaper releases to communicate information related to hazardous waste permits that are being issued. In addition, the DSWM uses the TDEC website to inform the public of solid waste permit modifications, applications associated with submittal of hazardous waste permits or renewals, request for public comments, and upcoming public meetings and hearings that are scheduled for both solid waste and hazardous waste permits. The DSWM maintains the Solid/Hazardous Waste Management Mailing List so that members of the public can request to have notices sent directly to their attention. DSWM has a publicly available dataviewer and publishes information about its regulatory board meetings. The Toxics program performs outreach at various events across the State of Tennessee during the year. The Materials Management (MM) program utilizes MyEmma and Direct Mail to other government entities as well as using the TDEC website and direct email to inform the public of available grants. MM solicits the input of local governments as part of its minority outreach.

**Division of Water Resources (DWR):** The DWR advertises its programs and services primarily using its website, social media, and email. Other methods of advertising include promotion at professional conferences and meetings, newspaper, and participation with associations and non-government organizations. The DWR ensures beneficiary access by utilizing extensive mailing and email lists, publishing all permit applications and information on the public Dataviewer, hosting public hearings, regulatory board meetings, and other stakeholder meetings, utilizing the public participation process with public notices, public comment and response to comment.

The State Revolving Fund in DWR conducts mass mailing to local governments as well as posting information to its website. The State Revolving Fund also attends conventions and events, such as those hosted by the Tennessee Association of Utility Districts and the Tennessee Municipal League, to meet with governmental representatives and promote the program.

In addition, working with many internal and external stakeholders, the State Revolving Fund has developed an “Ability to Pay” Index, which evaluates the financial need of potential applicants for funds based data, such as community demographics, resiliency, income levels, housing needs, health care access, population age, education level, and more. The intent of this Index is to more fully account for the needs of underserved communities and prioritize their access to critical funds.

**Geology:** This division distributes publications through a maps and publications sales office as well as on the internet. The division also participates in conventions, festivals, and shows such as the annual Centennial Park Earth Day Festival, Elsie Quarterman Cedar Glade Wildflower Festival, Knoxville Gem and Mineral Show, Middle Tennessee Gem and Mineral Society’s *Dig It Gem, Mineral, and Rock Festival*, Murfreesboro’s Annual Earth Day

Celebration, National Wild Turkey Federation Convention, and Tennessee State Museum Artifact Discovery Day.

**Office of Energy Programs (OEP):** This division provides information to customers via workshops, conferences, email blasts and newsletters. A sampling of its outreach events for the past fiscal year, with a particular emphasis on minority outreach, is provided hereinbelow:

<b>Location</b>	<b>Date</b>	<b>Community and/or Government or Municipal Partners</b>	<b>Brief Summary of Event or Activity</b>
Nashville, TN Davidson County School District	7/12/19	Overlook Ridge Apartment Complex - Affordable Housing	Conducted an Energy presentation for 30 students and parents for the environmental education lunch and learns for kids at affordable housing complexes program
Wildersville, TN Henderson Country	7/17- 7/19/2019	Natchez Trace State Park	Hosted a no-cost Energy Camp for 40 K-12 Educators
Hermitage, TN Davidson County School District	7/24/19	Margaret Robertson Apartment Complex - Affordable Housing	Conducted an Energy presentation for 35 students and parents for the environmental education lunch and learns for kids at affordable housing complexes program
Nashville, TN Davidson County School District	7/26/19	Overlook Ridge Apartment Complex - Affordable Housing	Conducted an Energy presentation for 25 students and parents for the environmental education lunch and learns for kids at affordable housing complexes program
Hermitage, TN Davidson County School District	7/31/19	Margaret Robertson Apartment Complex - Affordable Housing	Conducted an Energy presentation for 40 students and parents for the environmental education lunch and learns for kids at affordable housing complexes program
Nashville, TN Davidson County School District	8/02/19	Overlook Ridge Apartment Complex - Affordable Housing	Conducted an Energy presentation for 15 students and parents for the environmental education lunch and learns for kids at affordable housing complexes program
Franklin, TN	8/7/2019	NASEO, TDEC, TEMA, TN Dept. of Safety & Homeland Security, TDOT, TPUC, US DOE CESER, TVA, US DOT FMSCA, US Coast Guard, SEOs (AL, KY, FL, GA, PA), Alabama EMA, East TN Clean Fuels, TN Counties (Lawrence, Lincoln, Montgomery, Rutherford, Williamson), TN Cities (Columbia, Franklin) , Private Sector Fuel Associations, Private Sector Stakeholders Lawrence Co is Appalachia.	Hosted fuel shortage tabletop exercise and workshop for 67 people. Gave presentation on fuel supply chain. Other presentations on cybersecurity and TVA Grid Resilience efforts.
Murfreesboro, TN	8/28/2019	Various TVA stakeholders, including LPCs, associations, advocacy groups, local governments, universities,	TVA Energy Efficiency Information Exchange

Location	Date	Community and/or Government or Municipal Partners	Brief Summary of Event or Activity
		THDA, and TDEC	
Hohenwald, TN Lewis County School District At-Risk County	9/19/19	Lewis County Public Library	Conducted a no-cost K-12 Energy Education Workshop for the homeschool program. 30 students, educators, and parents attended the workshop.
Sneedville, TN Hawkins County School District At-Risk County	9/27/19	Clinch School Family Engagement Night focusing on Math & Science Low-income students - 91%	Hosted a no-cost K-12 Energy Education Booth for 200+ attendees.
Rock Island, TN Warren County At-Risk County	10/19/19	STEAM Festival Rock Island State Park	Hosted a no-cost K-12 Energy Education Workshop for 100+ attendees.
Millington, TN Shelby County School District	12/19/19	Millington Middle School Low-income students - 71%	Conducted two no-cost K-12 Energy Education Workshops for 98 students and educators.
Kingsport, TN Kingsport City Schools – Sullivan County and Hawkins County (At-Risk) School District	2/25/20	John Sevier Middle School Low-income students - 66%	STEM Night - Conducted a no-cost K-12 Energy Education Workshop for more than 100 students, parents, and educators.
Nashville, TN Virtual Live Energy Education Show	6/16/20	Wilson County Library (Wilson County) Westmoreland Public Library (Sumner County) Claiborne Library (Claiborne County-At-Risk)	The K-12 program partnered with a local business (The Science Guys) to perform a virtual live energy education program for 242 students and educators
Nashville, TN Virtual Live Energy Education Show	6/25/20	DeKalb Library (DeKalb County) Fentress County Library (Fentress County-Distressed) Egypt Elementary (Shelby County) Cleveland Public Library (Bradley County) Lebanon-Wilson Public Library (Wilson County) Nolensville Branch Library (Williamson County)	The K-12 program partnered with a local business (The Science Guys) to perform a virtual live energy education program for 295 students and educators

**Office of Policy and Sustainable Practices (OPSP):** OPSP staff host a newsletter, The Catalyst, a podcast, *The State of Sustainability*, and write articles for environmental and trade magazines such as the Tennessee Conservationist. A sampling of OPSP outreach events with a



focus on reaching underserved and underrepresented communities is provided in a chart hereinbelow.

**Environmental Education Initiative:** Based on teacher surveys and feedback, this initiative provided environmentally-related education and outreach directed at K-12 students, teachers, and faculty with an emphasis on serving schools and students located in distressed or at-risk counties, low-income communities, or Title I/CEP schools where 40% or more of students qualify for free lunch. In fiscal year 2019-2020, this initiative assisted schools and students in developing compost programs to divert their food waste from the landfill to usable compost and collaborated with Departments of Health & Human Services and Education and low-income apartment complexes in Nashville and Knoxville to make free lunch and environmental education activities to hundreds of students in summer 2019.

**TN Higher Education Sustainability Initiative:** This initiative developed the first state College/Underserved Community Partnership Program (CUPP). CUPP, a program developed by the U.S. EPA, strives to connect underserved community needs with local higher education institutions. Through this partnership, underserved communities can obtain critical technical assistance and planning from qualified individuals at higher education institutions, while the participating students realize valuable work experience and course credit. For example, through this initiative the City of Gainesboro has been able to connect with students and faculty from Tennessee Tech University to have a watershed study completed to equip the community with information that would allow it to better anticipate potential flooding events, at no cost to the City of Gainesboro. The TN Higher Education Sustainability Initiative will also be offering food panty “mini-grants” to institutions of higher education with a high number of food-insecure students.

**Radon Outreach:** The Tennessee Radon Program performs public outreach through all media outlets for targeted events such as National Radon Action Month. Press releases are accompanied by a governor’s proclamation, which increases media coverage. OPSP manages a radon email and hotline to allow customers to ask questions or request services at their convenience.

**Green Star Partnership/P2:** Outreach for the P2 program is comprised of promotion of workshops and webinars to assist the Tennessee Green Star Partners and other industry in attaining sustainability. Topics are driven by participants. Advertisement is through the OPSP website, Facebook page, email, and word of mouth. Monthly newsletter articles are written to recognize sustainable successes.

Location	Date	Brief Description	Number of Attendees
Davidson, Knox Counties, TN	July 2019	Summer Feedings for the month of July at affordable housing complexes	339
Campbell County, TN – At-Risk	8/3/2019	OPSP hosted the GREEN! Summer Fest providing environmental education on radon, GFSTN, and encouraging partnerships between TN State Parks and local communities	250

<b>Location</b>	<b>Date</b>	<b>Brief Description</b>	<b>Number of Attendees</b>
McNairy County, TN – At-Risk	9/14/2019	Project Learning Tree - OPSP EEI staff providing professional development for teachers	15
Campbell County, TN – At-Risk	9/28/2019	Providing environmental education themed crafting opportunities to kids who live in economically distressed or at-risk counties	120
McNairy County, TN – At-Risk	9/30/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	94
Knox County, TN	10/3/2019	The forum will highlight new research and technologies that improve transportation efficiency, reduce vehicle emissions, and address the mobility needs of all Tennesseans.	200
Montgomery County, TN	10/3/2019	Austin Peay State University will once again welcome business, industry, education and government leaders to campus to ensure that the Clarksville-Montgomery County area remains the best place in Tennessee to live, work, play and thrive.	200
Davidson County, TN	10/18/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	8
Shelby County, TN	10/20/2019	Edible Memphis partnered with Project Green Fork, Kroger, and local Memphis restaurants to host a free event featuring food that had been "saved" and repurposed.	120
Lawrence County, TN	10/23/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	32
Chester County, TN	10/30/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	408
Lawrence County, TN	11/1/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	700
Johnson City, TN	11/2/2019	Staff provided an awareness booth about OPSP programs	8,674
Montgomery County, TN	11/5/2019	Get Food Smart TN, Clean Tennessee Energy Grant and the RX program was showcased to the attendees.	200
Norris, TN	11/5/2019	Staff provided sustainability training for waste reduction, composting, and EEI.	29
Chickasaw, TN	11/13/2019	Staff provided sustainability training for waste reduction, composting, and EEI.	17
Davidson	11/18/2019	Staff provided composting and radon education for the Green Schools Program with a focus on Title I/CEP schools.	110

Location	Date	Brief Description	Number of Attendees
Johnson City, TN	1/9/2020	Presented on Radon Awareness, promoted testing/mitigating homes	30
Johnson City, TN	1/10/2020	Interview to discuss TDEC overview, JC Field Office, Radon, Groundwater assistance line, State Parks, etc. <a href="http://winkler.podhoster.com/index.php?sid=3461&amp;m=01&amp;y=2020">http://winkler.podhoster.com/index.php?sid=3461&amp;m=01&amp;y=2020</a>	Unknown-radio and on internet
Johnson City, TN	1/18/2020	Interview to discuss TDEC overview, JC Field Office, Radon, Groundwater assistance line, State Parks, etc. <a href="http://winkler.podhoster.com/index.php?sid=3461&amp;m=01&amp;y=2020">http://winkler.podhoster.com/index.php?sid=3461&amp;m=01&amp;y=2020</a>	Unknown-radio and on internet
Johnson City, TN	1/28/2020	Presented on Radon Awareness, promoted testing/mitigating homes	50
White Pines, TN	1/30/2020	OPSP honored and welcomed a new Green Star Partner into the partnership.	40
Johnson City, TN	2/12/2020	Staff provided an awareness booth about OPSP programs	4,573
Franklin, TN	2/21/2020	TN Agricultural conference lead by TN AG	200
All Tennessee	4/22/2020	Virtual Earth Day activities focused on implementation in independent and family friendly environments. Encouraged Tennesseans to reduce their footprint, be green at home, and learn about the environment	Unknown
All Tennessee	June-July 2020	Virtual Summer Camp hosted for youth featuring lessons from environmental and natural resource specialists across the department. Lessons provided via social media and stored for access afterwards on TDEC's website.	1500+

**Tennessee Historical Commission (THC):** THC provides press releases each year during the grant cycle regarding Historic Preservation grants. The press release is disseminated through the Office of Communications. Notifications are also provided through *The Courier*, THC's newsletter, and THC's website, through which a copy of the application can be downloaded. THC maintains a Facebook page which it utilizes to perform public notice and outreach. THC's outreach is consistent with federal regulations and guidelines and the Historic Preservation Fund manual, which considers underrepresented properties in its criteria.

**Underground Storage Tanks (UST):** UST has developed a UST Tank Owners Compliance Toolbox, which is updated and distributed annually on flash drives and posted to the Division's website. Board meetings are held regularly, are advertised on the website, and are

open to the public. Tank School classes are held three times per year in each of the three major regions of the state to provide education and resources. Proposed changes to rules are posted on the division's website and the division solicits input from all affected and/or interested parties. UST has extensive documentation available in a number of languages other than English.

### **BOARDS, ADVISORY BODIES, AND MINORITY PARTICIPATION**

TDEC affiliates with fourteen (14) boards and advisory bodies. The boards and advisory bodies include: the Air Pollution Control Board, Archaeology Advisory Council, Board of Ground Water Management, Commissioner's Council on Greenways and Trails, Compliance Advisory Panel, Great Smoky Mountains Park Commission, Heritage Conservation Trust Fund Board of Trustees, Ocoee River Recreation and Economic Development Fund Board, State Review Board, Tennessee Board of Water Quality, Oil, & Gas, Tennessee Historical Commission, Underground Storage Tanks & Solid Waste Disposal Control Board, Water and Wastewater Operation Certification Board, and the West Tennessee River Basin Authority. Each board or advisory body has its own website with detailed information regarding its goals, duties, impact, members, and means and method of appointment. A brief explanation of these items is provided herein for each of the fourteen boards and advisory bodies.

TDEC publishes a list of all boards or bodies for the department, including vacancies, as they occur, on its website. Terms of board members are also posted on the department's website so the public can see when a term is expiring. The department's website also includes the area of interest of board members and the qualifications for the positions on each board.

TDEC does not currently disseminate information about its minority participation on planning boards and advisory bodies to the general public.

Board member term expirations are reported to the Secretary of State forty-five (45) days prior to the end of a term, as required by law. The Secretary of State compiles a searchable vacancy report for which members of the public can access at <http://state.tn.us/sos/pub/oa/index.htm>.

Upon the occurrence of a vacancy, TDEC develops recommendations for appointments, which take into consideration that state law requests the appointing authority to make a conscientious effort to appoint people so that the membership of boards is proportionate to the minority population of the state. TDEC continuously strives to work with named stakeholders and the Governor's office to seek out minority representatives for boards and commissions attached to the Department.

**A spreadsheet of the composition of each board is attached hereto as Appendix XII.**

#### **Air Pollution Control Board**

Information regarding this Board is available online:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Fourteen members: twelve appointed by the Governor for four-year terms and two ex-officio.

**Members include:**

- a registered professional engineer with at least five (5) years of experience in the field of air pollution control;
- a licensed physician with experience in health effects of air contaminants;
- a person working in a field directly related to agriculture or conservation;
- a person actively working in the management of and with current full-time employment in a private manufacturing concern and have a college degree and eight (8) years of combined technical training and experience in permit compliance for Title 5 or Non-Title 5 sources for a manufacturing facility permitted in the State of Tennessee;
- a county mayor or chief executive officer of a Tennessee county;
- a person working in municipal government;
- Two (2) persons from Tennessee industry and with current full-time employment with a private manufacturing concern and have a college degree in engineering or equal and eight (8) years of combined technical training and experience in air pollution abatement for either a Title 5 permit holder or a Non-Title 5 permitted source in the State of Tennessee;
- a person involved in the program of an institute of higher learning in the state involved in the conducting of training in air pollution evaluation and control;
- a person representing conservation interests;
- a small generator of air pollution representing automotive interests;
- a person representing environmental interests;
- Commissioners of Environment and Conservation and Economic and Community Development or their designees.

Commissioned under TC Sec. 68-201-104.

**Powers and duties of the board:**

Promulgate rules and regulations to effect the intent and purpose of this part, pursuant to the Uniform Administrative Procedures Act, compiled in title 4, chapter 5.

Promulgate rules that authorize the technical secretary to issue permits that contain all provisions applicable to sources that are necessary under the federal Clean Air Act, compiled in 42 U.S.C. § 7401 et seq., and the effective regulations pursuant to such act, and that are necessary under this chapter and the effective rules of the board. The issuance of a permit by the technical secretary under the rules authorized by this subsection (a) shall not repeal by implication any rules of the board. The board shall monitor regulations under the Clean Air Act that are proposed by the United States environmental protection agency. If the environmental protection agency promulgates a rule that would roll back federal requirements under the Clean Air Act, the board shall initiate rulemaking on that subject and determine whether Tennessee should have a more restrictive rule than the federal rule on that subject;

Hold hearings and issue such orders and determinations as may be necessary to effect the intent and purpose of this part;

Establish, modify, or amend, without hearing, policies, practices, rules or regulations with respect to procedural aspects of board activities; and

Cause legal proceedings to be instituted in a court of competent jurisdiction, to compel compliance with any order issued by the board, requirement of this part, or rule or regulation adopted pursuant to this part.

### **Tennessee Archaeological Advisory Council**

Information regarding this Council is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Eleven members appointed by the Governor for five-year terms.

#### **Members include:**

- five anthropologists representing the University of Tennessee, University of Memphis, Vanderbilt University, Middle Tennessee State University and East Tennessee State University;
- one representative from the Tennessee Historical Commission;
- one representative from a recognized archaeological association in Tennessee;
- three members of Native American descent and representative of the Native American community in Tennessee;
- one member from the public at large.

Commissioned under TC Sec. 11-6-103.

#### **Duties of the Council:**

To advise the commissioner of Environment and Conservation and the state archaeologist on all matters of policy relating to the activities of the division and to the employment of professional personnel. It is the responsibility of this council to organize and set forth its rules and operational procedures.

### **Board of Ground Water Management**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Five members: three appointed by the Governor for three-year terms and two ex officio. Includes the Commissioner of the Department of Environment and Conservation and the Director of Water Resources or their designees who shall be ex officio members. Three members shall be persons actively engaged in the drilling of water wells - one from each of the three geographical grand divisions of the state. Terms are limited to two consecutive full terms.

Commissioned under: TC Sec. 69-10-107.

#### **Powers and duties of the board:**

The board shall adopt and implement rules and regulations to create a conflict of interest policy for board members. The policy shall mandate annual written disclosures of financial interests, other possible conflicts of interest, and an acknowledgement by board members that they have read and understand all aspects of the policy. The policy shall also require persons who are to be

appointed to the board to acknowledge, as a condition of appointment, that they are not in conflict with the conditions of the policy.

Prior to the issuance of any well driller's license or any installer's license, the board of ground water resources shall review the application for such license and shall make a recommendation to the commissioner either for or against issuance of such license. The board shall promulgate rules and regulations, in accordance with the Uniform Administrative Procedures Act, compiled in title 4, chapter 5, that specify the criteria to be used by the board in making such recommendations.

### **Commissioner's Council on Greenways and Trails**

Information regarding this Council is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Fifteen members appointed by the Department of Environment and Conservation's Commissioner. Initial appointments served two to four-year staggered terms. By-Laws adopted in 2005 by the Council provide that all re-appointments shall serve three-year terms. Members must have demonstrated that they are an active trail user from motorized, non-motorized, or multi-use trails or are an advocate for promoting natural resource conservation and the establishment of greenways. Each one of these interests shall be represented. The Chair of the Commissioner's Council on Greenways and Trails is appointed by the Department of Environment and Conservation's Commissioner. Commissioned under Federal Law.

#### **Functions of the Council:**

The TDEC Commissioner's Council on Greenways and Trails (Council) is the official federal advisory committee fulfilling the requirement for the Recreational Trails Program(RTP) to have a state advisory committee with motorized trail representation and to have at least one meeting per year.

This requirement is confirmed by the Washington office of the Federal Highway Administration on an annual basis in order to insure that each state is eligible to receive the RTP funding.

The committee (Council) oversight is provided by reviewing, for each grant cycle, the Open Project Selection Process (OPSP) that is used to score the RTP grants and by reviewing the RTP grants that were awarded by the Governor after each grant cycle.

Other Council activities include preparing Goals annually and reviewing in September what was accomplished and then setting new goals for the upcoming year.

### **Compliance Advisory Panel**

Information regarding this Advisory Panel is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

The Act requires a Panel of not less than seven (7) members with the following membership appointments:

- Two appointments by Governor of non-business owners/representatives
- Two appointments by the State Senate of small business owners/representatives
- Two appointments by the State House of small business owners/representatives
- One appointment by Environmental Commissioner to represent the Agency

Commissioned under U.S. Code Title 42, Chapter 85, Subchapter (Title) V, Section 507, § 7661f of the Clean Air Act as amended.

**Mission Statement:**

The federal Clean Air Act as amended requires each state to establish a Compliance Advisory Panel as part of their Small Business Environmental Assistance Program (SBEAP).

**Purposes for the required Compliance Advisory Panel are:**

- render advisory opinions about the technical assistance program, difficulties encountered, and the degree and severity of enforcement.
- make periodic reports to the EPA Administrator about the state program's compliance with the Paperwork Reduction Act, and the Equal Access to Justice Act.
- review information provided to small business sources to assure the information is understandable by the layperson.

As required in the Act, the Panel will review the SBEAP activities and assess effectiveness. Members will assist the development and review of reports on Program activities. The Panel will make periodic reports to EPA and the Air Pollution Control Board on SBEAP activities and their assessment. The Panel will review Program materials to determine understandability by small business owners. Additionally, the Panel will review Program service delivery to assess compliance with federal statutes.

**Great Smoky Mountains Park Commission**

Information regarding this Commission is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

**Board Characteristics:**

Five members appointed by the Governor for five-year terms. The commissioner of Environment and Conservation or designee and the commissioner of Tourist Development or designee shall serve as ex officio members of the commission. The commission is required to meet at least once every six months to perform its functions. The purpose of the Commission is to devote its attention to the problems of that portion of the Great Smoky Mountains National Park which lies within the state of Tennessee.

Commissioned under TC Sec. 11-19-101.

**Functions of the Commission:**

Have the authority to confer with the national park service, as a representative of the state of Tennessee, with regard to policies of the national park service to be observed in the Great Smoky Mountains National Park;



Furnish informational services to the United States congress with reference to the needs of the Great Smoky Mountains National Park including, but not limited to, the end of obtaining financial appropriations for the park;

Cooperate with similar commissions in other states adjacent to the Great Smoky Mountains National Park;

Urge the reasonable use of trails within the Great Smoky Mountains National Park;

Maintain, to as great an extent as possible, the entrances to the Great Smoky Mountains National Park free from commercial advertising and/or businesses; and

Take other action, as may be considered desirable, to preserve intact the natural beauty and scenery of the Great Smoky Mountains National Park. This grant of power to the commission shall be construed liberally in favor of the commission taking any action which may be considered by it advantageous to the Great Smoky Mountains National Park.

### **Heritage Conservation Trust Fund Board of Trustees**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

### **Board Characteristics:**

The Board shall be attached to the Department of Environment and Conservation for administrative purposes but shall be independent of the department. Expenditures from the trust fund shall be made only upon authorization of the board. The Board shall consist of eleven (11) members appointed by the Governor for four-year terms. Persons appointed to the board shall include persons knowledgeable in the areas of land acquisition, management, conservation and protection. The membership of the board shall appropriately reflect the racial and geographic diversity of this state. At no time shall the membership of the board be composed of more than four (4) members who reside in any one of the grand divisions of the state as defined in Title 4, Chapter 1, Part 2. The Commissioner of Environment and Conservation, the Commissioner of Agriculture and the Executive Director of the Tennessee Wildlife Resources Agency, or their designees, shall serve as ex-officio, non-voting members of the Board. The Governor shall appoint a board chairperson from the membership of the Board. Other officers shall be selected as provided in the bylaws of the fund.

The Board is commissioned under TC Title 11, Chapter 7.

### **Functions of the Board:**

Acquire for the state, by purchase or by donation, and convey, sell, exchange, lease or otherwise transfer any interest in real property; the board, however, does not have the power of eminent domain;

Make grants or loans to state, federal or local governments and to nonprofit organizations, in order to carry out the purposes of this chapter, including, but not limited to, grants or loans provided to acquire a fee simple or other interest in real property;

Enter into contracts and cooperative agreements, other than grants or loans pursuant to subdivision (2), with state, federal and local governments, with private individuals and corporations, and with associations and organizations, as the trust fund may deem necessary or convenient for the fund to carry out the purposes of this chapter;

Adopt, amend and repeal bylaws;

Adopt policies and guidelines for the use of the trust fund, including the procedure for identifying projects, establishing conservation priorities and allocating money from the trust fund;

Make such studies and recommendations concerning the conservation programs and policies of the department of environment and conservation as it may deem appropriate to a sound conservation program; and

Take any other necessary actions to carry out this chapter.

### **Ocoee River Recreation and Economic Development Fund Board**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions/ocoee-river-development-board.html>

#### **Board Characteristics:**

The Board consists of nine voting members with five members appointed by the governor, and six ex officio, nonvoting members. Appointed members shall serve four-year, renewable terms. Seven members of the board shall constitute a quorum for the purpose of conducting business. Commissioned under TC Sec. 11-8-104.

#### **Members Include:**

- The manager of the Hiwassee/Ocoee Scenic River State Park;
- The comptroller of the treasury, or the designee;
- The state treasurer, or the designee;
- The Polk County mayor;
- One person who represents economic development interests;
- One person who represents private boater interest;
- Three persons who are Ocoee River management zone commercial permit holders;
- The Commissioners of Environment and Conservation, Tourism, Economic and Community Development, or their designees;
- The Executive Director of the Wildlife Resources Agency, or designee;
- A member from the House and Senate whose legislative district includes the majority of the Ocoee River management zone.

#### **Functions of the Board:**

The Board is established for the administration of the Fund to support recreational water releases on the Ocoee River, to provide for management of the Ocoee River management zone by the Department of Environment and Conservation, State Parks Operations, and to encourage the

economic growth of the Ocoee River. The Board is scheduled to terminate on June 30, 2019, and the one-year wind-down period begins. The Commerce, Labor, Transportation and Agriculture Joint Subcommittee met September 26, 2018, and recommended that the Board be extended two years.

### **State Review Board**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Twelve members appointed by the State Historic Preservation Officer for three-year terms. Members must have demonstrated a competence, interest or knowledge in historic preservation and a majority of members shall be recognized professionals. At a minimum, members must include one professional in history, prehistoric and historic archaeology, and architectural history and architecture. The archaeologist must be qualified in both prehistoric and historic archaeology, and the architectural historian or architect must be qualified in both architectural history and architecture. The Chair of the Tennessee Historical Commission's Historic Sites Committee serves as an ex officio member.

Commissioned under the National Historic Preservation Act.

**Purpose:** Objectively evaluate the historic significance of properties and provide professional advice on historic preservation matters to the Historical Commission.

### **Tennessee Board of Water Quality, Oil and Gas**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Twelve members: nine citizen members appointed by the Governor for four-year terms and three ex-officio.

#### **Members include:**

- Department of Environment and Conservation;
- Department of Health;
- Department of Agriculture;
- one person representing the public-at-large;
- one person representing environmental interests;
- one person representing counties;
- one person representing agricultural interests;
- one person representing municipalities of the state;
- a small generator of water pollution representing automotive interests;
- one member representing manufacturing industries and has current full-time employment with a manufacturing concern in Tennessee and holds a college degree in engineering or the equivalent, and has at least eight (8) years of combined technical training and experience in NPDES permit compliance and management of wastewater or water treatment facilities;

- one member representing the oil and gas industry;
- one member representing oil or gas property owners.

Commissioned under TC Section 69-3-104.

**Duties and authority of the Board:**

The board has and shall exercise the power, duty, and responsibility to establish and adopt standards of quality for all waters of the state.

The state water quality plan provided for in subsection (e) shall contain standards of quality and purity for each of the various classes of water in accordance with the best interests of the public.

The board may amend and revise such standards and classifications, including revisions to improve and upgrade the quality of water.

The board has and shall exercise the power, duty, and responsibility to adopt, modify, repeal, promulgate after due notice and enforce rules and regulations that the board deems necessary for the proper administration of this part, the prevention, control, and abatement of pollution, or the modification of classifications and the upgrading of the standards of quality in accordance with subsection (a).

The board has and shall exercise the power, duty, and responsibility to adopt, modify, repeal, and promulgate, after due notice, all necessary rules and regulations for the purpose of controlling the discharge of sewage, other wastes, and other substances from any boats.

The board has and shall exercise the power, duty, and responsibility to proceed without delay to formulate and adopt a state water quality plan.

The board has and shall exercise the power, duty, and responsibility to:

- (1) Hear appeals as specified in subsection (i) from administrative judges' orders assessing penalties or damages, or issuing, denying, revoking or modifying a permit; and
- (2) Affirm, modify, or revoke such orders, as specified in subsection (i).

The board has and shall exercise the power, duty, and responsibility to require the technical secretary to carry out surveys, research, and investigations into all aspects of water use and water quality.

The board has and shall exercise the power, duty, and responsibility to adopt, modify, repeal, and promulgate all necessary rules and regulations for the purpose of establishing and administering a comprehensive permit program that will enable the department of environment and conservation to be designated by the United States environmental protection agency as authorized to issue permits under the national pollutant discharge elimination system (NPDES) established by § 402 of the Federal Water Pollution Control Act, P.L. 92-500, codified in 33 U.S.C. § 1342.

The board has and shall exercise the power, duty, and responsibility to adopt, modify, repeal, and promulgate all necessary rules and regulations that the board deems necessary relating to the underground placement of fluids and other substances that do or may affect the waters of the state.

The board has and shall exercise the power to adopt rules creating a system of incentives for alternatives to discharges to surface waters, such as land application and beneficial reuse of the wastewater.

The commissioner shall develop and submit to the board proposed rules necessary for accurate and consistent wet weather conveyance determinations.

### **Tennessee Historical Commission**

Information regarding this Commission is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Twenty-nine members: 24 appointed by the Governor for terms of five years and 5 ex officio members.

#### **Members include:**

- Governor of Tennessee
- State Historian
- State Archaeologist
- Commissioner of Environment and Conservation
- State Librarian and Archivist
- 24 members who shall be equally divided among the three grand divisions of the state

Commissioned under TC Sec. 4-11-102.

#### **Mission of the Commission:**

The mission of the Tennessee Historical Commission is to encourage the inclusive diverse study of Tennessee's history for the benefit of future generations; to protect, preserve, interpret, operate, maintain, and administer historic sites; to mark important locations, persons, and events in Tennessee history; to assist in worthy publication projects; to review, comment on and identify projects that will potentially impact state-owned and non-state-owned historic properties; to locate, identify, record and nominate to the National Register of Historic Places all properties which meet National Register criteria, and to implement other programs of the National Historic Preservation Act of 1966 as amended.

## **Underground Storage Tanks & Solid Waste Disposal Control Board**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

### **Board Characteristics:**

Fourteen (14) members: twelve appointed by the Governor for four-year terms upon expiration of initial appointments; two ex officio non-voting members.

### **Members include:**

- one person engaged in a field directly related to agriculture;
- one person employed by, or is the owner of, a private petroleum concern with at least 10 years of experience owning or operating a wholesale or retail gasoline business with management responsibility for at least 15 underground storage tanks;
- one person who is employed by a private manufacturing concern in Tennessee who shall have a college degree in engineering or the equivalent and at least eight (8) years of combined technical training and experience in permit compliance and management of solid wastes or hazardous wastes;
- one person employed by a private manufacturing concern in Tennessee who shall have a college degree in engineering or the equivalent and at least eight (8) years of combined technical training and experience in the management of petroleum underground storage tanks and hazardous materials;
- one person who is a registered engineer or geologist or qualified land surveyor with knowledge of management of solid wastes or hazardous materials or the management of underground storage tanks from the faculty of an institution of higher learning;
- one person knowledgeable of the management of solid wastes, hazardous materials, or underground storage tanks to represent environmental interests;
- one representative of county governments;
- one representative of municipal governments;
- a small generator of solid wastes or hazardous materials representing automotive interests;
- one person employed by a private petroleum concern with experience in the management of petroleum;
- one person engaged in the business of management of solid wastes or hazardous materials;
- one person who is employed by, or is the owner of, a private petroleum concern with at least five (5) years of experience owning or operating a wholesale or retail gasoline business with management responsibility for no more than five (5) underground storage tanks;
- Commissioners of Economic and Community Development and Environment and Conservation (or their designees).

Commissioned under TC Sec. 68-211-111.

### **Duties of the Board:**

It is the duty of the board to adopt, modify, repeal, promulgate after due notice and enforce rules and regulations which the board deems necessary for the proper administration of this part. Prior to promulgating, adopting, modifying or repealing rules and regulations, the board shall conduct,

or cause to be conducted, public hearings in connection therewith. All such acts relative to rules and regulations shall be in accordance with the Uniform Administrative Procedures Act.

The board is authorized to promulgate rules and regulations to effectuate the purposes of parts 8 and 9 of this chapter. All such rules and regulations shall be promulgated in accordance with the Uniform Administrative Procedures Act.

It is the duty of the board to act as a board of appeals as provided in TC Sec. 68-211-113.

### **Water and Wastewater Operators Certification Board**

Information regarding this Board is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

#### **Board Characteristics:**

Five members: four appointed by the Governor for three-year terms.

#### **Members Include:**

- a certified operator of a water or wastewater system who holds a certificate of the highest class issued by the board, who may be appointed from lists of qualified persons submitted by interested water and wastewater groups including, but not limited to, the Tennessee Water and Wastewater Association;
- a certified operator of a water or wastewater utility district, who may be appointed from lists of qualified persons submitted by interested utility district groups including, but not limited to, the Tennessee Association of Utility Districts;
- a person knowledgeable about water or wastewater systems with experience working for such systems, who may be appointed from lists of qualified persons submitted by interested municipal groups including, but not limited to, the Tennessee Municipal League.
- a faculty member of a college, university or state technical institute whose major field is related to water or wastewater systems, who may be appointed from lists of qualified persons submitted by interested engineering groups including, but not limited to, the Tennessee Society of Professional Engineers;
- Commissioner of Environment and Conservation or designee.

Commissioned under TC Section 68-221-905.

#### **Powers and duties of the Board:**

Adopt, modify, repeal, promulgate in accordance with the Uniform Administrative Procedures Act, compiled in title 4, chapter 5, and, after due notice, enforce rules and regulations which the board deems necessary for proper administration of this part;

Hold at least one (1) examination annually at a designated time and place for the purpose of examining candidates for certification;

Advertise and promote the program;

Encourage other operators to become certified besides those required by law;

Distribute applications and notices;

Receive and evaluate applications;  
Prepare, conduct and grade examinations;  
Set up a system of fees and late penalties for applicants to support the expenses of the program;  
Maintain all records of the program, and maintain a register of certified operators;  
Promote and schedule regular training schools and programs;  
Hear appeals from any order or ruling issued by the commissioner, and affirm, modify or revoke such order or ruling; issue notices of such appeals and subpoenas requiring attendance of such witnesses and production of such evidence; administer oaths; and take such testimony as the board deems necessary. Any such appeals must be filed with the board within thirty (30) days of issuance of such order or ruling; and  
Recommend to the commissioner the staff required to effectively administer the requirements of this part.

The board has the authority to hear appeals from orders and civil penalties made or assessed by the commissioner under this part.

### **West Tennessee River Basin Authority**

Information regarding this Authority is available at:

<https://www.tn.gov/environment/about-tdec/boards-and-commissions-home.html>

### **Board Characteristics:**

Thirty-one members: four appointed by the Governor for six year terms, two State Senators, two State Representatives, three state agency positions

### **Members include:**

- Commissioner of Environment and Conservation or their designee;
- Commissioner of Agriculture or their designee;
- Executive Director of the Wildlife Resources Agency or their designee;
- County executive of each county in West TN (20) or their designee;
- two members of the House from West TN;
- two members of the Senate from West TN;
- one person appointed from a list submitted by the Tennessee Association of Soil Conservation Districts;
- one person appointed from a list submitted by the Tennessee Conservation League;
- one person appointed from a list of nominees submitted by the Tennessee Farm Bureau;
- one person appointed from a list of nominees submitted by the Tennessee Forestry Association.

Commissioned under TC 64-1-1102.

### **Powers and duties of the Board:**

(1) Enter into contracts and cooperative agreements with state, federal and local governments, with agencies of such governments, with private individuals and corporations and with associations and organizations as the board may deem necessary or convenient to enable it to carry out the purposes of this part. This authority includes, without limitation, the power to contract and make cooperative arrangements with the adjoining state of Kentucky, including



cities, counties and other public agencies within the state, for planning, land purchase and acquisition, construction, operation and maintenance of all works related to water resources development, conservation and open space. It is the intent of this subdivision (1) that the authority have full powers to operate across state lines subject only to contractual agreements with private, governmental and public bodies and agencies;

(2) Adopt, amend and repeal bylaws;

(3) Appoint and define duties and compensation of a program manager and other such agents as the board deems necessary to transact its business;

(4) Accept grants, funds and other assistance from any and all governmental agencies, private agencies and individuals and to spend these in behalf of the authority programs;

(5) Set policy for the authority, including identifying projects, the priority of work and allocating how the budget will be spent;

(6) Delegate any of its powers and duties to the staff assigned to it within the department;

(7) Investigate all water and related resources of the Hatchie, Obion and Forked Deer River basins with regard to flow, hindrances to flow and health of bottomland hardwoods;

(8) Conduct planning for maintenance and restoration of flow and floodplain dynamics of the Hatchie, Obion and Forked Deer River basins. Such planning shall include the order in which specific projects will be commenced. It may also include the prevention of upland soil erosion through such projects as gully and road bank treatment, cropland conversion and accelerated conservation and treatment of grasslands and forests. Such plan formulation must take into account the plans and proposals already prepared by local, state and federal agencies dealing with water control, conservation and related land development;

(9) Prepare preliminary architectural and engineering plans for specific works;

(10) Execute contracts with existing agencies involved in regional planning and development for providing combined staffs and operating personnel, including the United States corps of engineers, United States soil conservation service and development districts organized under the Development District Act of 1965, compiled in title 13, chapter 14;

(11) Prepare detailed architectural and engineering plans and specifications for specific projects and works related to water resources or flood plains, if needed and appropriate; however, many of the projects should be accomplished without detailed engineering plans and specifications as they will involve only the removal of minor blockages, beaver dams or similar actions;

(12) Arrange with any city, county, state or supplier of utilities for the abandonment, relocation or other adjustment of roads, highways and utility lines, but the authority is not responsible for the maintenance, construction or removal of roads, highways, bridges or utility lines;

**(13)** Acquire by purchase or by gift all land and facilities within the area needed for construction of water control structures, channel improvements and facilities for navigation, drainage, irrigation, water conservation and supply, recreation, fish and wildlife and open space. Interest in land may be acquired, including leasehold interest, and the authority may hold, mortgage or otherwise encumber, sell, lease or sublease such land. During the time that title to such property is held in public ownership, it is exempt from all taxes levied by the state and all political subdivisions thereof, and all other property and activities of the authority are similarly exempt;

**(14)** The power of eminent domain in behalf of authority purposes shall, within their discretion, be exercised by cities and counties within the area. The governing bodies of cities and counties are hereby authorized through the power of eminent domain to acquire all lands and facilities within the area needed for construction of water control structures, channel improvements and facilities for navigation, drainage, irrigation, water conservation and supply, recreation, fish and wildlife and open space. Interest in land may be acquired, including leasehold interest, and such may be held, mortgaged or otherwise encumbered, sold, leased or subleased in behalf of authority purposes. The power of eminent domain may be exercised by the governing bodies of the cities and counties within the area under the provisions of title 29, chapter 17, and shall include the power to condemn water rights, easements and any other interest in real estate. During the time that title to such property is held in public ownership, it is exempt from all taxes levied by the state and all political subdivisions thereof;

**(15)** Build, construct, operate, manage, lease and maintain all works, facilities and programs needed for water controls, channel improvements, navigation, drainage, irrigation, water conservation, water quality, water supply, recreation, fish and wildlife and open space;

**(16)** Obtain funds from county governments for purposes of planning, acquisition of land and facilities, and construction, operation, management and maintenance of all works, facilities and programs particularly required by such county or counties. County governments are empowered, but are not required, to impose taxes to accomplish these programs. Such taxes, if imposed, shall be upon all real property lying within the Obion-Forked Deer Rivers basin area watersheds as situated in the respective counties and drained by the Obion-Forked Deer Rivers and their tributaries, and such tax shall be imposed on that property determined by the county as benefiting from the works of improvement and programs of the authority;

**(17)** Fix, levy and collect fees, rents, tolls or other charges for the use of or in connection with any works or programs that are administered by the authority and in the event any agreements with holders of bonds shall be made as provided in this part, to fix, levy and collect such fees, rents, tolls and other charges in accordance with such agreements and subject thereto; and

**(18)** All moneys raised by the imposition of ad valorem taxes or by county appropriations shall be deposited with the state treasurer for the operation of the authority; and interest on such funds held for capital outlay shall accrue to the benefit of the authority and shall be carried forward when necessary as with other capital outlay funds. All funds deposited with the state treasurer shall be reported as expendable receipts; however, in the event that any funds raised by ad

valorem taxes or by county appropriations remain in an account with the state treasurer for the authority as of June 30 of any fiscal year, it is the intent that such remaining funds shall not revert to the state treasurer, but shall be carried forward for subsequent use in the operations of the authority. The commissioner of finance and administration shall prescribe an equitable procedure for determining the amounts of any remaining funds, such procedure to be approved by the comptroller of the treasury and the board of directors of the Obion-Forked Deer basin authority.

### **DOCUMENTATION OF MINORITY INPUT**

As described above in the Public Notice and Outreach subsection, TDEC performs public notice and outreach through several different outlets: at the department level through the Office of Communications, at the division level through extensive public outreach and engagement, with a particular emphasis on outreach to underrepresented groups, and through its Field Offices, Office of External Affairs (OEA), and Legislative Team.

TDEC has eight Regional Directors for External Affairs across the state. One of the most important purposes of the regional offices and directors is to meet with stakeholders and constituent groups in order to provide easy access to the department and its resources.

To effectuate this purpose, OEA developed a public participation toolkit in order to help divisions on a department-wide level communicate more effectively and engage minority and underserved communities in Tennessee. In fiscal year 2016-2017, OEA and OPSP launched a public participation initiative to engage the public, provide awareness of programs and activities and opportunities to provide input in the decision-making process, and foster dialogue on improving service to the public in the Jackson, Tennessee region. This region was specifically targeted in an effort to increase the public participation of low-income and minority communities that have not historically had high levels of engagement in the environmental decision-making process. Through a series of focus groups, OEA and OPSP have engaged leaders and groups representing the interests of low-income and minority communities such as NAACP chapters to provide information about TDEC programs and activities.

In the 2017-2018 fiscal year, OEA and OPSP furthered this effort by holding additional focus groups or “community conversations” in the Cookeville region, the Memphis region, and the Tri-cities region with community leaders, community organizations, and local officials. TDEC staff followed the meetings with individual correspondence with each attendee providing resources, contacts, and information to answer attendee and local community concerns.

In addition to these concentrated sessions, each Regional Director for External Affairs maintains a working database on community interactions or contacts with minority thought leaders and local groups across the state. In addition, this outreach has also helped OEA to identify leaders and local groups across the state that may be concerned by possible project sites to invite these parties to participate in the decision-making process. These efforts are instituted as a means to encourage greater coordination and collaboration between TDEC and its beneficiaries.

In fiscal year 2017-2018, OEA and OPSP collaborated to update the public participation toolkit to include information about TDEC's LEP and environmental justice obligations, to provide resources for identifying situations where LEP customers might be encountered or where environmental justice concerns might arise, and to assist staff in preparing thoughtfully for those occurrences. In the current fiscal year, TDEC OPSP and OEA intend to develop and pilot a "Permitting 101" workshop for the general public, in an effort to better inform stakeholders of opportunities to engage in public participation as part of the environmental regulatory process.

Over the summer of 2018, OPSP engaged in a pilot program providing summer lunch and learns to children who face food insecurity during the summer and lack transportation to engage in TDEC's outreach programs, such as state park programs and festivals. The pilot provided lunch, along with environmental education activities, to 250 children at an affordable housing complex in Nashville over three Fridays in July and August. The pilot program was very successful with predominately minority elementary school aged children obtaining a free lunch and engaging in environmental education. The feedback from children and guardians was positive and led to expansion of the program in fiscal year 2018-2019, partnering with the Departments of Education and Health & Human Services and an affordable housing company, to provide summer lunch and learns at seven affordable housing locations in Davidson County and Knoxville, TN. For the duration of the summer, from late May to early August, the nearly 1,000 predominantly minority children at these housing complexes were given access to a free lunch, daily, with environmental education one day per week. Due to COVID-19, this program was not executed in fiscal year 2019-2020. However, OPSP hosted a Virtual Summer Camp, which provided video-based lessons for school aged children via social media. This offering was promoted to affordable housing complex managers.

In recent years, OPSP's Higher Education Sustainability Initiative has partnered with Roane State and Nashville State Community Colleges to establish necessary infrastructure for food pantries to serve food insecure students. External partners, such as major regional food banks or local food pantries, are providing food for pantries. Due to the success of three pantries that have now been established, in fiscal year 2020-2021, OPSP will provide a "mini-grant" offering that will provide funding to support establishment of necessary infrastructure for on-campus food pantries in underserved communities.

#### **Methods used to inform public of grants/contracts**

Methods utilized by TDEC grant and loan administering programs to inform public of available grants and loan funds are discussed hereinabove in Section 13. Sub-Recipient Monitoring.

All TDEC contracts for the past fiscal year were solicited and processed by the Department of General Services, Central Procurement Office, per our requisitions requesting such for all goods and services.

TDEC enters suggested vendors on the requisition, to include known small and minority vendors, to whom the Central Procurement Office issues an invitation to bid, along with other system-generated bidders for that particular commodity. In addition to the system-generated bidders, General Services also advertises all their events on their website.

## **15. COMPLIANCE REPORTING**

### **TITLE VI REPORTING**

TDEC provides Title VI compliance information to the U.S. Environmental Protection Agency (EPA), the Department of Energy (DOE), and the Department of the Interior (DOI).

### **FEDERAL REPORTING REQUIREMENTS**

TDEC's divisions are responsible for federal reporting requirements as follows:

**Air Pollution Control (APC):** reports annually to EPA for Section 105 Grant pursuant to 40 CFR 35.115; annually to EPA for Section 103 Grant pursuant to 2 CFR 200.328(b)(1-2)(i-iii); semi-annually to EPA for Multi-Purpose Grant pursuant to 2 CFR 200.328(b)(2); and quarterly reporting and final report to EPA for Clean Diesel Grant pursuant to 2 CFR 200.92.

**Archaeology:** reports annually on skeletal remains and associated burial objects to the Department of the Interior pursuant to the National Native American Graves Protection and Repatriation Act, 43 CFR Part 10.

**Division of Solid Waste Management (DSWM):** the Hazardous Waste and Toxic Waste programs complete and submit the pre-award compliance review report to the EPA, as necessary. Hazardous Waste provides an annual report to the EPA on its hazardous waste rulemaking activities, training, compliance, and enforcement pursuant to 40 CFR Part 31.40(b)(1). The Toxic Waste program reports on an annual basis to the EPA for its lead based paint grants pursuant to 40 CFR 745.324(h). This reporting requirement will be extended to once every two years at the discretion of EPA. Toxic Waste also provides performance reports to the EPA subject to 40 CFR Part 35, Subpart A, Sections 35.310-35.315 on an annual basis regarding grantee performance. The EPA has the discretion to waive unnecessary performance reports.

**Division of Water Resources (DWR):** reports to the EPA annually pursuant to 40 CFR Parts 3, 31, 33, 35, 122-125, 127, 130, 131, 141-142, 144, 403, and 503 for its Clean Water and Ground Water Program Grant Reporting, National Pollutant Discharge Elimination System Program, Clean Water and Ground Water Loan Programs, Water Quality Standards, Water Quality Monitoring and Assessment Program, Pretreatment Program, and Biosolids Program. The division also provides a supplemental grant progress report pursuant to 2 CFR 200 and 2 CFR 1500. Under Tennessee's State Water Monitoring and Assessment Program, the division reports its monitoring strategy, workplan, design, Quality Assurance Project Plan and Quality Assurance Standard Operating Procedures, water quality monitoring data, program evaluation, and strategy implementation pursuant to EPA 841-B-03-003. The State Revolving Fund (SRF) reports to the EPA annually pursuant to 40 CFR 35.3135 and 40 CFR 35.3550 with respect to its Clean Water and Drinking Water loans programs.

**Natural Areas:** reports annually with respect to grants received from the U.S. Fish and Wildlife Service, Department of the Interior, pursuant to CFR 200.

**Office of Energy Programs (OEP):** provides a quarterly performance report and a quarterly financial report to Department of Energy pursuant to 10 CFR 420.

**Office of Policy and Sustainable Practices (OPSP):** provides State Indoor Radon Grant Data reports pursuant to the Indoor Radon Abatement Act (IRAA) Section 306(h) to the EPA for radon-related information and activities as well as progress reports to the EPA pursuant to 40 CFR part 31 and 40 CFR 35.115 and 35.514. The Green Star Partnership Program/P2 reports to the EPA pursuant to 2 CFR 200, 2 CFR 1500, and 40 CFR 33 and 40 CFR 35 Subpart A.

**Remediation:** reports annually to EPA pursuant to 2 CFR 200 for its Superfund State and Indian Tribe Core Program (CORE) Cooperative Agreement, its Superfund State, Political Subdivision, and Indian Tribe Site Specific Cooperative Agreement (Pre-Remedial), its Superfund State, Political Subdivision, and Indian Tribe Site-Specific Cooperative Agreements (Five-Year Review), its Superfund State, Political Subdivision, and Indian Tribe Site-Specific Cooperative Agreements (SACA), and its State and Tribal Response Program Grants (Brownfields). Remediation also reports to the Department of Defense pursuant to 2 CFR 200, 32 CFR 33.40, and 32CFR 33.41 for its Department of Defenses and State Memorandum of Agreement (DSMOA) Cooperative Agreement. Finally, Remediation reports to the Department of Energy for its Tennessee Oversight Agreement – TDEC-Monitoring & Oversight Grant as well as the Tennessee Oversight Agreement- TDEC- Federal Facilities Agreement Grant (FFA) pursuant to 2 CFR 200 and 2 CFR.

**Recreation Education Services (RES):** reports annually to the National Parks Service, in the Department of the Interior with respect to the Land and Water Conservation Fund and to the Federal Highway Administration, in the Department of Transportation, with respect to the Recreation Trails Program.

### **Title VI Related Audits and Reviews**

TDEC has not been subject to any Title VI-related audits or findings received from any federal or another state monitoring agency during the 2019-2020 fiscal year.

## **16. EVALUATION PROCEDURES**

### **Evaluating Beneficiary Access and Quality of Services**

Each division is responsible for developing its own self-evaluation measures within the context of TDEC's overall plan. Across the department, TDEC utilizes customer satisfaction surveys to evaluate the quality of services for internal and external customers. That information is utilized by divisions and the department to guide decisions regarding programs, projects, and services.

TDEC programs and their respective outreach efforts are generally reaching additional beneficiaries and promoting broader access. However, fiscal year 2019-2020 presented unique challenges due to COVID-19, which in some circumstances resulted in a significant decrease in customer interactions due to widespread Stay At Home Orders, yet in others, for instance our parks, resulted in a significant increase in customer interactions.

The Parks system boasts over 1300 miles of trails, 372 cabins, 36 campgrounds, and 80+ waterfalls, and is committed to making its programs and services accessible to all Tennesseans: all Tennesseans are within about an hour's drive of at least one park or natural areas. Supporting its focus on accessibility, Tennessee State Parks has made ADA upgrades to several parks in the past few years and is moving forward with a capital project to complete additional ADA upgrades in the 2020-2021 fiscal year.

Our state parks saw record visitation when sites reopened during the pandemic while our park staff worked hard to maintain safe outdoor spaces for Tennesseans. At the close of fiscal year 2019-2020, camping and cabin rentals were at record levels and growing. While visitor load, work demands, and budget realities have put extraordinary strain on state parks, our rangers and staff continually rise to meet the occasion and deliver on our mission. Through much of fiscal year 2019-2020, prior to COVID-19, rangers and seasonal interpretative recreators (SIRs) from Tennessee's 56 state parks and 85 natural areas take natural/cultural history and environmental-based education out of the park to schools, rehabilitation centers, retirement homes, community centers, and community events on a daily basis – reaching tens of thousands of additional Tennesseans, many of whom would not have ready transportation to the parks.

Divisions in both the Bureau of Environment and the Bureau of Parks and Conservation complete annual work plans and business plans, respectively. These plans are reviewed and revised annually to reflect modifications to operations based on strategic priorities, financial circumstances, and opportunities to better meet customer needs and regulatory requirements, among other things. Ensuring beneficiary access to high quality services is an important consideration as part of this annual evaluation process.

Divisions that engage in auditing, such as the Division of Internal Audit and Division of Solid Waste Management (DSWM), include surveys and after-action reviews to solicit customer feedback. That information is utilized in staff meetings and meetings with leadership to identify opportunities to improve the audit process and provide great customer service.

Divisions that engage in significant customer interface, such as Tennessee State Parks, OEP, OPSP, and Underground Storage Tanks communicate with customers via print media, email blasts, newsletters, workshops, week-long science camps, hotlines, and conferences. These programs utilize customer feedback to determine the topics, focus, and structure of future programming. OPSP, in particular, authors articles for publication in, for example, Tennessee Town and City, Public Works Magazine, and the Tennessee Conservationist to ensure outreach to a wide range of beneficiaries. OPSP, OEP, and DSWM regularly participate in events such as Earth Day events, health expositions, conferences, household hazardous waste collections, local fairs, and more to perform outreach and education. During the latter portion of 2019-2020, many in-person events and activities were suspended due to COVID-19.

Each division also engages in self-evaluation at regular meetings and at other points of time throughout the year. For example, the Office of Communications meets weekly to review workloads and digital and traditional media analytics. Communications examines how the public is responding to social media output, including on Facebook, Twitter, and the TDEC e-newsletter. It evaluates the thrust of public interest and inquiry and utilizes that information to allocate resources to respond to public concerns and interests and to proactively perform outreach.

As a second example, in fiscal year 2017-2018, OPSP sent out a survey to internal and external customers asking for specific feedback about elements of its program responsibilities, including its delivery of Title VI and Environmental Justice. Feedback relating to the Title VI and Environmental Justice program was positive with internal and external respondents including comments complimenting the education and outreach efforts of the Title VI and Environmental Justice Coordinator, including the provision of sample Title VI policies and procedures. The feedback noted that the greatest value the Title VI program could provide would be to remain available to respond to questions related to Title VI. As briefly discussed in Section X, OPSP's Title VI Coordinator will work with the Office of Talent Management to enhance internal Title VI/LEP training such that it is more engaging, actionable and effective.

OPSP also develops and utilizes program reports for each of the programs it operates. The program reports provide an overview of the origin of the program, any statutory or regulatory ties or obligations, the purpose and anticipated growth of the program, and quantitative and qualitative metrics related to that program. Those program reports are updated regularly and provide the basis for program plans, which guide the development of programs from year to year. As an improvement, in fiscal year 2019-2020, OPSP developed a program evaluation framework, which it is applying to a subset of its programs in the current fiscal year. The framework addresses environmental, social, and economic impacts associated with its programs and in the majority of circumstances will allow OPSP to better understand program outcomes and impacts for beneficiaries. Collectively, the aforementioned tools allow OPSP staff to directly evaluate beneficiary access and quality of services and prompt OPSP staff to revise programs, as appropriate, in upcoming years.

As discussed in the outreach portion of Section XIV, OEP and OPSP actively engage in efforts to ensure access of all customers to services and programs. These efforts can be seen in the outreach events of those groups, such as the summer lunch and learn program, the composting



program, summer energy camps for students and teachers, the College/Underserved Community Partnership Program, and the higher education institution food pantry initiative.

In addition, in fiscal year 2018-2019, working with internal and external stakeholders, including regulatory divisions and TEMA and TN ECD, OPSP launched the Risk & Resilience Strategic Planning and Community Engagement Workshops targeting underserved, rural, and distressed, at-risk, or transitional counties. The purpose of this initiative is to support these communities in accessing the benefits, services, and programs available to them through local, state, and federal programs and to assist them in engaging in holistic and strategic planning to address the priorities identified by the community. In fiscal year 2019-2020, TDEC OPSP held initial workshops to address community-identified resilience needs in Stanton, Morgan County, and Montgomery County, which resulted in TDEC OPSP's development of a customized report of recommendations for potential pursuit by each community. Next steps for communities that have received reports and workshops for the remaining selected communities of Lake County, Cocke County, Humphreys County, and Spring City are planned for the current fiscal year.

In fiscal year 2019-2020, as referenced in an earlier section, TDEC's State Revolving Fund program finalized its new Ability To Pay Index, which will allow the department to better understand community need for financial assistance to support water and wastewater treatment infrastructure. Additionally, the State Revolving Fund program also prioritized principal forgiveness to small and disadvantaged communities in fiscal year 2019-2020. More than \$26 million was awarded to 12 small and disadvantaged communities; seven of these communities received some level of principal forgiveness with their loan award. Working with our federal and state partners, TDEC has increased principal forgiveness by more than 200% for small and disadvantaged communities since 2018. Tennessee also became the first state in the U.S. to be awarded the Assistance to Small and Disadvantaged Communities Drinking Water Grant enacted under the Water Infrastructure Improvements for the Nation Act (WIIN Act). Through the SRF program, two small and disadvantaged communities (Clifton and Spencer) experiencing challenges in complying with the Safe Drinking Water Act received assistance this fiscal year.

### **Title VI Compliance Deficiencies**

Though TDEC has never been found noncompliant with Title VI, TDEC welcomes the opportunity to make its Title VI compliance more robust as an important means to ensure great customer service and access of beneficiaries to TDEC programs, services, and projects.

As a result of its ongoing review of its Title VI program, TDEC has incorporated revisions to its program during the past fiscal years, many of which have been detailed in this report. For example, the Title VI poster, brochure, and complaint process have undergone slight revisions to make them more accessible and streamlined. A revised Title VI training is being implemented in response to customer comments. The LEP policy and procedures have been revised and clarified. A grants management system was launched, which streamlines and provide significantly greater consistency of the Title VI compliance of sub-recipients, including Title VI training, and of division efforts to monitor that compliance.

To continue to strengthen TDEC's Title VI program, the Title VI Coordinator continues to work with LEP/Title VI Contacts and Division Directors to disseminate information about language assistance services to all internal service providers, to ensure that all LEP encounters are documented, and to coordinate division outreach with Regional Directors community contacts. In the current fiscal year, the Title VI Coordinator will develop an LEP Encounter Formstack, which will facilitate efficient electronic reporting of LEP encounters by TDEC employees. Notices of language assistance have been placed on TDEC's website and are being utilized in public-facing documents such as Notices of Hearings and Notices of Rulemakings. The Title VI Coordinator developed a "field LEP card" and distributed it to field staff to support them in obtaining language assistance in the field and worked with Procurement and each Field Office to have the "field LEP cards" placed in each TDEC vehicle for ease of use. Finally, identifying when stakeholders are likely to be LEP and preparing for effective LEP encounters is a current focus of the department, with revisions planned for the current fiscal year to TDEC's Public Participation Toolkit, which is used by Divisions to prepare for public participation opportunities. As discussed earlier in this document, TDEC's OEA and OPSP plan to collaborate with divisions to develop and pilot a "Permitting 101" educational workshop for the general public to equip stakeholders with information about TDEC's regulatory processes and opportunities within to engage effectively.

From a diversity and inclusion perspective, TDEC's Diversity and Inclusion Council will be focused on taking action to increase the diversity of qualified applicants within the recruitment and interviewing process, while also creating resources and training that can support TDEC managers in creating a work environment that supports equity, diversity and inclusion.

Additional steps to enhance Title VI compliance are detailed hereinabove and will be ongoing in fiscal year 2020-2021.