

# Enhanced Community Engagement Workplan

2025

# EGLE

MICHIGAN DEPARTMENT OF  
ENVIRONMENT, GREAT LAKES, AND ENERGY





## Table of Contents

- Background..... 3
- EGLE’s Mission, Vision, and Values..... 2
- Principles of Engagement ..... 3
- The Community Engagement Workplan..... 5
  - Overview .....5
  - Goal 1:** Support Michigan communities in understanding and participating in EGLE’s issue areas and actions.....1
  - Goal 2:** Demonstrate a commitment to environmental justice as well as building and improving trust with community members and representative organizations. ....3
  - Goal 3:** Improve EGLE systems and structures to support and further enable meaningful involvement in EGLE actions and programs. ....4
  - Goal 4:** Develop internal programming to build EGLE staff’s capacity and skills around how to engage communities effectively and equitably across the state of Michigan.....5
- Appendix A. Existing Outreach Materials across Air Programs and Public Participation Efforts..... 6**
  - Air Monitoring: Existing Air Quality Resources for the Public .....6
  - Air Permitting: Identify existing education and outreach resources for updating and revision.....6
  - Public participation: Identify existing resources for updating and revisions .....7
  - Field Work/Compliance and Inspections: Identify existing resources for updating and revisions.....7

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EGLE promotes the equitable treatment and meaningful involvement of Michigan’s residents regarding the development, implementation, and enforcement of laws, regulations, and policies. Equitable treatment means that no group of people bears a disproportionate share of the negative consequences resulting from governmental, industrial, or commercial operations and policies. Meaningful involvement means all people have an opportunity to participate in decisions that affect their environment and/or health.

EGLE does not discriminate on the basis of race, sex, religion, age, national origin, color, marital status, disability, political beliefs, height, weight, genetic information, or sexual orientation in the administration of any of its programs or activities, and prohibits intimidation and retaliation, as required by applicable laws and regulations.

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## Background

As part of an [informal resolution agreement](#) between the Michigan Department of Environment, Great Lakes, and Energy (EGLE) and the United States Environmental Protection Agency (EPA), EGLE has voluntarily committed to developing and implementing an enhanced community engagement plan to address Section III.B - Commitments Regarding EGLE's Education and Outreach on Its Air Permitting Program and Section III.C - Commitments Regarding EGLE's Public Participation Policy.<sup>1</sup> This enhanced community engagement workplan is part of a larger strategy designed to update and implement equitable public participation processes and community engagement practices at EGLE. Commitments regarding the specifics of EGLE's air quality programs and resources are noted and included as part of this workplan. The workplan details both requirements of the agreement as well as input we have received on public participation processes at EGLE.<sup>2</sup>

The plan is laid out to show the engagement goal, what part of the resolution it addresses (objective), and the actions taken to meet the objective and thus, the overall goal.<sup>3</sup>

Target audiences for this workplan:

- Communities and the general public – including local community-based organizations, advisory groups, neighborhood block associations, and residents interested in activities related to Michigan's air quality
- Environmental Justice communities
- Industry/potential air permit applicants and regulated sources
- Associations representing industry
- Local units of government
- EGLE staff

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<sup>1</sup> B.2. EGLE will share with the EPA, Complainants, and other environmental justice advocates, including the Michigan Advisory Council on Environmental Justice, its education and outreach materials (e.g., technical assistance, regularly scheduled webinars, information available on EGLE's website) and its plan for engaging potential air applicants, communities, and local units of government within 180 days of the effective date of this Agreement

<sup>2</sup> Input avenues: Outreach unit feedback, Environmental Justice Team at EGLE, Office of Climate and Energy Request for Information, Environmental Justice Regional Listening Sessions from 2020, EGLE staff recommendations on update to Public Participation Policy, direct feedback from partners like the November 14, 2023 letter from Community Action to Promote Healthy Environments (CA-PHE) and EGLE's Plain Language Project with University of Michigan-Dearborn researchers and staff from the [Clear Language Lab](#)

<sup>3</sup> The plan also follows guidelines set forth in the White House Council on Environmental Quality's "[Strategic Planning to Advance Environmental Justice](#)" (October 2023, Under Executive Order 14096, Revitalizing Our Nation's Commitment to Environmental Justice for All)

## EGLE's Mission, Vision, and Values

Development and implementation of the workplan aligns with EGLE's mission, vision, and values. As such, it is designed to continue to create transparency and understanding in how EGLE staff work with Michigan residents in

protecting public health and the environment. These guiding principles of EGLE's work are included in this workplan as a reminder of their importance.

### EGLE's Mission

To protect Michigan's environment and public health by managing air, water, land, and energy resources.

### EGLE's Vision

A Michigan that respects people, treasures natural resources, and fosters thriving communities throughout our two peninsulas.

### EGLE's Values

**EGLE makes reasoned decisions.** Within the bounds of state and federal laws and informed by science, EGLE delivers solutions that reflect our mission and equitably serve the interests of Michigan residents.

**EGLE serves the public.** EGLE is accountable and responsive to all Michigan residents. We hold ourselves to the highest standards of government ethics and vigilantly steward public funds.

**EGLE communicates.** EGLE proactively collaborates and engages the public to make informed decisions. We tell our story, so people understand what we do, why we do it, and how our work benefits their lives.

**EGLE leads.** EGLE takes a strategic approach that accounts for the impacts of today's actions on future generations.

**EGLE invests in our team.** Recognizing that knowledge and dedication drive success, EGLE provides a positive workplace with effective leadership and professional development opportunities.

## Principles of Engagement

EGLE's approach to community engagement (CE) reflects EGLE's mission, vision, and values.

- **Accessibility:** Consider access and functional needs across all forms of communication.
- **Continuous improvement:** Reflect internally and seek feedback before, during, and after community engagement activities.
- **Empathy:** Understand the gravity of EGLE's issue areas and how they impact people's lives every day.
- **Equity:** Address community needs by having an intentional focus on community differences, especially in communities that experience the greatest social inequities and environmental injustices.
- **Place-based:** Make an active effort to engage diverse regional partners and consider the place and history of different Michigan communities.
- **Transparency:** Maintain clear, consistent communications around what information we distribute, what we are soliciting, why we are soliciting it, and how we will follow up.

In addition, EGLE uses the International Association for Public Participation (IAP2) [Spectrum of Public Participation](#) (pdf) as a tool to determine the level of engagement appropriate for a particular action, decision, or project. The spectrum covers five levels of public participation: inform, consult, involve, collaborate, and empower. Impacts range from simple dissemination of information to allowing the public full decision-making capabilities.

- Ensuring the needs of LEP individuals can be addressed
- An evaluation of EGLE's programs and services offered to meet the needs of LEP individuals
- The receipt of complaints concerning the agency's failure to meet the needs of LEP individuals
- Feedback from stakeholders, the community, and LEP individuals, including the Michigan Advisory Council on Environmental Justice
- Best practices to further enhance language assistance services

# IAP2 Spectrum of Public Participation



IAP2's Spectrum of Public Participation was designed to assist with the selection of the level of participation that defines the public's role in any public participation process. The Spectrum is used internationally, and it is found in public participation plans around the world.

INCREASING IMPACT ON THE DECISION

|                                  | <b>INFORM</b>  | <b>CONSULT</b>   | <b>INVOLVE</b>  | <b>COLLABORATE</b>  | <b>EMPOWER</b>   |
|----------------------------------|--|--|---|---|--|
| <b>PUBLIC PARTICIPATION GOAL</b> | To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions. | To obtain public feedback on analysis, alternatives and/or decisions.  | To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.  | To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.                     | To place final decision making in the hands of the public. |
| <b>PROMISE TO THE PUBLIC</b>     | We will keep you informed.   | We will keep you informed, listen to and acknowledge concerns and aspirations, and provide feedback on how public input influenced the decision. | We will work with you to ensure that your concerns and aspirations are directly reflected in the alternatives developed and provide feedback on how public input influenced the decision. | We will look to you for advice and innovation in formulating solutions and incorporate your advice and recommendations into the decisions to the maximum extent possible. | We will implement what you decide.                         |

# The Community Engagement Workplan

## Overview

The following section is formatted as a workplan with goals, objectives, and actions.

- **Goals** - broad, long-term outcomes that will support “enhanced community engagement” and environmental justice commitments.
- **Objectives** - direction and specific results that AQD and EGLE hope to achieve within a timeframe and on an ongoing basis.
- **Actions** – steps to achieve objectives and goals.

|               |   |
|---------------|---|
| <b>Goal 1</b> | Support Michigan communities in understanding and participating in EGLE’s issue areas and actions through opportunities for engagement, development of accessible educational materials, and institutional support. |
| <b>Goal 2</b> | Demonstrate a commitment to environmental justice as well as building and improving trust with community members and representative organizations.  |
| <b>Goal 3</b> | Improve EGLE systems and structures to support and further enable meaningful involvement in EGLE actions and programs.  |
| <b>Goal 4</b> | Develop internal programming to build EGLE staff’s capacity and skills around how to engage communities effectively and equitably across the state of Michigan.   |

**Goal 1:** Support Michigan communities in understanding and participating in EGLE’s issue areas and actions.

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| Goal 1 Objectives   | Actions  |
|---|--|
| <p><b>Objective 1.1:</b> Collaborate with EGLE’s Program Divisions to improve and amplify existing outreach and engagement materials.</p> <p>This objective contains actions that will be taken to address <i>Section B.1.a-d (Action 1.1.1) and Section C.1.a-b (Action 1.1.3)</i> in the Title VI resolution.</p> | <p><b>Action 1.1.1:</b> Audit existing materials (factsheets, web language, presentations, etc) for plain language, accessibility, translation, and method of dissemination. In addition, reference where materials fit along the spectrum of public participation. <i>(B.1)</i><sup>4</sup></p> <p><b>Action 1.1.2:</b> Work with Division staff, Public Information Officers, Outreach Liaisons, and communication staff to market and disseminate updated materials, as appropriate.</p> <ul style="list-style-type: none"> <li>• GovDelivery notices</li> <li>• MiEnvironment Articles</li> <li>• Social Media</li> <li>• Press Releases</li> <li>• New Public Participation webpage</li> <li>• At stakeholder meetings and any associated education and training opportunities</li> </ul> <p><b>Action 1.1.3:</b> Update EGLE’s Public Participation Policy and Language Access Plan, also known as the Limit English Proficiency Plan <i>(C.1.a-b)</i></p> |

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<sup>4</sup> See Appendix A for existing materials for audit across air programs and public participation.

| Goal 1 Objectives   | Actions   |
|---|---|
| <p><b>Objective 1.2:</b> Develop and disseminate clear and accessible educational materials to explain EGLE's regulatory processes, programs, and initiatives, tailored to the needs of diverse communities, with a focus on environmental justice communities.</p> <p>This objective contains the actions that will be taken to address <i>Section B.1.c (Action 1.2.1) and Section B.1.a-db (Action 1.2.2, 1.2.3)</i> in the Title VI resolution.</p> | <p><b>Action 1.2.1:</b> To inform during public comment periods, EGLE’s AQD will provide the following on a case-by-case basis or through educational materials as described in Action 1.2.2 (B1c):</p> <ul style="list-style-type: none"> <li>• an explanation of the different regulations which may apply to the permit application,</li> <li>• when and how modeling is used to predict potential emissions,</li> <li>• how health screening levels are used to protect residents in the community,</li> <li>• and the department’s discretion to impose reasonable permit conditions to mitigate</li> <li>• potential impacts from the proposed facility.</li> </ul> <p><b>Action 1.2.2:</b> Identify and develop educational materials that are culturally sensitive, language- appropriate, and visually engaging to effectively convey EGLE's regulatory processes, programs, and initiatives.</p> <ul style="list-style-type: none"> <li>• Use data from MiEJ Screen in educational materials where possible.</li> <li>• Public hearing criteria for divisions (B1b)</li> <li>• Explanation of different regulations (B1c)</li> <li>• How EGLE works with local governments and what we regulate in comparison to localities (B1d)</li> <li>• Health screening levels and when they are considered in decisions or actions.</li> </ul> <p><b>Action 1.2.3:</b> Create educational resources (presentations, programs, materials) that can be used “off the shelf” by EGLE District Office staff for community engagement with a focus on public participation processes.</p> <ul style="list-style-type: none"> <li>• How we use MiEJ Screen (B1a)</li> <li>• How to respond to public comment, what permit staff consider, and process for comment (B1b)</li> </ul> |

**Goal 2: Demonstrate a commitment to environmental justice as well as building and improving trust with community members and representative organizations.**

| Goal 2 Objectives  | Actions   |
|--|---|
| <p><b>Objective 2.1:</b> Establish a proactive outreach program that connects EGLE with communities in their diverse settings, such as neighborhoods, workplaces, recreational spaces, and places of worship, to foster genuine relationships and understand local perspectives.</p> <p>This objective contains the actions that will be taken to address <i>Section A.1. (Action 2.2.2)</i> in the Title VI resolution.</p> | <p><b>Action 2.1.1:</b> Attend in-person community-based events where EGLE staff can table and attend/support with air resources and other resources of community interest (A1). Focus on EJ communities with prioritization based on MAC EJ and Division capacity. Examples include:</p> <ul style="list-style-type: none"> <li>• Health fairs</li> <li>• Community-partner-led events.</li> <li>• Back to School events</li> </ul> <p>Holiday events or other cultural festivities that include tabling/exhibit opportunities</p> |
| <p><b>Objective 2.2:</b> Collaborate with community leaders, advocacy groups, and grassroots organizations to co-create learning opportunities that directly address community needs and concerns.</p> <p>This objective contains the actions that will be taken to address <i>Section A.1. (Action 2.3.1, 2.3.2)</i> in the Title VI resolution.</p>  | <p><b>Action 2.2.1:</b> Co-create with community partners an online Community Learning Webinar Series to include topics like environmental justice screening tools, air monitoring/air sensors, permitting, incorporation of health standards, and other topics of interest for community members and groups (B1)<sup>5</sup></p> <p><b>Action 2.2.2</b> Hold in person learning sessions, upon request around air quality and public participation topics with communities across the state, e.g., Dearborn, Flint (B1)</p>        |

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<sup>5</sup> [Community Learning Series \(michigan.gov\)](https://www.michigan.gov/community-learning-series)

**Goal 3: Improve EGLE systems and structures to support and further enable meaningful involvement in EGLE actions and programs.**

**Goal 3 Objectives**

**Actions**

**Objective 3.1:** Implement user-friendly digital platforms and tools for accessing information and providing feedback, making it easier for communities to engage with EGLE and participate in environmental decision-making.

This objective contains the actions that will be taken to address *Section C.2. (Action 3.1.1, 2.3.2)* in the Title VI resolution.

**Action 3.1.1:** Development of new compliance system “MiEnviro” for the Air Quality Division (C2a). It will:

- Provide transparency to the public with access to more information earlier in the process.
- Provide easier access to documents across different AQD business areas without needing to use the Freedom of Information Act (FOIA) request. This includes asbestos, dry cleaning, compliance, enforcement, permit applications and final permits, emissions reporting, and anything open for public comment.

**Action 3.1.2:** Develop website focused on [public participation and community engagement](#)

- Including how to find out about public comment opportunities
- how to sign up for alerts
- how to give public comment
- how to find information online
- links to helpful meaningful engagement resources
- links to helpful environmental justice resources.

**Action 3.1.3** Develop Community Engagement Guidance for Industry and regulated parties.

- Draft community engagement guidance for industry and regulated sources as well as additional mitigation measures that can be considered in permitting or licensing)

**Goal 4:** Develop internal programming to build EGLE staff’s capacity and skills around how to engage communities effectively and equitably across the state of Michigan.

**Goal 4 Objectives**

**Actions**

**Objective 4.1:** Facilitate regular interdepartmental meetings and knowledge-sharing sessions to ensure a unified and coordinated approach to community engagement.

**Action 4.1.1:** Establish community engagement/public participation workgroup for EGLE across all divisions and offices.

- Using this document, the public participation policy, and Language Access Plan, develop the charge and goals of community engagement workgroup and implement goals set forth in both..

**Objective 4.2:** Develop and implement a Public Participation and Community Engagement cross-training program and suite of resources for staff. Both training and tools will enable EGLE staff to acquire skills and knowledge relevant to community engagement, environmental justice, and equity considerations. (B1, C1)

**Action 4.2.1:** Establish Public Participation and Community Engagement Training Series Leverage Michigan Advisory Council on Environmental Justice in EGLE Staff Training – especially around engaging with and addressing EJ concerns

**Action 4.2.2:** Establish a knowledge repository and toolkit accessible to staff, containing best practices, case studies, and templates to support community engagement efforts. This will be done in a variety of ways dependent on available resources and the topic to be covered. This could include in-person training, webinar training, and guidance documents.

- Public Meetings Best Practices
- MiEJScreen – how and when to use
- Plain Language
- Flyers
- Evaluation Tools

This objective contains the actions that will be taken to address *Section C.1 and B.1. (Action 4.1.1. and 4.2.1)* in the Title VI resolution.

## Appendix A. Existing Outreach Materials across Air Programs and Public Participation Efforts

### Air Monitoring: Existing Air Quality Resources for the Public

| Existing Resource               | Link  | Type of Revision or Updating  | Translation(s)                             |
|---------------------------------|---|---|--|
| Air monitoring station overview | <a href="#">Overview of an air monitoring station (michigan.gov)</a>  | Improvement: break down the different types of air monitors in a more graphic, easy to understand way or the measurements that are taken) | Spanish and Arabic                         |
| Air Monitoring Instruments      | <a href="#">EGLE Classroom - Air Monitoring Instruments - YouTube</a> | As needed   | By request                                 |
| Air Sensors                     | <a href="#">Air Sensor Toolbox   US EPA</a>                           | Not applicable  | Not applicable                             |
| Air Monitoring Network Review   | <a href="#">2024 Network Review Summary (michigan.gov)</a>            | Revised annually.   | Summary translated into Spanish and Arabic |

### Air Permitting: Identify existing education and outreach resources for updating and revision

| Existing Resource   | Link  | Type of Revision or Updating | Translation(s) |
|---|---|------------------------------|----------------|
| Clean Air Act Permitting in Michigan – EPA                            | <a href="#">Clean Air Act Permitting in Michigan   US EPA</a>   | Not applicable               | Not applicable |
| Air pollution from industry: Decisions and how you can influence them | <a href="https://www.youtube.com/watch?v=u6kU2dnrsdc">youtube.com/watch?v=u6kU2dnrsdc</a><br><a href="#">Community-Learning-Case-Study-Presentation.pdf</a> | As needed                    | By request     |
| EnviroSchool: Clearing the Air around Air Quality                     | <a href="#">YouTube video about air toxics, air monitoring, and air modeling</a>  | As needed                    | By request     |
| Air Toxics  | <a href="#">Toxics (michigan.gov)</a>   | As needed                    | By request     |
| Compliance (Stack Testing and Emission Monitoring)                    | <a href="#">Compliance</a>  | As needed                    | By request     |

**Public participation: Identify existing resources for updating and revisions**

| Existing Resource  | Link   | Type of Revision or Updating                                  | Translation(s)                               |
|--|--|---|--|
| Public Participation resources                               | <a href="#">Public+Participation+Resources.pdf</a> (Internal)                                      | As needed   | By request                                   |
| Public Comment Page  | Public Comment page- <a href="#">Public Comment</a>  | As needed   | Documents translated on a case by case basis |
| Public hearings – basics                                     | <a href="#">Public Meetings</a>  | Additional version to refer to virtual and/or hybrid meetings | By request                                   |
| Air Quality Public Comment – how to and what AQD responds to | <a href="#">Air Quality Public Notice</a>  | As needed   | By request                                   |
| AQD Public Participation Policy                              | Internal Policy and Procedure: AQD-036.pdf   | Regularly reviewed and updated (every 2 years?)               | By request                                   |
| Public Participation Policy (Department- wide)               | <a href="#">09-007-Public-Involvement-Department-Programs.pdf</a> ( <a href="#">michigan.gov</a> ) | As needed   | By request                                   |

**Field Work/Compliance and Inspections: Identify existing resources for updating and revisions**

| Existing Resource  | Link  | Type of Revision or Updating | Translation(s) |
|--|---|------------------------------|----------------|
| EGLE Career Series - Senior Environmental Quality Analyst) | <a href="#">YouTube video of air inspector</a>      | As needed                    | By request     |
| MI Environment - Asbestos Inspector                        | <a href="#">YouTube video of asbestos inspector</a> | As needed                    | By request     |