

# ENVIRONMENTAL JUSTICE AGENCY GOALS

North Carolina  
Department of Information  
Technology  
2024

# INTRODUCTION

The proposed Environmental Justice goals for the N.C. Department of Information Technology (NCDIT) are based on the principles of environmental justice, which encourages the just treatment and meaningful involvement of all people, regardless of income, race, color, national origin, or Tribal affiliation, in our agency policies and programming that affects human health, well-being, quality of life, and the environment. These goals align with Governor Cooper's vision of a more equitable and sustainable North Carolina and NCDIT's vision of providing a government that strategically leverages technology for an equitable, prosperous, healthier, and educated North Carolina. Pursuing these goals, NCDIT will make a unique contribution to the State's environmental justice efforts and be a leader among state agencies.

- 1. Require Environmental Justice training for NCDIT employees,**
- 2. Develop a strategy to Introduce middle and high school students in environmental justice communities to careers in growing IT fields.**
- 3. Create a comprehensive NCDIT program that provides contracting information, technical assistance and networking opportunities for Historically Underutilized Businesses**
- 4. Under Section Eight of Executive Order 292, DIT will lead the development of a government-wide Environmental Justice Hub webpage and Mapping Tool.**

1. Environment Justice Training

Status: Pending

Expected Completion Date: June 30, 2025

Require Environmental Justice training for NCDIT employees, beginning with senior leadership by November 1, 2024. This goal intends to raise awareness and understanding of environmental justice among NCDIT leadership who are responsible strategic and operational decisions. The training will cover the history, concepts, principles and best practices of environmental justice, as well as possible application in the IT context.

2. Develop a strategy to Introduce middle and high school students in environmental justice communities to careers in growing IT fields

Status: Pending

Expected Completion Date: March 31, 2025

Develop a strategy to Introduce middle and high school students in environmental justice communities to careers in growing IT fields. This goal seeks to inspire and prepare the next generation of IT professionals, especially from underrepresented groups, by exposing them to the diverse and exciting opportunities in the IT sector. This will also help address the workforce gap and talent shortage in the IT industry.

During fiscal year 2024-2025, NCDIT will partner with three middle schools and or high schools in EJ communities to conduct onsite visits by DIT technologists to discuss career opportunities in the technology field. During fiscal year 2024-2025, NCDIT will promote internships created under its Future Technologists program to high school students

3. Create a comprehensive NCDIT program that provides contracting information, technical assistance and networking opportunities for Historically Underutilized Businesses

Status: Pending

Expected Completion Date: Continues

Create a comprehensive NCDIT program that provides contracting information, technical assistance and networking opportunities for Historically Underutilized Businesses (HUBs) that offer IT services and products. This goal aims to increase the number of HUBs available in the IT category, which are defined as businesses where at least 51% of their ownership consists of one or more people in the following groups: Black, Hispanic, Asian American, Native American, Female, Disabled or Disadvantaged. Efforts will focus on strategic communications and events that raise awareness about the program and encourage agencies to consider HUBs for viable IT contract opportunities.

4. Environment Justice Online Hub and Mapping Tool

Status: Pending

Expected Completion Date: October 15, 2024

Create an Environmental Justice Hub webpage that will host environmental justice information and activities, including a mapping tool and grant information available across the state agencies. The mapping tool will integrate data used in the Department of Environmental Quality's Community Mapping System and Environmental Justice Tool, the Department of Health and Human Services' environmental health data dashboard, and the North Carolina Department of Transportation's EJ and Transportation Disadvantage Index mapping tool.