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Environmental Managers Workshop
Presentation Notes
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- I. The problem
 - A. No compliance
 - B. Minimum compliance
 - C. Environmental issues not integrated into activity design and implementation

- II. The solution
 - A. No single bullet
 - B. Incremental change: it will not happen overnight, but let's begin in earnest
 - C. Multi-faceted: by many people, in many ways, everyday
 - D. Simultaneously
 - i. One person's job – need a point person, champion, accountability
 - ii. And everyone's job – like gender, ethics, core values: we all have to do it

- III. Concrete ways forward
 - A. Good intent is insufficient
 - B. Some options
 - i. Quick trainings: one hour long
 - 1. for missions
 - 2. at mission directors' conference
 - 3. at NEP training
 - 4. at program officers conference
 - 5. at CTO training
 - 6. get folks in a conference room and just ask them to read ADS 204 and the relevant sections of ADS 201& 202.
 - a. do not present, let folks read and then be available for questions and discussion.
 - ii. Be careful who we hire
 - 1. we need people who can and will own the rules
 - 2. technical skill without the ability to own and apply the rules and is not very helpful
 - 3. we need people who can write, conceptualize, communicate outside their technical area, keep files, apply administrative skills, work a bureaucracy
 - iii. Better communication among and between teams

- iv. Clarity of roles and responsibilities: folks need to know who does what, when
- v. Leadership: try to get the Mission Director on board
- vi. AEF accountability: a performance measure
- vii. Put model documents (for example, a sample Initial Environmental Examination) on websites for everyone's use
- viii. Urge people to own the regulatory documents: whether they are assistance checklists, pre-obligation checklists, Initial Environmental Examinations: folks must treat them as living documents to be used, applied, and complied with.
- ix. Post award conferences with USAID partners
- x. Regional Environmental Officers to give an annual training
- xi. On the spot award for those who integrate environmental considerations in design and implementation
- xii. FSN staff: empower them, leverage this key source of institutional memory
- xiii. Strike the correct balance between: environmental compliance and integration is not another horrible regulatory hurdle *and* it is also not as easy and unthinking as a box check.
 - a. This is very hard. We want it easy enough so people do it. But not so easy that only the bare minimum is done.
 - b. Need to make it easy for people to do the right thing. By easy = streamlined. Right thing = more than a box check.
 - c. How to make it easy
 - i. Systems are only as good as the people using them (see III B ii above).
 - ii. Easy checklists

- iii. Mission Orders (but they can also become shelf furniture like Initial Environmental Examinations)
 - a. design
 - b. approval
 - c. environmental procedures
- iv. Create an easy guidebook