Environmental Justice and Equity Training Course

Professional Development Training Course Outline

Category	Environmental Management and Conservation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Environmental Justice and Equity Training Course provides a deep dive into the historical context, core principles, and contemporary issues of the environmental justice movement. This program is designed to equip participants with the knowledge and skills necessary to identify, analyze, and address environmental inequities in their communities and workplaces. We will explore how systemic racism, historical discrimination, and socio-economic factors have led to the disproportionate burden of environmental hazards on marginalized communities, including low-income populations and people of color. The course will emphasize key concepts such as **environmental racism**, **climate justice**, and **procedural justice**, offering a comprehensive framework for understanding and promoting a more equitable and sustainable future.

This course is not just theoretical; it's a call to action. We will move beyond a basic understanding of environmental issues to critically examine the intersectionality of environmental harm with social, economic, and political systems. Through dynamic discussions and practical exercises, participants will learn how to implement effective strategies for **community engagement**, **advocacy**, and **policy reform**. The training will highlight the importance of **meaningful involvement** and **fair treatment** for all, empowering individuals and organizations to become catalysts for change. By the end of this course, you will have a robust toolkit for addressing environmental injustice and fostering a society where everyone has the right to a clean and healthy environment.

Programme Curriculum

Environmental Justice and Equity Training Course

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Course Duration

5 days

Course Objectives

1. Define and differentiate between key concepts: Environmental Justice, Environmental Equity, and Environmental Racism.
2. Analyze the historical and socio-political origins of the Environmental Justice Movement in the U.S. and globally.
3. Identify the disproportionate impacts of environmental hazards on BIPOC and low-income communities.
4. Examine the intersection of climate change with social and environmental inequities, focusing on Climate Justice.
5. Evaluate the role of government policy, corporate practices, and urban planning in creating and perpetuating environmental injustice.
6. Apply the principles of Procedural Justice and Distributive Justice to real-world scenarios.
7. Explore the concept of Energy Justice and its importance in the transition to renewable energy.
8. Develop skills for effective and inclusive community engagement and stakeholder collaboration.
9. Assess the legal and regulatory frameworks, including Title VI of the Civil Rights Act, that relate to environmental justice.
10. Formulate strategies for advocacy, organizing, and implementing grassroots campaigns.
11. Understand the connections between environmental health and public health disparities.
12. Analyze global environmental justice issues, including sustainable development and resource extraction.
13. Create an action plan for integrating environmental justice principles into personal and professional life.

Organizational Benefits

- Demonstrates a commitment to **corporate social responsibility** and strengthens **Environmental, Social, and Governance (ESG)** metrics, improving brand reputation and attracting conscious consumers and investors.
- Proactive training helps organizations avoid potential litigation, fines, and reputational damage associated with environmental negligence and discriminatory practices.

- Fosters a more diverse, inclusive, and socially aware workforce, leading to higher morale, retention, and productivity.
- Building trust and genuine partnerships with local communities, particularly those most affected by environmental issues, leads to smoother project implementation and a more positive public image.
- Integrating environmental equity into business models and product development can uncover new opportunities and position the organization as a leader in a rapidly evolving market.

Target Audience

1. Corporate Sustainability and ESG Professionals.
2. Government and Public Sector Employees.
3. Non-Profit and Community Leaders.
4. Educators and Academics.
5. Urban Planners and Architects.
6. Legal and Compliance Professionals.
7. Public Health Officials.
8. Corporate and HR Managers.

Course Modules

Module 1: Foundations of Environmental Justice

- Historical context.
- Key concepts: Defining environmental justice, equity, and racism.
- The role of intersectionality: How race, class, and gender shape environmental harm.
- The three pillars of justice: Distributive, Procedural, and Participatory.
- Case Study: **Warren County, North Carolina**. The 1982 protest against a toxic waste landfill in a predominantly Black community, considered the birthplace of the modern environmental justice movement.

Module 2: The Disproportionate Burden

- Mapping environmental inequality.
- Environmental health disparities.
- The impact on indigenous communities.
- Socio-economic factors.
- Case Study: **Flint, Michigan Water Crisis**. The systemic failures and political decisions that led to lead contamination in the city's drinking water, a prime example of environmental racism.

Module 3: Climate and Energy Justice

- Climate change as a justice issue.
- **Climate justice** frameworks.
- **Energy justice**: Ensuring equitable access to clean, affordable, and reliable energy.
- Just transition.
- Case Study: **The Louisiana "Cancer Alley"**. A 130-mile stretch of the Mississippi River with a high concentration of petrochemical plants, where residents suffer from disproportionately high cancer rates.

Module 4: Law, Policy, and Regulation

- U.S. legal framework: Title VI of the Civil Rights Act and Executive Order 12898.
- International environmental justice: UN declarations and global agreements.

- Permitting and zoning: How regulations can perpetuate or prevent injustice.
- Policy advocacy: Engaging with policymakers and influencing legislative change.
- Case Study: **Standing Rock Sioux Tribe vs. Dakota Access Pipeline**. The tribe's legal and grassroots fight to protect their water source and sacred lands from an oil pipeline project.

Module 5: Corporate and Business Responsibility

- **ESG (Environmental, Social, and Governance)** frameworks and environmental justice.
- **Corporate social responsibility (CSR)** and its role in addressing environmental inequities.
- Supply chain justice.
- Greenwashing vs. genuine commitment: Identifying authentic corporate action.
- Case Study: **The Chevron-Ecuador Case**. The long-standing legal battle over oil contamination in the Amazon rainforest and the rights of indigenous communities.

Module 6: Community Engagement and Empowerment

- Principles of authentic and meaningful community engagement.
- Participatory action research and community-based monitoring.
- Building coalitions and strategic partnerships.
- Grassroots organizing and protest strategies.
- Case Study: **The Love Canal Tragedy, New York**. The community-led movement of residents, primarily working mothers, that successfully forced the U.S. government to relocate them from a toxic waste dump site.

Module 7: Urban and Spatial Justice

- Green gentrification.
- Food deserts and access to healthy food in urban areas.
- Urban planning for equity: Designing cities with environmental justice in mind.
- Access to green spaces and parks.
- Case Study: **The I-10 Freeway in Los Angeles**. The construction of the freeway, which intentionally bisected and displaced a vibrant Black and Latino community, exemplifies historical urban planning injustice.

Module 8: The Way Forward: Action Planning

- Developing an individual action plan for environmental justice advocacy.
- Creating an organizational strategy for integrating equity principles.
- Best practices for effective communication and education.
- Measuring success and building long-term sustainable change.
- Case Study: **The EJScreen tool from the EPA**. How communities and organizations can use this public resource to identify areas of environmental concern and prioritize action.

Training Methodology

Our training methodology is a blend of interactive and practical approaches:

- Interactive Lectures.
- Case Studies and Group Discussions.
- Guest Speakers.
- Role-Playing and Simulations.
- Hands-on Activities.

- Collaborative Project Work.
- Q&A Sessions.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com