

Bureau of Ocean Energy Management (BOEM) New York & New Jersey Offshore Wind Development Environmental Justice Forum (EJF)

Thursday 2 May 2024, 10:30 am – 12:30 pm ET

Meeting Summary

Purpose and Intent of Meeting

This document summarizes the presentation, discussion, and key themes heard at the 2 May 2024 Environmental Justice Forum (EJF) virtual meeting, hosted by the Bureau of Ocean Energy Management (BOEM). This is the sixth EJF meeting of the series. The goals of the EJF are to:

- Identify priorities, needs, and issues to address through BOEM’s draft New York Bight PEIS specific to environmental justice and underserved communities.
- Improve information-sharing and coordination across agencies, governments, lessees, community-based organizations, and Indigenous Peoples.
- Create greater accountability by providing transparency to communities on whether and how their input has affected the decision-making process.
- Grow long-term relationships with communities that are founded on mutual respect, understanding, and collaboration.
- Reduce barriers to participation, increase access to environmental reviews, and create better-informed decisions.

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Meeting Summary

Welcome and Agenda Overview

Miquela Craytor, the facilitator, welcomed participants to the meeting and began with a moment of silence for participants to center themselves for the discussion.

The facilitator provided an overview of the key objectives for the EJF including:

- Build capacity of participants to comment on BOEM's Programmatic Environmental Impact Statement (PEIS) on Expected Wind Energy Development in the New York Bight (offshore NY and NJ).
- Provide updates on how previous input is being utilized by BOEM or others.
- Grow relationships and improve coordination.

The facilitator reviewed the meeting principles which can be found within the [Participant Guidelines](#).

Participant Announcements

Participants were invited to share any relevant announcements with the broader group. Participants shared the following announcements:

- **Laura Mansfield, BOEM**, shared that BOEM hosted their first Introduction to Offshore Wind: Environmental Justice (EJ) Community Webinar Pilot on 11 April 2024. They noted this pilot did not meet their target audience of EJ community members, but BOEM will work to improve the content and outreach for the next webinar.
- **Meghan Cornelison, BOEM**, provided information about an upcoming event hosted by the Department of Energy (DOE). The event, which is about community benefits and will take place 16-17 May 2024, is called [Leveraging Community Benefit Frameworks Empowering Communities to Benefit from Federally Funded Energy Projects, hosted by National Academies](#).
- **Community Participant** shared information about two upcoming Clean Energy Local Content Familiarization Tours (FAM) Tours, which are designed to have EJ representation. The tours will focus on supply chain, workforce, and community investment. More information can be found at the following webpage: <https://www.localcontent.com/local-content-clean-energy-fam-tours/>
- **State Participant** shared that New York State Energy Research and Development Authority (NYSERDA) released a Request for Information (RFI) on new investments the state of New York will make related to supply chain and manufacturing should anyone on the call want to provide those comments to NYSERDA. More information can be found here: <https://www.nyserda.ny.gov/All-Programs/Offshore-Wind/Focus-Areas/Offshore-Wind-Solicitations/2024-Solicitation>

Draft PEIS Comments Update

Holly Fowler, BOEM, provided an update on the Draft Programmatic Environmental Impact Statement (PEIS) and its subsequent comment period. The comment period was extended for 14 days due to comments received during the initial comment period. BOEM received around 1300 unique comments and 530 submissions which are now posted on regulations.gov and will be included in the Final PEIS. The comments are still being processed, but most were about the Avoidance, Minimization, Mitigation, and Monitoring (AMMM) measures. There were approximately 19 comments related to environmental justice.

Workforce and Economic Considerations

Expert Lightning Talks

Marty Heinze, BOEM, gave a brief presentation on the economic considerations associated with offshore wind development which included the following:

- An overview of the advantages of offshore wind including high energy potential, proximity to population centers, land use efficiency, and job creation.
- The role of power purchase agreements.
- An overview of the current economic challenges for offshore wind, including 1) higher interest rates, which cuts into the revenue of a project, making each project more challenging to meet their profitability targets, 2) inflation, which made offshore wind components more expensive, and 3) a supply chain where components are hard to procure, and vessel availability is limited.
- A few economic cautions for the offshore wind industry as it currently stands such as:
 - The more that is asked of developers by states and/or stakeholders, translates to higher electricity rates for ratepayers.
 - Companies are being very cautious about investing because of current uncertainties in the pipeline of projects, costs, and regulatory considerations.
 - The co-location of jobs at ports suggests fewer job locations.
 - Operations and maintenance support fewer jobs than many expected.

Jeremy Stefek, National Renewable Energy Laboratory (NREL), gave a brief presentation on the workforce development insights associated with offshore wind development which included the following:

- Segments, Magnitude, and Roles
 - The offshore wind workforce spans five major segments, including development, manufacturing and supply chain, ports, vessels, and operations and maintenance.
 - The largest opportunity for the U.S. workforce is the manufacturing of turbine and plant components.
- Supply Chain and Operations and Management (O&M)
 - Supplier jobs represent the largest opportunity space for offshore wind jobs, which includes the manufacturing of components.
- Workforce Considerations
 - There are several workforce initiatives underway.
 - Diversity and inclusion are a high priority for all stakeholder groups.
 - Union support for manufacturing and turbine installation.
 - Apprenticeship programs as a critical pathway to gaining necessary skills.
 - Adjacent industries supporting the transition of workers and utilizing their existing knowledge.
 - Utilizing offshore wind jobs to drive economic growth in communities.
 - A regional mindset should be used when considering commuting patterns, location of people, training programs, and disadvantaged communities.
- Resources
 - [U.S. Offshore Wind Workforce Assessment](#)
 - [Offshore Wind Energy Workforce Development Best Practices Resource](#)

- [Gearing Up for 2030: Building the Offshore Wind Supply Chain & Workforce to Deploy 30 GW & Beyond](#)

Breakout Discussions

The facilitator explained that participants would be divided into two breakout groups (one for New York and one for New Jersey) to discuss each presentation. Please note that the following reflects comments shared by participants.

Breakout Group 1: New Jersey

Group Discussion Overview: Workforce Development, with Jeremy Stefek (NREL)

The following questions and comments were shared by participants as they related to the workforce development presentation.

- What are the most important occupational jobs to focus on, regarding careers for overburdened communities facing structural barriers to employment?
- There is some uncertainty around how to reach low-income and marginalized communities to connect them to unions and jobs. How can we increase access for these communities?
- How can we address childcare needs when people go to work?
- **Laura Mansfield, BOEM:** What is the role of the state and federal government to support information needs about offshore wind?
- It's important to build connections between communities that need jobs and those supplying the jobs.
- **State Participant:** The Wind Institute is working with the carpenter's union to increase opportunities for women and minorities in their apprenticeship programs.
- Government agencies should focus on and fund more full-day educational events for youth in offshore wind.
 - **Jeremy Stefek, NREL:** Many clean energy jobs are also construction jobs. Current apprenticeship programs can help prepare people for jobs in offshore wind.
- **State Participant:** New Jersey Economic Development Authority (NJEDA) is funding a pre-apprenticeship training program in a low-income community in Newark, giving participants the training to be able to pass the IBEW exam or similar exams. NJEDA will also help place participants with jobs or send them to college to get further education. These apprenticeship programs also provide general information about offshore wind. NJEDA also funds wrap-around support services, and the applicants decide where funds are needed.
- Kid Wind does youth offshore wind educational programs.
- **Other Participant:** It's important to hear from communities about the barriers they are experiencing with getting these jobs (e.g., transportation, childcare, criminal records, etc.).
- Job opportunities should be connected to transit lines and other forms of accessible transportation.

Group Discussion Overview: Economic Considerations, with Marty Heinze (BOEM)

The following questions and comments were shared by participants as they related to the economic considerations presentation.

- How much is offshore wind subsidized, and are there any resources on this?
- How can offshore wind companies, agencies, and communities better collaborate across the mix of energy sources? Talent development and economic development is needed in communities.
- **Tribal Participant:** It would be helpful to show a chart or comparative analysis of the cost of energy from offshore wind and current energy sources for individual consumers. Show a sliding scale of costs over the next 10 years.
 - **Marty Heinze, BOEM:** New Jersey will show what rates will cost for the average ratepayer under offshore wind.
- **Tribal Participant:** BOEM could show over 10 years how offshore wind will lessen the impact of carbon and if it is worthwhile.
- **Tribal Participant:** BOEM could show a chart of unions, and who is doing what in the offshore wind space, including special programs and hiring opportunities are available.
- Local supply chain requirements have an impact on the cost to consumers.
- **Other Participant:** There are programs for low-income and moderate-income residents to upgrade appliances, from Board of Public Utilities (BPU) money. Something similar may need to be done for offshore wind, to help with costs.
- Surprised by cost of OSW compared to other renewable energy sources
- **Community Participant:** Despite the costs of offshore wind, health for low-income residents is as important. Offshore wind can address climate change, air quality concerns, and health impacts which are also "costs" to consider.
- Consider how expensive fossil fuels are when considering the externalities (e.g., costs to health).
- Speaking to communities about their cost concerns is important. These concerns may not be reflected in the current data or understanding of costs.

Breakout Group 2: New York

Group Discussion Overview: Workforce Development, with Jeremy Stefek (NREL)

The following questions and comments were shared by participants as they related to the workforce development presentation.

- **Other Participant:** How will we feed people from low-income communities into these jobs?
 - Labor unions must meet with industry to better understand when the jobs will be available to train the workforce appropriately. The key information needed is when to train and what to train.
- **Tribal Participant:** They asked about the projection of 2000 turbines mentioned in Jeremy's presentation because their projection for number of turbines is over 6,000; clarification was provided that the projection mentioned in the presentation was 2,000 jobs, not turbines.
- **Community Participant:** What is still predicted versus confirmed in terms of jobs? Are we being realistic in looking at European models? What is the timeline for these jobs coming online?

- They continued to share their organization works with 18-24 year olds to provide support in understanding roles and opportunities in the green sector. The potential workforce needs earlier interactions to ensure interest from frontline communities. These communities need to be able to see themselves in these roles, meaning there needs to be more entryways and more diversity among the wind energy workforce.
- **Jeremy Stefek, NREL:** They do not have a good answer to the timeline; however, training will need to start at least two years from when a project comes online. There are already community colleges and apprenticeships for wind energy set up along the East coast. There are also organizations such as [KidWind](#) working to increase engagement among middle and high schoolers with offshore wind.
- **Community Participant:** Appreciated the NRELs recent report and highlighted that the more localized we can make assessments in the future the better.
 - **Jeremy Stefek, NREL:** NREL is looking at an example of how states (Maryland, Delaware, Virginia and North Carolina) can work together to share manufacturing facilities, etc. to shape the workforce. Not every state is going to have a facility, but there can be workers from other states who commute in and out of states who do have those facilities.
- **Community Participant:** What are the plans to close the loop on information given to communities about expectations around jobs? There is clearly a gap in the information coming from developers and being shared with communities which creates false hope.
 - They continued that they understand there is a level of ambiguity for jobs, but communities are begging for information about what jobs will look like, how many there will be, if they will be short-term or long-term, and what qualifications will be required.
 - **Lessee Participant:** Agreed via the chat, saying this is disheartening to communities.
 - **Jeremy Stefek, NREL:** Noted that he understands this point but does not have a good answer. This is his greatest question too. The offshore wind industry has developed slower than what was expected 4 years ago. He has been trying to raise this point as well and stressed that we need to collaborate and talk more with communities, but it has not been enough.
- **Tribal Participant:** Agreed with a previous estimate of 6,000 turbines being installed on their coastal waters which is a tremendous amount and 2,100 by 2030 is still a tremendous amount. However, they expressed their opinion that there is no way we will arrive at that number by 2030 and this is false information. One barrier is a potential change in Administration which would put offshore wind development on hold until another administration comes through to pick it back up. There are simply not enough projects in the current pipeline that would be able to continue through a potential Administration change.
 - They continued that many wind energy jobs are highly technical and will take much longer to come online than we think; therefore; we should be reaching out to elementary schools whose students will be the ones working in the wind energy workforce.

Group Discussion Overview: Economic Considerations, with Marty Heinze (BOEM)

The following questions and comments were shared by participants as they related to the economic considerations' presentation.

- **Community Participant:** How can labor and hiring requirements be implemented from the early stages? Can this requirement of developers be added to subsidies? It seems like community benefit agreements (CBAs) provide a way to start that conversation early to enable organizations to help educate communities about what jobs are coming.
 - **Marty Heinze, BOEM** shared that BOEM can encourage project labor agreements but cannot provide subsidies for offshore wind.
- **State Participant:** They reiterated the importance of incorporating project labor agreements early in the process as well as drawing up bidding contracts for offshore wind agreements. At this stage, there is no step for mandating CBAs but there is certainly an enforceable requirement for engagement at the community level.
- **Other Participant:** They have seen a significant amount of activity with developers wanting to reach community groups as they know this is required of them.
- **Community Participant:** They want a better understanding of the projections. What projections have been most viable to use? What are the best practices from European models that are most relevant to apply here to assist in making the market less volatile?
 - **Marty Heinze, BOEM** responded that when thinking about the pipeline for future offshore wind development projections, it is important to have a healthy pipeline of projects to encourage the investors along with looking at what proportion of the turbines are manufactured and/ or assembled in the U.S. He noted that original equipment manufacturers (OEMs) are willing to make investments, however they won't make this unless there is a steady supply of projects for several years out.
 - **Marty Heinze, BOEM** continued that the level of certainty is not being helped by the cancellation of projects. We are well behind the 2030 projections; therefore, the number of jobs depends on the pipeline of projects. There are examples in Europe that could help increase that certainty; however, there are numerous differences including:
 - Offshore wind development began back in 1990 in Europe.
 - Europe has more countries which leads to more spread-out offshore wind projects.
 - The market is bigger within the European Union so there cannot be a requirement that offshore wind development be done by one country.
 - Not every place is trying to do everything such as have their own construction port. In fact, there are only two primary ports for construction of offshore wind turbines. Whereas in the U.S. there is competition among states to do everything.
 - European rules differ from U.S. Federal rules.
 - **Community Participant:** They proposed a cooperative or clustered approach to manufacturing and wondered if this could be achieved. They noted that manufacturing is at its core more clustered as some things require facilities in ports because they cannot be transported on land.

- **Other Participant:** There are centralized training centers in Europe, whereas in the U.S. union training centers are conducting training individually. Unless developers go to every union training center, it is not a coordinated, centralized approach.
 - **Mart Heinze, BOEM** shared that he thinks the unions are doing a good job and their members are attending trainings and improving skills. While unions have been effective, community colleges have experienced more difficulties getting training off the ground.
- **Community Participant:** Could regional MOUs be successful in helping states agree to strategically disperse work?
 - **State Participant:** There is competition among the states and to secure good headlines and deep investment, states see it as beneficial to have as much of the work localized as possible. That said, there are still collaborations. For example, NYSERDA and NJ EDA are partnering in some respects and there is a recognition to do more of this.
- **Community Participant:** Can we be intentional in reaching out to state entities about the importance of collaboration? How do we make these suggestions to the appropriate agencies?
 - They said there is not enough follow-through from agencies, especially in terms of holding people and/or companies accountable. If federal agencies such as DOE, FERC, and BOEM were all on the same page, saying the same thing, that would make a big difference because government agency collaboration is critical.
- **Tribal Participant:** They agreed with the previous comment on accountability. From the Tribal perspective, they have asked BOEM several times to take more responsibility and authority.
 - They continued that engagement has been good thus far, but it could still be better and asked that engagement be mandatory for developers.
 - They noted that the lease areas are on Tribal land, therefore the Tribal Nation should be a part of the leasing and permitting processes.
 - They also noted that their Tribal Nation cannot handle all the information thrown at them and they need more time and support from BOEM.

Reflecting on the EJF

Laura Mansfield, BOEM shared an update on the status of the New York and New Jersey Environmental Justice Forum pilot effort to date. The EJF meetings were tied to the two-year development of the New York Bight PEIS and scoped to regularly occur from Fall 2022 through Summer 2024. The final EJF will be related to the final PEIS, which is anticipated to be released in Fall 2024, at which point BOEM will begin preparing Environmental Impact Statements (EISs) for Construction and Operations Plans (COPs) as they are submitted for each lease area.

BOEM has begun reflecting on this pilot effort to consider how the agency can advance meaningful environmental justice engagement. The EJF informed additional efforts within BOEM including the following:

- Informed the PEIS and developed a network to enhance public meeting engagement for the Draft PEIS.

- Provided input shared at the EIJ with senior leaders and PEIS authors. The Input Status Reports could be used as a reference to cross-check when reviewing the PEIS and utilized to provide rationale for funding requests.
- Informed the development of BOEMs first EJ-centric mitigation measures for consideration in the PEIS.
- Developed a pilot approach to EJ engagement that other offices within BOEM are seeking to replicate. The BOEM Director has recognized this effort and referred to it in hearings in front of Congress and highlighted it in the Ocean Justice Strategy along with the Department of the Interior Environmental Justice Report.
- Informed the design of a National EJ Strategy engagement approach.

Laura Mansfield, BOEM reminded participants of the initial purpose of the EIJ, jointly developed with them at the start of the 2022 pilot. This included:

- Value and integrate input into plans and processes, not only giving communities space to have a voice but also to have influence.
- Have clear, actionable outcomes.
- Prioritize and fund studies that emphasize social science tools. There also needs to be metrics over time, longitudinal studies, adaptive management, and program evaluations which include analyzing participant retention.
- Create tangible, lasting, and felt benefits through leveraging partnerships and expanding the traditional perspective of benefits (e.g. workforce development, CBAs, childcare).

Laura shared the following EIJ overarching goals set in 2022:

- Advance the principles of meaningful engagement and outreach that reduce barriers to participation, increase access to environmental reviews, and create better-informed decisions.
- Grow long-term relationships with impacted communities and Tribes in the region that are founded on mutual respect, understanding, and collaboration.
- Continue to expand outreach to as many members of environmental justice and underserved communities and Tribes in the region as possible.
- Improve coordination with other federal agencies, state and local governments, and community-based organizations to reduce fatigue and streamline information sharing.
- Close the information feedback loop by providing greater clarity to communities and Tribes on whether and how their input has affected the decision-making process.

Participants then responded to the following discussion questions:

1. What has been the most meaningful to you or your organization as part of the EIJ process?
2. What would you have liked to see more of or less of?

Group Discussion Overview

- **Community Participant:** They enjoyed this process and appreciate how open BOEM staff has been to feedback and engaging in uncomfortable conversations. They noted conversations need to be action based. The EJV facilitated the development of relationships with BOEM and provided an opportunity for organizations of all sizes to have their voices heard, which has been productive. Moving forward, it will be important for BOEM to consider how to be more active in holding other agencies and organizations accountable. This will involve being intentional about bringing people to the table who can enforce accountability. They highlighted the fact that the EJV is a seed that needs to continue to grow, and there is still more work to be done.
- **Lessee Participant:** They shared their appreciation for the EJV and noted the feedback has been helpful to hear. There was great value in the in-person EJV (Fall 2023), particularly during the breakout discussions where participants were able to take a deeper dive into certain topics. They would like to see more of those deep-dive discussions on topics such as community benefit agreements.
- **Community Participant:** They found it was useful to bring together stakeholders via the EJV, especially across state boundaries. However, there needs to be better representation of environmental justice groups – there cannot be only a handful of community-based organizations speaking on behalf of environmental justice.
- **Tribal Participant:** They shared certain barriers that need to be addressed for apprenticeship program funding distributed via the Department of Labor to avoid potentially excluding EJ communities from career opportunities. They suggested BOEM convene a task force of developers, community representatives, and unions to work with the Department of Labor to better understand how to bring job opportunities to people in areas where offshore wind energy development is happening.
 - **BOEM** responded that they would reach out to their contacts at the Department of Labor to better understand opportunities for deeper coordination.
- **State Participant:** They shared the EJV has been beneficial, especially the in-person EJV (Fall EJV), and they felt it would be nice to meet in-person for the final Summer 2024 EJV as well. They shared that it would be great to contact participants to expand their organization’s reach among EJ groups in the region, particularly when announcing funding opportunities.
 - **BOEM** shared that they are not ethically allowed to share contact information but could explore ways for participants to voluntarily share this information should they wish to do so.
- **Community Participant:** They emphasized that EJ organizations will make time for efforts such as the EJV when they are worth their time, meaning they are 1) compensated and 2) have a clear understanding of the outcome and associated benefits.

Reflections on the EJF

What has been the most meaningful to you or your organization as part of the EJF process?

What would you have liked to see more of or less of?

The sticky notes contain the following text:

- In-person EJF went well + good for breakout discussions**
- Think about what EJ communities will get out of this process?**
- I think we should acknowledge the groups/individuals that have participated in the EJ forum, and publish that info. This was developers know how many people are holding them accountab**
- Openness and active listening**
- How can BOEM and other agencies help keep people/industries accountable?**
- There is more work to do - how can this be a seed planted on a longer process?**
- Good way to bring various stakeholders together**
- Rep from EJ communities could be better**
- Gave all organizations an opportunity to share their voice**
- I would like to see greater engagement and involvement of EJ communities that will be impacted by Offshore wind, particularly from NJ**
- Consider deep dive into topics (e.g., CBAs) discussed at the November EJF**
- Task Force of BOEM and Workforce/unions to understand what can be done in OSW space and bring opportunities to impacted communities? Strategy effort w/DOL**
- Contact list of EJF participants**

The above is a screen capture of a Jamboard used during the Spring EJF during an open group discussion on participant reflections on the EJF.

Next Steps & Adjourn

The meeting concluded at 12:30 pm ET.

Meeting Participants

Community Based Organizations & Non-Profits

Alex Malescio	Urban Upbound
Anna Yum	Offshore Wind Innovation Hub
Annel Cabrera-Marus	Green City Force
Charles Callaway	WE ACT for Environmental Justice
Heidi Yeh	Pinelands Preservation Alliance
Margaret Middaugh	Unitarian Universalist Faith Action New Jersey
Michael Freeman	Ocean Conservancy
Mo-Yain Tham	Jobs to Move America
Sebastian Baez	UPROSE
Thomas Ikeda	Center for the Urban Environment

Other Organizations

Andrea Villalon	University of Waterloo
Angele Doyne	MRV Group

Glenn Vickers	MRV Group
Helen Rose Patterson	National Wildlife Federation
Julia Weil	Avanti Corporation
Kayla Walsh	New York Sea Grant
Lisa Futterman	Workforce Development Institute
Lisa Lord	Camden County Technical Schools
Marcus Sibley	National Wildlife Federation
Paula Bowens	MRV Group
Robi Nilson	Lawrence Berkely National Laboratory
Robin Tabakin	Technoforce LLC
Sara Parkison	Turn Forward
Zionna Brunson	Alliance for Clean Energy (ACE NY)

Tribes

Jason Cofield	Shinnecock Nation
Michael Johnson	Mashantucket Pequot Tribal Nation
Peter Silva	Coast Tribal Resources LLC

State and Local Agencies

Cathy Yuhas	Wind Institute, NJ Economic Development Authority
Jenny Sing-Bock	NYSERDA
Laura McLean	New York State, Department of State
Muskan Shrivastava	New Jersey, Department of Environmental Protection (NJ DEP)
Oriana Holmes-Price	New Jersey Environmental Justice Alliance
Tyler Hepner	New York State, Department of Environmental Conservation (NYS DEC)

Federal Agencies

Jaime Marte	Department of Transportation, Maritime Administration (DOT MARAD)
Alan Finio	Department of Transportation, Maritime Administration (DOT MARAD)
Anne Schaffer	US Environmental Protection Agency (EPA)
Hannah Weaver	Bureau of Safety and Environmental Enforcement (BSEE)
Jared Pritts	US Army Corps of Engineers (USACE)

Kelly O'Reilly	Department of Transportation, Maritime Administration (DOT MARAD)
Pamela Phillips	Department of Transportation, Maritime Administration (DOT MARAD)
Samantha Nyer	US Environmental Protection Agency (EPA)
Sara Froikin	US Environmental Protection Agency (EPA)

Lessees

Aaron Siegel	Vineyard Offshore
Eleanor Evans	Environment Design & Research, DPC
Esther Siskind	Vineyard Offshore
Gaspar Caro	Total Energies
Lisa Wood	Bluepoint Wind
Marlena Fitzpatrick	Vineyard Offshore
Retha Fernandez	Community Offshore Wind
Sarah Dougherty	Invenergy LLC

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