



U.S. DEPARTMENT OF  
**ENERGY**

Fossil Energy and  
Carbon Management

# Explaining FECM's Societal Considerations and Impacts Framework: What are we doing and why?

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# Four components to Societal Considerations and Impacts:

- Diversity, Equity, Inclusion, and Accessibility (DEIA)
- Community and Stakeholder Engagement
- Justice40 Initiative
- Quality Jobs

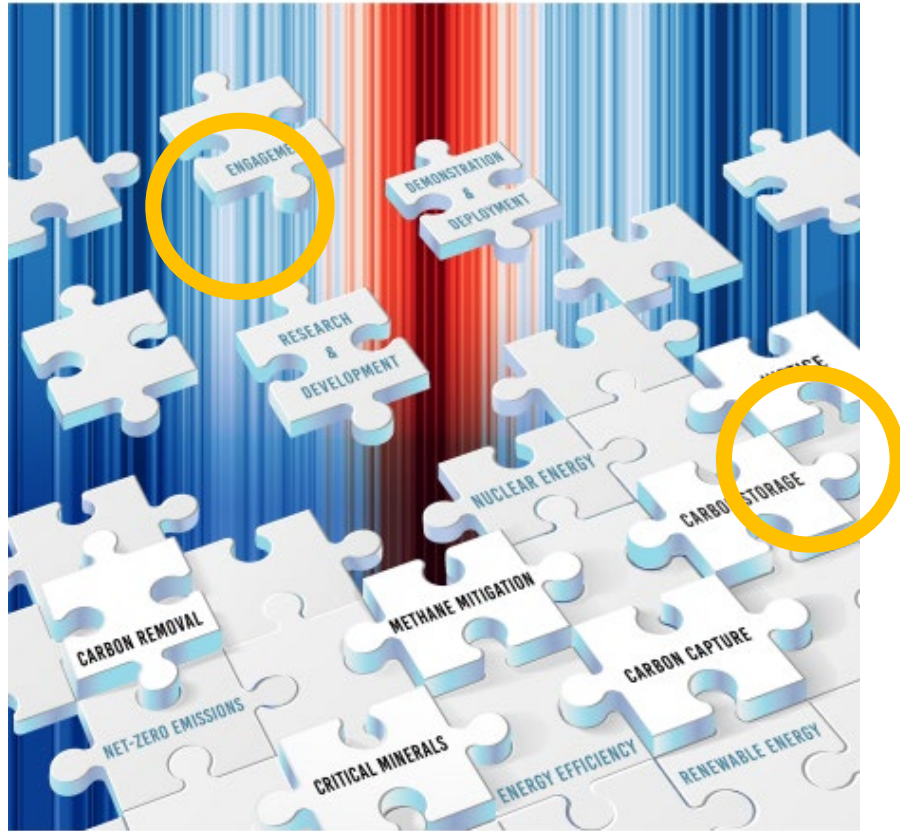
# Why a SCl framework? The short answer:

***We know from experience that community and stakeholder engagement and addressing impacts is key***

1. Department and Administration priorities
2. Office of Fossil Energy and Carbon Management priorities
3. **We want projects to be successful**

## STRATEGIC VISION

The Role of Fossil Energy and Carbon Management  
in Achieving Net-Zero Greenhouse Gas Emissions



“FECM is committed to incorporating **justice** principles throughout our work. FECM prioritizes the **meaningful participation** of communities, with special focus on disadvantaged communities; a just distribution of benefits; and emphasis on remediating legacy harms while also mitigating new impacts. These principles will be at the center of funding decisions, including implementation of Justice40, and partnership development.”

# Diversity, Equity, Inclusion, and Accessibility (DEIA)

# Prioritizing DEIA

## Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government

JANUARY 20, 2021 • PRESIDENTIAL ACTIONS

“[T]he Federal Government **should pursue a comprehensive approach to advancing equity for all**, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. ...

By advancing equity across the Federal Government, we can create opportunities for the improvement of communities that have been historically underserved, which benefits everyone.”

The head of each Agency shall make advancing DEIA a priority component of the agency's **management agenda** and **agency strategic planning**.

# Prioritizing DEIA

## Diversity

*(Welcome and engage all people and perspectives: “workforce looks like America”)*

*Federal Definition:*

**Hire and promote** Nation’s best talent:  
**Diverse and representative** workforce,  
identify talent,  
announce vacancies in multiple ways,  
develop pipeline,  
mitigate bias,  
address potential barriers in accessing job opportunities.

## Equity

*(Ensure fair outcomes and access to opportunities and career advancement)*

*Federal Definition:*

**Consistent and systematic fair, just, impartial treatment** of all, including underserved communities.  
**Opportunities parity** to advance in careers and grow as leaders;  
mitigate **biases/barriers**;  
ensure **fair outcomes and access** to services.

## Inclusion

*(Create an environment where everyone belongs and can thrive)*

*Federal Definition:*

Ensure **employees feel supported**; strengthen **feedback** loops.  
**Provide opportunities** to learn/develop/grow →  
so that **employee talents** are supported/ utilized/ embraced →  
and create **engaged and high-performing** workforce.

## Accessibility

*(Establish ease of use for all abilities)*

*Federal Definition:*

Consistently design, construct, develop, and maintain **facilities, technology, programs, and services** so that all people, including people with disabilities, can fully and independently use them.  
**Modernize infrastructures** to support rapid adoption of tech. innovations;  
**include accessibility in decision-making for physical and virtual** environments.

# Prioritizing DEIA

Addressing DEIA can:

- Improve employee retention and have more productive workplaces
- Support people from underrepresented groups in STEM
- Support collaboration – and share benefits – through stakeholder engagement, especially with underserved communities



# DEIA: How to think about it?

**Formulate why you are focusing on DEIA**, beyond funding requirements.

- Cultivating a workplace that attracts and retains top talent
- Aligning practices with the values that members hold
- Acting on research that shows how more diverse organizations have higher levels of creativity and productivity

**Assess** the current state of DEIA in your project/company

**Develop goals and desired outcomes:** what would success look like?  
Setting SMART goals.

**Develop implementation strategies** to reach those outcomes.

# Community and Stakeholder Engagement

# Community and Stakeholder Engagement

Why is stakeholder engagement important?

- Effective stakeholder engagement can improve community-employer relations, increase support for projects and provide the community and company an opportunity to leverage resources.
- Community engagement as a potential risk management strategy can help avoid losses from regulatory delays and litigation due to non-compliance, community opposition and negative public relations

# Community and Stakeholder Engagement: Not just a plan for outreach or comms

## ***Traditional Communications***

Providing project updates  
Maintaining a website  
Sending email blasts to stakeholders  
Developing talking points for staff

Making public presentations  
Holding open houses

## ***Community and stakeholder engagement***

Holding listening sessions  
One-on-one meetings with groups;  
relationship building  
Collaborating on community-based monitoring  
Co-developing emergency response plans

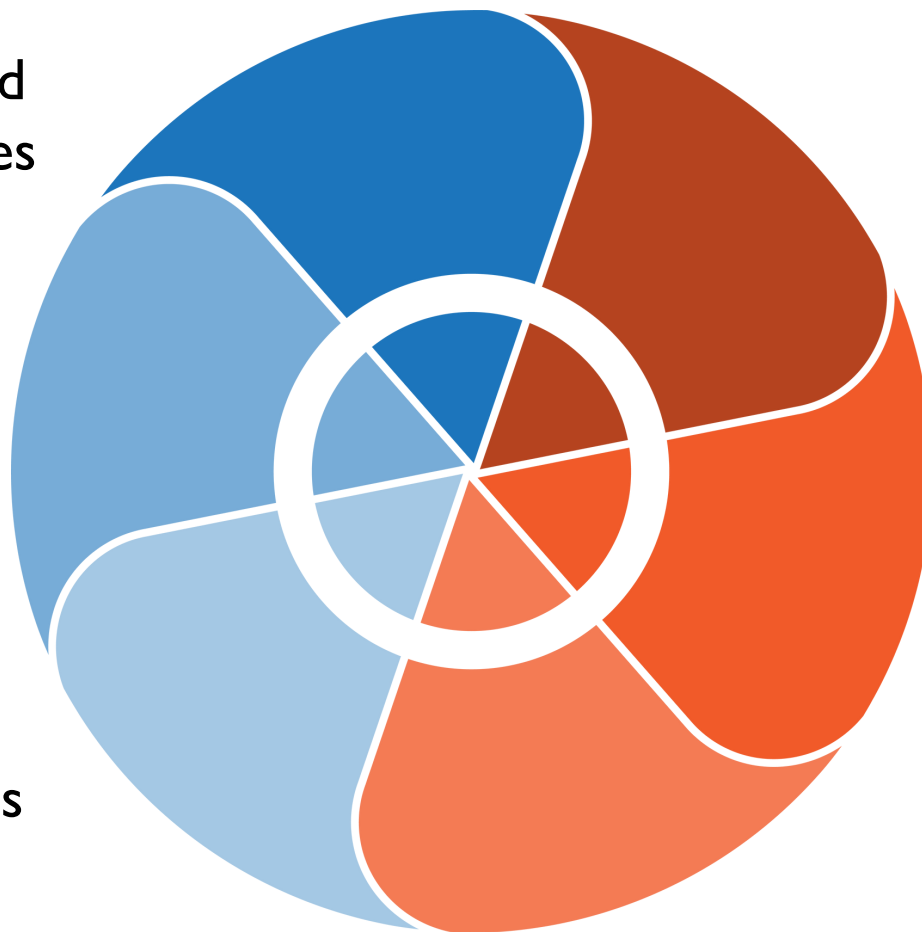
	INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
PUBLIC PARTICIPATION GOAL	To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly 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.
PROMISE TO THE PUBLIC	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.

# Community and Stakeholder Engagement

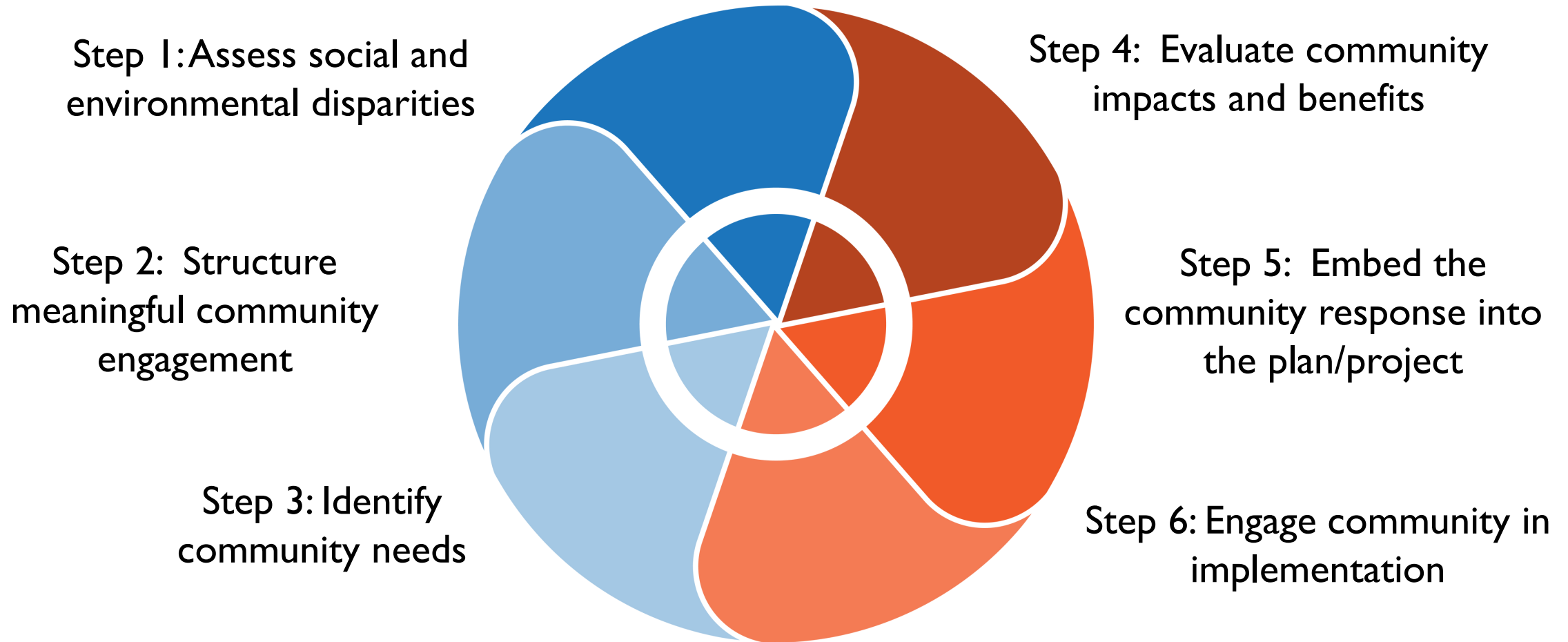
Step 1: Assess social and environmental disparities

Step 2: Structure meaningful community engagement

Step 3: Identify community needs



# Community and Stakeholder Engagement



# Justice40 Initiative



# Prioritizing Environmental Justice

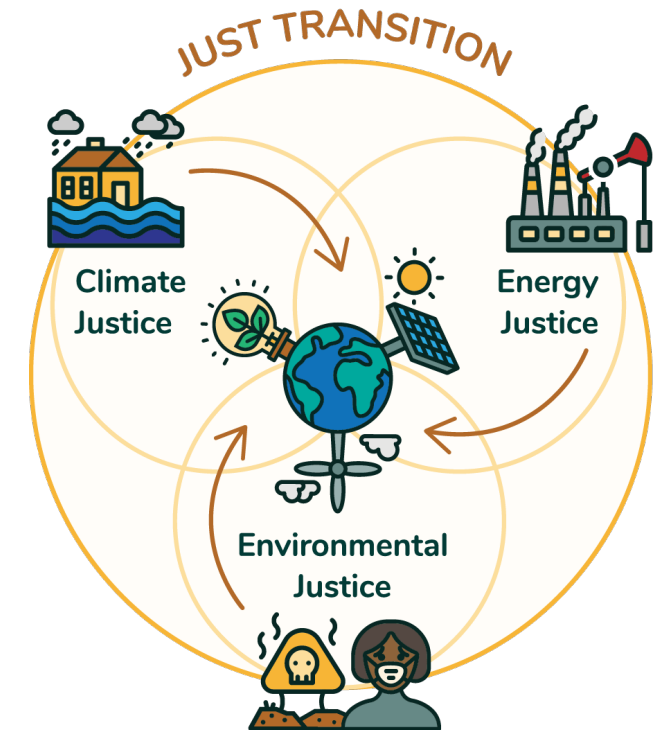
## Environmental Justice

Environmental justice is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. This goal will be achieved when everyone enjoys:

- The same degree of protection from environmental and health hazards, and
- Equal access to the decision-making process to have a healthy environment in which to live, learn, and work.

## Energy Justice

- Seeks equity in the social and economic participation in the energy system
- While remediating social, economic, and health burdens on “frontline communities” explicitly centering their concerns
- Aims to make energy more accessible, affordable, clean, and democratically managed for all communities.



Initiative for Energy Justice [Section 1 - Defining Energy Justice: Connections to Environmental Justice, Climate Justice, and the Just Transition](#) - Initiative for Energy Justice ([iejusa.org](http://iejusa.org))

# What is Justice40?

EO 14008, *On Tackling the Climate Crisis at Home and Abroad*, establishes a goal that **40% of the overall benefits** of certain federal investments flow to disadvantaged communities (DACs).

Federal  
investments



40% of the overall  
benefits



Disadvantaged  
communities



# What does Justice40 Cover?

## All FECM programs!


### Federal Investments:

- ✓ Federal grant and procurements
- ✓ Financing (credit, loans, and guarantees)
- ✓ Staffing costs
- ✓ Provision of goods and services
- ✓ Others per OMB

### In these areas:

- ✓ Climate change
- ✓ Clean energy and energy efficiency
- ✓ Clean transportation
- ✓ Affordable and sustainable housing
- ✓ Training and workforce development
- ✓ Remediation of legacy pollution
- ✓ Clean water and waste infrastructure

# DOE Justice40 Policy Priorities

- 
1. Decrease energy burden in disadvantaged communities (DACs).
  2. Decrease environmental exposure and burdens for DACs
  3. Increase parity in clean energy technology (e.g., solar, storage) access and adoption in DACs.
  4. Increase access to low-cost capital in DACs.
  5. Increase clean energy enterprise creation (MBE/DBE) in DACs.
  6. Increase the clean energy job pipeline and job training for individuals from DACs.
  7. Increase energy resiliency in DACs.
  8. Increase energy democracy in DACs.

# DOE Disadvantaged Community Definition

**Cumulative Burden.** Census tract must have at least 30% low-income households and rank in the 80<sup>th</sup> percentile of cumulative sum of 36 indicators, where each input is equally weighted. Rankings are state-relative.

## ENERGY BURDEN (5)

Transportation Burden  
Energy Burden  
Non-grid connected home  
heating fuel  
Power outages  
Duration of outages

## FOSSIL DEPENDENCE (2)

IWG coal jobs ratio  
IWG fossil energy jobs ratio

## VULNERABLE POPULATIONS (19)

Housing burden	Renters*
Food desert	No internet
Job access (-)	Uninsured
Park access (-)	Disability
Commutes > 30 mins*	Incomplete plumbing
No vehicle*	Single parents
Unemployed	Mobile homes
Low Income*	Unhoused
No GED*	Age over 65*
Linguistic Isolation*	

## ENVIRONMENTAL/ CLIMATE HAZARDS (10)

Lead paint  
Diesel particulates  
Cancer  
Traffic volume  
Water discharge  
NPL sites  
RMP facilities  
TSD facilities  
FEMA climate risk  
PM 2.5

# Quality Jobs

# Prioritizing Quality Jobs

"We want these good-paying, union-friendly jobs in every pocket of the country." - *Center for Energy Workforce Development EnergyCareers 2021*

"I agreed to serve as Secretary of Energy in this administration because I am absolutely obsessed with creating good-paying, union jobs... And I am absolutely convinced that clean energy will be the most powerful engine for job creation this century." - *United Brotherhood of Carpenters and Joiners Executive Secretary-Treasurer Meeting, Oct. 2021*



# Prioritizing Quality Jobs

- Majority of jobs created by the Bipartisan Infrastructure Law (BIL) won't require a traditional four-year degree
- These jobs will increase opportunities for earn-as-you-learn, on-the-job training, including apprenticeships (which lead to a nationally recognized credential)
- Opportunities to create on-ramps to jobs (especially permanent, full-time jobs) with competitive wages and long-term career potential, especially for disadvantaged and underrepresented workers.



# Prioritizing Quality Jobs

Incorporation of strong labor standards:

- Strong health and safety standards, predictable work schedules, clear processes for dispute resolution

High-road workforce development programs:

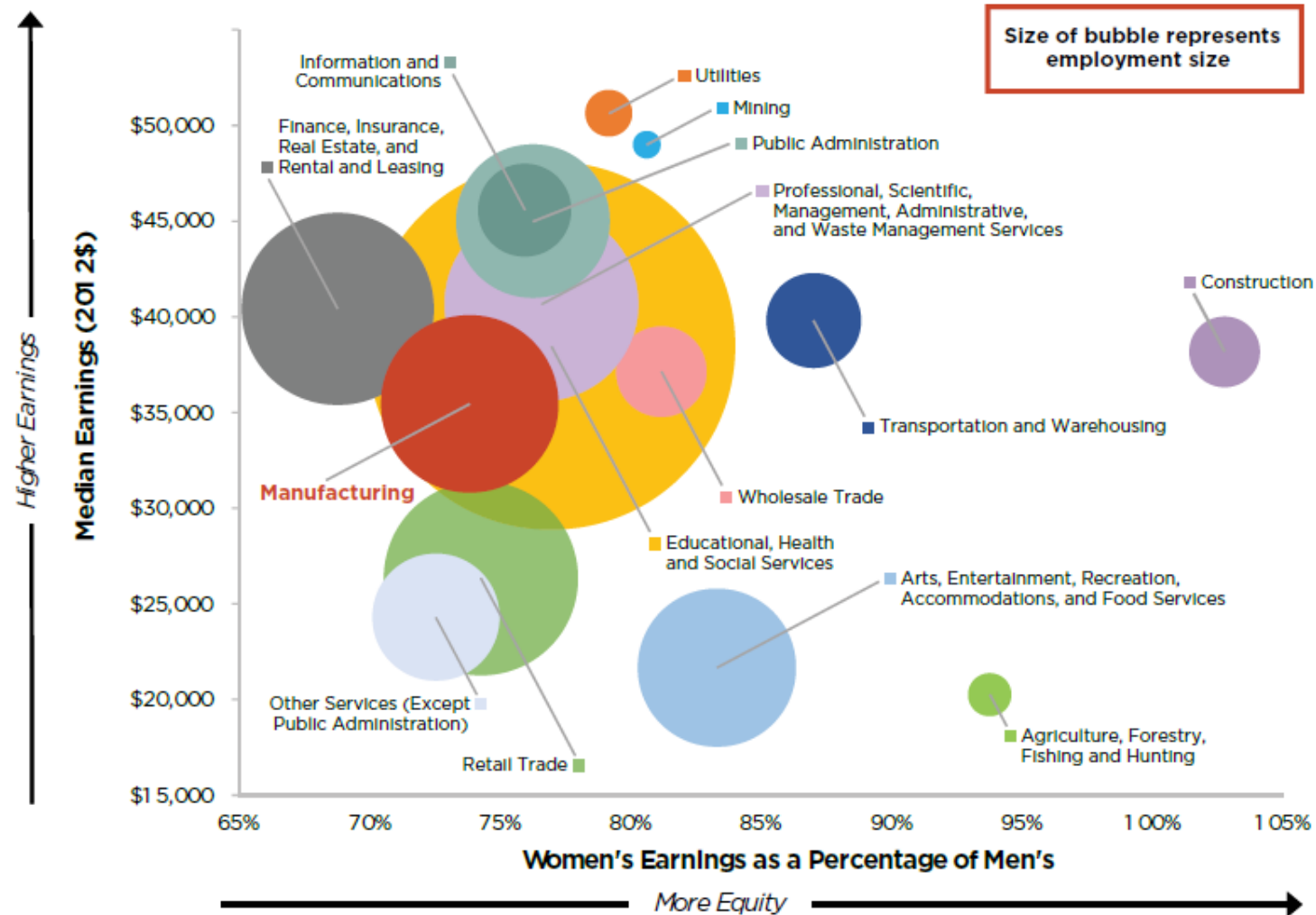
- Improving job access for marginalized and historically underrepresented workers; registered apprenticeship and quality pre-apprenticeship programs

Supporting the creation of good-paying jobs with the free and fair choice to join a union.



Photo credit: NREL 46193 / Dennis Schroeder

# Pay Equity



*Pastor and Sanchez,  
 "#WomenCanBuild: Including  
 women in the resurgence of good  
 U.S. manufacturing jobs,"  
 University of Southern California  
 Program for Environmental and  
 Regional Equity, 2015*

# How DOE and the Administration is supporting jobs and manufacturing

- Prioritizing domestic content
  - Now required as per Build America, Buy America Act
  - Goal of strengthening domestic production and domestic supply chains
  - Developing tools to preference domestically made products
- DOL's Good Jobs Initiative (and MOU with DOE)
- Construction work on BIL projects covered by Davis-Bacon
- Use of the Defense Production Act (DPA) to accelerate domestic production of solar PV, grid hardware, heat pumps, insulation, and electrolyzers

# Societal considerations more broadly

- Benefitting from improved productivity and ownership among team members
- Creating more robust pipelines for worker readiness and training, especially for disadvantaged workers
- Increased opportunities for small and disadvantaged businesses, and for people who are underrepresented in STEM and other careers
- Helping local and regional economies to become more resilient, equitable, and sustainable
- And many others





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# Questions?

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Legend:

- Light Rare Earth Elements
- Heavy Rare Earth Elements
- Critical Rare Earth Elements
- Critical Minerals

H																	He																
Li	Be																	B	C	N	O	F	Ne										
Mg																	Al	Si	P	S	Cl	Ar											
K	Ca	Sc	Ti	V	Cr	Mn	Fe	Co	Ni	Cu	Zn	Ga	Ge	As	Se	Br	Kr																
Rb	Sr	Y	Zr	Nb	Mo	Tc	Ru	Rh	Pd	Ag	Cd	In	Sn	Sb	Te	I	Xe																
Cs	Ba		Hf	Ta	W	Re	Os	Ir	Pt	Au	Hg	Tl	Pb	Bi	Po	At	Rn																
Fr	Ra		Rf	Db	Sg	Bh	Hs	Mt	Ds	Rg	Cn	Nh	Fl	Mc	Lv	Ts	Og																
																		La	Ce	Pr	Nd	Pm	Sm	Eu	Gd	Tb	Dy	Ho	Er	Tm	Yb	Lu	
																		Ac	Th	Pa	U	Np	Pu	Am	Cm	Bk	Cf	Es	Fm	Md	No	Lr	

\* Gas: Krypton, Xenon, Radon. \*\* Excluded with rare earth elements.

