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 SCI 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
“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

“[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.
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

<table>
<thead>
<tr>
<th><strong>Traditional Communications</strong></th>
<th><strong>Community and stakeholder engagement</strong></th>
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<tbody>
<tr>
<td>Providing project updates</td>
<td>Holding listening sessions</td>
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<tr>
<td>Maintaining a website</td>
<td>One-on-one meetings with groups;</td>
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<tr>
<td>Sending email blasts to</td>
<td>relationship building</td>
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<td>stakeholders</td>
<td>Collaborating on community-based</td>
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<td>Developing talking points for staff</td>
<td>monitoring</td>
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<td>Co-developing emergency response plans</td>
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<td>Making public presentations</td>
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<td>Holding open houses</td>
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<td>PUBLIC PARTICIPATION GOAL</td>
<td>INFORM</td>
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<tr>
<td>To provide the public with balanced and objective information to assist them in understanding the problem, alternatives, opportunities and/or solutions.</td>
<td>To obtain public feedback on analysis, alternatives and/or decisions.</td>
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<tr>
<td>PROMISE TO THE PUBLIC</td>
<td>We will keep you informed.</td>
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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

Step 1: Assess social and environmental disparities

Step 2: Structure meaningful community engagement

Step 3: Identify community needs

Step 4: Evaluate community impacts and benefits

Step 5: Embed the community response into the plan/project

Step 6: Engage community in implementation
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)
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).
What does Justice40 Cover?
All FECDM 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 80th 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

**VULNERABLE POPULATIONS (19)**
- Housing burden
- Food desert
- Job access (-)
- Park access (-)
- Commutes > 30 mins*
- No vehicle*
- Unemployed
- Low Income*
- No GED*
- Linguistic Isolation*
- Renters*
- No internet
- Uninsured
- Disability
- Incomplete plumbing
- Single parents
- Mobile homes
- Unhoused
- Age over 65*

**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

**FOSSIL DEPENDENCE (2)**
- IWG coal jobs ratio
- IWG fossil energy jobs ratio
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.
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
Questions?

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