



Department of Energy

Washington, DC 20585

January 5, 2024

U.S. Department of Energy Equity Action Plan 2023 Update

Message from Jennifer M. Granholm, Secretary, U.S. Department of Energy

As we enter the clean energy transition, equity and justice must be at the forefront of the Department of Energy's (hereinafter DOE or the Department) mission. For far too long, Tribal Nations, communities of color, and low-income communities have borne the brunt of pollution. The clean energy revolution must lift up communities that have been overburdened by pollution and excluded from economic prosperity, and ensure they participate fully in the benefits of the Department's historic investments in clean energy. From the households grappling with issues of energy-related pollution and energy insecurity, to the universities advancing basic research with Department funds, and the businesses and community-based organizations that partner with DOE to deliver on its mission, the Department has an extraordinary reach. To fulfill this mission, DOE must embed equity throughout its policies and programs.

On his first day in office, President Biden signed Executive Order 13985, *Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*. This order recognizes that although equal opportunity is part of the American Dream, for too many Americans, that dream remains out of reach. In that order, the President called on every federal agency to examine barriers to accessing its resources. In response the Department released its first-ever Equity Action Plan in April 2022, identifying five strategies to advance equity throughout DOE:

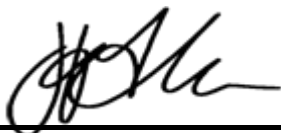
- 1) Address gaps in data collection to facilitate data-informed, equitable decision-making
- 2) Increase opportunities for new entrants into DOE procurement and financial assistance
- 3) Increase participation by individuals and institutions that are underrepresented in DOE's research and development (R&D) programs supported through financial assistance
- 4) Expand Tribal engagement and stakeholder engagement across DOE
- 5) Improve access and equity in DOE's Weatherization Assistance Program

Much has been achieved since Executive Order 13985 was signed; however, advancing equity is not a short-term project. It is a commitment that requires sustained focus and partnership with communities. On February 16, 2023, President Biden signed Executive Order 14091, *Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government*. This order strengthened the government's equity mandate and directed the federal government to continue to champion racial equity and advance equal opportunity for every American, particularly those in rural communities, communities of color, Tribal Nations, LGBTQI+ individuals, people with disabilities, women and girls, and communities impacted by persistent poverty.

In this 2023 update to the agency's 2022 Equity Action Plan, we have identified five new strategies to continue to bolster equity:

- (1) Establish a DOE-wide Community Benefits Plan (CBP) framework that builds trust and improves outcomes for underserved communities, which in turn supports successful Deployment & Demonstration and R&D projects that advance an equitable clean energy transition.
- (2) Update the DOE Merit Review Program to improve equitable outcomes for DOE awards.
- (3) Increase and improve access to procurement opportunities (acquisition and financial assistance) for new entrants, small, and historically disadvantaged businesses.
- (4) Integrate and track justice considerations through a metrics framework for the Department's R&D strategy by providing consistent communication of expectations and efficient coordination and implementation of reporting requirements across the Department.
- (5) Develop an agency-wide framework to effectively work with Tribal and disadvantaged communities to reimagine their clean energy future through real investments and technical assistance and ensure that community voices and decision-making are integrated into DOE funding, research, and programming.

The Department – in concert with the entire Biden-Harris Administration – is committed to doing what is right to address the inequities that many communities face in energy. This Equity Action Plan is a major milestone in the journey to advance equity and represents a continued commitment to advancing equal opportunity for all Americans. The Department of Energy looks forward to continuing this critical work in partnership with community leaders, research institutions, and the business and community-based organizations that partner with DOE.



Jennifer M. Granholm
Secretary, U.S. Department of Energy

I. Advancing Equity Through Agency Mission

The Department of Energy strives to ensure America’s security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions. DOE prioritizes equity and place-based¹ strategies in its investments to model a clean energy transition that will deliver real benefits to frontline communities, especially those historically impacted by the legacy of pollution and environmental injustice. To ensure that every community has a role in this energy transition, DOE must strive to eliminate barriers to access, transform programs and policies to open even broader pathways for underrepresented groups to access DOE resources, and create new programs to better serve communities.

¹ Place-based approaches are those that target the specific energy- or technology-related challenges and opportunities of each community, with the goal of supporting each region’s transition to a more sustainable, resilient, and equitable future. Such approaches engage local stakeholders as active participants in development and implementation. The Department of Energy’s place-based programs and investments are part of a whole-of-government approach that recognizes energy and related technologies as critical pieces of a larger set of factors requiring a cross-sectoral and long-term response.

II. Executive Summary of Equity Action Plan

The DOE initiated an agency-wide assessment by gathering feedback from program offices, engaging with local communities via outreach events, and reviewing existing evidence. This comprehensive review resulted in the following five strategies:

- (1) Establish a DOE-wide CBP framework that builds trust and improves outcomes for underserved communities, which in turn supports successful and support successful Deployment & Demonstration and R&D projects that advance an equitable clean energy transition.
- (2) Update the DOE Merit Review Program to improve equitable outcomes for DOE awards.
- (3) Increase and improve access to procurement opportunities (acquisition and financial assistance) for new entrants, small, and historically disadvantaged businesses.
- (4) Integrate and track justice considerations through a metrics framework for the Department's R&D strategy by providing consistent communication of expectations and efficient coordination and implementation of reporting requirements across the Department.
- (5) Develop an agency-wide framework to effectively work with Tribal and disadvantaged communities to reimagine their clean energy future through real investments and technical assistance and ensure that community voices and decision-making are integrated into DOE funding, research, and programming.

Each of the sections below sections introduced with a **bold header** correlate to one of the strategies mentioned above.

Community Benefits Plans

Low-income communities and communities of color often bear the brunt of the negative environmental, economic, and social impacts of energy infrastructure. Further, these communities often do not have a voice in project development and deployment. The Department has a historic opportunity to advance equity through the implementation of the Bipartisan Infrastructure Law (BIL) and the Inflation Reduction Act (IRA).

In an effort to advance equity and justice, spur job creation and, accelerate economic development, DOE now requires CBPs as part of BIL and IRA funding opportunities and loan applications. These plans are based on a set of four core policy priorities:

- (1) Investing in America's workforce
- (2) Engaging communities and labor
- (3) Advancing diversity, equity, inclusion, and accessibility
- (4) Implementing Justice40, a federal initiative that sets the goal that 40 percent of the overall benefits of federal climate and clean energy investments flow to disadvantaged communities.

These key principles, when incorporated comprehensively into project proposals and applications, can help to ensure more broadly shared prosperity in the clean energy transition. Going forward, DOE will establish a CBP framework across all applicable DOE programs to advance an equitable clean energy transition, while also building trust and improving outcomes for underserved communities.

Reviewers in the Merit Review Program

A merit review is a thorough and objective examination of funding applications based on pre-established criteria by persons who are independent of those individuals submitting the applications. Reviewers are professionally qualified, by training, experience, or both, in the scientific or technical fields that are the subjects of the financial assistance applications being reviewed. They are often external researchers, community members, industry professionals, and occasionally federal employees.

From February-May 2023, DOE's Office of Energy Justice and Equity (EJE) (formerly the Office of Economic Impact and Diversity) conducted a series of informational interviews with various program offices to understand the current state of the merit reviewer recruitment process and systems. EJE found that each program office uses its own business system to collect, categorize, and communicate with merit reviewers. These systems are not connected to one another. To properly review CBPs' effectiveness in promoting jobs, diversity, and uplifting disadvantaged communities, reviewers must have a diverse set of experiences and cultural competencies. Accordingly, DOE will update the Merit Review Program to ensure an effective review of CBPs.

Procurement (Acquisition and Financial Assistance)

Current approaches to awarding DOE procurement opportunities lead to inequitable outcomes among economically disadvantaged groups. The Department of Energy, along with the Office of Management and Budget (OMB) and the Office of Federal Procurement Policy (OFPP), co-sponsored two nation-wide crowdsourcing campaigns, and found that women-owned small businesses, small disadvantaged businesses, minority-owned small businesses, veteran-owned small businesses; Tribal-owned and Native American-owned small businesses; and Historically Under-utilized Business Zone (HUBZone) businesses lack clarity on procurement and subcontracting (and other funding mechanisms) opportunities, processes, and procedures. The Department also found that DOE is underutilizing federal acquisition statutory and regulatory authority to award procurement opportunities to underrepresented groups. Based on these data points, DOE will fully exercise its statutory and regulatory authority to expand opportunities for new entrants and small and disadvantaged businesses in DOE procurements (acquisition and financial assistance).

Justice40 Research and Development Metrics

Current Departmental metrics and their reporting fail to holistically² assess Justice40 efforts across DOE. Specifically, current Justice40 metrics do not capture R&D efforts and how they advance Justice40 goals and objectives beyond where research is being conducted. To ensure the Department's R&D efforts advance Justice40 goals, DOE will develop a coordinated DOE-wide reporting strategy to implement holistic Justice40 metric development, collection, and evaluation.

² From Oxford Dictionaries, holistic is defined as being "characterized by the belief that the parts of something are interconnected and can be explained only by reference to the whole." Most Justice40 metrics focus only on the Principal Investigator (PI) who has received Departmental funds. Subcontractors are often omitted from DOE program impact metrics. The Department's approach to data collection creates a gap in assessing overall funding impacts. Research often has far-reaching implications beyond the location where the research is done, and more holistic metrics would permit the tracing of interconnected benefits in communities outside of the PI's place of business.

Tribal and Community Engagement

Currently, DOE lacks a department-wide strategic framework for community engagement. Over the past year, the Justice40 Stakeholder Engagement Community of Practice (Justice40 SE CoP) and Office of Community Engagement (OCE) teams have completed internal assessments to understand Departmental approaches to stakeholder engagement. The Justice40 SE CoP and OCE teams found a lack of an agency-wide framework, which has caused inconsistencies in distributing resources such as technical assistance, funding, and other support mechanisms to underserved communities. Additionally, uncoordinated outreach often means duplicate communications to some Tribal and community entities and no outreach to others. Further, the lack of a formal feedback process fails to incorporate Tribal Nations and community voices in program design and decision-making. To remediate these deficiencies, DOE will develop an agency-wide “ground game” to fully engage community entities and Tribes.

III. Equity Progress Update and Accomplishments

A. 2022 Equity Action Plan Update (pursuant to EO 13985): For reference, the 2022 DOE Equity Action Plan can be found [here](#).

i. Progress on addressing gaps in data collection to facilitate data-informed decision-making.

Office of Management, Office of Acquisition Management (OAM)

- OAM implemented an agency-wide BIL funding opportunity announcement (FOA) template for BIL and IRA actions to further the Administration’s goals to advance equity, provide support for disadvantaged communities, and leverage federal resources to achieve these objectives. The FOA template includes a Community Benefits Plan requirement, along with requirements to collect equity and justice-focused data.

- OAM, the Office of Small and Disadvantaged Business Utilization (OSDBU), and the National Nuclear Safety Administration are co-leading an Acquisition Forecast Improvement Working Group to establish a centralized, web-based platform capturing all contracting, subcontracting and financial assistance opportunities at DOE and better reach underrepresented businesses in DOE procurement opportunities.

ii. Progress on increasing opportunities for new applicants to DOE funding opportunities.

Office of Management, OAM

- OAM implemented a strategy with M&O contractors and major site and facility contractors designed to increase subcontracting opportunities from contractors who employ people who are blind or have significant disabilities (AbilityOne). As a result of this implementation, DOE-wide AbilityOne obligations increased from \$27.5M in FY 2022 to \$31.2M in FY 2023, an increase of 13%.

- OAM continues to co-lead the Innovative Funding Mechanisms Working Group with the Office of General Counsel, which is exploring innovative mechanisms to increase participation in DOE funding opportunities. The Working Group has focused on Partnership Intermediary Agreements (PIAs) and Other Transactions (OT) Authority as possible pathways to reach underrepresented entities and communities. PIAs are best utilized when traditional contractual mechanisms do not provide adequate outreach with non-traditional contractors and can reduce barriers to entry for such entities. DOE has put a [Pilot PIA agreement in place](#) to extend the Department’s reach to new entrants and non-traditional partners, as well as small business firms, universities, and non-profit organizations. The agency has awarded one project utilizing the PIA mechanism, and additional projects are in the planning phase. Additionally, the agency has developed an [OT guide](#) for DOE program offices to increase the utilization of OT Authorities department wide. The agency anticipates that these interventions will increase contracting opportunities with new entrants and non-traditional partners.

- OAM undertook an initiative in the Office of Headquarters Procurement Services to utilize market research tools such as the [National Aeronautics and Space Administration’s \(NASA\) Solutions for Enterprise-Wide Procurement Provider Lookup Tool](#), [Small Business](#)

[Administration \(SBA\) Dynamic Small Business Search, General Services Administration \(GSA\) Market Research as a Service Request for Information \(RFI\) Tool](#) to increase procurement awards to small business and other disadvantaged socioeconomic categories. In FY 2023, these robust market research techniques resulted in awards valued at approximately \$70.5 million (M) for Women Owned Small Businesses; \$55.6M for Veteran Owned Small Businesses; \$38.5M for Tribal-Owned and Native American Owned Small Businesses; and \$3.8M for HUBZone Businesses.

iii. Progress on increasing participation in DOE R&D and financial assistance programs.

Office of Environmental Management (EM)

- In FY 2022 and FY 2023, Congress appropriated EM \$56M in each year for EM’s Minority Serving Institutions Partnership Program (MSIPP), a program designed to promote the education and development of the next generation workforce in critical science, technology, engineering, and math (STEM) related disciplines in support of EM’s mission. EM MSIPP grants assist minority serving institution (MSI) efforts to build competitive academic STEM programs and to purchase the tools and equipment necessary for scientific learning.
 - In FY 2022, EM awarded \$30M in financial assistance to MSIs in South Carolina, Tennessee, and Washington. These grants help to develop highly qualified STEM students and foster a well-trained, technically skilled, and inclusive workforce.
 - In FY 2023, EM reviewed MSI applications for potential financial assistance through the EM MSIPP program.

Office of Science (SC)

- In FY 2022, SC launched [Reaching a New Energy Sciences Workforce \(RENEW\)](#) to establish a more targeted and intentional approach to building foundations to support undergraduate and graduate student training opportunities and support institutions historically underrepresented in the SC research portfolio. RENEW leverages the agency’s unique National Laboratories, user facilities, and other research infrastructures to provide training opportunities for undergraduate and graduate students, postdoctoral researchers, and faculty.
 - In FY 2022, SC announced 41 RENEW awards totaling \$32M to 37 institutions, including 24 MSIs.
 - In FY 2023, SC issued seven RENEW solicitations and awarded \$70M in funding to 65 institutions, including 40 MSIs.
- In FY 2023, SC launched the Funding for Accelerated, Inclusive Research Initiative to build research capacity, infrastructure, and expertise at non-R1 institutions and support mutually beneficial relationships between MSIs and Emerging Research Institutions and partner institutions. SC has announced \$37M in funding for 52 projects to 44 institutions to perform basic research in applied mathematics, biology, chemistry, computer science, engineering, geoscience, isotope research, materials science, and physics.
- As a result of SC’s increased outreach and engagement with MSI communities and support for funding mechanisms aimed at increasing MSI participation, SC significantly increased the participation of MSIs as lead institutions in its funding opportunities in FY 2022 over FY 2021 levels. For example:
 - SC more than doubled the number of research grants to HBCUs as the lead institution in FY 2022 (from 15 awards in FY 2021 to 35 awards in FY 2022).

- SC nearly doubled the level of funding support for research awards to Hispanic Serving Institutions (HSIs) from FY 2021 levels (from \$58.0M in FY 2021 to \$109.0M in FY 2022).
- SC nearly doubled the number of new awards to HSIs in FY 2022 (from 71 awards in FY 2021 to 136 awards in FY 2022).
- In FY 2023, SC established a requirement that all research proposals submitted to SC include a plan for [Promoting Inclusive and Equitable Research](#) (PIER). PIER Plans describe the strategies and activities the applicants will incorporate into their research projects to promote opportunity, inclusion, and access to STEM research and training for individuals from all backgrounds. PIER Plans are evaluated as part of the merit review process.

Office of Fossil Energy and Carbon Management (FECM)

- FECM is collaborating with National Energy Technology Laboratory (NETL) acquisition professionals to embed societal and community impact criteria into FOAs – whether mandated by BIL or IRA, or program directed - that expand the pool of new entrants (e.g., MSIs) participating in program procurement, acquisition, and development activities.
- FECM’s University Training and Research (UTR) program supports novel, early-stage research at U.S. colleges and universities, with an emphasis on student training. The UTR program has a sub-program dedicated to supporting projects specifically at HBCUs and other MSIs; in FY 2023, FECM made 18 awards totaling more than \$7M with nearly half (10 awards) going to MSIs (totaling nearly \$3.5M). (See [University Training and Research | netl.doe.gov.](#))
 - FECM held a workshop (April 2023) for potential future grant applicants to provide information about the UTR program and the associated application process. Over 90 people from educational institutions participated.
 - In June 2023, FECM announced up to \$17.7M in available funding (FOA 3002) for five different areas of interest, including establishing multi-institution collaborations for student exchanges from MSIs, new academic curricula related to geosciences, supporting interdisciplinary training in humanities-driven STEM fields.

Office of Nuclear Energy (NE)

- In April 2023, NE announced its awards for the University Nuclear Leadership Program (UNLP) scholarship and fellowship opportunities.
 - 17 undergraduate scholarships were awarded to eight MSIs, totaling \$170,000.
 - Three graduate fellowships were awarded to two MSIs, totaling \$507,000.
 - Announcement for UNLP awards can be found [here](#).
 - Find additional links to award information at [University Nuclear Leadership Program Scholarship and Fellowship Awards](#).
- In June 2023, NE announced its awards for the FY 2023 Consolidated Innovative Nuclear Research (CINR) research and development (R&D), Infrastructure Support for CINR, Distinguished Early Career Program (DECP), and Innovations in Nuclear Energy R&D Student Competition. These announcements included nine awards to eight lead MSIs, totaling \$7.9M.
 - Announcement for FY 2023 CINR, DECP, and Innovations awards can be found [here](#).
 - Announcement for FY 2023 Infrastructure Support for CINR awards can be found [here](#).
 - Additional links to award information available at:
 - [FY 2023 Nuclear Energy University Program R&D Awards](#)
 - [FY 2023 Integrated Research Projects Awards](#)

[FY 2023 Nuclear Science User Facilities Awards](#)

[FY 2023 Distinguished Early Career Program Awards](#)

[FY 2023 Innovations in Nuclear Energy R&D Student Competition Awards](#)

[FY 2023 Infrastructure Support for CINR Awards](#)

- The above-mentioned awards include the following two Integrated Research Projects (IRPs) awarded to MSIs under NE's Grand Challenge Research and Development at Minority Serving Institutions topic area:
 - Virginia Commonwealth University (\$1.5M total, with \$204,000 going to Virginia State University and \$178,552 going to Virginia Union University as project collaborators).
 - CUNY, City College of New York (\$1,499,999 total, with \$600,000 going to the University of New Mexico as a collaborator).

Office of Energy Efficiency and Renewable Energy (EERE)

- EERE released its HBCU Clean Energy Education Prize during May 2023. This competition, with \$7.75M in cash prizes, will help HBCU institutions develop programming to strengthen the participation of K-12 and community college students in STEM and other associated fields that can lead to potential careers in clean energy industries. It will also give HBCUs the opportunity to create enhanced curricula and programs that will provide opportunities for undergraduate and graduate students and establish partnerships that lead to career opportunities in clean energy. This prize supports President Biden's Justice40 Initiative, which directs 40% of the overall benefits of certain federal investments to flow to disadvantaged communities, by helping to build a diverse STEM pipeline to support the clean energy transition. The prize aims to help HBCUs achieve these goals through two distinct prize tracks, the Inspire Track and the Partnerships Track. HBCUs of all sizes are invited to apply to help foster the next generation of the clean energy technical workforce. Details can be found at the Prize website: [HBCU Clean Energy Education Prize | HeroX](#).

- In FY 2023, EERE's first cohort of 11 students from the Graduate Education for Minority Students fellowship ([GEM Fellowship](#)) program, a non-governmental program, started their 10-week summer internship assignments in various EERE program offices. The goal of the GEM Fellowship program is to enhance the value of the Nation's human capital by increasing the participation of underrepresented groups at the master's and doctoral levels in engineering and science. The FY 2023 program follows EERE's pilot program, which established GEM Fellow cohorts in a partnership pilot between EERE's Building Technologies Office and the National Renewable Energy Laboratory. This is the first class of GEM Fellowship students within DOE.

- EERE's Interagency Agreement with the Army and the MSI STEM R&D Consortium was designed to increase funding opportunities for MSIs. The program has continued to show improved results in R&D awards provided to MSIs, and during FY 2022, EERE provided \$8.6M in direct funding awards to MSIs for EERE R&D work. For FY 2023, EERE is on target to surpass last year's figures.

- Through an Interagency Agreement partnership with the National Science Foundation, EERE has initiated a pilot through the [Geothermal Technologies Office](#) to support 14 non-academic internships for graduate students in the geothermal industry, with placements for the summer of 2023 within state geological surveys, private industry companies, and National Labs. The

program is intended to encourage participation, including by those from underrepresented communities, in the geothermal industry.

- EERE is partnering with the Office of Energy Justice and Equity and NREL to develop STEM faculty from MSIs through the Faculty-Applied Clean Energy Science (FACES) program. The FACES pilot program offers a unique opportunity to foster the growth of STEM faculty from MSIs through exposure to the National Lab systems. By providing valuable on-site experiences, fostering collaboration, and developing scalable educational modules, the program aims to expand DOE funding opportunities for MSI faculty.
- EERE announced six grand prize winners of the [Inclusive Energy Innovation Prize](#) on June 15, 2023. The prize seeks to foster a just and equitable clean energy future by investing in community-led innovation and entrepreneurship programs in areas historically underserved by federal funding. The winning teams in this first-of-its-kind competition received \$250,000 each for their entrepreneurship, job-training, mentorship, and other solutions to expand clean energy and economic opportunities in underserved communities.
- The [Community Clean Energy Coalition Prize](#) recognized and assisted coalitions supporting underrepresented communities with a prize pool of \$2.1 million to build capacity and address local energy challenges with clean energy solutions in line with the Justice40 Initiative. EERE announced successful completion of the prize on December 7, 2023. All ten coalitions participating in the prize successfully completed all three phases of the challenge and were awarded \$205k each in aggregate. The top three coalitions were awarded additional prize bonuses ranging from \$10k to \$50k for the strength of their project implementation and vision for the future.
- The [Community Energy Innovation Prize](#) launched in November 2023 is the successor to both DOE's Inclusive Energy Innovation Prize and Community Clean Energy Coalition Prize. The prize program will award up to \$7.5 million in cash prizes as well as mentorship opportunities to organizations supporting innovation, entrepreneurship, capacity building, and economic development in communities historically underrepresented in climate and energy technology funding. The expanded prize has three tracks: clean energy ecosystem track, manufacturing ecosystem track, and collegiate track.

National Nuclear Security Administration (NNSA)

- The missions of the [NNSA Minority Serving Institutions Partnership Program \(MSIPP\) and Tribal Education Partnership Program \(TEPP\)](#) are to build a sustainable science, technology, engineering and mathematics pipeline that prepares a diverse workforce of world-class talent through strategic partnerships between MSIs, including Tribal Colleges and Universities (TCUs), and the nuclear security enterprise. MSIPP and TEPP align investments in university capacity and workforce development with DOE/NNSA mission areas to cultivate a technical workforce and enhance research and education capabilities at MSIs and TCUs. MSIPP and TEPP support 33 consortia consisting of 56 MSI partners as well as DOE/NNSA laboratories, production plants, and sites. Using MSIPP funds, NNSA created the Community and Junior College Trade Occupation Program (CJCTOP). CJCTOP links minority serving community colleges directly to Nuclear Security Enterprise labs, plants, and sites.
- NNSA currently funds the Apprenticeships for Complete and Committed Employment for Specialized Skills (ACCESS) program. This program is focused on skills development to meet

ongoing and emerging technician and skilled craft trades needs at National Laboratories and covered facilities of National Security Enterprise (NSE) and supports grants to develop or strengthen apprenticeship training programs in coordination with NSE labs and covered facilities' defined needs. NNSA awarded two five-year grants totaling \$2.17M to Hardinge Inc. and the Association of Journeyman and Apprentices of the Plumbing and Pipefitting Local 412. Hardinge, located in Elmira, N.Y., will receive \$978,053 for the project Level Up @ Hardinge, which will recruit and train apprentices in advanced manufacturing for workforces at Los Alamos (LANL) and Lawrence Livermore National Laboratories as well as the Kansas City National Security Campus and the Y-12 National Security Complex.

The Albuquerque, N.M.–based Journeyman and Apprentices Association will receive \$1,194,460 for the project *New Mexico National Labs Apprenticeship Partnership*. The partnership will train HVAC/R (heating, ventilation, air conditioning, and refrigeration) technicians for Sandia National Laboratories and pipefitters for LANL.

- The NNSA Technology Transfer Program has developed the Introducing Diversity in Entrepreneurial Activities (IDEA) Seminar. This seminar is aimed at STEM students at MSIs to encourage them to participate in the technology entrepreneurial career field. The IDEA seminar introduces them to patents, licensing, and funding opportunities (including SBIR/STTR). The goal is to promote diversity in the next generation of aspiring technology entrepreneurs. This seminar has been given at several HBCUs and to the MSI interns at the various NNSA labs and HQ.

iv. Progress on expanding strategic Tribal and stakeholder engagement across DOE programs.

- The Office of Public Affairs (PA) led the effort to create the *Energy Savings Hub*. The *Energy Saving Hub* is available to the public at www.energy.gov/save. The hub is a one-stop shop for homeowners, renters, and drivers to learn how they can save energy, save money, and save the planet. The *Energy Saving Hub* features something for everyone, including clean energy tax incentives and tips/tricks to conserve energy.

- In addition to the *Energy Saving Hub*, DOE also launched a [Clean Energy 101 video series](#) that is captioned in both English and Spanish.

The series is comprised of short explainers of various clean energy appliances and technologies that qualify for incentives in President Biden's Investing in America agenda, including the basics of clean energy technologies, such as heat pumps, rooftop solar, electric vehicles, and more.

- In FY 2023, PA also produced a mini documentary on DOE's work with Tribal Nations. <https://www.instagram.com/p/Cd6ovZ8D4i8/>.
- DOE established a Justice40 Stakeholder Engagement Community of Practice to establish a standard of care for equitable stakeholder engagement. Participants encompass various DOE program offices.

- EJE developed a Stakeholder Engagement Smartsheet in partnership with the Justice40 SE CoP which will track energy justice related stakeholder engagements by program office, technology, region, and attendees. Offices will also upload outcomes from engagements.

v. Progress on improving access and equity in DOE’s Weatherization Assistance Program.

- DOE created the Office of State and Community Energy Programs to administer state and community-facing programs, including the [Weatherization Assistance Program](#) (WAP). The following bullets outline key accomplishments in WAP since the publication of the April 2022 EAP.

- On February 3, 2023, DOE published allocations of \$30M for Weatherization Readiness from the FY 2023 WAP appropriation, an increase of \$15M from FY 2022.
- DOE WAP and the U.S. Department of Housing and Urban Development (HUD) launched a Weatherization Workforce Development Pilot in February 2023 to enhance impact in four communities: Lowell, MA; Roanoke, VA; Chicago, IL; and Warner Robins, GA.

The program connects HUD residents to weatherization jobs within Community Action Agencies and sets up residents for careers in green construction. This partnership aims to support the utilization of DOE Weatherization Assistance Program funds by adequately staffing the weatherization programs in local communities. Several of the communities have begun hosting job fairs to share information and recruit HUD residents interested in weatherization work.

- [Sustainable Energy Resources for Consumers \(SERC\)](#) funding is available to WAP grantees, subgrantees, and non-profit organizations to demonstrate innovative technologies and approaches that go beyond the scope of the formula WAP. These grants offer more flexibility than the WAP formula grants and unique opportunities to broaden the impact of WAP. The second round of SERC funding was announced in October 2022. DOE anticipates awarding eleven grantees \$17M with 2023 SERC funds. The projects will install various renewables, including solar technologies and heat pumps.
- In June 2022, DOE published [WPN 22-9, Managing Multiple Funding Streams](#). This policy update provides clarification on the allowability of braiding DOE funds with other federal and non-federal funding sources to expand and enhance the services provided to low-income households.

B. Environmental Justice (EJ) Scorecard (pursuant to section 223 of EO 14008):

In May 2023, the White House published the EJ Scorecard to set the baseline for federal activities to advancing EJ. Future versions of the EJ Scorecard will build on this baseline assessment. DOE’s scorecard highlights some of the funding announcements in the past year, including the \$25M Renewables Advancing Community Energy Resilience opportunity and the \$13M Community Geothermal Heating and Cooling Design and Deployment opportunity. The Scorecard also describes program modifications that support disadvantaged communities, including mentioning DOE’s new Community Benefits Plans. The Scorecard highlights Title VI and the National Environmental Policy Act’s relationship to environmental justice and some of the community-oriented programs like DOE’s collaboration on the Environmental Protection Agency’s (EPA) Environmental Justice Thriving Communities Technical Assistance Centers,

and DOE's Energy Storage for Social Equity (ES4SE) Initiative. The scorecard also has a section on partnerships with Tribal communities as well as an overview of efforts to institutionalize environmental justice within the agency. The scorecard also notes that DOE has 143 staff working on environmental justice either in full or part time capacity as well as 63 tools to advance environmental justice.

Link: [Department of Energy Environmental Justice Scorecard \(geoplatform.gov\)](https://geoplatform.gov/energy-environmental-justice-scorecard)

C. Additional Efforts to Advance Equity:

- The DOE Civil Rights Division launched a technical assistance program for recipients of DOE financial assistance. The program includes both in-person events and webinars related to providing meaningful access for limited English proficient individuals in both DOE-conducted and DOE-financially assisted programs and activities. Additionally, one session provides an overview of the Department's civil rights regulations at 10 C.F.R. 1040 and 1042, which outline compliance requirements for recipients of DOE financial assistance.
- On February 23, 2023, and February 28, 2023, DOE's Office of Energy Justice and Equity's Minority Business and Workforce Division hosted the inaugural DOE Minority Business and Workforce Connect Summit. This summit offered opportunities for Minority Business Enterprises (MBEs), Department of Energy program offices, the National Labs, higher education institutions, financial institutions, and non-profit organizations who are working to realize a just clean energy future to build lasting and generative connections. The Summit allowed participants to learn about how to engage in business with the Department of Energy and to engage with leaders in government and industry to learn more about how the energy industry is responding to historic federal investments in clean energy and communities. For more information, see [DOE Minority Business Enterprise Connect Summit | Department of Energy DOE's 2023 Minority Business Enterprise Connect Summit Draws Record Attendance and Announces New Partnerships | Department of Energy](#).
- NNSA and Pacific Northwest National Laboratory manage the [NNSA Graduate Fellowship Program](#) (NGFP) and partner with MSIs to recruit highly qualified and diverse students for this program. In 2021, 28% of applicants hired through this program were from underrepresented minority groups. In 2023, that number increased to 45%, an increase of 17%. The diversity of the applicant pool increased, and, as a result, the number of diverse people has meaningfully increased over the past two years. NGFP developed a diverse team of University Relationship Managers to assist with outreach at MSIs. This approach resulted in 20% of all applications being submitted from an MSI.
- On July 6, 2023, DOE announced nine states and three Tribal communities as the third cohort to receive a combined total of \$207.6M in [Grid Resilience State and Tribal Formula Grants](#) including the Metlakatla Indian Community (Annette Island Reserve), the Native Village of Eagle, and Standing Rock Sioux Tribe of North and South Dakota.
- The DOE Energy Justice to the People Roadshow is a series of community listening sessions and workshops dedicated to sharing information about available DOE programs and funding opportunities to support disadvantaged frontline communities and advance U.S. energy security in a just and equitable way. To date, two stops on the *DOE Energy Justice to the People*

Roadshow have been completed: [Rio Grande Valley and Corpus Christi \(April 12-14\)](#), and [Lake Charles/Port Arthur \(June 13-14\)](#). See [DOE ‘Energy Justice to the People Road Show’ visits Lake Charles](#). [Secretary Granholm joined the Roadshow in Port Arthur](#).

- DOE supports President Biden’s [Investing in America](#) agenda by providing technical assistance programs for states, territories, Tribes, and local governments to make a once-in-a-generation investment in infrastructure, clean energy and climate resilience.

Hispanic Initiative.

- In FY 2023, DOE co-sponsored White House Hispanic Initiative’s Hispanic Regional Economic Summit in San Bernardino, CA, to share federal and DOE opportunities related to careers, internships, grants, and financial assistance.
- On October 12, 2022, EJE met with the Alliance of Hispanic Research Universities. At that time, the Alliance consisted of 21 universities which were both Hispanic-Serving Institutions as defined by Title V of the Higher Education Act and in the top 5% of universities in the U.S. for research as determined by the Carnegie Classification of Institutions of Higher Education. The meeting was held to discuss opportunities to increase diversity in the federal work force and DOE’s grant recipient pool in accordance with DOE’s Justice40 implementation initiatives.
- In FY 2023, EJE was represented by the Minority Business and Workforce Division at the Annual U.S. Hispanic Chamber of Commerce (USHCC) Legislative Summit held in Washington, D.C. The USHCC actively promotes the economic growth, development, and interests of more than 4.7 million Hispanic-owned businesses. During this event, DOE presented to Hispanic owned energy businesses on funding opportunities available through various DOE program offices.

LGBTQI+ Initiative.

- In FY 2023, DOE sponsored the Capital Pride Festival, Lesbians Who Tech conference, and attended the Out in STEM conference to engage with the LGBTQI+ community on employment and federal and DOE opportunities. DOE also works in close partnership with its Energy PRIDE Employee Resource Group (ERG) for Pride Month, including raising the Progress Pride Flag for the third year in a row with the Energy Secretary.

Initiative on Asian Americans (AA), Native Hawaiians, and Pacific Islanders (NHPI).

- In May 2023, DOE sponsored the Federal Asian American Pacific Council’s annual National Leadership Training Program in Long Beach, CA, and attended Office of Personnel Management’s AA and NHPI Federal Employee Leadership Development Conference. The Department is partnering with its Asian American Pacific Islander Network Employee Resource Group (ERG) to sponsor ERG members in the federal workforce for professional development, capacity-building, and enhancing leadership skills.
- In FY 2023, DOE participated in two White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders (WHIAANHPI) Regional Economic Summits in Seattle and New York City to share federal and DOE opportunities related to careers, internships, grants, and financial assistance. DOE also actively partnered with Asian Americans in Energy, the Environment, and Commerce on two external engagement events (August 2022 in Washington, DC, and October 2022 in Boston, MA) to inform the community about employment, contracting,

and business opportunities resulting from investments via BIL and IRA. DOE co-sponsored the July 2023 WHIAANHPI Regional Economic Summit to share federal and DOE employment and contracting opportunities with AA and NHPI communities and connect with stakeholders on energy justice. In FY 2023, EJE also met with the Small Business Diversity Network focused on AA and NHPI business owners to share opportunities.

Rural Communities.

- In July 2023, DOE announced the 67 winners of the first phase of the [Energizing Rural Communities Prize](#). The cohort included 17 Tribes, or teams, serving Tribal communities. Each of the 67 winners will receive \$100,000, in-kind-mentorship services, and eligibility to compete in phase two of the prize to win an additional \$200,000. One of the winning teams is Sustainable Energy for Galena Alaska, a nonprofit run jointly by the Loudon Tribal Council, the Galena City School District, and the City of Galena. See [Community Profile: What Energizing Rural Communities Means for Galena, Alaska](#). About 400 people live in Galena year-round, and the economy is based around the schools there that draw over 50 villages' high school students for boarding school. DOE is funding holistic energy planning for Sustainable Energy for Galena Alaska.

- DOE's participation in the Rural Partners Network (RPN), which is led by the U.S. Department of Agriculture (USDA) and the White House Rural Prosperity Interagency Policy Council, builds relationships with rural communities across the Nation, especially in the states and communities designated to be prioritized by RPN. DOE employs a Rural Desk Officer, who actively participates in the network. One component of the RPN is the selection of signature projects in communities that have been identified by the network as priority areas. For example, DOE is the lead for the San Carlos Apache Tribe's solar project, which was awarded \$4M in FY 2023 year. Upon completion, the project will add 750 kW of solar photovoltaic systems and a 500-kW Battery Energy Storage System to its diesel generators to serve 36 residential buildings for healthcare workers and five hospital buildings at the San Carlos Apache Healthcare Corporation community.

- DOE has several offices that offer programs that directly benefit rural communities by providing technical assistance, loans, tax incentives and funding that supports the clean energy transition. Some examples include:
 - The Office of Clean Energy Demonstrations (OCED), which manages the [Energy Improvements in Rural or Remote Areas program](#) that supports energy investments in rural and remote areas through clean energy projects to improve reliability and/or resilience of energy systems, reduce energy poverty, and improve environmental performance of energy generation in rural or remote communities.
 - The Office of Indian Energy, which selected [18 American Indian and Alaska Native communities](#) to receive \$34M in funding to advance clean energy technology. The funding strengthens Tribal communities by increasing their access to solar power and microgrids, increasing energy security and resilience, and powering unelectrified Tribal buildings.
 - The Office of Manufacturing and Energy Supply Chains (MESC) plays a critical and unique role in catalyzing investments in America's energy future to support the reshoring, skilling, and scaling of U.S. manufacturing across energy supply chains. MESC addresses critical vulnerabilities in U.S. energy supply chains, serves as the frontline of clean energy capital

deployment, and accelerates America's transition to a resilient, equitable energy future through direct investments in manufacturing capacity and workforce development.

- The Grid Deployment Office, which offers the Grid Resilience Innovation Program and provides financial assistance grants for grid resilience, smart grid, and grid innovation projects.

- This year, Secretary Granholm has prioritized visiting rural areas across the region including Wisconsin, North Carolina, and Georgia, where she spoke about clean energy investments for Tribal communities and well-paying energy union jobs, met with local labor leaders, and led town halls.

D. Advancing Equity Through Key Legislation:

Nothing to report.

V. Strategies to Advance Equity in FY 2024

Strategy #1: *Establish a Community Benefits Plan framework that builds trust and improves outcomes for underserved communities, which in turn supports successful Deployment & Demonstration and Research & Development projects that advance an equitable clean energy transition.*

Whole-of-Government Equity Objective:

- Economic Justice
- Environmental Justice
- Educational Equity
- Health Equity
- Housing Justice and Community Investment

Collaborating Agencies:

- U.S. Environmental Protection Agency
- U.S. Department of Housing and Urban Development
- USDA Rural Partners Network
- Bureau of Ocean Energy Management
- U.S. Department of Labor
- U.S. Department of Commerce

Barriers to Equity:

- Energy infrastructure is disproportionately sited in low-income communities, communities of color, and Tribal Nations, leading to both disproportionate exposure to the negative environmental, economic, and social impacts of energy infrastructure and lack of access to benefits. Communities often do not see themselves as having a role or an effective voice in project deployment and development.
- Tribal communities, local agencies, rural and remote communities, and smaller community-based organizations lack the capacity to engage in the project development cycle.
- A significant concern is communities' limited capacity to meaningfully engage in the decision-making process.

Evidence Base to Support Strategy:

- Dialogue between offices concerning CBP implementation, guidance, and their experience.
- Socialization of CBP requirements within the organization.
- Feedback from community and industry through engagement at Energy Justice Roadshows, and other targeted community, Tribal, and stakeholder engagement.

Actions to Achieve Equity:

- Develop a CBP framework³ that can be consistently applied across agency programs.
- Expand CBPs to all relevant DOE programs that are not currently incorporating CBPs or capturing any of the CBP priorities through other mechanisms.

³ Community Benefits Plans are based on a set of four core policy priorities: investing in America's workforce; engaging communities and labor partners; advancing diversity, equity, inclusion, and accessibility; and implementing Justice40. These key principles, when incorporated comprehensively into project proposals and applications and executed upon, will help ensure broadly shared prosperity in the clean energy transition. Additional information about CBPs can be found [here](#).

- Ensure that CBPs are scored at a minimum of 20% of the total application score, as applicable.
- Enhance community capacity to participate in DOE projects. Leverage resources available through federal assistance programs such as EPA’s Environmental Justice Thriving Communities Technical Assistance Centers, DOE Technical Assistance, and the awardee project developer’s CBP commitments to increase communities’ ability to identify potential risks and harms, identify potential risk mitigation, and possible benefits of project deployment.
- Revise community commitment policy and supporting clauses to reflect current priorities. (DEAR 970.2673-1, DEAR 970.5226-3 and DOE-H-2045)

Proposed Metrics:

- Track how funding is distributed to disadvantaged, fossil energy, Tribal, and rural communities.
- Track Justice40 metrics within BIL and IRA funding awards.
- Track number of Community Benefits Agreements and Project Labor Agreements entered within DOE-funded projects.
- Capture the number of community members or stakeholders engaged by –
 - Communities of interest (individually and collectively)
 - Type of Engagement
 - Degree of Engagement
- Report community ownership in the following ways:
 - Number of clean energy projects with community ownership
 - Total value of community owned clean energy projects and percent owned by communities
 - Total value of annual compensation to communities from community owned energy assets
- Measure the number of projects using go/no-go contractual elements to ensure project is meeting CBP commitments.
- Conduct survey of impacted community response/opinion before, during, and after project deployment (mid/long term). Provide an avenue for communities to contact DOE if they are concerned about the implementation of a CBP.

Public Participation and Community Engagement:

- Establish short-, medium-, and long-term CBP engagement support that would facilitate strong CBPs in applications in financial terms and conditions negotiations, through the go/no go decision process, and through the reporting cycles.
- Conduct CBP workshops that are tailored in content and method of delivery for the following specific audiences:
 - 1) Tribal Nations to support Tribal capacity both as applicants and beneficiaries of project benefits from developers and researchers;
 - 2) Underserved communities and rural and remote communities;
 - 3) Project developers (e.g., industry, academia, local government, and utilities) to support development of stronger CBPs from applicants; and
 - 4) Labor unions and other entities representing local workers, workers displaced by the energy transition, and workers under-represented in the energy workforce.

- Establish a CBP Technical Assistance strategy across DOE program offices to support CBP implementation across covered programs.
- Connect EPA EJ Thriving Communities Technical Assistance Centers with community-based organizations, Tribal Communities, and organizations representing local workers to help negotiate Community Benefits Agreements.
- Identify opportunities to “train the trainer” on effective stakeholder engagement within programmatic offices.
- Leverage Tribal and Stakeholder Engagement framework to support CBP implementation.

Strategy #2: *Update the DOE Merit Review Program to improve equitable outcomes for DOE awards.*

Whole-of-Government Equity Objective:

- Economic Justice
- Environmental Justice
- Housing Justice and Community Investment

Collaborating Agencies:

DOE will collaborate with the Department of Education, the National Science Foundation, and NASA to advance this strategy. In particular, the agency is eager to learn if sister agencies have successfully revised their merit review programs to advance more equitable outcomes.

Barriers to Equity:

- Lack of transparency and consistency across DOE merit review recruitment processes limits the agency's ability to assess overall effectiveness of the merit review process.
- Lack of participation by underrepresented groups affects the ability of those individuals to establish relationships with DOE personnel and understand how funding applications are evaluated, and what makes an application successful.
- Lack of reviewers with appropriate expertise impacts the ability to support initiatives relevant to the CBP framework (promoting jobs, Justice40, diversity, and disadvantaged communities).
- Lack of demographic information collected about reviewers at the registration phase makes it difficult to evaluate issues of implicit bias within panel decision making.

Evidence Base to Support Strategy:

Observations from informational interviews conducted with DOE office staff support this strategy.

Actions to Achieve Equity:

- Work with Privacy Act Officers and the Office of the General Counsel to update systems to include demographic data with reviewer registration, which can help the agency analyze how merit review board composition may impact selection outcomes.
- Create a guidance document for resume screeners to mitigate implicit bias within merit review board selection and increase opportunities for underrepresented individuals to serve on merit review boards.
- Create and maintain a reviewer landing page to capture departmental opportunities and alert potential reviewers of opportunities to serve as merit reviewers.
- Expand departmental efforts to reach out to MBEs, MSIs, underrepresented groups, minority organizations, and federal equity leads to increase opportunities for underrepresented individuals to serve on merit review panels and learn more about the DOE merit review process.
- Create consistency in questions asked in DOE reviewer recruitment registration processes.
- Improve public awareness and access to DOE program managers.
- Capture the input of reviewers on the review process and the way proposals are solicited, evaluated, and awarded.

Proposed Metrics:

- Capture demographic data and skillset information on reviewers to determine which groups necessitate further outreach.
- Establish guidance for program offices to utilize to reduce bias in the merit review process.

Public Participation and Community Engagement:

- DOE plans to host listening sessions with previous reviewers to learn about their experiences as reviewers as well as what changes, if any, can be made to the acquisition process to reduce barriers to entry.
- Utilize the DOE Equity Action Plan to recruit reviewers. Interested merit reviewers should submit information via <https://www.energy.gov/diversity/become-doe-meritpeer-reviewer>.

Strategy#3: *Increase and improve access to procurement opportunities (acquisition and financial assistance) for new entrants, small, and historically disadvantaged businesses.*

Whole-of-Government Equity Objective:

- Economic Justice

Collaborating Agencies:

- DOE will support government-wide activities that OMB (e.g., OFPP, Office of Federal Financial Management) is undertaking to advance the Administration’s equity objectives in contracting and financial assistance.

Barriers to Equity:

- Stakeholders have routinely expressed frustration in accessing DOE opportunities.
- DOE is underutilizing federal acquisition statutory and regulatory authority to provide procurement opportunities to underrepresented groups.

Evidence Base to Support Strategy:

- DOE/OMB/OFPP co-sponsored two nation-wide crowdsourcing campaigns in 2021, which illustrated that underserved groups faced difficulty finding DOE financial assistance opportunities.
- High participation at DOE-hosted Annual Small Business Fora & Expos illustrates that small businesses, including those in underserved communities, are very interested in working with the Department and are seeking clarity on opportunities, procurement (and other funding mechanisms) processes and procedures, and subcontracting opportunities.
- Through involvement in numerous annual regional/local small business opportunity outreach events and conversations with business owners, DOE learned that small businesses are highly capable of performing DOE mission work that is generally less complex in nature and smaller in dollar value.
- By reviewing stakeholder feedback from agency Requests for Information (RFI) and Industry Days and benchmarking state and local governments and other federal agency equity procurement best practices, DOE identified the following pathways to increase equity:
 - Create centralized, more complete forecast information for future procurement activities;
 - Ask more detailed questions on capability during market research and provide sufficient time for industry responses; furnish more information in the pre-solicitation phase;
 - Communicate expected timing between draft request for proposal (RFP) and final RFP for teaming purposes;
 - Increase small business “carve outs” and reserve meaningful scopes of work for small businesses in larger requirements.

Actions to Achieve Equity:

- Deploy a centralized, public-facing DOE business forecast to provide timely access to upcoming opportunities for contracts, financial assistance, and subcontracting.
- Continue to leverage CBP guidance and sample terms and conditions in DOE FOAs to ensure that recipients use federal investments to fulfill the four priorities of the CBP (investing in America's workforce, engaging communities and labor, advancing DEIA, and implementing Justice40.)
- Continue to implement policies and procedures for expanding DOE’s use of [Partnership Intermediary Agreements](#) and [Other Transactions Authorities](#).

- Continue to increase outreach to Tribal Nations, underserved communities, and socio-economic small businesses to bolster efforts to increase new entrants to DOE opportunities.
- Develop and leverage strategic partnerships with external entities (e.g., Minority Business Development Agency, [APEX Accelerators](#) (formerly PTACs), and [Small Business Development Centers](#)) to support expanded socio-economic and small business supplier base through training and development and access to capital programs.
- Continue to utilize subject matter experts (EJE, program office representatives) as a resource for the technical review of M&O contractor Diversity Plans to support DOE in their oversight of the M&O contractors.
- Provide technical assistance to grantees on complying with civil rights laws while carrying out DOE-funded activities.
- Launch a new Department Limited English Proficiency (LEP) Plan providing guidance to DOE offices on translation, interpretation, and outreach services for LEP persons seeking access to Department programs to help ensure that LEP communities are informed of DOE activities and funding opportunities.
- Utilize the Women-owned Small Business (WOSB) Small Business Program Manager to develop strategies for increased gender equity to be informed by increased data analytics, WOSB-centric North American Industry Classification System code assessments, and in collaboration with the SBA WOSB Program, and major facility management contractors.
- Continue to support on-going efforts for M&O contractors and major site and facility contractors to increase subcontracting opportunities for AbilityOne contractors who employ people who are blind or have significant disabilities.
- Continue to support ongoing activities to increase socioeconomic achievements in awarding contracts, including subcontracts under the Department’s Management & Operating Subcontract Reporting Capability (MOSRC) actions.
- Continue to collaborate with contractor groups such as the Energy Facility Contractors Group to increase awareness and understanding of procurement flexibilities that can be used to increase opportunities for new entrants and disadvantaged communities.

Proposed Metrics:

- Increase achievements towards departmental socio-economic goals in SBA’s FY 2023 Goaling Memorandum for DOE, dated, January 11, 2023, as shown below.

[SBA FY 2023 Goals for DOE](#)

<u>Category</u>	<u>Prime w/ eSRS⁴</u>	<u>Sub</u>
Small Business	5%/17%	49%
Small Disadvantaged Business (SDB)	7%	5%
WOSB	5%	5%
Service Disabled Veteran Owned Small Business (SDVOSB)	3%	3%
Historically Underutilized	3%	3%

⁴ Data sourced from the Electronic Subcontracting Reporting System (eSRS).

Business Zone (HUBZone)		
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This information will be updated when SBA issues the FY 2024 Goaling Memorandum for DOE, which is expected in January 2024. Additionally, to fulfill the President’s vision on equity in procurement and meet his goal of increasing annual spend to SBDs to 15% by FY 2025, SBA has negotiated FY 2023 SDB goals with federal agencies so that, in the aggregate, federal agencies can reach a government-wide goal of 12% of total eligible contract spending ([OMB M-22-03](#)).

- Increase new entrants into DOE market and track data being provided by the Supplier Dashboard located at [Supplier Base Dashboard | D2D \(gsa.gov\)](#) and captured in the DOE SB Scorecard at [Individual Scorecard \(sba.gov\)](#).

<u>Category</u>	<u>2021 Count</u>	<u>2022 Count</u>
Small Business	866	863
WOSB	200	198
SDB	390	378
SDVOSB	94	80
HUBZone	58	63

- Increase the number of federal and DOE acquisition awards to new entrants.
- Increase usage of DOE and SBA Mentor Protégé Programs.

Public Participation and Community Engagement:

- Utilize the DOE Equity Action Plan to share the link to numerous DOE opportunities: <https://www.energy.gov/justice/articles/department-energy-and-federal-funding-prize-and-competition-opportunities>.
- Continued attendance at Annual Small Business Fora & Expos.
- Maintain a presence at annual regional/local small business opportunity outreach events.
- Continued use of social media (i.e., Facebook, LinkedIn, X) to publicize prospective business opportunities and community outreach events.

Strategy #4: *Integrate and track justice considerations through a metrics framework for the Department's Research & Development strategy by providing consistent communication of expectations and efficient coordination and implementation of reporting requirements across the Department.*

Whole-of-Government Equity Objective:

- Environmental Justice
- Economic Justice

Collaborating Agencies:

- U.S. Energy Information Administration
- U.S. Digital Services
- National Science Foundation
- National Laboratories
- White House Council on Environmental Quality
- White House Office of Management and Budget
- U.S. Department of Labor
- U.S. Environmental Protection Agency

Barriers to Equity:

- Current metric collection fails to holistically assess justice outcomes in DOE R&D programs. Current Justice40 metrics do not capture R&D impacts outside of the geographical location where work is being performed. Further, some types of R&D funding (non-competitive/block grants, DOE Laboratory solicitations, Lab field work proposals) do not have metrics in place to monitor and measure project progress.
- Justice40 metric reporting is hindered by limited coordination and some offices lacking trained and task-dedicated personnel to measure program impacts.
- The nature of R&D makes outcome-based metric reporting difficult. Outcome-based metrics are data that show the extent and impact of an organization's, program's, or initiative's activities on its customers or beneficiaries.⁵ Outcome-based metrics are different from performance metrics, which track the key activities that lead to outcomes, or output or activity data, which describe the organization's actions.⁶ Outcome-based metrics are useful for demonstrating accountability, transparency, and efficacy.⁷ The benefits of R&D can have long time horizons and broad applications.
- In general, technology R&D strategy roadmaps lack sufficient consideration of equity or justice. Current roadmaps emphasize technological advancement of high-performance, high-cost technologies that likely will not be affordable to underserved communities. For example, clean energy and energy efficiency programs (e.g., rooftop solar power, weatherization) are not accessible to some underserved and underrepresented communities, especially where there is a reliance upon technology to communicate and access these programs. The unequal

⁵ DeRosa, Mike. "Outcome Metrics: Measuring What Matters in the Nonprofit World." (2022) <https://www.derosamangold.com/outcome-metrics/>

⁶ Reiff, Stan. "5 Key Nonprofit Outcome Metrics and How to Use Them." (2019) <https://capincrouse.com/5-key-nonprofit-outcome-metrics-use/>

⁷ DeRosa, Mike. "Outcome Metrics: Measuring What Matters in the Nonprofit World." (2022) <https://www.derosamangold.com/outcome-metrics/>

access to clean energy is evidenced by some communities disproportionately adopting clean technologies at slower rates.⁸

Evidence Base to Support Strategy:

- Although inconsistent, several offices across DOE have collected R&D impact metrics, such as the number of peer-reviewed journal articles, patents, licenses, new companies formed, and the amount of follow-on funding received from the private sector. Challenges to these current efforts include:
 - Many of these achievements occur after a project is closed out, when awardees are no longer reporting on the project and have likely moved onto other projects. As a result, many of these outputs are not appropriately attributed to DOE funding. One study of the Web of Science – a public database of scientific articles – found that in some subject areas, as little as 28% of the articles had any acknowledgements, and of those only 65% acknowledged funding.⁹ If funding is properly acknowledged, web-crawling techniques can be used to extract subsequent impacts.
 - Existing project impact metrics fail to address equity or justice.
 - There are infrequent third-party reviews of evaluation metrics. These reviews are costly, time-intensive, and limited by confidential business information restrictions.
 - There is limited interaction and participation with citizen/community science in the development of DOE R&D strategies and metrics.
- There have been several approaches across the federal Government to address the foregoing challenges:
 - In the Advanced Research Projects Agency – Energy (ARPA-E), there are staff who follow up with past recipients to collect research outputs/publications.
 - In the DOE Office of Science, there is an annual automated reminder to past awardees to update their profile, including information regarding publications.
 - Existing literature shows a lack of equity consideration in R&D metrics. To fill this gap, NREL developed the Justice Underpinning Science and Technology Research (JUST-R) metrics framework—energy justice metrics specifically targeted at early-stage research.¹⁰
 - Some offices have project-specific metrics. For example, DOE’s Building Technology Office requires applicants of some FOAs to provide estimates of energy, cost, and emissions savings using the Resilient and Efficient Codes Implementation (RECI) Impact Calculator tool – a spreadsheet-based tool for building code updates in new construction, improvements to existing buildings, and improvements in energy codes compliance.¹¹ Since climate change disproportionately impacts low-income and minority

⁸ Sunter, Deborah A., Sergio Castellanos, and Daniel M. Kammen. "Disparities in rooftop photovoltaics deployment in the United States by race and ethnicity." *Nature Sustainability* 2.1 (2019): 71-76.

⁹ Smirnova, N., Mayr, P. "A comprehensive analysis of acknowledgement texts in Web of Science: a case study on four scientific domains." *Scientometrics* 128, 709–734 (2023). <https://doi.org/10.1007/s11192-022-04554-9>

¹⁰ Dutta, Nikita S., Gill, Elizabeth, Arkhurst, Bettina K., Hallisey, Mary, Fu, Katherine, and Anderson, Kate. "JUST-R metrics for considering energy justice in early-stage energy research." (2023) Web. doi:10.1016/j.joule.2023.01.007.

¹¹ RECI Calculator. "Bipartisan Infrastructure Law: Resilient and Efficient Codes Implementation" <https://eere-exchange.energy.gov/Default.aspx?Search=DE-FOA-0002813&SearchType=>

communities,¹² reduction in greenhouse gas emissions will benefit these communities. This is one of the many equity-based R&D metrics in the JUST-R framework.

- Some offices track information regarding equity-based metrics related to either the funded institutions (e.g., MSIs) or individuals (e.g., demographics of PIs).
- EERE is currently undergoing a third-party review for Justice40 impact evaluation. In addition to hiring outside consultants and creating an internal review team, they are also exploring the use of machine learning tools with natural language processing.
- Increasingly during the last decade, rapid technical advances have opened opportunities for broader and deeper interaction and participation among individuals, communities, and governments, allowing all levels of government to engage previously uninvolved people in issues affecting their communities and local environments.^{13 14}
- The EPA has established new avenues for citizen science use in their Agency’s strategic plan^{15 16} from which the DOE could draw inspiration and best practices.
- DOE showcases eight citizen science projects¹⁷: The Open PV Project, Lantern Live, Geothermal Case Studies and Exploration, Regulatory and Permitting Information Desktop Toolkit, Space Warps, Berkeley Lab Range Hood Roundup, SETI@home/Astropulse, and Orphan Well Location Survey.

Actions to Achieve Equity:

The overarching goal of this strategy is to ensure that underserved, underrepresented, and rural communities are equitably considered for and reap the benefits of federal energy programs and new energy technologies. To improve equity, DOE will:

- Develop R&D-specific metrics to quantify Justice40 impacts (i.e., workforce development, research outputs) for all project phases including during the award post-project closeout, and secondary impacts beyond the site of performance.
- Develop automated, easy-to-use systems to capture standard and office-specific metrics and content for all funding (FOAs, non-competitive grants, DOE Laboratory solicitations, etc.) that integrate with Justice40, BIL, and office reporting requirements and are consistent with requirements established for each FOA, including expected follow-up actions, federal financial assistance guidelines, and the Paperwork Reduction Act.

¹² Smith, G.S., Anjum, E., Francis, C. et al. “Climate Change, Environmental Disasters, and Health Inequities: The Underlying Role of Structural Inequalities.” *Curr Envir Health Rpt* 9, 80–89 (2022). <https://doi.org/10.1007/s40572-022-00336-w>

¹³ National Advisory Council for Environmental Policy and Technology. “Environmental Protection Belongs to the Public A Vision for Citizen Science at EPA.” EPA 219-R-16-001 (2016). https://www.epa.gov/sites/default/files/2020-04/documents/nacept_cs_report_final_508.pdf

¹⁴ National Advisory Council for Environmental Policy and Technology. “Information to Action Strengthening EPA Citizen Science Partnerships for Environmental Protection.” EPA 220-R-18-001 (2018). https://www.epa.gov/sites/default/files/2020-04/documents/nacept_2018_citizen_science_publication_eng_final_v3_508.pdf

¹⁵ National Advisory Council for Environmental Policy and Technology. “Environmental Protection Belongs to the Public A Vision for Citizen Science at EPA.” EPA 219-R-16-001 (2016). https://www.epa.gov/sites/default/files/2020-04/documents/nacept_cs_report_final_508.pdf

¹⁶ National Advisory Council for Environmental Policy and Technology. “Information to Action Strengthening EPA Citizen Science Partnerships for Environmental Protection.” EPA 220-R-18-001 (2018). https://www.epa.gov/sites/default/files/2020-04/documents/nacept_2018_citizen_science_publication_eng_final_v3_508.pdf

¹⁷ <https://www.citizenscience.gov/catalog/doe/#>

- Establish policies and procedures to increase community participation in development of research questions and citizen science in research and development.
- Identify communities to review proposed R&D metrics framework.
 - Distribute an organizational chart with the DOE communities working in Justice40 R&D reporting, with attention to offices engaging in R&D projects that involve or could engage external EJ communities in R&D.

Proposed Metrics:

Please note that the benefits of R&D research can have long time horizons. One study of historical case studies of energy supply and end use technologies found the median time taken from invention to widespread commercialization was 32 years.¹⁸ As such, near- to medium-term will focus on creating, reviewing, and monitoring the newly established R&D metrics.

- Establish appropriate R&D metrics.
- Identify applicable FY 2023 R&D FOAs and solicit program managers to identify baseline metrics that are readily available.
 - Collect and monitor appropriate R&D metrics.
- Distribute best practices for R&D funding acknowledgements in awardee outputs and how to collect outputs after project closeout.
- Distribute training material for the automated metric reporting tool.
 - Create a public dashboard or to show DOE R&D funding and outputs from R&D funding, such as the number of publications and expected Justice40 benefits based on the created R&D metrics. The dashboard may be a stand-alone product or integrated into an existing dashboard, such as the Energy Justice (BETA) Dashboard.¹⁹

Public Participation and Community Engagement:

- DOE will ask past awardees to test the user experience and content of the BETA platform developed to collect metrics.
- Utilize the participants of Justice40 Community of Practice to gather insight on how to develop metrics for their Justice40 programs.
- Gather feedback during the *Energy Justice to the People* Roadshow on Justice40 metrics.

¹⁸ Gross, Robert, et al. "How long does innovation and commercialisation in the energy sectors take? Historical case studies of the timescale from invention to widespread commercialisation in energy supply and end use technology." *Energy policy* 123 (2018): 682-699.

¹⁹ Energy Justice Dashboard (BETA). <https://www.energy.gov/diversity/energy-justice-dashboard-beta>

Strategy #5 *Develop an agency-wide framework to effectively work with Tribal and disadvantaged communities to reimagine their clean energy future through real investments and technical assistance and ensure that community voices and decision-making is integrated into DOE funding, research, and programming.*

Whole-of-Government Equity Objective:

- Economic Justice
- Environmental Justice

Collaborating Agencies:

- Department of Transportation’s Thriving Communities Network
- EPA Office of Environmental Justice and External Civil Rights
- Department of Interior Assistant Secretary of Indian Affairs

Barriers to Equity:

- Procedural and distributional inequity in engaging communities when designing technical assistance (TA), funding, and other support.
- Uncoordinated outreach to same Tribal Nations and community entities results in overburdening of those communities.
- Lack of feedback processes to incorporate community voices in program design and decision-making.
- Communication methods and resources dependent upon internet access and lack of accessibility for non-English speakers.
- Failure of DOE to meet the communities where they are, including providing resources to participate in DOE outreach activities.
- Inadequate allocation of agency resources and training for DOE staff to successfully engage with communities.

Evidence Base to Support Strategy:

- The Justice40 Stakeholder Engagement Community of Practice and Office of Community Engagement collected the insights and feedback of stakeholder engagement staff from 24 program offices across DOE.
- Tribal-specific feedback from a public process. (See DOE's Tribal Consultation Action Plan: [POTUS Tribal Consultation Memo - DOE Response and Action Plan -FINAL.pdf](#) ([energy.gov](#))).

Actions to Achieve Equity:

- Engage impacted communities early in the process of project development and catalyze meaningful labor and community engagement throughout the project process.
- Establish a comprehensive and coordinated internal strategy that prioritizes actions to advance meaningful community and stakeholder engagement across all DOE program offices and DOE National Laboratories.
 - Identify additional DOE Tribal Consultation and Tribal and disadvantaged community engagement positions, by type (federal, temporary, permanent) needed across the department and seek applicants with appropriate cultural competence and experience.
 - Develop and incorporate Tribal consultation best practices and annual training DOE-wide to improve government-to-government interactions and notifications. This includes building Tribal notifications and consultation in DOE awards and studies.

- Develop a DOE-Wide Relationship Management tool (similar to CRM – Client Relationship Management tool) that would contain essential foundational information about Tribal and disadvantaged community engagement or outreach related to a site, project, or program and be targeted to personnel with direct Tribal and disadvantaged community engagement responsibilities.
- Improve utilization of tracking system, coordination, and institutional memory of ongoing department-wide Tribal and disadvantaged community engagement.
- Support capacity building in Tribal Nations and disadvantaged communities through funding, grant-writing and other technical assistance, equitable communication, and improved application processes.
- Establish Tribal and Disadvantaged Community Engagement Principles and Practices in DOE Policy. Include mechanisms to integrate Tribal Nations and disadvantaged community decision-making into program and project processes.
 - Create onboarding materials for new employees for Tribal engagement and update annual/ongoing training to reflect OPM/DOI & Interagency best practices guidance for Tribal Consultation and engagement.
 - Create onboarding materials for new employees disadvantaged community engagement and update annual/ongoing training.
- Improve DOE’s ability for effective and responsive two-way communication, including Nation-to-Nation communication, for Tribal and disadvantaged communities.
 - Improve communications in Native languages, implementation of Title VI Limited English Proficiency requirements, non-digital formats, and other proven practices for equitable engagement.
 - Modify DOE website to create a central portal for Tribal and community organizations to easily find DOE resources available to them and highlighting this resource on the front page of energy.gov (e.g., Energy Savings Hub).

Proposed Metrics:

- Track number of positions by program office dedicated to disadvantaged and Tribal community engagement.
- Track number of program offices utilizing central disadvantaged community and Tribal engagement tracker.
- Monitor number of Tribal and disadvantaged communities supported by capacity building, grant-writing and technical assistance.
- Identify and note the number of DOE processes where Tribal and disadvantaged communities participated in decision-making.
- Determine percent of relevant DOE employees receiving onboarding and ongoing training on Tribal and disadvantaged community engagement.
- Capture the number of community members or stakeholders engaged by –
 - Communities of interest (individually and collectively)
 - Type of Engagement
 - Degree of Engagement

Public Participation and Community Engagement:

DOE will seek input on this strategy and the implementation efforts through its existing engagement efforts including:

- Energy Justice to the People Roadshow.

- Existing working groups such as the Indian Country Energy and Infrastructure Working Group and Nuclear Energy Tribal Working Group
- The White House Environmental Justice Advisory Council.
- Intergovernmental Groups, such as State and Tribal Government Working Group and Energy Communities Alliance, Tribal Programs, National Transportation Stakeholders Forum, Community Programs, and Environmental Management's Minority Serving Institutions Partnership Program.