

U.S. DEPARTMENT OF  
**ENERGY**

Office of  
**ENERGY EFFICIENCY &  
RENEWABLE ENERGY**

# Research and Development Community Benefits Plans

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July 2023



# Disclaimer

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**This video is not a rule or regulation, and the recommendations it contains may not apply to a particular situation based upon the individual facts and circumstances. If you have specific Community Benefits Plans (CBPs) guidance questions, please refer to the funding opportunity announcement for each specific program.**

# How is DOE addressing workforce and equity goals in funding opportunities?



# Community Benefits Plans in DOE Funding Opportunities

- A Community Benefits Plan (CBP) is a required application component for many DOE funding opportunities
- Different DOE Funding Opportunity Announcements (FOAs) may require a different type of CBP
  - CBP requirements may vary based on the source of the FOA funding (e.g., Bipartisan Infrastructure Law FOAs may have different CBP requirements)
  - CBP requirements may also vary based on whether the FOA projects are research and development (R&D) or demonstration and deployment (D&D)
- This information session is focused on R&D Community Benefits Plans included in EERE funding opportunities

A broader scoped CBP 101 video is available at: [www.energy.gov/infrastructure/about-community-benefits-plans](https://www.energy.gov/infrastructure/about-community-benefits-plans)

# R&D Community Benefits Plan: Three Priorities

## 1. Diversity, Equity, Inclusion, and Accessibility

- Equitable access to wealth building opportunities (teaming, access to good jobs, business and contracting opportunities, etc.)

## 2. Energy Equity

- How research will drive benefits to frontline communities and historically underrepresented groups (Disadvantaged Communities", or "DACs")

## 3. Workforce

- Consideration of long-term workforce impacts and opportunities of research.
  - Create/retain high-quality jobs
  - Attract, train, and retain skilled workers



# Other Potential CBP Priorities for non-R&D Projects

## Justice40 Community

- Meet or exceed the objectives of the Justice40 initiative that 40% of benefits flow to disadvantaged communities
- May apply to deployment programs or funding related to:
  - clean energy and energy efficiency
  - clean transit
  - affordable and sustainable housing
  - training and workforce development
  - the remediation of legacy pollution
  - clean water infrastructure

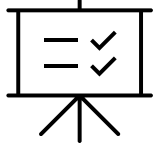
## Workforce and Community Agreements

- Meaningful engagement with community and labor partners leading to formal agreements
- Describe plans to negotiate formal workforce and community agreements to detail benefits, partner obligations, and remedies to ensure accountability.
  - Good Neighbor/Community Benefits Agreement
  - Collective Bargaining Agreement
  - Project Labor Agreement or Community Workforce Agreement

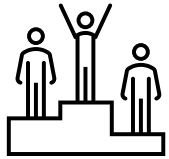
## Please Refer to FOA for Specific CBP Requirements

A broader scoped CBP 101 video is available at: [www.energy.gov/infrastructure/about-community-benefits-plans](http://www.energy.gov/infrastructure/about-community-benefits-plans)

# Community Benefits Plan Overview



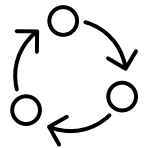
The applicant's Community Benefits Plan must include at least one Specific, Measurable, Assignable, Realistic and Time-based (SMART) milestone per budget period in order to measure progress on the proposed actions.



The R&D Community Benefits Plan will be evaluated as part of the technical review process, typically valued at 15% of the overall score.



If the project is selected, DOE will incorporate the Community Benefits Plan into the award and the recipient will be required to implement the Community Benefits Plan it proposed.



During the life of the DOE award, DOE will evaluate the recipient's progress, including as part of the Go/No-Go review process.

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

## R&D Community Benefits Plan Elements



# Diversity, Equity, Inclusion, and Accessibility (DEIA): Advancing Equality for Disadvantaged Communities

## E.O. 13985

Executive Order On Advancing Racial Equity and Support  
for Underserved Communities Through the  
Federal Government, January 20, 2021

## E.O. 14035

Executive Order on Diversity, Equity, Inclusion, and  
Accessibility in the Federal Workforce June 25, 2021



*"[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."*

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

**The Community Benefits Plan must describe how diversity, equity, inclusion, and accessibility (DEIA) is incorporated in the project objectives. The plan must identify the specific action the applicant would take that integrates into the research goals and project teams.**

- DOE strongly encourages applicants to involve individuals and entities from disadvantaged communities (DACs).
- Equity extends beyond diversity to equitable treatment and equitable access to opportunity for members of the project team
- Ensure all members of the team, including students, are paid a living wage, provided appropriate working conditions, and provided appropriate benefits.



Submitting an institutional DEIA plan without specific integration into the project will be deemed insufficient.

# DEIA Proposal Elements Should Identify or Quantify:



- How the project will incorporate the four different but related concepts of Diversity, Equity, Inclusion, and Accessibility
- How the project team seeks to increase DEIA and overall approaches to retention, engagement, professional development, and career advancement
- Partnerships with Minority, Women, and Disadvantaged Business Enterprises (MWDBE)
- Partnerships with Minority Serving Institutions (MSI)
- Goals for recruiting and hiring individuals from underrepresented groups or disadvantaged communities as part of project activities

# DEIA Proposal Elements may need improvement if:



- No commitment to hire or subcontract to MWDBEs or other types of disadvantaged businesses.
- Recipient does not have plan/commitment to partnering with MSIs or developing DEIA partnerships.
- Recipient does not plan to partner with or recruit or train individuals from diverse backgrounds, underrepresented groups, or disadvantaged communities as part of project activities.
- Recipient has made no commitments to workforce partnership to reduce barriers to quality training and employment.

# DEIA Example Elements

- Building collaborations and partnerships with researchers and staff at MSIs;
- Addressing barriers identified in climate surveys to remove inequities;
- Providing anti-bias training and education in the project design and implementation teams;
- Offering training, mentorship, education, and other support to students and early/mid-career professionals from DACs;
- Providing efforts toward improving a workplace culture of inclusion;
- Developing technology and technology integration innovations to meet the needs of DACs;
- Creating partnerships with local communities, especially under-resourced and DACs;
- Voluntary recognition of a union and informing employees of their rights, regardless of their classification;
- Making research products and engagement materials accessible in a greater variety of formats to increase accessibility of research outputs;
- Implementing training or distributing materials to reduce stigma towards individuals with disabilities;
- Designing technologies that strategically fit within the existing workforce for installation and maintenance of the potential innovation.

# R&D Community Benefits Plan – DEIA FOA Language

## Technical Review Criteria: Diversity, Equity, Inclusion, and Accessibility

- Clear articulation of the project’s goals related to diversity, equity, inclusion, and accessibility;
- Quality of the project’s DEIA goals, as measured by the goals’ depth, breadth, likelihood of success, inclusion of appropriate and relevant SMART milestones, and overall project integration;
- Degree of commitment and ability to track progress toward meeting each of the DEIA goals; and
- Extent of engagement of organizations that represent disadvantaged communities (DACs) as a core element of their mission, including Minority Serving Institutions (MSIs), Minority Business Entities, and nonprofit or community-based organizations.

# 2. Energy Equity

R&D Community Benefits Plan Elements

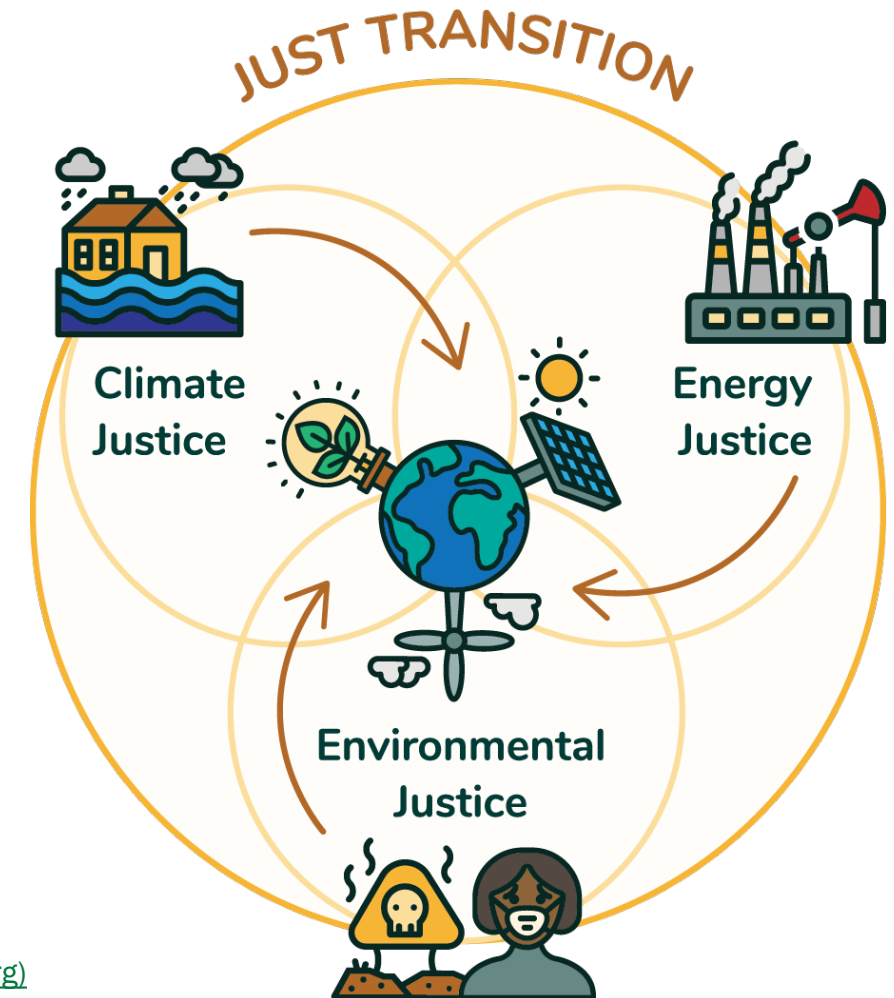
# Energy Justice is the Goal of Achieving Energy Equity

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.

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





# R&D Community Benefits Plan – Energy Equity FOA Language

The **Energy Equity** section should articulate how project proposals will drive equitable access to, participation in, and distribution of the benefits produced from successful technology innovations to disadvantaged communities and groups. Intentional inclusion of energy equity requires evaluating the anticipated long-term costs and benefits that will accrue to disadvantaged groups as a result of the project, and how research questions and project plans are designed for and support historically DACs' engagement in clean energy decisions. Similar to potential cost reductions or groundbreaking research findings resulting from the research, energy equity and justice benefits may be uncertain, occur over a long period of time, and have many factors within and outside the specific proposed research influencing them.

## Specific Examples:

- Describing how a successful innovation will support economic development in diverse geographic or demographic communities;
- Creating a plan to engage equity and justice stakeholders in evaluating the broader impacts of the innovation or in the development of the research methodology; and
- Creating a literature review of the equity and justice implications of the outcomes of the specific research if the innovation is successful, or a plan with dedicated budget and expertise (staffing or subawardee) to evaluate the potential equity implications of successful innovation outcomes.

# R&D Community Benefits Plan – Energy Equity FOA Language

## Technical Review Criteria: Energy Equity

- Clear workplan tasks, staffing, research, and timeline for engaging energy equity stakeholders and/or evaluating the possible near- and long-term implications of the project for the benefit of the American public, including but not limited to public health and public prosperity benefits;
- Approach, methodology, and expertise articulated in the plan for addressing energy equity and justice issues associated with the technology innovation; and
- Likelihood that the plan will result in improved understanding of distributional public benefits and costs related to the innovation if successful.

# 3. Workforce

## R&D Community Benefits Plan Elements

# R&D Community Benefits Plan – Workforce

**Workforce Implications:** This section must articulate the applicant’s consideration of long-term workforce impacts and opportunities of the research. It must identify how the project is designed and executed to include an understanding of the future workforce needs if the innovation is successful. This includes documenting the skills, knowledge, and abilities that would be required of workers installing, maintaining, and operating the technology that may be derivative of the applicant’s research, as well as the training pathways and its accessibility for workers to acquire the necessary skills.

## **Technical Review Criteria: Workforce Implications**

- Clear and comprehensive workplan tasks, staffing, research, and timeline for engaging workforce stakeholders and/or evaluating the possible near- and long-term implications of the project for the U.S. workforce;
- Approach to document the knowledge, skills, and abilities of the workforce required for successful commercial deployment of innovations resulting from this research; and
- Likelihood that the plan will result in improved understanding of the workforce implications related to the innovation if successful.



- Outlining the challenges and opportunities for commercializing the technology in the United States;
- Creating a literature review of the workforce implications of the outcomes of the specific research if the innovation is successful, or a plan with dedicated budget and expertise (staffing or sub-awardee) to evaluate the potential equity implications of successful innovation outcomes;
- Creating a plan and milestones for assessing how a successful innovation will have implications for job savings or loss, either at the macroeconomic level or within specific industries;
- Conducting a formal task analysis and describing the occupations and skills required for commercialization, in order to support workforce training to address needs for successful innovation;
- Creating a plan to evaluate how a successful innovation will result in potential workforce shifts between industries or geographies.

# Workforce Proposal Elements May Need Improvement If:



- Little to no assessment of the workforce implications of the study, research, project, or program.
- No commitments to provide the task analysis and skill requirements for commercialization of the technology to support of workforce training and development as a result of the study, research, project, or program.
- No plan or milestones for assessing or reporting on how successful innovation will result in changes, both positive or negative, to workforce in relevant industries or geographies

# Additional Resources

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## Community Benefits Plan 101: Informational Video

[www.energy.gov/infrastructure/about-community-benefits-plans](https://www.energy.gov/infrastructure/about-community-benefits-plans)

## Justice40 Initiative at DOE

<https://www.energy.gov/diversity/justice40-initiative>

## Climate & Economic Justice Screening Tool

<https://screeningtool.geoplatform.gov/en>

## Energy Justice Dashboard

<https://energyjustice.egs.anl.gov/>