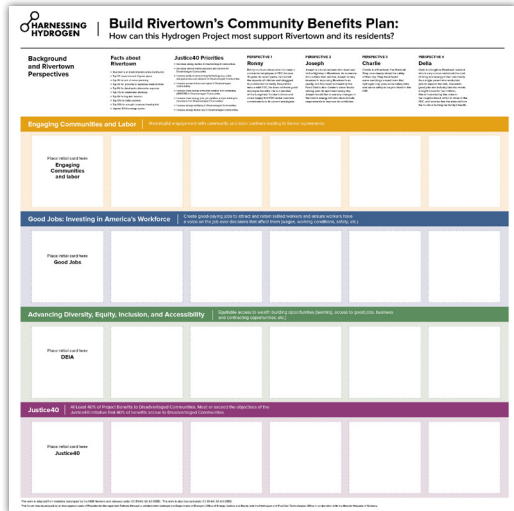


Welcome to Rivertown's Community Benefits Planning (CBP) meeting. In this workshop you will be learning about Community Benefits Plans by developing a plan for a fictional model community called Rivertown. Rivertown has been approached by a developer who is seeking DOE funding and wants input from community, labor and educational organizations in the region on what benefits would serve them.

Before the Activity Begins

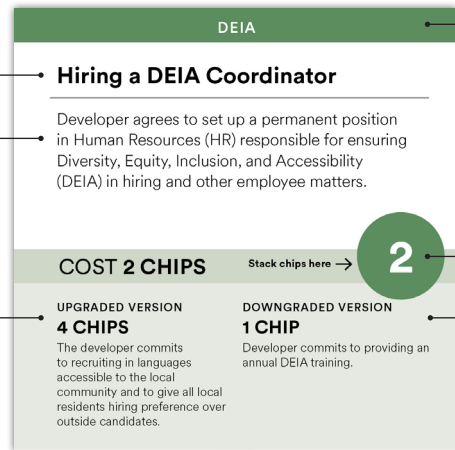
- Facilitator explains project and game instructions.
 - Participants look at **background materials** (see printed packet on Rivertown or watch the video or live presentation this material).
 - Facilitator plays the role of the project developer, convening a town workshop to help the company develop a CBP for the project.
 - The facilitator describes:
 - The Proposed Project** for Rivertown and Rivertown's background
 - Community Benefit Plans** and their requirements
 - Perspectives from four Rivertown residents**
 - Each participant is given **chips** to represent resources they'd like to allocate to the various benefits up for consideration.
 - 3-4 Participants: 6 chips each
 - 5 Participants: 5 chips each
 - 6 Participants: 4 chips each
 - 7 Participants: 4 chips each
- 8 Participants: 3 chips each
 - Each benefit has a set number of chips needed (varying depending on the benefit) in order to be included in the CBP
 - Participants are also given the opportunity to weaken/strengthen benefits for a greater number of chips (for example, +2 to strengthen, -2 to weaken), which will take place in the negotiations phase.
 - **The group needs at least one benefit in each CBP category and participants are encouraged to use all of their chips.**

THE BOARD



Benefit Categories

SAMPLE CARD



Name of Benefit → **Hiring a DEIA Coordinator**

Description → Developer agrees to set up a permanent position in Human Resources (HR) responsible for ensuring Diversity, Equity, Inclusion, and Accessibility (DEIA) in hiring and other employee matters.

Upgraded version and cost → **COST 2 CHIPS**

Downgraded version and cost → **UPGRADED VERSION 4 CHIPS**
The developer commits to recruiting in languages accessible to the local community and to give all local residents hiring preference over outside candidates.

DOWNGRADED VERSION 1 CHIP
Developer commits to providing an annual DEIA training.

Cost in chips → **2**

Benefit → **DEIA**

- 1 Review the initial Community Benefits Plan on the board.
- 2 Add **Engaging Community and Labor Benefits** cards to the board.
Follow the instructions to the right for each benefit category on the board.
- 3 Add **Good Jobs Benefits** cards to the board.
Follow the instructions to the right for each benefit category on the board.
- 4 Add **DEIA Benefits** cards to the board.
Follow the instructions to the right for each benefit category on the board.
- 5 Add **Justice40 Benefits** cards to the board.
Follow the instructions to the right for each benefit category on the board.
- 6 **Review whole plan and adjust.**

Participants can go back and revise the plan as they see fit to adjust any area they collaboratively or individually seek to.

Review the stakeholder perspectives and ensure your plan reflects their needs. Take a vote and see if you reach consensus on your proposed CBP. Consensus is not required.

FOR EACH BENEFIT CATEGORY...

- Facilitator deals out the benefit cards for that section, each participant should have at least one benefit card.
- Discuss the initial benefit proposed by the developer in each category. Decide whether you want to keep or remove that benefit or upgrade or downgrade it. If you choose to remove it, the facilitator should give you additional chips equivalent to the value of the removed benefit card. If the you choose to downgrade the benefit by reducing the cost to 1, the facilitator gives you 1 additional chip.
- Look at the other possible benefits in that category and select additional benefits they would like to add to this section.
- Collaborate to pool chips or choose to use their own chips for a benefit.
- Each participant has one opportunity per round to add a benefit or not (or create your own benefit).
- When each participant has taken a turn, move on to the next benefit category.

Discussion and Reflection

- What was the easiest point of consensus?

- Were there particular areas of struggle?

- How you resolved or compromised differences of perspectives?

- Were you able to reach consensus and feel comfortable with your proposed CBP?

- Would you feel comfortable with this infrastructure in your community?

- How might the Rivertown Stakeholders feel about the CBP you proposed?

- Whose perspectives were missing from the CBP that you decided on?

- What priorities do you now hold for any kind of technology development in your community?

- How would you want a developer to engage your community to develop a CBP plan here?

Share your Community Benefit Plan

Nominate one member of your table to share back with the whole workshop.

About this workshop: This workshop was developed by a team of Presidential Management Fellows led by the Department of Energy's Office of Energy Justice and Equity and Hydrogen Fuel Cell Technology Office. It is intended for educational purposes to teach participants about the structure of Community Benefits Plans. These materials are not formal guidance on the development of Community Benefit Plans. The Department of Energy's formal guidance can be found in each Funding Opportunities Specific Requirements and general guidance can be found here: [\[\[add link\]\]](#)

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