



U.S. DEPARTMENT OF
ENERGY

Environmental Justice STRATEGY

January 2017

Environmental Justice Vision

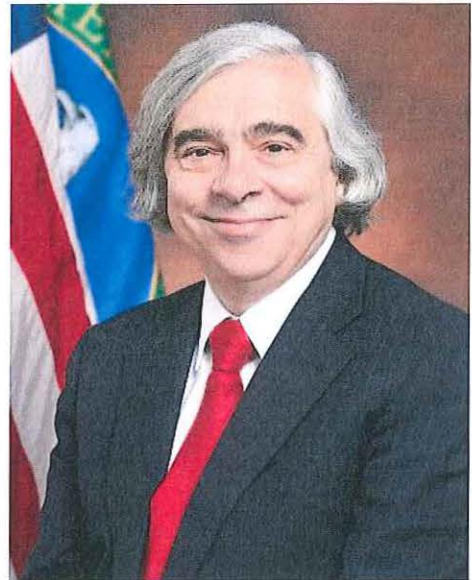
The U.S. Department of Energy is a federal leader in Environmental Justice. In the pursuit of our mission and goals, we treat people fairly and achieve early and meaningful involvement by our affected communities and broader stakeholder populations.



DOE Secretary Moniz (fifth from left) and members of the DOE EJ Task Force celebrate the 20-year anniversary of EO 12898.



U.S. DEPARTMENT OF
ENERGY



Message from the Secretary

This 2016 *U.S. Department of Energy Environmental Justice Strategy* provides a roadmap for our environmental justice goals and objectives, highlights our major priorities for the next few years, and will be reflected in individual program plans. We are building upon our previous *Environmental Justice Strategy*.

Using best management practices, the Department will continue to seek new ways to implement and advance the overall goals of environmental justice identified in Executive Order 12898 of February 11, 1994, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*. Each Federal agency responsibility set forth under this order shall apply equally to all minorities, low-income populations, American Indian Tribes, and Alaska Natives.

By continuing this effort of planning, implementing, and assessing our commitments, we will encourage all Department offices and programs to integrate environmental justice throughout their policies, programs, and activities. The Department will continue to highlight these efforts to serve as a model for other federal agencies.

The work that happens each and every day across the Department and at the national laboratories is critical to our mission.

The U.S. Department of Energy is a leader among federal agencies in the area of environmental justice. In the pursuit of our mission and goals, through its own environmental justice programs and partnerships, the Department of Energy will continue to be a leader.

A handwritten signature in black ink, appearing to read "Ernest J. Moniz".

Ernest J. Moniz
Secretary of Energy

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Strategic Summary

Department of Energy's Four Environmental Justice Strategic Goals and Objectives

Goal 1: Fully Implement Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*

Objective 1: Increase capacity within our communities to ensure their early and meaningful involvement

Objective 2: Increase capacity within the Department of Energy to address environmental justice

Objective 3: Continue integrating the efforts of federal agencies to achieve environmental justice

Objective 4: Sustain a vibrant national dialogue on environmental justice

Goal 2: Integrate Environmental Justice into the *National Environmental Policy Act* Process

Objective 1: Continue to update *National Environmental Policy Act* guidance to enhance relevant environmental justice guidance and principles, as appropriate

Objective 2: Strengthen federal efforts to integrate environmental justice and the *National Environmental Policy Act*

Goal 3: Minimize Climate Change Impacts on Vulnerable Populations

Objective 1: Implement Department of Energy's responsibilities under the President's Climate Action Plan to address the needs of vulnerable populations

Objective 2: Minimize the impacts of climate change on vulnerable populations by conducting discovery-focused research with Moand other research organizations to increase our understanding of matter, materials, and their properties

Objective 3: Reduce the Department's greenhouse gas emissions while adapting DOE's programs and operations for enhanced climate change resiliency

Objective 4: Ensure continued engagement of local communities and stakeholders in the beneficial reuse process

Goal 4: Comply with Title VI of the *Civil Rights Act of 1964*

Objective 1: Ensure Department of Energy and financial assistance recipients are in compliance with Title VI of the *Civil Rights Act of 1964*

Objective 2: Develop and disseminate information and resources that highlight the relationship between Title VI and environmental justice

Objective 3: Develop a Title VI Technical Assistance Compliance Program for Department of Energy staff and financial assistance recipients, to ensure they have the necessary knowledge on the relationship between Title VI and environmental justice

Objective 4: Conduct educational outreach for communities and stakeholders



Summer interns tour Sandia National Laboratory.



Audience attending Tennessee State University's Community Leaders' Institute.

Introduction

In November 2007, the U.S. Department of Energy (DOE or Department) re-established its Environmental Justice (EJ) Task Force to review and update the 1995 *Environmental Justice Strategy* and develop an *Environmental Justice Five-Year Implementation Plan*. Members of the Task Force included representatives from the Offices of Legacy Management; Energy Efficiency and Renewable Energy; Environmental Management; General Counsel; Environment, Health, Safety and Security; Chief Human Capital Officer; Economic Impact and Diversity; *National Environmental Policy Act* Policy and Compliance; the National Nuclear Security Administration; Savannah River Site Operations; Sustainability Performance; Bonneville Power Administration; Western Area Power Administration; and Southwestern Power Administration.

In 2016, the Department is pleased to update and implement its newly revised *Environmental Justice Strategy* (EJ Strategy), which seeks to demonstrate the Department's commitment to comply with Executive Order (EO) 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*.



Allendale, South Carolina, Community Leaders Institute.



U.S. Environmental Protection Agency Administrator, Gina McCarthy (left) and 2016 National Environmental Justice Conference and Training Program attendees during the question and answer portion of a presentation.

What Is Environmental Justice?

On February 11, 1994, President William J. Clinton issued EO 12898, which required each executive branch agency to make achieving EJ part of its mission.

The U.S. Environmental Protection Agency (EPA) defines EJ as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies. EJ focuses on disproportionate impacts of projects on minority populations and low-income populations, American Indian Tribes, and Alaska Natives.

EO 12898 provides the opportunity to involve all program offices and other components within the Department, and its stakeholders, in specific actions to achieve EJ goals and objectives.

In response to EO 12898, DOE prepared and issued its first EJ Strategy in 1995. Since that time, DOE has conducted a number of actions to implement the EJ program. The DOE Office of Legacy Management (LM) has leadership responsibilities for the Department's EJ program. In 2008, DOE issued its second EJ Strategy.

DOE's Third EJ Strategy

To reinforce DOE's commitment to EJ, on August 4, 2011, the Department joined 16 other executive branch agencies in signing a *Memorandum of Understanding on Environmental Justice* (MOU). This MOU is an important step in furthering the Administration's commitment to ensuring healthy communities for all Americans. The MOU advances federal agency responsibilities under EO 12898. Specific new areas of focus include considering the climate change adaptation impacts on EJ and strengthening EJ efforts under the *National Environmental Policy Act* (NEPA) and Title VI of the *Civil Rights Act of 1964*.

More than 20 years after the signing of EO 12898, the Department remains committed to the principles of EJ and continues to build upon the legacy of EO 12898.

In 2016, the Department is pleased to publish its third EJ Strategy. This Strategy seeks to demonstrate the Department's commitment and further efforts to comply with EO 12898.



Chris Deschene, Director of DOE's Office of Indian Energy, speaking during the Plenary at DOE's National Tribal Energy Summit 2015 – "A Path to Economic Sovereignty."

A Historical Perspective

Prior to the 1980s, there were local protests about unwanted land uses in minority and low-income communities. In the early 1980s, the EJ movement galvanized communities across the country seeking social justice and environmental protection. In 1982, the State of North Carolina, decided to locate a hazardous waste landfill in Warren County, North Carolina, a small, predominately African-American community. This landfill would accept polychlorinated biphenyl (PCB)-contaminated soil that resulted from illegal dumping of toxic waste along roadways.

In response to the State's decision, the National Association for the Advancement of Colored People and others staged a massive protest and more than 500 protesters were arrested. While the Warren County protest failed to prevent the siting of the disposal facility, it did bring national attention to the the EJ movement.

Following the Warren County protest, people in poor communities created groups to fight environmental burdens that they claimed resulted from being targeted by industry for activities that threaten the environment (e.g., use, storage, and disposal of toxic chemicals that produced high rates of environmental illness.)

The Warren County protest and the emerging EJ movement served as the impetus for a number of studies designed to measure the connection between race and hazardous waste siting decisions. The General Accounting Office (GAO) reviewed the hazardous-waste-siting decisions in the Environmental Protection Agency (EPA) Region IV. This region includes Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee—

states with a high proportion of minority residents. GAO conducted a study and found that there were four hazardous waste landfills in Region IV's eight states. Blacks made up the majority of the population in three of the communities where landfills are located, and at least 26 percent of the population in all four communities had incomes below the poverty level.



Citizens in Warren County, North Carolina, protest siting of a hazardous-waste landfill in their community.

Another study that sprang from the Warren County protest is *Toxic Waste and Race*, a 1987 United Church of Christ study that examined the relationship between waste siting decisions in the United States and race. That study concluded that race was the most significant factor in siting hazardous waste facilities, and that three out of every five African Americans and Hispanics lived in community housing near toxic-waste sites.

Another key event in the history of EJ is the First National People of Color Environmental Leadership Summit in 1991. Representatives from hundreds of communities across the country came together in Washington, DC, to focus national attention on what they perceived as a national problem, targeting minority communities for hazardous waste treatment, storage, and disposal facilities. This summit was the first attempt to convene a large number of communities to discuss their common interests and to seek a common solution.

One of the outcomes of the First National People of Color Environmental Leadership Summit was a consensus document called the *Principles of Environmental Justice*. The principles and the summit laid out a process for maintaining communication and growing the new EJ movement as a national matter.

The Federal Government Responds

In 1992, EJ activities around the country led to a call by President George Bush, Sr., to establish an Environmental Equity Working Group, headed by then EPA Administrator William Reilly, and to initiate federally sponsored meetings with community leaders to seek EJ solutions.

In 1994, President Clinton issued Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*.



President William J. Clinton signed EO 12898 on February 11, 1994.

Historically, minorities have been absent from the rank and file membership of mainstream environmental associations. At the same time, these organizations had not addressed EJ issues. In the 1990s, mainstream environmental organizations such as the Sierra Club, the Audubon Society, Friends of the Earth, and Greenpeace all began to recruit minority members to serve in staff and decision-making positions. A few, including the Sierra Club and Greenpeace, have participated in the EJ struggle by filing briefs or providing informational and organizational resources. Others assert that since the 1990s, an international EJ movement is flourishing, having emerged out of various struggles, events, and social movements worldwide.

Implementation of Executive Order 12898 on Environmental Justice and the Memorandum of Understanding

EO 12898 directed executive branch agencies to make EJ a part of their decision-making process. In addition, it focused attention on the health and environmental conditions in minority populations and low-income populations with goals to achieve EJ and foster non-discrimination in programs that substantially affect human health or the environment. Under EO 12898, executive branch agencies were directed to make EJ an integral part of their missions and to establish an EJ strategy. Specifically, EO 12898 directed executive branch agencies:

- To the greatest extent practicable and permitted by law, and consistent with the principles set forth in the National Performance Review report, each executive branch agency shall make achieving EJ part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations in the United States and its territories and possessions; the District of Columbia, the Commonwealth of Puerto Rico, and the Commonwealth of the Mariana Islands.
- To develop an EJ strategy that lists programs, policies, planning, and public participation processes, enforcement and/or rulemaking related to human health or the environment that should be revised to: (1) promote enforcement of all health and environmental statutes in areas with minority populations and low-income populations; (2) ensure greater public participation; (3) improve research and data collection relating to the health and environment of minority populations and low-income populations; and (4) identify differential patterns of consumption of natural resources among minority populations.
- To include in the EJ strategy, where appropriate, a timetable for undertaking identified revisions and consideration of economic and social implications of the revisions.

On August 4, 2011, 17 federal agencies signed an MOU that aims to address the potential for disproportionate harm from environmental degradation that affects minority populations and low-income populations, American Indian Tribes, and Alaska Natives. The MOU is the most recent executive action taken by the federal government to address the environmental burdens faced by these communities and to encourage people from affected communities to participate in public processes designed to improve environmental health and safety.

The MOU:

- Declares the continued importance of identifying and addressing EJ considerations in executive branch agency programs, policies, and activities, as provided in EO 12898, including agencies not already covered by EO 12898.
- Renews the process under EO 12898 for agencies to provide EJ strategies and implementation progress reports.
- Establishes structures and procedures to ensure that the Interagency Working Group on Environmental Justice (IWG EJ) operates effectively and efficiently.
- Identifies particular focus areas to be included in agency EJ efforts, including climate change, Title VI, and NEPA initiatives.

The Department welcomes renewed efforts to elevate EJ issues and increase interactions with minority and low-income communities.



Interagency Working Group on Environmental Justice – Alaska Forum/site visit



Teaching Radiation, Energy, and Technology (TREAT) Workshop.

Our Environmental Justice Efforts Support Implementation of the DOE Strategic Plan

This DOE EJ Strategy integrates the requirements of EO 12898 and the MOU into DOE operations. It is consistent with the *U.S. Department of Energy Strategic Plan 2014–2018* (DOE Strategic Plan). The Department will undertake appropriate action to protect human health and the environment from residual risks. The Department will apply advanced science, engineering, and cleanup technology to help ensure that it meets its national environmental cleanup strategic goals. It addresses the key energy sector challenge of climate change.

The 2016 DOE EJ Strategy demonstrates a Department-wide commitment to address EJ, consistent with the DOE mission. Four strategic goals provide the framework for achieving the DOE vision for EJ. These goals are as follows: continue to fully implement EO 12898; continued integration of EJ into the NEPA implementation; minimize climate change impacts on vulnerable populations; and comply with Title VI of the *Civil Rights Act of 1964*. Implementation of this EJ Strategy is dependent on the strong foundation provided by the DOE Strategic Plan, and its major goals for science and energy, nuclear security, and management and performance.

More detailed information showing the relationship between the DOE EJ Strategy and the Department's Strategic Plan can be found in Appendix A.

DOE is responsible for risk reduction and cleanup of the environmental legacy of the nation's nuclear weapons program, one of the largest, most diverse, and technically complex environmental programs in the world. The Department will successfully achieve this strategic goal by ensuring the safety of DOE employees and the public, acquiring the appropriate resources to complete the complex tasks, and managing projects throughout the United States in the most efficient and effective manner.

The Department's EJ Strategy reflects a commitment to advance the quality of life for communities near DOE facilities. It formulates goals based on clear priorities and tangible benefits that consider programmatic, legislative, and regulatory responsibilities. It emphasizes community participation, stakeholder involvement, and community empowerment. It refocuses research recognizing the various health issues in minority populations and low-income populations, American Indian Tribes, and Alaska Natives. It encourages new approaches to occupational-science and environmental-science research for high-risk populations and workers. It also embraces interagency coordination to facilitate EJ and heightens the sensitivity of our managers and staff to EJ within DOE.

Opportunities to further the objective of EO 12898 include:

Public Participation

The process for developing DOE's Strategic Plan demonstrates a commitment to public involvement. DOE's EJ program includes objectives to promote stakeholder awareness, understanding, and participation in its decision-making processes; maintain an active public affairs program that accurately identifies public and media concerns and provides timely information; and establish stakeholder involvement and information to promote communication between stakeholders and the Department. The public participation process includes, but is not limited to, initiatives at DOE sites and a broad national dialogue.

Fair Treatment Including Enforcement of Laws

The decision-making process for DOE initiatives is conducted in compliance with NEPA and its regulations, which require that all federal agencies involve interested stakeholders in their decision making, consider reasonable alternatives to proposed actions, develop measures to mitigate adverse environmental impacts, and prepare environmental analyses that disclose the potential impacts of proposed actions and alternatives. DOE's EJ efforts are actively and consistently part of the NEPA process, remediation and cleanup decisions made pursuant to *Resource Conservation and Recovery Act*; and the *Comprehensive Environmental Response, Compensation, and Liability Act*. These efforts include:

- Publicly inviting community input in assessing potential impacts of proposed actions (e.g., through notices in the *Federal Register* or in area newspapers), and considering public comments received in response to those invitations;
- Incorporating the views of stakeholders in the decision-making process;
- Informing the public in a timely manner; and
- Empowering the public to participate in DOE's decision-making processes.

Building a Sustainable Approach that Ensures the Most Vulnerable Populations Are Protected

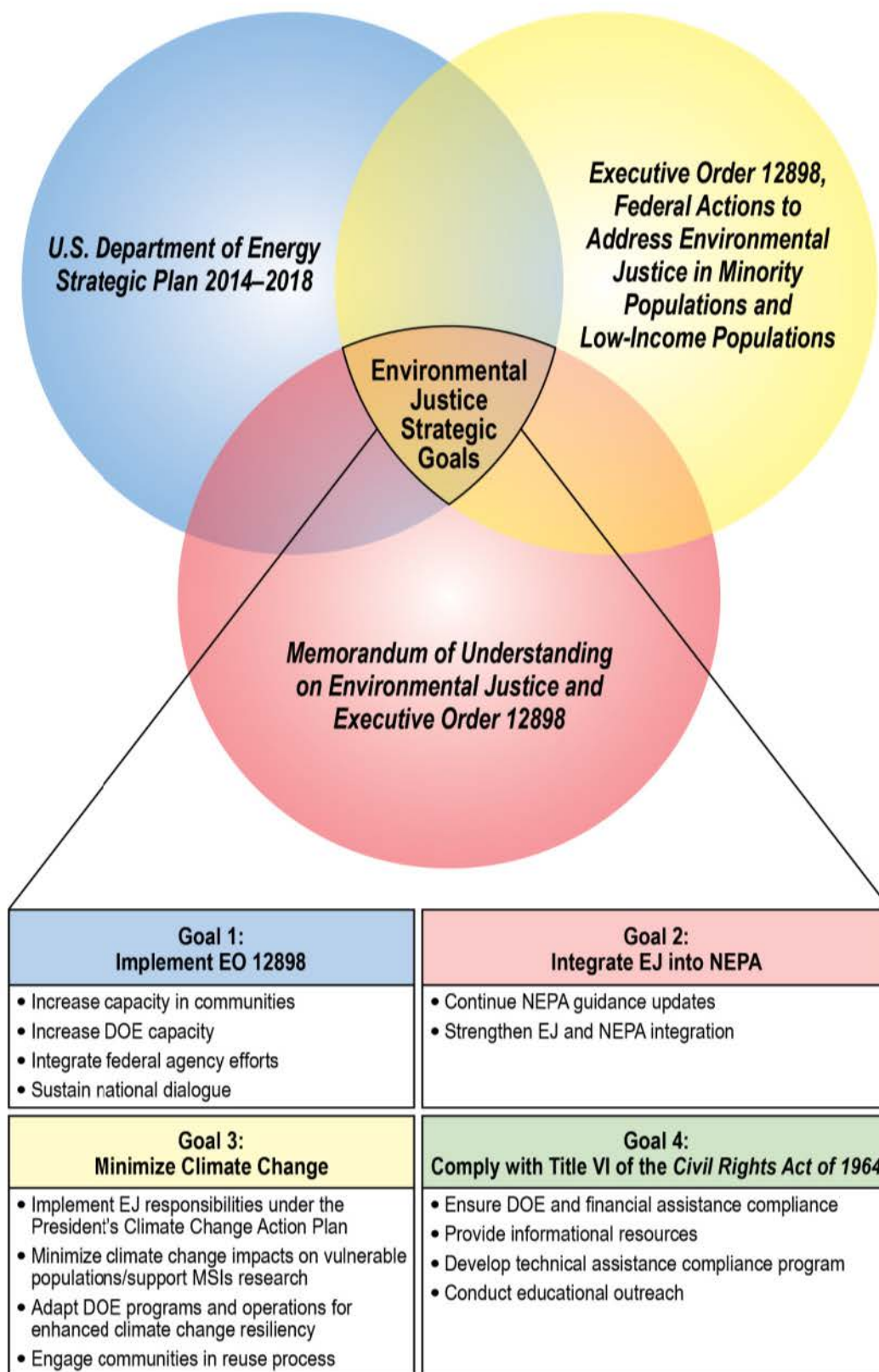
The Department's EJ program supports a sustainable approach to ensure meaningful involvement and protection for the most vulnerable populations. Some of DOE's initiatives to implement this approach are part of the Department's key programs, including: Clean Energy; Weatherization; Cleanup; Beneficial Land and Property Development and Reuse; Climate Change; training; and a youth program, including internships in Science, Technology, Engineering, and Mathematics (STEM) education. The details are spelled out in DOE's *Environmental Justice Five-Year Implementation Plan*.¹



Viewing Chinook salmon at Hanford, Washington.

¹ U.S. Department of Energy, *Environmental Justice Five-Year Implementation Plan*. DOE/LM-1462. http://energy.gov/sites/prod/files/IMPLEMENTATION_PLAN.pdf. (December 2008).

Relationship of Environmental Justice Strategic Goals to the DOE Strategic Goals, EO 12898, and the *Memorandum of Understanding on Environmental Justice*



The Department's Environmental Justice Strategic Goals

Consistent with the Department's Mission and Goals

DOE's EJ Strategy, goals, and objectives are consistent with the Department's mission.

The Department's Four Environmental Justice Strategic Goals

1. Fully Implement Executive Order 12898 on Environmental Justice
2. Integrate Environmental Justice into the *National Environmental Policy Act* Process
3. Minimize Climate Change Impacts on Vulnerable Populations
4. Comply with Title VI of the *Civil Rights Act of 1964*

Goal 1: Fully Implement Executive Order 12898: Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations

EJ is not an outcome, but a process. It seeks to ensure that all persons enjoy the same degree of protection from environmental and health hazards; equal access to the decision-making process; and a healthy environment in which to live, grow, and work. EJ further strives to ensure that no population suffers a disproportionate share of adverse environmental effects.

Objective 1: Increase capacity within our communities to ensure their early and meaningful involvement

Traditionally, many minority populations and low-income populations, American Indian Tribes, and Alaska Natives have lacked access to information and technical assistance necessary to be informed participants, regarding the various potential risks that accompany numerous environmental activities. DOE has implemented a number of capacity-building projects to help communities obtain and retain the tools necessary to meaningfully participate in EJ objectives. Capacity-building activities, such as training and technical assistance programs, improve the stakeholders' ability to participate in DOE EJ programs, policies, and activities.

Community Capacity Building:

DOE will continue its Community Capacity Building Through Technology initiative, in which DOE supports community technology centers and provides technical assistance to underserved communities by increasing community access to computers and the Internet, in order to expand and develop early participation in environmental decision-making processes.²

DOE will continue its Community Leaders Institute (CLI) collaboration between DOE and the Medical University of South Carolina (MUSC), to introduce community leaders to resources and information that will help them address environmental and other community issues.

² *Memorandum of Understanding on Environmental Justice* and Executive Order 12898. (Action Responsibilities: C).

CLIs focus on the unique relationship between environmental protection, human health, EJ, and economic development. DOE and MUSC convene the CLIs with federal, state, and local government representation, and others based on the subject matter.

DOE will continue to partner with the Congressional Black Caucus (CBC) to convene the EJ Braintrust during the annual CBC Legislative Conference. This Braintrust brings together EJ leaders from around the country. DOE will emulate this success by partnering with the Congressional Hispanic Caucus (CHC) on its Energy Braintrust. The Chair of the CHC, Linda T. Sanchez stated, "...know that the CHC is your ally in this [environmental justice] effort."

Objective 2: Increase capacity within DOE to address environmental justice

Training:

The Department developed and implemented an EJ Online training course for all DOE federal and contractor personnel.³ This training describes EO 12898, history, public participation, and sensitivity to EJ awareness. The Department will continue to enhance DOE workforce competency on EJ and build staff capacity to work effectively with communities. It will also improve the effectiveness and efficiency of the DOE programs, policies, and activities needed to address EJ concerns. The online course is designed to increase EJ awareness and heighten sensitivity across the Department, and supplements classroom training and individual program assistance to fully integrate EJ throughout DOE. This training has been implemented in appropriate DOE Headquarters and field operations and includes a face-to-face, one-day, ongoing training.

New Training Initiatives:

The Department will develop guidance for DOE-funded, worker-training programs that are designed to assist disadvantaged communities in proximity to DOE facilities.⁴ The guidance will include information on innovative techniques to improve the effectiveness and efficiency of these programs. Through interagency collaborations, DOE will also provide model strategies to address barriers to



Technical assistance community workshop.



Community Leaders Institute held in Bamberg County, South Carolina.

³ DOE Strategic Plan 2014–2018. DOE Strategic Objective 12, "Attract, manage, train, and retain the best federal workforce to meet future mission needs."

⁴ Ibid.

successful program implementation (e.g., trainees who lack access to transportation, who have low educational attainment, or have experienced legal problems in the past).



*Sharing the National Nuclear Security Administration
and DOE mission*

DOE will explore providing greater resources to train disadvantaged community members to work at DOE facilities. DOE employees will work with academic minority serving institutions (MSIs), such as Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Tribal Colleges for better outreach to impacted communities and to provide technical support and guidance to communities that may have environmental concerns.⁵

DOE will continue to conduct face-to-face EJ and tribal training at various DOE sites.

DOE will also engage high school students and teachers, to promote STEM education, through activities such as, the Atlanta Universities Consortium Sustainable Campus Community Initiative and Teaching Radiation Energy and Technology Workshop (TREAT).⁶

Environmental Justice Program Internships:

DOE will continue to provide minority students opportunities to serve as interns in DOE offices and laboratories. Our goal is to increase diversity in the fields of environmental science and engineering, and also increase their potential for a career with DOE.⁷

The Department will continue to partner with several university graduate and undergraduate programs. Students receive mentoring at DOE laboratories from scientists and environmental engineers. The Minority Serving Institutions Partnership Program and the Minority Institution Student Partnership Program Internships promote the education and development of the next generation workforce in critical science, technology, engineering, and mathematics (STEM) related disciplines that compliment current and future missions of DOE national laboratories. The overall long-term goal is to provide traditionally underrepresented students with exposure to the areas of biotechnology, computer science, environmental science, and engineering.⁸

⁵ Ibid.

⁶ Ibid.

⁷ Ibid.

⁸ Ibid.

Information Dissemination:

DOE prepared a comprehensive history of its major EJ accomplishments since February 11, 1994, the issuance date of EO 12898, and disseminated the report to the public.⁹



Interns monitor environmental contaminants in a laboratory setting.

DOE will continue to collect, analyze, and communicate data and information to the public about site activities. This program serves facility personnel and facility stakeholders.

DOE will continue to collect, analyze, and communicate data and information to the public about site activities. This program serves facility personnel and facility stakeholders.

DOE will collaborate with other federal agencies to review and update community mapping tools designed to identify minority populations and low-income populations, American Indian Tribes, and Alaska Natives with

the potential for disproportionately high and adverse exposures to adverse environmental conditions. DOE will identify opportunities for improving the usefulness and usability of these tools by collaborating with affected populations and other external stakeholders.

DOE will remain a lead provider of energy information for policymakers, energy markets, and the public to promote sound decision making by understanding energy and its interaction with the economy and the environment.¹⁰

Objective 3: Continue integrating the efforts of federal agencies to achieve environmental justice

Interagency Working Group on Environmental Justice (IWG EJ):

The IWG EJ will support and assist agencies to better connect, leverage, and integrate EJ principles into their existing resources and efforts to promote sustainable economic growth and equitable development for minority populations and low-income populations, American Indian Tribes, and Alaska Natives. This support will be realized through existing initiatives such as the following:

Federal Brownfields Partnership:

The Federal Brownfields Partnership empowers states, communities, and other stakeholders to work together to assess, safely cleanup, and sustainably reuse Brownfields. Revitalizing Brownfields

⁹ U.S. Department of Energy – Environmental Justice History. <http://energy.gov/lm/services/environmental-justice/environmental-justice-history>.

¹⁰ DOE Strategic Plan 2014–2018, p3.

sites creates benefits at the sites and throughout the communities. Brownfields are real property and the expansion, redevelopment, or reuse may be complicated by the presence or potential presence of a hazardous substance, pollutant, or contaminant. Cleaning up and reinvesting in these properties protects the environment, reduces blight, and takes development pressures off greenspaces and working lands.

Urban Waters Federal Partnership (UWFP):

This partnership is improving coordination among federal agencies and collaborating with local, community-led revitalization efforts. It is improving our nation's water systems and promoting their economic, environmental, and social benefits. UWFP was launched June 24, 2011, and now includes local partnerships at 19 pilot locations across the nation. Since that time, the partnership has assisted with projects that reconnect communities with their urban waterways. This work focuses on communities that are overburdened or economically distressed. Information on the public launch of the partnership, its vision, mission, and principles, and a description of each pilot, can be found at <http://www.epa.gov/urbanwaters>. UWFP closely aligns with and advances the work of the White House's place-based efforts, including the Partnership for Sustainable Communities and America's Great Outdoors Initiative.

Objective 4: Sustain a vibrant national dialogue on environmental justice

Leaders from various sectors engage in the free exchange of new ideas and new approaches to EJ at the annual *National Environmental Justice Conference and Training Program* (NEJC). This interactive



*Congressman James E. Clyburn, (SC) addresses the
2016 National Environmental Justice Conference and Training Program,
held in Washington, DC.*

training session includes voices of experience, research, discussions, and thought-provoking dialogue. The program features needs and challenges of communities, governments, municipalities, American Indian Tribes and Alaska Natives, faith-based organizations, academic institutions, and others with an interest in environmental matters and EJ. It highlights programs and collaborations that work, as well as initiatives that did not prove successful as lessons learned.

Goal 2: Integrate Environmental Justice into the National Environmental Policy Act Process

NEPA and EJ provide many synergistic opportunities to help the Department make better decisions. NEPA provides a process to engage minority and low-income communities, American Indian Tribes, and Alaska Natives in DOE's decision making, and to meaningfully evaluate potential health, cultural, and environmental impacts that could affect these communities. DOE will use a sliding-scale approach to ensure that the level of detail of the analysis of potential environmental impacts is commensurate with the potential for a proposed action and alternatives to affect minority populations and low-income populations, American Indian Tribes, and Alaska Natives.

Objective 1: Continue to update update the *National Environmental Policy Act* guidance to enhance relevant environmental justice guidance and principles, as appropriate

The Department will continue to leverage its experience addressing EJ by applying lessons learned to its NEPA reviews. It will share examples and encourage improvement through its *NEPA Lessons Learned Quarterly Report*, NEPA guidance and training, and preparation of NEPA reviews.¹¹

DOE will highlight ways to better involve potentially affected communities in the NEPA process, conduct a meaningful analysis of potential impacts related to EJ, and develop mitigation options that address EJ concerns.

Objective 2: Strengthen federal efforts to integrate environmental justice and the *National Environmental Policy Act*¹²

The IWG EJ NEPA Committee was established to develop an integrated process for implementing EJ considerations and NEPA compliance by federal agencies. DOE's Office of NEPA Policy and Compliance represents the Department on the NEPA Committee. Through this committee, DOE contributed to the development of the 2016 report, *Promising Practices for EJ Methodologies in NEPA Reviews*. DOE will continue to work with other agencies to use the report, implement the training, and share lessons learned.



The President has taken the unprecedented action to build the foundation for a clean energy economy, tackle the issue of climate change, and protect our environment.

¹¹DOE Strategic Plan 2014–2018. DOE Strategic Objective 8 “Continue cleanup of radioactive and chemical waste resulting from the Manhattan Project and Cold War activities.”

¹² Ibid.

Goal 3: Minimize Climate Change Impacts on Vulnerable Populations

Recent studies indicate that with climate change, more frequent occurrences of extreme weather events may disproportionately impact vulnerable populations. Several federal mandates call for increased awareness and preparation for the impacts of climate change, including the President's Climate Action Plan; EO 13514 of October 5, 2009, *Federal Leadership in Environmental, Energy, and Economic Performance* (revoked by EO 13693, March 19, 2015); and the recommendations of the Interagency Climate Change Adaptation Task Force. Federal climate change mitigation and adaptation efforts will help minimize adverse climate change effects on vulnerable communities and populations, and promote climate change resiliency strategies.

Objective 1: Implement DOE's responsibilities under the President's Climate Action Plan to address the needs of vulnerable populations

DOE will implement programs to mitigate the risks and enhance the resilience of vulnerable populations against climate change.¹³ This will be done by integrating scientific research, applied energy research and development, and commercialization activities needed to provide a clean energy future for vulnerable populations. DOE will work with vulnerable populations, as well as scientists, industry, and other stakeholders to develop appropriate climate change prevention and adaptation resilience strategies.

Objective 2: Minimize the impacts of climate change on vulnerable populations by conducting discovery-focused research to increase our understanding of matter, materials, and their properties with MSIs and other research organizations

DOE's Dr. Samuel P. Massie Chairs of Excellence program consists of a team of world-class scholars, researchers, and educators from 14 HBCUs and one HSI. The team conducts research, provides advice and assistance to municipalities, and promotes collaboration among federal agencies, the private sector, research institutions, and other HBCUs. The team will continue to provide technical assistance to EJ communities.¹⁴ A research priority will be the impact of climate change on vulnerable populations.

DOE collaborates with industry partners, state, local and American Indian Governments and Alaska Natives, and other federal agencies to strengthen the effectiveness of the Department's incident management. The program supports DOE Strategic Objective 2¹⁵ through its Emergency Preparedness Working Group (DOE-complex funded) for enhancing rural county emergency response capabilities that include minority populations and low-income populations, American Indian Tribes, and Alaska Natives.

¹³ *DOE Strategic Plan 2014–2018*. DOE Strategic Objective 1, "Advance the goals and objectives in the President's Climate Action Plan by supporting prudent development, deployment, and efficient use of 'all the above' energy resources that also create new jobs . and industries."

¹⁴ Ibid.

¹⁵ *DOE Strategic Plan 2014–2018*. DOE Strategic 2, "Support a more economically competitive, environmentally responsible, secure and resilient U.S. energy infrastructure."

Objective 3: Reduce DOE’s greenhouse gas emissions while adapting DOE’s programs and operations for enhanced climate change resiliency¹⁶

By reducing its own greenhouse gas (GHG) emissions and continuing to develop and deploy new clean-energy technologies, DOE will help mitigate climate change and ensure the resiliency of its mission and its ongoing ability to support national adaptation efforts.

Objective 4: Ensure continued engagement of local communities and stakeholders in the beneficial reuse process^{17, 18, 19}

This DOE initiative promotes a more efficient business environment to encourage collaboration between public and private resources. This effort will maximize benefits to achieve energy and environmental goals, as well as to stimulate and diversify regional economies. In addition, it will help communities to transition existing DOE assets to future beneficial uses that avoid or minimize environmental issues and also enhance their local and regional communities and economies.

Goal 4: Comply with Title VI of the Civil Rights Act of 1964

Title VI of the *Civil Rights Act of 1964* is a federal law that prohibits employers from discriminating against employees on the basis of sex, race, color, national origin, and religion. It generally applies to employers with 15 or more employees, including federal, state, and local governments.

DOE is committed to effective implementation of Title VI of the *Civil Rights Act of 1964*. The Department is also committed to protecting people from discrimination based on race, color, or national origin in programs or activities that receive federal financial assistance. This DOE EJ Strategy recognizes that Title VI is a critical component to advancing EJ. Title VI allows the filing of administrative complaints with federal departments and agencies alleging discrimination by financial-assistance recipients.

Title VI is designed to ensure that federal funding distributed by DOE through its programs or activities is not used in a discriminatory manner on the basis of race, color, or national origin. While Title VI provides enforcement rights for aggrieved individuals through an administrative complaint process, EO 12898 directs federal-agency action toward achieving EJ by identifying and addressing, as appropriate, the effects of its programs, policies, or activities on minority populations and low-income populations without providing individual rights or remedies. Thus, Title VI is an essential component of DOE’s efforts to achieve the goals set forth in EO 12898.

This goal is intended to strengthen DOE’s implementation of Title VI by instituting proactive efforts to inform DOE staff, financial assistance recipients, and DOE stakeholders on the requirements of Title VI and how they can help ensure compliance in carrying out DOE programs and activities.

¹⁶ Ibid.

¹⁷ Ibid.

¹⁸ *DOE Strategic Plan 2014–2018*. DOE Strategic Objective 2, “Support a more economically competitive, environmentally responsible, secure and resilient U.S. energy infrastructure.”

¹⁹ *DOE Strategic Plan 2014–2018*. DOE Strategic Objective 9, “Manage assets in a manner that supports the DOE mission.”

Objective 1: Ensure DOE and financial assistance recipients are in compliance with Title VI of the Civil Rights Act of 1964²⁰

In addition to investigating and processing Title VI complaints, DOE will institute proactive Title VI efforts by conducting compliance reviews on financial assisted recipients. These reviews will be carried out according to the Title VI Compliance Review guidelines published by the U.S. Department of Justice (DOJ).

Objective 2: Develop and disseminate new environmental justice information and resources that highlight the relationship between Title VI and environmental justice²¹

DOE will follow guidance provided by the IWG EJ Title VI Task Force led by the DOJ. The Department will update existing public information materials on Title VI to include information and resources on EJ. The Department will update its website, adding new materials on EJ, particularly related to Title VI. DOE will craft EJ language, as appropriate, to be included with the Title VI information materials and place these information resources on its website.

Objective 3: Develop a Title VI Technical Assistance Compliance Program for DOE staff and financial assistance recipients to ensure that they have the necessary knowledge of the relationship between Title VI and environmental justice²²

This compliance program will conduct training sessions across the DOE complex to equip staff with knowledge and expertise necessary so that Title VI and EJ concerns are incorporated into their ordinary business practices. Additionally, informational materials will be developed and training sessions will be conducted for DOE financial assisted recipients so that they are knowledgeable of their responsibilities in carrying out activities that are wholly or partially funded by DOE in a nondiscriminatory manner.

Objective 4: Conduct educational outreach for communities and stakeholders²³

Many agencies provide assistance to the same or similar types of recipients and therefore are well positioned to engage in formal and informal coordination efforts around a range of Title VI compliance activities, including complaint investigations, pre- and post-award reviews, training, and technical assistance. Because some EJ issues involve recipients Title VI funds from multiple agencies, improved interagency collaboration on enforcement and compliance activities is crucial to all agencies' efforts to implement EO 12898.

DOE will hold outreach events to educate local communities and to solicit public input on how the Department can best serve local communities. Outreach event locations around DOE sites will include communities with minority populations and low-income populations. Information and

²⁰ DOE Strategic Plan 2014–2018. DOE Strategic Objective 10, “Effectively manage projects, financial assistance agreements, contracts, and contractor performance.”

²¹ Ibid.

²² Ibid.

²³ Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*, *Federal Register*, Vol. 59, No. 32. Section 1–103: Development of Agency Strategies, Section 2.

resources on Title VI and EJ will be shared during the outreach events. The Department will conduct presentations and share information on EJ with attendees and compile community feedback received during and following outreach events to form future outreach strategies and public education materials.



Faculty and students at the community workshop at Savannah State University.



DOE Solar Decathlon International Competition featured energy efficient, solar-powered houses built by 20 university teams.

Implementation and Commitment

DOE's EJ Strategy formulates goals based on clean priorities and tangible benefits that consider programmatic, legislative, and regulatory responsibilities. As DOE prepares to implement this revised EJ Strategy, it will develop a second five-year (2016 through 2020) implementation plan later this year. This plan will help assure that each program fulfills the commitments of the Department's EJ Strategy.

DOE programs will be responsible for overseeing the four major goals of this DOE EJ Strategy. This approach ensures that DOE programs bring their programmatic resources and expertise to advance these EJ goals.

The following offices are designated as leads for each of the major EJ Strategy goals: LM leads the goal of continuing implementation of DOE responsibilities under EO 12898 (goal 1), the Office of the General Counsel oversees DOE's NEPA implementation (goal 2), the Office of Energy Policy and Systems Analysis oversees and implements DOE's climate change adaptation plan and initiatives (goal 3), and Office of Economic Impact and Diversity oversees DOE's new Title VI initiatives (goal 4).

DOE's EJ Strategy reflects a commitment to advance the quality of life for the communities near DOE facilities. This commitment emphasizes community participation, stakeholder involvement, and community empowerment. It refocuses research in recognition of various health issues in minority populations and low-income populations, American Indian Tribes, and Alaska Natives. DOE's EJ Strategy encourages new approaches to occupational and environmental science research for high-risk communities and workers, embraces interagency coordination to facilitate EJ, and heightens the sensitivity of managers and staff to EJ within DOE.

Appendix A.

Relationship Between the DOE *Environmental Justice Strategy* and the Department's Strategic Plan

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Executive Order 12898: <i>Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i>	<i>Goal 1: Fully Implement Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i> <i>Objective 1: Increase capacity within our communities to ensure their early and meaningful involvement</i> DOE has implemented a number of capacity-building projects to help communities obtain and retain the tools necessary to achieve EJ. Capacity-building activities, such as training and technical assistance programs, improve stakeholders' ability to participate in DOE EJ programs, policies, and activities. DOE will continue its Community Capacity Building Through Technology initiative, in which DOE supports community technology centers and provides technical assistance to underserved communities by increasing community access to computers and the Internet, in order to expand and develop early participation in environmental decision making. <i>Objective 2: Increase capacity within DOE to address environmental justice</i> The Department developed and implemented an EJ Online training course for all DOE federal and contractor personnel. This training describes EO 12898, history, public participation, and sensitivity to EJ awareness. The program will continue to enhance DOE workforce competency on EJ and build staff capacity to work effectively with communities. The Department will develop guidance for DOE-funded, worker-training programs that are designed to assist disadvantaged minority populations and low-income populations in proximity to DOE facilities. DOE will continue to provide minority students opportunities to serve as interns in DOE offices and laboratories. Initiatives include: • Develop guidance for DOE-funded, worker-training programs designed to assist disadvantaged minority populations and low-income populations in proximity to DOE facilities • Engage high school students and teachers to promote STEM education, through the Atlanta Universities Consortium Sustainable Campus Community Initiative, which provides a model program for collecting, analyzing, and communicating data and information to the public • Provide minority students opportunities to serve as interns in DOE offices and laboratories. The goal is to increase diversity in the fields of environmental science and engineering, and also increase students' potential for a career with DOE. • Collect, analyze, and communicate data and information to the public about site activities

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Executive Order 12898: <i>Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i> (continued)	<i>Goal 1: Fully Implement Executive Order 12898, Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations (continued)</i> <i>Objective 3: Continue integrating federal agency efforts to achieve environmental justice</i> The IWG EJ will support and assist agencies to better connect, leverage, and integrate EJ principles into their existing resources and efforts to promote sustainable economic growth and equitable development for minority populations and low-income populations. Collaborative efforts with the IWG EJ, such as the Federal Brownfields Partnership and the Urban Waters Federal Partnership creates uniformity in agency-wide initiatives, enabling all participants and stakeholders to better understand the overall EJ goals, objectives, and expected results. <i>Objective 4: Sustain a vibrant national dialogue on environmental justice</i> Leaders from various sectors engage in the free exchange of new ideas and new approaches to EJ at the annual National Environmental Justice Conference and Training Program. This interactive training session includes voices of experience, research, discussions, and thought-provoking dialogue. The program features needs and challenges of communities, governments, municipalities, faith-based organizations, academic institutions, and others with an interest in environmental matters and EJ. <i>Goal 4: Comply with Title VI of the Civil Rights Act of 1964</i> <i>Objective 4: Conduct educational outreach for communities and stakeholders</i> DOE will hold outreach events to educate local communities and to solicit public input on how the Department can best serve local communities. Outreach event locations around DOE sites will include communities with minority populations and low-income populations. Information and resources on Title VI and EJ will be shared during outreach events. The Department will conduct presentations and share EJ information with attendees and compile community feedback received during and following outreach events to form future outreach strategies and public education materials.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
<i>Memorandum of Understanding on Environmental Justice</i>	<i>Goal 2: Integrate Environmental Justice into the National Environmental Policy Act Process</i> <i>Objective 1: Continue to update the NEPA guidance to enhance relevant environmental justice guidance and principles, as appropriate</i> The Department will continue to leverage its experience addressing EJ by applying best management practices and lessons learned to its NEPA reviews. It will share examples and encourage improvement through its <i>NEPA Lessons Learned Quarterly Report</i>, NEPA guidance and training, and preparation of NEPA reviews. DOE will highlight ways to better involve potentially affected communities in the NEPA process, conduct a meaningful analysis of potential impacts related to EJ, and develop mitigation options that address EJ concerns. <i>Objective 2: Strengthen federal efforts to integrate environmental justice and the National Environmental Policy Act</i> The IWG EJ NEPA Committee was established to develop an integrated process for implementing EJ considerations and NEPA compliance by federal agencies. DOE's Office of NEPA Policy and Compliance represents the Department on the NEPA Committee. Through this committee, DOE contributed to the development of the report on <i>Promising Practices for EJ Methodologies in NEPA Reviews</i> and the related National Training Product. DOE will continue to work with other agencies to use the report, implement the training, and share lessons learned. <i>Goal 4: Comply with Title VI of the Civil Rights Act of 1964</i> <i>Objective 1: Ensure DOE and financial assistance recipients are in compliance with Title VI of the Civil Rights Act of 1964</i> In addition to investigating and processing Title VI complaints, DOE will institute proactive Title VI efforts by conducting compliance reviews on financial assistance recipients. These reviews will be carried out according to Title VI Compliance Review guidelines published by DOJ. <i>Objective 2: Develop and disseminate information and resources that highlight the relationship between Title VI and environmental justice</i> DOE will follow guidance provided by the IWG EJ Title VI Task Force led by the DOJ. The Department will update existing public information materials on Title VI to include information and resources on EJ. The Department will update its website, adding new materials on EJ, particularly related to Title VI. DOE will craft EJ language, as appropriate, to be included with the Title VI information materials and place these information resources on its website.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
<i>Memorandum of Understanding on Environmental Justice</i> (continued)	<i>Goal 4: Comply with Title VI of the Civil Rights Act of 1964 (continued)</i> <i>Objective 3: DOE will develop a Title VI Technical Assistance Compliance Program for DOE staff and financial assistance recipients to ensure that they have the necessary knowledge on the relationship between Title VI and environmental justice</i> This compliance program will conduct training sessions across the complex to equip DOE staff with the knowledge and expertise necessary so that Title VI and EJ concerns are incorporated into their ordinary business practices. Additionally, informational materials and training sessions will be conducted for recipients of DOE financial assistance so that they are knowledgeable about their responsibilities in carrying out their activities that are wholly or partially funded by DOE in a nondiscriminatory manner. <i>Objective 4: Conduct educational outreach for communities and stakeholders</i> Many agencies, including DOE, provide assistance to the same or similar types of recipients and therefore are well positioned to engage in formal and informal coordination efforts around a range of Title VI compliance activities, including complaint investigations, pre- and post-award reviews, training, and technical assistance. Because some EJ issues involve recipients of Title VI funds from multiple agencies, improved interagency collaboration on enforcement and compliance activities, including DOE, is crucial to all agencies' efforts to implement EO 12898.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Strategic Objective 1 Advance the goals and objectives in the President's Climate Action Plan by supporting prudent development, deployment, and efficient use of “all the above” energy resources that also create jobs and industries	<i>Goal 3: Minimize Climate Change Impacts on Vulnerable Populations</i> <i>Objective 1: Implement DOE's responsibilities under the President's Climate Action Plan to address the needs of vulnerable populations</i> DOE will implement programs to mitigate the risks and enhance the resilience of vulnerable populations against climate change. This will be done by integrating scientific research, applied energy research and development, and commercialization activities needed to provide a clean-energy future for vulnerable populations. DOE will work with these vulnerable populations, as well as scientists, industry, and other stakeholders to develop appropriate climate change prevention/adaptation resilience strategies. <i>Objective 2: Minimize the impacts of climate change on vulnerable populations by conducting discovery-focused research to increase our understanding of matter, materials, and their properties by MSIs and other research organizations</i> DOE collaborates with industry partners, state, local and American Indian Tribal Governments and Alaska Native Village and Regional Corporations, and other federal agencies to strengthen the effectiveness of the Department's incident management. The program supports DOE Strategic Objective 1 through its Emergency Preparedness Working Group (DOE-complex funded) for enhancing rural county emergency response capabilities that include minority populations and low-income populations, American Indian Tribes, and Alaska Natives. <i>Objective 3: Reduce DOE's GHG while adapting DOE's programs and operations for enhanced climate change resiliency</i> By reducing its own GHG emissions and continuing to develop and deploy new clean-energy technologies, DOE will help mitigate climate change. By planning for climate change adaptation in its own programs and operations, DOE will ensure the resiliency of its mission and its ongoing ability to support national adaptation efforts. <i>Objective 4: Engage local communities and stakeholders in the beneficial reuse process</i> This DOE initiative promotes a more efficient business environment to encourage collaboration between public and private resources. This effort will maximize benefits to achieve energy and environmental goals, as well as to stimulate and diversify regional economies. In addition, it will help communities transition existing assets to future beneficial uses, thus enhancing their local and regional communities and economies.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Strategic Objective 2 Support a more economically competitive, environmentally responsible, secure and resilient United States energy infrastructure	<i>Goal 3: Minimize Climate Change Impacts on Vulnerable Populations</i> <i>Objective 2: Minimize the impacts of climate change on vulnerable populations by conducting discovery-focused research to increase our understanding of matter, materials, and their properties with MSIs and other research organizations</i> The program supports DOE Strategic Objective 2 through its Emergency Preparedness Working Group (DOE-complex funded) for enhancing rural county emergency response capabilities that include minority populations and low-income populations, American Indian Tribes, and Alaska Natives. <i>Objective 4: Engage local communities and stakeholders in the beneficial reuse process</i> This DOE initiative promotes a more efficient business environment to encourage collaboration between public and private resources. This effort will maximize benefits to achieve energy and environmental goals, as well as to stimulate and diversify regional economies. In addition, it will help communities transition existing assets to future beneficial uses, thus enhancing their local and regional communities and economies.
Strategic Objective 8 Continue cleanup of radioactive and chemical waste resulting from Manhattan Project and Cold War activities	<i>Goal 2: Integrate Environmental Justice into the NEPA</i> <i>Objective 1: Continue to update NEPA guidance to enhance relevant EJ guidance and principles, as appropriate</i> The Department will continue to leverage past experience, applying best practices and lessons learned; identify, develop, and deploy practical technological solutions derived from scientific research at the national laboratories; and look for innovative and sustainable practices that make cleanup more efficient. <i>Objective 2: Strengthen federal efforts to integrate EJ and NEPA</i> Creating uniformity in agency-wide initiatives enables all participants and stakeholders to understand the overall EJ goals, objectives, and expected results.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Strategic Objective 9 Manage assets in a sustainable manner that supports the DOE mission	<i>Goal 1: Fully Implement Executive Order 12898 on Environmental Justice</i> <i>Objective 1: Increase capacity within our communities to ensure their early and meaningful involvement</i> DOE will continue its Community Capacity Building Through Technology initiative, in which DOE supports community technology centers and provides technical assistance to underserved communities by increasing community access to computers and the Internet in order to expand and develop early participation in environmental decision-making processes. DOE works with local community leaders, planners, and the public to identify appropriate public uses of the Department's real property. <i>Goal 3: Minimize Climate Change Impacts on Vulnerable Populations</i> <i>Objective 4: Engage local communities and stakeholders in the beneficial reuse process</i> This DOE initiative promotes an efficient business environment to encourage public and private resource collaboration. This effort will maximize benefits to achieve energy and environmental goals as well as to stimulate and diversify regional economies. In addition, it will help communities transition existing assets to future beneficial uses, thus enhancing their local and regional communities and economies.
Strategic Objective 12 Attract, manage, train, and retain the best federal workforce to meet future mission needs	<i>Goal 1: Fully Implement Executive Order 12898 on Environmental Justice</i> <i>Objective 2: Increase capacity within DOE to address EJ</i> Training: • Continue the availability of the EJ Online training course for all DOE federal and contractor staff. This training describes EO 12898 history, public participation, and sensitivity to EJ awareness. The program will continue to enhance DOE workforce competency on EJ and build staff capacity to work effectively with communities. It will also improve the effectiveness and efficiency of DOE programs, policies, and activities needed to address EJ concerns. • Develop guidance for DOE-funded, worker-training programs that are designed to assist minority and low-income communities in proximity of DOE facilities. • Continue to provide minority students opportunities to serve as DOE office and laboratory interns. The goal is to increase diversity in the fields of environmental science and engineering, and also increase students' potential for a career with DOE. • Continue to partner with several university graduate and undergraduate programs. Students receive mentoring at DOE laboratories from scientists and environmental engineers. The overall long-term goal is to provide traditionally underrepresented students with exposure to the areas of biotechnology, computer science, environmental science, and engineering.

Source	Relationship Between the DOE <i>Environmental Justice Strategy</i> and the <i>Department of Energy's Strategic Plan 2014–2018</i>
Strategic Objective 12 Attract, manage, train, and retain the best federal workforce to meet future mission needs (continued)	<i>Goal 1: Fully Implement Executive Order 12898 on Environmental Justice (continued)</i> <i>Objective 3: Integrate the efforts of federal agencies to achieve EJ</i> DOE will address and expand capacity through the following: • Hold training sessions across DOE to determine whether staff is knowledgeable about the relationship between DOE activities and EJ • Support science, technology, engineering, and mathematics (STEM) at elementary, secondary, and college levels • Fund worker training programs designed to assist minority and low-income communities in the proximity of DOE facilities • Recruit from minority populations and low-income populations • Manage student mentoring programs

Appendix B.

Acronyms

Acronyms

CBC	Congressional Black Caucus
CLIs	Community Leaders Institutes
Department or DOE	U.S. Department of Energy
DOE Strategic Plan	<i>DOE Strategic Plan 2014–2018</i>
DOJ	U.S. Department of Justice
EJ	Environmental Justice
EJ Strategy	<i>DOE Environmental Justice Strategy</i>
EO	Executive Order
EPA	U.S. Environmental Protection Agency
GAO	General Accounting Office
GHG	Greenhouse Gas
HBCUs	Historically Black Colleges and Universities
HSIs	Hispanic Serving Institutions
IWG EJ	Interagency Working Group on Environmental Justice
LM	DOE Office of Legacy Management
MOU	<i>Memorandum of Understanding on Environmental Justice</i>
MSIs	Minority Serving Institutions
MUSC	Medical University of South Carolina
NEJC	National Environmental Justice Conference and Training Program
NEPA	<i>National Environmental Policy Act</i>
PCB	Polychlorinated biphenyl
STEM	Science, Technology, Engineering and Mathematics
Strategic Plan	<i>U.S. Department of Energy Strategic Plan 2014–2018</i>
TREAT	Teaching Radiation and Energy, and Technology Workshop
UWFP	Urban Waters Federal Partnership

Environmental Justice STRATEGY



U.S. DEPARTMENT OF
ENERGY

