

U.S. Department of Energy Environmental Justice Implementation Progress Report



Fiscal Year 2019



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FORWARD

The U.S. Department of Energy (DOE or Department) is proud to present our 2019 *Environmental Justice Implementation Progress Report*. We appreciate the contributions of the DOE programs and the many participating communities, tribal, non-governmental organizations, academic institutions, and private sector partners who have collaborated to make the Department's environmental justice (EJ) efforts a success.

EJ is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.

On February 11, 1994, President Clinton issued Executive Order 12898 (EO 12898), *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations*, and the Order tasked each federal agency to make achieving EJ part of its mission. EO 12898 also states "each federal agency responsibility under this order shall apply equally to Native American programs."

In 2008, the Department created an *Environmental Justice Strategy* based on EO 12898 that included the development of an *Environmental Justice Five-Year Implementation Plan* and mandated annual reports on the progress of that plan. In August 2011, following a day-long symposium at the White House, 17 federal agencies signed a Memorandum of Understanding (MOU) on EJ that recommitted and prioritized EJ throughout the federal government.

The Department's [Environmental Justice Five-Year Implementation Plans](#) reflect a solid commitment to EO 12898, the EJ MOU, and to our current *DOE 2019 Environmental Justice Second Five-Year Implementation Plan*.

The goals and activities included in this 2019 *U.S. Department of Energy Environmental Justice Implementation Progress Report* are based on clear priorities and tangible benefits that consider programmatic, legislative, and regulatory responsibilities. They emphasize community participation and empowerment, and stakeholder involvement. In addition, they encourage new approaches to occupational and environmental science research for high-risk communities and workers, embrace interagency coordination to facilitate EJ, and heighten the sensitivity of managers and staff to EJ within the Department.

A handwritten signature in black ink that reads "Carmelo". The signature is written in a cursive, flowing style.

Carmelo Melendez
Director
Office of Legacy Management

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I. PURPOSE

Since 2011, the Memorandum of Understanding (MOU) on Environmental Justice (EJ) directs each agency to “periodically review and update its *Environmental Justice Strategy* and ... provide a concise report on progress during the previous fiscal year.” Executive Order 12898, *Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations* (EO 12898) addresses how “each federal agency shall make achieving EJ part of its mission.” The *U.S. Department of Energy Environmental Justice Implementation Report, Fiscal Year 2019* (Report) provides an opportunity to demonstrate how the Department of Energy (DOE or Department) has integrated EJ into its mission.

II. INTRODUCTION/OVERVIEW

On February 11, 1994, President William J. Clinton signed EO 12898 directing each federal agency to develop an agency-wide EJ Strategy that identifies and addresses disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.

DOE is committed to achieving EJ by making a visible difference as we conduct our day-to-day activities. The Department strives to create opportunities to improve the environment and human health in all communities in which DOE works, while ensuring that no population suffers a disproportionate share of adverse environmental effects.

The Department continues to deliver innovative and transformative scientific and technological solutions to energy, security, economic, and environmental challenges facing the United States in the 21st century. Using the best practices of some of the more established programs, we continue to seek new ways to implement and advance our overall EJ goals. By continuing the effort to plan and implement our commitments, we will encourage all DOE program offices to integrate EJ into their policies, programs, and activities. The Department continues to highlight these efforts and serve as a model for the federal government.

The relationship between EJ and DOE goals can be summed up as: commitment, fairness, and collaboration through educational, motivating, and innovative initiatives. These priorities are critical to advancing the nation’s energy and security goals, strengthening our economy, and providing a safe and healthy environment for minority populations and low-income populations, American Indian Tribes and Alaska Natives. Our goal is to achieve EJ and foster non-discrimination in programs that substantially affect human health and the environment.

We actively participate with the Federal Interagency Working Group on Environmental Justice (IWG EJ) and collaborate with other federal agencies on joint efforts to achieve EJ. Through this process, we will continually assess the quality of DOE’s services to the public and seek ways to improve performance. Goals and activities are based on clear priorities and tangible benefits that consider programmatic, legislative, and regulatory responsibilities, and emphasize community participation, empowerment, and stakeholder involvement. In addition, they encourage new approaches to occupational and environmental science research for high-risk communities and workers, embrace interagency coordination to facilitate EJ, and heighten manager and staff sensitivity to EJ throughout the Department.

This report includes activities achieved during 2019 and spans the full range of missions and goals, from basic science to clean energy, environmental stewardship, and nuclear security, and remains consistent with the DOE mission. DOE programs and participating communities, American Indian Tribes and Alaska Natives, non-governmental organizations, academic institutions, and private-sector partners have collaborated to make the Department's EJ efforts successful.

III. IMPLEMENTING ENVIRONMENTAL JUSTICE STRATEGY AND IMPLEMENTATION PLANS

EO 12898 directed federal 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 the goal of achieving EJ and fostering non-discrimination in programs that substantially affect human health or the environment. DOE has established various programs, policies, activities, and partnerships that continue to actively engage communities that have been disproportionately impacted by environmental hazards.

DOE's EJ Strategy provides an overarching vision that is reflected in our EJ goals. We have identified key priorities that will increase capacity building, public participation, and opportunities for minority populations and low-income populations, American Indian Tribes and Alaska Natives. We have purposely developed broad goals to guide the Department's implementation of the plan, with specific targets adapted to appropriate responsibilities and priorities. DOE is committed to addressing the complexity of EJ in a timely, deliberate, and coordinated manner.

More than 25 years after the signing of EO 12898, DOE remains committed to the principles of EJ and continues to build upon the order's legacy.

IV. EJ STRATEGY UPDATES/REVISIONS

The 2017 DOE EJ Strategy demonstrates a Department-wide commitment to address EJ, consistent with the DOE mission. Three strategic goals provide the framework for achieving the DOE vision for EJ. Implementation of the 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.

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 by managing projects throughout the United States in the most efficient and effective manner.

The Strategy reflects a commitment to advancing the quality of life for communities near DOE facilities. It refocuses research that recognizes the various health issues in minority populations and low-income populations, American Indian Tribes and Alaska Natives.

In 2017, DOE issued its third EJ Strategy, which demonstrates the Department's commitment to comply with EO 12898. The DOE EJ Program performed a data call and received responses from DOE program and field offices on their EJ commitments. In alignment with the Strategy, the DOE EJ Program prepared

the Second Environmental Justice Five-Year Implementation Plan in 2019. Several DOE program offices identified and committed to develop and implement up to five EJ commitments over the five-year period of the plan. Their progress to achieve these goals is compiled on an annual basis and released in the DOE Environmental Justice Implementation Progress Report.

The 2017 EJ Strategy provides a roadmap for our goals and objectives, highlights our major priorities for the next five years, and will be reflected in individual program plans.

The EJ Strategy contains the following goals:

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

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

Goal 3: Comply with Title VI of the Civil Rights Act of 1964

The DOE EJ Program will continue monitoring Departmental activities to determine whether they present a disproportionately high and adverse human health or environmental effect on minority populations and low-income populations, American Indian Tribes and Alaska Natives.

V. NOTABLE AND INNOVATIVE PLACE-BASED INTERAGENCY COLLABORATIVE PROJECTS

DOE continues to collaborate with federal, state, local, tribal, and other partners on place-based initiatives to help overburdened communities proactively address emerging environmental challenges in ways that build long-term sustainability. Examples of these activities follow.

Community Outreach and Education

Education and training are some of the most effective ways to address EJ concerns, as they allow stakeholders to be involved and participate meaningfully in the decision-making processes to improve their communities. Over the years, DOE has effectively educated and trained stakeholders, including community leaders, community members, and DOE staff, to build the capacity of communities.

We communicate and engage with local communities, state and local governments, and tribal nations in person, print, and digitally through public meetings, conferences, outreach events, fact sheets, brochures, stakeholder surveys, press releases, quarterly program updates, offices and sites website, and social media.

Public participation is one of the cornerstones of EJ. Public participation and community involvement strategies must include a proactive public involvement process that provides complete information, timely public notice, full public access to key decisions, and supports early and continuing public involvement in developing plans, programs, and research. The Department includes the following community engagement activities:

Annual National Environmental Justice Conference and Training Program (NEJC)

Since 2007, DOE has been an NEJC sponsor. NEJC is the nation's largest annual EJ conference. The 2019 NEJC was held March 13-15, 2019, in Washington, D.C., with over 400 participants. The 2019 conference theme, "Education, Learning, and Cooperation in a Diverse World," was built

on messages of the past 12 conferences. Leaders from various sectors engaged in three days of free exchange of ideas and experience, research, discussion, and thought-provoking dialogue on the needs and challenges of communities, governments, municipalities, tribes, faith-based organizations, and others with an interest in EJ. The agenda highlighted programs and collaboration that work as well as lessons learned from initiatives that have not been successful.

Program speakers featured representatives from:

- American Indian Tribes and Alaska Natives
- Academia
- Federal and state agencies
- Public interest groups
- Local governments
- Grassroots organizations
- Business and industry
- Community groups

Day one of the conference was dedicated to young future EJ leaders, such as high school, college, and graduate students from around the country, and included a student poster session. The Honorable James E. Clyburn, Majority Whip and U.S. Representative for South Carolina (6th District), gave the keynote address. Peter O’Konski, deputy director for the DOE Office of Legacy Management (LM); Britt Rios-Ellis, founding dean, College of Health Sciences and Human Services California State University Monterey Bay; and Melissa A. Lavinson, senior vice president, Governmental and External Affairs-Exelon/PEPCO Holdings, served as luncheon speakers for the conference.



Denise Freeman (LM Communications Liaison), Melinda Downing (EJ Program Manager), Peter O’Konski (LM Deputy Director), and Ingrid Colbert (LM Financial, Audits, Contracts Services).

The 2019 conference included several technical assistance workshops and training sessions, including: Environmental Justice from a Civil Rights Perspective; Environmental Justice and the National Environmental Policy Act Methodologies; Building Capacity with Native Americans and Alaska Natives to Handle Hazardous Materials and Respond to Emergencies; Grant Writing and Technical Assistance; Collaborative Conservation Through Engagement of Communities and Partnerships; and Title VI of the Civil Rights Act of 1964 Training. There was also a screening of the 2018 Bronze Telly award-winning documentary film *Sea Change, The Impact of Climate Change on Human Health and the Environment*.

At the 2019 conference, the Board of Directors of the National Environmental Justice Conference, Inc. honored two awardees: Reverend Charles Utley of the Blue Ridge Environmental Defense League for his successful relocation of the residents of Hyde Park in Augusta, Georgia; and Marsha Minter, the associate director of the U.S. Environmental Protection Agency (EPA) Office of Environmental Justice, for her outstanding leadership and commitment to furthering the mission of EJ, public participation, and community engagement.

12th Annual National Conference on Health Disparities (NCHD)

DOE assisted with the 12th annual NCHD held June 19-22, 2019, in Oakland, California. The theme for the conference was “Reducing Health Disparities Through Sustaining and Strengthening Healthy Communities.”

This conference builds on momentum generated in previous NCHDs by presenting the most current information on national issues. Topics included social and environmental determinants of health-housing, access to healthcare, air and water quality, income and education. Additional topics included behavioral health, substance abuse, sex trafficking, gun violence, health technology and the impacts of climate change on human health.

NCHD is the outgrowth of a health disparities conference held in Charleston, South Carolina, on July 30, 2007, sponsored by the Medical University of South Carolina (MUSC) and the National Center on Minority Health. Health disparities are defined as the difference in health status and outcomes based on race and economic standing, which impacts all Americans. This annual conference is a great undertaking that looks at ways to reduce and eliminate health disparities in our nation.

Congressional Black Caucus Environmental Justice Braintrust (Braintrust)



*Congressman
James E. Clyburn (SC).*

Established in 1999 and convened annually by Congressman James E. Clyburn (Democrat–South Carolina) at the Congressional Black Caucus Foundation Annual Legislative Conference, the Braintrust brings together stakeholders from various backgrounds, including environmental experts, policy-makers, media professionals, and community activists to discuss issues related to EJ. The goal of the EJ Braintrust is to identify environmental issues and to recommend strategies that will assist policymakers in developing forward thinking, comprehensive environmental policy that recognizes and fosters the unique relationship between environmental protection, human health, EJ, and economic development. The 2019 Braintrust was held in Washington, D.C., September 13, 2019.

Joint DOE Federal and Contractor Environmental Attorneys’ Training

DOE continued to co-sponsor tribal trainings related to compliance with DOE Order 144.1, “Department of Energy American Indian Tribal Government Interactions and Policy,” and EO 12898. In addition, DOE’s Office of Environment, Health, Safety, and Security (AU-21) also co-sponsored the 2019 Joint DOE/DOE Contractor EJ Attorneys’ Training that contained an EJ/tribal component and had over 100 participants. The training was oriented to benefit federal and contractor staff, regulators, tribal nations, and stakeholders. The training included outreach from the DOE Headquarters EJ program manager and Tribal Consultant Milton Bluehouse, Jr. The training was held April 30, 2019, in Washington, D.C.

National Environmental Policy Act (NEPA)

DOE follows site procedures to engage tribes on NEPA processes such as early notice, informal briefings, and extended opportunities to participate in formal hearings. More than 8,000 tribal governments and tribal citizens are registered on a server that delivers information to the public regarding National Nuclear Security Administration (NNSA) NEPA-related activities. The automated system serves by:

1. Placing telephone calls to tribal leadership and their respective environmental authorities;
2. Submitting copies of relevant documents to both contacts on the day of release; and
3. Following the outreach by telephone to confirm receipt and to offer informal briefings and possible cross-agency participation.

DOE exercised the Pueblo outreach process outlined in our 2018 report for four different NEPA actions.

DOE Idaho (DOE ID) national security programs completed the Environmental Assessment (EA) for expanding capabilities at the Power Grid Test Bed (DOE/EA-2097) and the EA for expanding capabilities at the National Security Test Range and the Radiological Response Training Range at Idaho National Laboratory (DOE/EA-2063). DOE staff provided briefings to the Shoshone-Bannock Tribal Business Council for both EAs, and the tribes were involved with performing cultural resource surveys and developing mitigation measures for affected cultural resources. The tribes provided comments on both EAs, which DOE used in preparing the final EAs.

EJ issues were examined and evaluated for two EAs. The two projects are renewable energy generation sites built on public and or private lands in rural contexts with no direct impact on tribal lands or areas with other disadvantaged communities. Those in process were for primarily rural or wildland locales with low population densities.

National Tribal Energy Summit (NTES)

DOE's Office of Indian Energy and the National Conference of State Legislatures (NCSL) convened the 2019 NTES, "Tribal Energy: Powering Self-Determination," September 24-26, 2019, in Washington, D.C.

NTES provided state and tribal leaders an opportunity to sit together, connect, and exchange ideas about tribal energy efforts, impacts on economies, strides, and possibilities. Experiencing firsthand capacity building in motion and real ways to better understand and honor tribal sovereignty, and each other, participants gained broader perspectives and opportunities to advance energy goals with a more holistic view.

Learning labs tailored to attendees that are new to energy development and others who are more versed made up the foundation for more focused talks at Tribal Leader Roundtables. NCSL, DOE, and its Indian Country Energy and Infrastructure Working Group (ICEIWG) designed plenaries and coordinated



Office of Indian Energy Director Kevin R. Frost delivers a keynote address at the 2019 National Tribal Energy Summit.

programming that focused on connecting with key agencies and contributors like the U.S. Department of the Interior and the U.S. Department of Agriculture, members of congress, the White House, and leaders in all-of-the-above energy sectors. Elements crucial to the energy conversation and goals for tribes should be strong science, technology, engineering, and mathematics (STEM) programs for tribal youth and beyond, including state and local communities. The influence of women energy leaders and supporters must be integrated for even bigger strides. State and local policies that recognize tribal sovereignty and self-determination as strengths, and strive for opportunities to partner, will improve processes and bring about continued progress on energy for our neighboring networks and communities.

For additional meeting highlights visit the DOE Office of Indian Energy Policy and Programs blog "2019 National Tribal Energy Summit Connects Tribes with Solutions Toward Energy Sovereignty."

Nuclear Energy Tribal Working Group (NETWG)

In response to the NETWG white paper on Tribal Involvement in STEM Education and Workforce Development, all three DOE tribal working groups (NETWG, State and Tribal Government Working Group [STGWG], and ICEIWG) have members that comprise the STEM subcommittee. The subcommittee focused on three major areas including data collection, funding mechanisms, and inter/intra-agency collaboration. The STEM subcommittee met once in person and monthly in 2019 via teleconference.

2019 Meetings:

- Winter Meeting – January 22-23 in Arlington, Virginia
- Spring Meeting – April 30-May 1 in Denver, Colorado
- Fall Meeting – September 24 in Washington, D.C.

Partnership with Tribal Communities

To build the capacity of tribal communities and address EJ concerns, DOE is actively engaging and collaborating with tribal governments and communities on or near its sites. The Department is working to incorporate EJ principles in its collaboration with federally recognized tribes in order to establish public participation, community involvement, education, and communication systems to engage with American Indian Tribes, Alaska Natives, and others.

DOE is involved with cleaning up nuclear waste at nationwide sites and facilities. The waste resulting from nuclear weapons production has affected sovereign tribal nations located near these facilities.



Paul M. Dabbar, Under Secretary for Science addresses a STGWG meeting.

The tribal nations have been impacted by different types of waste contamination, and their participation in the Department's mission is critical.

DOE Office of Environmental Management (EM) directly supported cooperative agreements at its sites with tribal nations and along transportation routes where wastes and materials are carried. These cooperative agreements support environmental program offices to maintain tribal capacity to support government-to-government relations, ensure compliance with DOE Order 144.1, and protect tribal

treaty rights, cultural resources interests, environmental monitoring (where relevant), and engage DOE and contractor staff as appropriate to address tribal concerns during clean-up.

In March 2019, EM coordinated its senior leadership involvement at the largest gathering of tribal business and tribal nation leaders and other partners as part of the National Center for American Indian Enterprise Development's annual Reservation Economic Summit gathering in Nevada. The DOE senior acquisition leader participated to inform Indian Country about DOE programs and the multitude of contracting opportunities for tribal businesses, tribal nations, and other tribal entities.

EM Tribal Leader Dialogues (TLD) are high-level policy conversations between DOE senior decision-makers, including Headquarters leadership and site managers, and tribal elected leaders and officials. Through the STGWG process, the November 2019 TLD was designed, in collaboration with tribal nations, for DOE to listen, understand, and engage on tribal interests. This was the fifth TLD since 2011 and was held pursuant to DOE Order 144.1. TLD discussion topics included STEM and workforce development, considerations for end use and stewardship, including impact to cultural resources at cleanup sites, and assessment of the effectiveness of implementing DOE Order 144.1 at Headquarters and at EM sites, along with strategies to expand and enhance communication and coordination within EM and among other DOE offices.

EM continued to provide support to the STGWG process including its twice-yearly meetings (spring and fall). DOE, including its site representatives, engaged STGWG on the key priorities of states and tribes related to tribal issues, the Natural Resource Damages Assessment process at Hanford, Washington; Oak Ridge, Tennessee; and Los Alamos, New Mexico. Additionally, STGWG and DOE actively engaged on a key priority topic of long-term stewardship (LTS), specifically including STGWG recommendations as part of its *Closure for the Seventh Generation* LTS report.

The Department held two monthly meetings with area tribes near a DOE site, a Cultural Resources Meeting and Tribal Affairs Meeting. At the Cultural Resources Meeting, DOE discussed protections for traditional cultural and other properties of significance to the tribes. DOE tracks how well we are meeting our commitments (which are typically memorialized in an MOU, or in our *Cultural Resource Management Plan*) and develops protection measures for planned projects.

DOE supported the Navajo Five-Year Plan Community Outreach Network. Working with other federal and Navajo agencies with the same purpose helps to accomplish the overall goal of informing and educating community members.

In early November 2019, representatives from the Tribal Radioactive Materials Transportation Committee (TRMTC) participated with DOE in evaluating the Pilgrim Nuclear Power Station to assess on-site and near-site transportation infrastructure, and options for future DOE removal of spent nuclear fuel from the site. The site visit provided an opportunity for tribal members to engage with representatives from DOE, U.S. Department of Transportation Federal Railroad Administration (FRA), U.S. Coast Guard, U.S. Army Corps of Engineers, and Massachusetts State government agencies on issues related to site decommissioning and materials transport. DOE and FRA federal staff also visited Mashpee, Massachusetts, to meet with tribal members, hear about the tribe's history and modern operations, and visit culturally and historically significant sites.

In May 2019, TRMTC members met with DOE Headquarters senior-level staff, other federal agencies and state representatives at the National Transportation Stakeholders Forum Annual Meeting to discuss how tribal nations in the U.S. are potentially impacted by DOE transportation or storage of radioactive materials and spent nuclear fuel. These interactions helped to address tribal concerns and expectations, with a commitment for future consultation and cooperation with DOE.

In 2019, NETWG conducted three meetings. The meeting locations included Crystal City, Virginia; Denver, Colorado; and Washington, D.C. The meetings provided an opportunity for DOE staff management to meet and discuss issues of mutual interest. Throughout the year, DOE staff worked with tribal leaders and members to expand engagement through a series of meetings, existing tribal and stakeholder conferences, and webinars.

Southwestern Power Administration (SWPA) conducted 43 tribal consultations from seven NEPA reviews of rebuild and new construction projects. SWPA held two Multi-State Programmatic Agreement meetings with six participating tribes. The Muscogee (Creek) Nation participated in Tribal Sensitivity Training for SWPA maintenance construction crews at their Springfield, Missouri, office.

The Western Area Power Administration (WAPA) Colorado River Storage Project Management Center provided information on development of tribal utilities, procedures for interconnection with the WAPA grid, and energy management and marketing for 25 face-to-face meetings with tribes. DOE continues to provide technical assistance such as Open Access Transmission Tariff procedures to tribes as requested. The group also carries on an active outreach program, which serves all WAPA regions in making technical and commercial energy information readily available to disadvantaged communities in the 15-state WAPA service area.

Opportunities were provided to tribes and the public to consult on WAPA projects ranging from ongoing operations and maintenance to major transmission line rebuilds. Over 60 Native American tribes or communities were invited to participate in National Historic Preservation Act consultations. At least 12 tribes responded with varying levels of interest. WAPA continues to inform potentially interested tribes of project developments and has an open-door policy for tribal consultation at all preconstruction stages of its projects.

In all cases, these meetings were with tribal leaders, staff, and senior management, discussing and addressing various issues of concern. Additionally, DOE provided support to the Tribal Caucus National Transportation Stakeholders Forum and two meetings related specifically to transportation issues. Support included meeting costs and travel for tribal representatives and their staff, showing the Department's commitment to resolve various issues of concern. DOE also provided substantial staff support to its Office of Indian Energy Policy and Programs (Office of Indian Energy) and its Indian Country Energy and Infrastructure Working Group.

Tribal Radioactive Materials Transportation Committee (TRMTC)

DOE supported TRMTC efforts. Specifically, in May 2019, TRMTC members met with DOE Headquarters senior-level staff, other federal agencies, and state government representatives at DOE's National Transportation Stakeholders Forum Annual Meeting to discuss how tribal nations in the U.S. are potentially impacted by DOE transportation or storage of radioactive materials and spent nuclear fuel. These interactions helped to address tribal concerns and expectations, with a commitment for future consultation and cooperation with DOE.

On October 7, 2019, EM and DOE Office of Nuclear Energy (NE) federal staff hosted a web-meeting with tribal government representatives to discuss considerations for DOE policy on advance shipment notifications to tribes for DOE shipments of radioactive materials. This advance notification policy will be part of DOE's revision of Order 460.2A, "Departmental Materials Transportation and Packaging Management" (the revision will be Order 460.2B). DOE used this web-meeting discussion to conduct government-to-government consultation with tribal members of the TRMTC, NETWG, and STGWG, and gather initial feedback to inform a draft policy for Order 460.2B that will go out for agency-wide review later in 2020. Tribes (and states) will have an opportunity at that time to review the draft Order 460.2B, including the advance notification requirements and procedures.

Tribal Affairs Meetings and Historic Preservation

The DOE Hanford, Washington, office (HAN) holds a monthly cultural resources meeting with area tribes to discuss projects and associated protections to traditional cultural and other properties of significance to the tribes. DOE tracks how well we are meeting our commitments (which are typically memorialized in

cultural resource reviews and reports, MOUs, or in our Cultural Resource Management Plan) and develops protection measures for planned projects. HAN also conducts quarterly tribal affairs meetings where tribal cooperative agreements and other (non-cultural resources) issues of interest to the tribes, such as cleanup and restoration activities and long-term stewardship of the HAN site are discussed. DOE is also involved in government-to-government discussions regarding public access to the Hanford Reach National Monument Rattlesnake Mountain Unit, which is managed by the U.S. Fish and Wildlife Service (USFWS). Rattlesnake Mountain is an important traditional cultural property and sacred site. While USFWS is the lead federal agency, discussions include the tribes, DOE (as the landowner), the Advisory Council on Historic Preservation, and the Washington Department of Archaeology and Historic Preservation. A notable achievement in 2019 was the DOE transfer of nearly 200 boxes of tribal artifacts and records from storage at a local university to the Wanapum Heritage Center for long-term curation.

HAN coordinated the collection of DOE site data on cultural resources requested by the Department of the Interior and the DOE Federal Preservation Officer.

Tribal Energy Program Managed by the DOE Office of Indian Energy

DOE funds a wide variety of conventional, renewable energy, and energy-efficiency projects to assist tribes in realizing their energy visions. Since 2010, the DOE Office of Indian Energy has invested more than \$85 million in nearly 180 tribal energy projects implemented across the contiguous 48 states and Alaska. These projects are valued at more than \$185 million. The Office of Indian Energy is authorized to fund and implement a variety of programmatic activities that assist American Indian Tribes and Alaska Native villages with energy development, capacity building, energy cost reduction, and electrification of Indian lands and homes. To advance its mission, the Office of Indian Energy works with American Indian Tribes and Alaska Natives to maximize the value of their energy resources through facilitation of energy development, education and training, and technical assistance funding. The Office of Indian Energy also leverages public-private partnerships, inter- and intra-governmental coordination, and government-to-government partnerships to maximize the return on investments in the future of Native American communities. This includes relationships, events, and processes, such as the ICEIWG and Tribal Energy Summit.

Funding Opportunities for the Tribal Energy Infrastructure Deployment

In December 2019, DOE announced it would provide up to \$15 million in new funding to deploy energy infrastructure on tribal lands. This funding, through DOE's Office of Indian Energy Policy and Programs, will support American Indian Tribes including Alaska Native regional corporations and village corporations, intertribal organizations, and tribal energy development organizations, interested in developing their vast energy resources.

"This administration has made energy independence for all a top priority. This funding opportunity will continue to open doors for tribal communities, enabling them to pursue the development of their natural resources how they see fit," said Under Secretary of Energy Mark W. Menezes. "DOE hopes to empower these Native American and Alaska Native communities by offering choices for their energy supply, providing more reliable electricity, and energy security."

DOE's Office of Indian Energy is soliciting applications from American Indian Tribes, which include Alaska Native regional corporations and village corporations, intertribal organizations, and tribal energy development organizations, to:

-
- Install energy generating systems and/or energy efficiency measures for tribal buildings.
 - Deploy community-scale energy generating systems or energy storage on tribal lands.
 - Install energy systems for autonomous operation (independent of the traditional centralized electric power grid) to power a single (or multiple) essential tribal facility during emergency situations or for tribal community resilience.
 - Deploy energy infrastructure and integrated energy systems to electrify tribal buildings.

The intended results of the 50 percent cost-shared projects selected under this Funding Opportunity Announcement (FOA) are to reduce or stabilize energy costs and increase energy security and resilience for Indian Tribes and Alaska Native villages. This will further the Office of Indian Energy's recent contributions toward DOE strategic goals, namely, promoting American energy independence by increasing domestic and international accessibility to American energy resources.

This funding opportunity builds on efforts by DOE's Office of Indian Energy and its granted authorities under the Energy Policy Act of 2005 to accelerate the deployment of energy infrastructure on tribal lands. Since 2017, the DOE Office of Indian Energy has invested over \$32 million in nearly 60 tribal energy projects valued at \$78 million.

Los Alamos Pueblos' Project (LAPP)

NNSA continues to fund a share of four cooperative agreements to implement the LAPP, which was formed under provisions of Secretarial Accords with Pueblo governments located near Los Alamos National Laboratory (LANL). The Los Alamos Field Office Intergovernmental Program ensures cross functional compliance with DOE Order 144.1. Under provisions of its LANL management and operating contract, Triad, LLC supports those efforts in its relevant parts.

Uranium Mill Tailings Remedial Action (UMTRA)

DOE conducts public participation activities in close coordination with the Navajo Abandoned Mine Lands (AML) Reclamation/UMTRA Department and Hopi UMTRA Office to inform the public about DOE activities and to provide opportunities for open, ongoing, two-way communication. DOE actively seeks, considers, and responds to the views of its tribal stakeholders, ensuring they have an opportunity to provide input to DOE's decision-making process. Informing the public about activities and decisions is an important part of the long-term management of the sites. Stakeholders need to receive timely and accurate information about the sites to know how decisions made by land regulators will affect their interests. DOE keeps the public informed by holding a combination of public meetings, open houses, and small informal meetings with stakeholders; posting information on the LM website; and providing informational materials to support the Navajo UMTRA program through a cooperative agreement. The agreement provides support for independent inspections of the four LM Navajo Nation sites (Monument Valley, Arizona, Processing Site and three disposal cells at Mexican Hat, Utah; Shiprock, New Mexico; and Tuba City, Arizona) by their staff. LM works with the Navajo UMTRA program to solicit reviews and input to documents that support our monitoring, maintenance, and surveillance at our sites as a part of the agreement.

DOE supported the Navajo Five-Year Plan Community Outreach Network by presenting and participating in the Uranium 101 workshop. Interacting with other federal and Navajo agencies is a helpful and useful tool for working together to accomplish the overall goal of informing and educating community members as a group with the same purpose.

Tribal Emergency Management

DOE involves minority and low-income communities in emergency management planning, training, and potential cross-agency support. The Emergency Operations Center Joint Information Center deploys a tribal liaison to ensure tribal communities are provided real-time updates of emergency activities.

Small, Disadvantage, and Minority Businesses

In fiscal year (FY) 2019, LANL committed to double the local pricing preference for Northern New Mexico small business, contracting five to 10 percent for businesses located in the Indian Pueblos that form part of the Triad Pueblo Business Alliance. Other major FY 2019 events included:

- Los Alamos Resource Fair. Approximately 160 small business suppliers and resource participants attended the event held at Pojoaque, New Mexico.
- 2019 New Mexico DOE Annual Small Business Forum and Expo. Approximately 500 individuals attended.
- 2019 LANL Subcontractor Forum and Workshops. Over 700 individuals attended, including 529 subcontractor representatives from over 30 states.

Other FY 2019 events where the Small Business Program Office presented, exhibited, and engaged in matchmaking and networking activities included:

- Albuquerque Government Procurement Outlook and Exhibition Summit.
- DOE Annual Small Business Forum and Expo.
- Elite Service Disabled Veteran Owned and Small Business National Conference.
- Energy, Technology, and Environmental Business Association (New Mexico Event).
- National HUBZone Conference.
- LANL Community Leaders Breakfast.
- LANL Major Subcontractor Consortium.
- Sandia Small Business Open House.
- Small Business Development Center.
- New Mexico Procurement Technical Assistance Center (Small Business Events Diversity Programs).

Urban Waters Federal Partnership (Partnership)

This Partnership reconnects urban communities, particularly those that are overburdened or economically distressed, with their waterways by improving coordination among federal agencies and collaborating with community-led revitalization efforts to improve our nation's water systems and promote their economic, environmental, and social benefits. Specifically, the Partnership breaks down federal program silos to promote more efficient and effective use of federal resources through better coordination and targeting of federal investments.

- Recognizes and builds on local efforts and leadership by engaging and serving community partners.
- Works with local officials and effective community-based organizations to leverage area resources and stimulate local economies to create local jobs.
- Learns from early and visible victories to fuel long-term action.

In many urban areas — especially those that are overburdened or underserved — every resource counts. Clean water is the one resource that is often taken for granted but is also most vital. Each of us relies on clean water every day from the water we drink, shower, and swim in, to the water we use to feed our crops. But its value is larger than that. Clean water helps communities thrive, playing a key role in helping grow local businesses, and enhancing educational, recreational, and social opportunities in the areas through which it passes. Urban communities know this, and across the country, local groups are working to restore their water resources and reconnect their communities to them. The Partnership is committed to supporting these communities in that action — helping them reclaim the water resources that are vital to their success.

Federal Partners:

- U.S. Army Corps of Engineers, Department of the Army.
- Centers of Disease Control and Prevention, U.S. Department of Human Services.
- Corporation for National and Community Service, U.S. Department of Agriculture.
- Environmental Health Services.
- U.S. Environmental Protection Agency.
- Federal Emergency Management Agency, U.S. Department of Homeland Security.
- National Institute of Environmental Health Services.
- National Oceanic and Atmospheric Administration, U.S. Department of Commerce.
- U.S. Department of Education.
- U.S. Department of Energy.
- U.S. Department of Health and Human Services.
- U.S. Department of Housing and Urban Development.
- U.S. Department of the Interior.
- U.S. Department of Transportation.
- U.S. Economic Development Administration.
- U.S. Department of Commerce.

Led by federal agencies and coordinated by the White House Council on Environmental Quality and the Domestic Policy Council, the Partnership closely aligns with, and advances the work of, the White House’s place-based efforts, including the Partnership for Sustainable Communities and the Strong Cities, Strong Communities initiative, to revitalize communities, create jobs, and improve the quality of life in cities and towns across the nation.

The National Fish and Wildlife Foundation (NFWF), announced 46 grant awards totaling \$1.7 million to restore wildlife habitat and urban waters in 22 states and the District of Columbia in 2019. The 2019 grant winners were selected from a highly competitive pool of more than 190 applications. The projects, which earned grant awards, involve a high level of partnership between local government agencies, elected officials, community groups, businesses, schools, and environmental organizations. Grantees have committed an additional \$4.4 million in local project support, generating a total conservation investment of more than \$6.1 million.

Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA or Superfund)

One of DOE's initiatives includes working with EPA to collaborate on CERCLA activities in Tennessee. The Superfund site, located in Oak Ridge, Tennessee, is near a community and is also on the National Priorities List. DOE is the lead agency responsible for implementing cleanup of the site. EPA and the Tennessee Department of Environment and Conservation oversee DOE activities, pursuant to the Federal Facility Agreement (FFA). FFA establishes priorities for cleanup and an annual enforceable schedule for addressing those cleanup priorities. EJ principles applied, as part of these priorities, ensured greater public participation and promoted enforcement of all health and environmental statutes in areas with minority populations and low-income populations, American Indian Tribes and Alaska Natives.

DOE conducts robust communication efforts listed in its Oak Ridge Environmental Management (OREM) Disposal Facility Community Outreach Plan for providing additional onsite disposal capacity for waste generated from the CERCLA cleanup at the Oak Ridge Reservation. Most of those efforts were completed in January 2019, when the formal public comment period ended for the project's proposed plan. OREM has continued to provide periodic updates to local officials, media, and stakeholders about the project.

OREM is scheduled to submit the draft Record of Decision for the project to EPA and Tennessee Department of Environment and Conservation (TDEC) in June 2020 for review and comment. The document responds to the comments OREM received during the comment period, and it provides a more comprehensive waste acceptance criteria than the proposed plan. It also includes assurances for the protection of human health and the environment. Finally, it allows OREM, EPA, and TDEC to proceed to the next stage of the process and begin moving forward on a design that all parties agree will provide necessary protection.

Federal Facility Agreement

Oak Ridge, Tennessee

DOE collaborates with EPA and the TDEC. The Oak Ridge Reservation FFA was implemented on January 1, 1992. It is a CERCLA-required agreement to promote cooperation and participation to clean and remediate the Oak Ridge Reservation. The FFA establishes priorities for cleanup and an annual enforceable schedule for addressing those cleanup priorities. The EJ principles applied as part of these priorities ensure greater public participation and promote enforcement of all health and environmental statutes in areas with minority populations and low-income populations, American Indian Tribes and Alaska Natives, and promote enforcement of all health and environmental statutes in areas with these populations.

Hanford, Washington

The FFA and Consent Order, or Tri-Party Agreement (TPA), supports achieving compliance with CERCLA. DOE management remained focused on assuring public input was solicited and incorporated into changes that were proposed or made. Assessments were conducted to assure that the views and values of tribal nation representatives, minority populations and low-income populations, American Indian Tribes and Alaska Natives were incorporated into the HAN site's decision-making processes.

The HAN site supports five Public Information Repositories (PIRs) (Portland, Oregon, and Seattle and Spokane, Washington, along with two in the Tri-Cities, Washington, region) to provide public access

to information on TPA activities. Documents are available for public review and comments. PIRs also provide computers and assistance for the public to electronically access information in the Administrative Record. Events calendars provide lists of upcoming public activities including documents out for public review.

The [Hanford Public Involvement Opportunities](#) webpage provides a list of current public involvement activities including documents out for public review. PIRs provide public access to www.hanford.gov and the Administrative Record/PIR website, which houses HAN Administrative Record files. Assistance is available at adminrec@rl.gov.

HAN public involvement commitments are set forth in the [Hanford Public Involvement Plan](#) (formerly the Community Relations Plan). Highlights of 2019 public involvement activities include:

- HAN held 13 public comments periods.
- HAN hosted 10 public meetings.
- The Tri-Party agencies (DOE, EPA, and Ecology) issue a [Public Involvement Calendar](#), and maintain a HAN email list.
- The Hanford Advisory Board met three times for two-day meetings this fiscal year. Those meetings resulted in:
 - Recommendation 300 (April 18, 2019): “FY 2021 Budget Priorities.”
 - Recommendation 301 (September 19, 2019): “Traffic Safety Advice.”
 - Recommendation 302 (September 19, 2019): “Public Involvement in Budget Development.”

DOE supports the TPA-searchable automated database found at the internet website: Tri-Party Agreement Administrative Record (AR) and Public Information Repository. This website provides the public with easy and immediate access to information and documents included in the AR and PIR. These documents, which are publicly available, are accessible directly through this site. The document database is updated as additional documents are submitted to the AR. Predefined searches include those by author, company, added within 90 days, date range, document number, operable unit, treatment storage disposal unit, waste management area, TPA milestone, and document type.

VI. COMMUNITY ENGAGEMENT ACTIVITIES AND RESULTS IMPACTS

DOE is dedicated to communicating accurate and timely information to communities to protect human health and the environment. DOE is also committed to transparency, integrity, and empathy in all our work. We honor cultural heritage and cultivate and nurture relationships through communication, education, and outreach. Our communication efforts bridge the gap between DOE and the public.

The Department includes the following community engagement activities:

Community Leaders Institutes (CLI) and Technical Assistance Workshops (TAWs)

DOE sponsors the CLI, which is developed and implemented by the MUSC. The goal of the CLI is to educate community leaders to access and obtain information that is necessary to make good decisions, as well as communicate this information back to its community members. CLIs help communities with the process to participate in federal decision-making processes.



CLI Panel: Michelle Emerson, standing; Stephanie Mangini of Volvo, Debbie Turbeville, and Dr. David Rivers.



Natasha Chatman with Fetter Health Care Network.

Progress requires informed and active leaders. CLIs reinforce this principle and emphasize the uniqueness between environmental protection, human health, EJ, and economic development as an essential part of community development. Because of CLIs, community leaders across the country can be informed and take on active leadership roles to encourage development in their communities. Following the completion of the CLI, a TAW is held at each CLI location. The purpose of the TAW is to emphasize essential how-to skills needed for preparing and managing a good grant application. A CLI and TAW was held August 17-19, 2019, at Tennessee State University in Nashville.

Site-Specific Advisory Board (SSAB)

The SSAB was created to give stakeholders more direct involvement in EM cleanup decisions. In accordance with its charter, the EM SSAB exists to provide senior management with information, advice, and recommendations concerning issues affecting the program at various sites. Specifically, at the request of the Assistant Secretary or the site managers, the board may provide advice and recommendations concerning the following EM site-specific issues: cleanup standards and environmental restoration; waste management and disposition; stabilization and disposition of non-stockpile nuclear materials; excess facilities; future land use and long-term stewardship; risk assessment and management; and cleanup science and technology activities. EM SSAB activities are governed by the Federal Advisory Committee Act (FACA), which was enacted to ensure that the public has access to advisory board deliberations and recommendations. While only one FACA-chartered EM SSAB exists, eight local boards have been organized under its umbrella charter.

They include the Hanford Advisory Board, Idaho Cleanup Project Citizens Advisory Board, Northern New Mexico Citizens' Advisory Board, Nevada SSAB, Oak Ridge SSAB, Savannah River Site (SRS) Citizens' Advisory Board, Portsmouth SSAB, and Paducah Citizens' Advisory Board.

Local site board membership, which reflects a diversity of views, cultures, and demographics from affected communities and regions, is composed primarily of people who are directly affected by site cleanup activities.

Members include stakeholders from local governments, tribal nations, environmental and civic groups, labor organizations, universities, industry and other interested citizens.

The SSAB Chairs held two meetings during FY 2019. Recommendations were made during all meetings. Meeting minutes and actions can be found at: <https://www.energy.gov/em/services/communication-engagement/em-site-specific-advisory-board-em-ssab>.

Teaching Radiation, Energy, and Technology (TREAT) Workshop

A TREAT workshop was held at the University of South Carolina (USC) Aiken, July 10-12, 2019. Attendance consisted of 30 teachers and 12 students. Other attendees included the manager of the SRS, the mayor of Aiken, the president of USC Aiken, community representatives from South Carolina and Georgia, state and local representatives, federal agency partners, and the private sector.



2019 TREAT participants.

The meeting strategy is to provide an opportunity to capitalize on building stronger networks with the same stakeholders that live right next door, as well as downstream of the SRS.

DOE Headquarters and SRS partnered with Savannah State University (SSU) in Georgia to develop and carry out TREAT workshops. The overall goal of the workshops is to educate kindergarten through 12th grade teachers, students, and members of the community who reside near the SRS about radiation, sources of radiation, radioactive waste management, the effects of radiation on environmental health, and the negative impact of environmental radiation exposures to humans. TREAT workshops are designed

to educate teachers so they can provide essential information to their students, with hopes of fostering career opportunities in engineering and nuclear fields. Teachers also hope to take the radiation message back to their communities.

Minority Serving Institutions (MSI) Partnership Program (MSIPP)

The MSIPP funds academic programs to develop the NNSA's next-generation technical workforce. NNSA funds scientific academic programs to develop the next generation of highly trained technical workers able to support its core mission and to ensure there is a strong community of technical peers, external to the NNSA national laboratories, capable of providing peer review and scientific competition to strengthen the basic fields of research relevant to the NNSA.

MSIPP aligns investments in university capacity and workforce development with DOE and NNSA mission areas to develop the needed skills and talent for NNSA's enduring technical workforce at the laboratories and production plants, and to enhance research and education at under-represented colleges and universities. This alignment is defined by the following crucial success factors:

- Strengthen and expand MSI STEM capacity and research experience in NNSA mission areas of interest.
- Target collaborations between MSIs and NNSA laboratories and plants that increase scientist-to-scientist interactions, visible participation of MSI faculty in NNSA technical engagements and activities, and provide MSIs direct access to NNSA facilities relative to STEM.
- Grow the number of minority students who graduate with STEM degrees.
- Grow the number of minority graduates and post-doctoral students hired in to NNSA's STEM workforce.

NNSA MSIPP is designed to increase participation of minorities across the nation in STEM disciplines, developing individuals, building core competencies for NNSA, and improving institutional capacity in MSIs. MSIPP supports MSI efforts including Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), and Tribal Colleges and Universities (TCUs). LANL hosted a combined cohort of 27 participants in various MSI and MSIPP internships and research positions during the 2019 Summer. The laboratory collaborated with a local minority school district to sponsor the last year of a three-year Math and Science Academy. The laboratory also administered a recently established Native American Business Administration Scholarship in addition to numerous other scholarships to deserving minority students from the northern New Mexico region. The LANL Foundation manages the scholarship program under contract to LANL. NNSA has expanded its MSIPP to include four new consortia across 12 schools.

The program supports six consortium-based teams at HBCUs, TCUs, and HSIs. Participants all share interests in STEM research areas and utilize the facilities and technology available at NNSA's labs, plants, and sites to further their studies.

The laboratory continued its involvement with the Consortium for Materials and Energy Security (CMaES) and the Consortium for Research on Science and Engineering of Signatures (ROSES) in FY 2019. The laboratory also began its involvement with two new consortia: The Partnership for Research and Education Consortium in Ceramics and Polymers (PRE-CCAP) and Pipeline Development of Skilled Workforce in STEM Through Advanced Manufacturing (STEAM).

In FY 2019, 34 students participated in these consortia: 10 in CMaES, 10 in PRE-CCAP, 12 in ROSES, and two in STEAM. Of the 12 students who participated in ROSES, two were converted to full-time staff. Two previous ROSES participants were also offered full-time staff positions in FY 2019.

In another aspect of the NNSA MSI Program, 17 students participated the African American Partnership Program (AAPP), in FY 2019. In FY 2020, this program will be expanded to include all underrepresented minorities.

In addition to MSI the laboratory managed other DOE sponsored internships and outreach efforts to minority and low-income communities:

The National GEM Consortium (GEM) is a network of leading corporations, government laboratories, top universities, and research institutions that enables qualified students from underrepresented communities to pursue graduate education and employment in applied science and engineering.

In FY 2019, the laboratory secured 13 new participants, bringing the total number of current LANL GEM fellows to 22, more than any other DOE laboratory.

In FY 2017, the laboratory implemented a Graduate Fellowship Program, which allows laboratory organizations to hire graduate students as regular employees and pay them a portion of their salary while they are at school. In FY 2019, 11 students participated in this program, including three new fellows and four that completed the program and were offered full-time staff positions.

- Special Local Partnerships – Institutional and partnership agreements with local minority-serving Northern New Mexico colleges and universities are an important part of the laboratory’s diversity, pipeline, and community outreach efforts. Specific examples in FY 2019 include:
 - Northern New Mexico College – The Radiation Control Technologies associate degree program started its first cohort of students in classwork in the fall of 2019. Ten current LANL student employees are enrolled in the program.
 - University of New Mexico, Los Alamos (UNMLA) – LANL is collaborating with UNMLA to develop an associate degree in Nuclear Enterprise Science and Technology. The program is envisioned as a key part of training for new workforce demands in production.
- Santa Fe Community College (SFCC) – SFCC is LANL’s primary partner in the STEM core, a National Science Foundation (NSF) initiative to make STEM career pathways more inclusive. NNSA continued support of three consortia established in prior years and awarded grants to those institutions consisting of partnerships between selected HBCU’s, HSIs, and TCUs and NNSA plants and laboratories. These teams brought together MSIs that share similar interests in STEM research areas with the facilities and technology available at NNSA’s plants and laboratories.
- Los Alamos hosted a combined cohort of 27 participants in various MSI and MSIPP internships and research positions during the 2019 summer months. The laboratory collaborated with a local minority school district to sponsor the last year of a three-year Math and Science Academy. The laboratory also administered a recently established Native American Business Administration Scholarship in addition to numerous other scholarships to deserving minority students from the northern New Mexico region. The LANL Foundation manages the scholarship program under contract to LANL.

NNSA MSIPP is designed to increase participation of minorities across the nation in STEM disciplines, developing individuals, building core competencies for NNSA, and improving institutional capacity in MSIs. MSIPP supports MSI efforts including HBCUs, HSIs, and TCUs. A total of \$11,832,000 will be available to make approximately four awards ranging from \$500,000 to \$1,000,000.

In FY 2019, Bonneville Power Administration (BPA) had 23 student trainees in its Pathways Program. Based on self-reporting:

- 17.3% of those students are self-identified Asian American.
- 0% African American.
- 0% Hispanic/Latino.
- 0% American Indian/Alaska Native.

VII. TARGETED RESOURCES TO OVERBURDENED, UNDERSERVED, AND ECONOMICALLY DISTRESSED COMMUNITIES

The following activities address the importance of targeting resources to overburdened communities, highlighting agency efforts to identify, modify, and align resources so the Department can better serve the needs of its communities.

Mentors for Environmental Scholars (MES) Program

The MES Program is a 10-week paid summer internship that provides exposure to laboratory research in environmental STEM to underrepresented college students. The MES Program actively recruits qualified undergraduates from HBCUs, TCUs, HSIs, and other MSIs for extensive training that will pilot them toward gainful employment in various research and management positions within the DOE. These sites include SRS, Aiken; SSU, Savannah, Georgia; Oak Ridge National Laboratory, Oak Ridge, Tennessee; Sandia National Laboratory, Albuquerque, New Mexico; Office of Legacy Management, Grand Junction, Colorado; and the HAN Site, Richland, Washington.

Five students from SSU and four students from other HBCUs were selected for the summer internship under the MES Program. These students participated in EJ activities including TREAT workshops, Central Savannah River Area EJ community meetings, and the annual EJ conference in Washington, D.C. These mentoring opportunities provided student internships for environmental contaminate analysis research projects and the opportunity to work with local communities regarding EJ projects.



Participants of the MES Program and Clarence Brown, MES Director.

Orientation and Boot Camp

The Department supports an MES collaborative effort between DOE and Pre-College University (PCU) to increase awareness and participation in the environmental science discipline. For a second year, May 28-31, 2019, the PCU MES Orientation Boot Camp hosted internship recipients at the National Conference Center in Leesburg, Virginia, as a prelude to their 10-week, paid internship. From June through August of 2019, scholars from MSIs across the country engaged in intensive workshops, presentations, and hands-on activities to prepare them for their summer experience at DOE laboratories. The goal of the Orientation Boot Camp is to provide interns with an opportunity to meet each other prior to going out to the laboratories, to introduce students to DOE and its laboratories, and to provide them with professional development training. The outcome of the event was the presentation of a personal strategic plan to facilitate a successful entry of each intern at their prospective laboratories.



2019 Boot Camp participants.

Internships and the Minority Educational Institution Student Partnership Program (MEISPP)

DOE Office of Energy Efficiency and Renewable Energy (EERE) extended work and learning experience to a diverse student community across the nation and Puerto Rico through participation in internships through funding for at least 12 MEISPP, six Student Volunteer Internship Programs, and the American Association for the Advancement of Science. These students represent top-tier talent from across the nation and U.S. territories.

The Office of Economic Impact and Diversity (ED) hosted the MEISPP, which provided 54 minority student interns opportunities through collaborative agency-wide funding and participation in the areas of science, research, and business. Opportunities were available throughout DOE and the national laboratories.

STEM and Career Development

DOE Headquarters outreach focus is on minority businesses, socioeconomic groups, and MSIs at the college and university level with some bridging programs to assist high school students with obtaining college level courses and entering programs that assist them with attending college. DOE activities include:

- In October 2019, ED supported STEM-Con, which engaged students in STEM through the energy focus. Eighty middle and high-school students from Southside Chicago were in attendance.
- ED released their first FOA to announce interest in receiving applications for new financial assistance awards for the Minority Education, Workforce, and Training Program. The topic areas included STEM, Capacity Building, Technical Assistance, Training, and Workforce Pipeline. Up to \$4 million for funding to organizations that promote minority STEM programs and energy workforce development.
- EM and NE led a STEM/workforce plenary panel at the November 2019 Intergovernmental Groups (IG) annual meeting in Nashville, Tennessee. The IG is a collective gathering of key national IGs including the National Governors Association/Federal Facilities Task Force, Energy Communities Alliance, Environmental Council of States, National Association of Attorneys General, NCSL, STGWG, and the Nuclear Legislators Working Group. The STEM workforce panel highlighted key constituencies (contractors, non-profits, educators, business leaders, etc.) in communities around DOE sites that can leverage their respective positions and sphere of influence to positively affect communities, including disadvantaged communities.

DOE staff spoke at a variety of meetings and conferences throughout the year to share their work on tribal STEM activities. They presented to:

- Members of DOE tribal working groups including the NETWG.
- STGWG.
- ICEIWG.
- RadWaste Summit in Nevada.
- Intergovernmental meeting, supported by groups including Energy Communities Alliance, Environmental Council of the States, National Association of Attorneys General, NCSL Nuclear Legislative Working Group, National Governors Association Federal Facilities Task Force, STGWG, and the National Governor's Association.
- Tennessee state employees, through the TDEC.

DOE maintained cutting-edge environmental analytical laboratory equipment for the SSU environmental science students and students in the Environmental Scholars Program. The state-of-the-art equipment continues to provide students the opportunity to conduct projects, such as the greenhouse studies, wastewater and laboratory column studies, and river sediment collection and analysis for inorganic and organic contaminants. The environmental science curriculum continues to be enhanced through the DOE funded EJ grant and has given over 36 environmental science students the opportunity to become technically qualified to assist SRS and other federal agencies in the future as it faces challenging employee attrition with the aging workforce.



Fermi Laborator's Annual STEM Expo.



Student Health Impact Statement poster presentation.

During 2019, the LANL Community Partnerships Office (CPO) held roundtable meetings with leadership from six regional colleges to discuss pressing issues related to education and the workforce. CPO also coordinated and facilitated laboratory participation in K-12 STEM education programs for students across the seven Northern New Mexico county area covered by the Triad Community Commitment Plan. Fourteen schools and communities participated in STEM programs across the region during the year. In FY 2019, 339 employees participated in LANL's community involvement and outreach paid time off program. Volunteer hours totaling 3,868 supported 133 unique education activities and programs, and volunteerism that benefits nonprofit organizations and neighboring communities.

Hanford Speakers Bureau put on approximately 40 presentations to community organizations, civic service groups, and schools. Speakers gave presentations to several Washington schools and groups in higher minority population communities, such as Yakima, Othello, Toppenish, and Ephrata, as well as locally in the Pasco area.

HAN sponsored the first ever DOE Equity in Energy and STEM event at Washington State University Tri-Cities (WSU-TC) where students, educators, HAN employers, tribes and minority organizations partnered to discuss STEM-related initiatives and entry level and summer employment opportunities.

HAN sponsored educational outreach activities and made presentations to local minority organizations, such as American Indian Science and Engineering Society (AISES), Hispanic Chamber of Commerce, Society of Women Engineers (SWE), Hispanic Academic Achievers Program, and African-Americans for an Academic Society with the goals of increasing Hanford workforce diversity through internships and career information.

HAN sponsors annual STEM activities at WSU-TC, K-12 STEM LEGO's Robotic Summer Science Camp, and through the local Columbia River Chapter of AISES as well as annual Native American outreach activities at the REACH Museum, which has included both cultural and STEM activities.

NE met quarterly with the Hazardous Materials Management and Emergency Response (HAMMER) tribal subcommittee, which has education and employment representatives from all three area tribes in attendance. Representatives made presentations on HAN employment demographics, education and apprenticeship initiatives, recruitment processes, and employment opportunities, with an emphasis on student internships and K-12 STEM curriculum development. HAN sponsored a Career Exploration and Job Fair for high school and college students at WSU-TC, career fair booths at three HSIs in Washington State, the SWE National Conference and the annual Hispanic Academic Achievers Award event where approximately 2,000 students from grades 4-12 were recognized in 2019.

Supporting STEM Education in Tribal Communities

The Supporting STEM Education in Tribal Communities Project team made significant strides in 2019. There were three in-person meetings and bi-weekly virtual meetings with the team members. Team members represent Shoshone-Bannock Tribes, DOE, Arizona Science Center, Battelle, Brockport Research Institute, STEMovations (Alaska), and University of North Carolina School of Science and Mathematics. The team is working to design a dynamic framework to disseminate and collect resources to support tribal communities in their STEM efforts. The project team is an invaluable stakeholder group that connects partners to different opportunities, including funding for tribes.

In July of 2019, EM and NE personnel traveled to the Pacific Northwest and conducted STEM listening sessions to understand STEM resources and needs of the tribes and discuss alignment with the federal STEM Strategic Plan. The outreach included the Wanapum (tour of the Heritage Center and meeting with DOE Richland [RL] manager), Yakama Nation (STEM meeting with Environmental Department and Education staff), Confederated Tribes of the Umatilla Indian Reservation (CTUIR), and Nez Perce. The meetings included a tour of the HAMMER Federal Training Center used to teach about cultural resources in and around federal lands. The DOE STEM staff attended the RL manager's meeting with Nez Perce Tribal Executive Committee and coordinated and facilitated his presentation to tribal students at a science camp (to be discussed in the section below). There were also meetings with RL staff including their tribal liaison to discuss STEM partnerships and funding.

AISES and the NSF sponsored two separate meetings in 2019 to collaborate on ways to support Native American students in computer science. DOE staff attended both meetings. The first meeting included a session for participants to discuss their programs and note best practices. The second meeting focused on next steps, specifically creating a road map to guide future work around computer science education for Native American and Alaska Native students. The group worked on a community report, with findings from the first convening. These findings will guide development of the road map and identification of working groups and action items to pursue.

In July 2019, EM and NE personnel participated in a cultural resources webinar sponsored by DOE Cultural Resource Management Coordinators to discuss STEM activities for Native American and Alaska Native students. The presentation included how STEM education and workforce development can empower communities through economic impact and innovative leadership. The three DOE-sponsored tribal working groups have specified increased STEM educational opportunities as a priority for their tribal youth.

The presentation gave an overview of the priorities for STEM, alignment to the federal STEM Strategic Plan, and a preview of the work being planned to incorporate cultural resources and STEM.

In July 2019, as a part of the Pacific Northwest tribal site visits, DOE personnel of EM, NE, and Richland Operations Office (DOE ID) facilitated STEM activities including nuclear energy education for 21 Nez Perce high school students at the science and math Preparing for Academic Excellence (PACE) Camp. In addition, DOE staff participated with PACE students in the Hanford historic site tour. Students participated in experiential learning for energy education including activities from the Navigating Nuclear: Energizing Our World™ curriculum sponsored by NE.

In August 2019, EM and NE personnel and the 100Kin10 Project Team visited the Fort Hall Reservation of the Shoshone-Bannock Tribes in Idaho, near the Idaho National Laboratory. They attended meetings set up by the DOE ID tribal liaison with tribal elders, council members, staff from the tribal education and cultural resource management offices, and partners in STEM education such as American Indian Services and Idaho National Laboratory. In addition, they participated in many cultural events surrounding the tribe's annual festival, including a cultural resource tour of the reservation and a Pow-Wow.

In September 2019, an NE employee was a panelist for two different sessions at the DOE National Tribal Energy Summit. The first session involved using culturally-situated design tools to introduce Native American and Alaska Native students to coding and computer science. The second session highlighted STEM activities and opportunities including the use of integrated STEM tools to highlight culturally responsive curriculum, with hands-on activities for audience participants.

In October 2019, EM and NE personnel conducted meetings with Yakama Nation and CTUIR to discuss progress in their STEM portfolios. In addition, they attended the Connect Tri-Cities event to support Nez Perce and other tribal students as they learned about careers in STEM and STEM-support activities. They also connected with other partners who supported transportation of the Nez Perce students to the event, following the DOE introduction of the Foundation to Education staff at Nez Perce. They participated in a tour of an advanced manufacturing at Pacific Northwest National Laboratory and spoke with the senior scientist to further DOE's work in STEM.

EM and NE personnel hosted the education director from Jemez Pueblo to discuss Jemez Pueblo educational priorities and STEM education opportunities for tribal youth and alignment to the federal STEM Strategic Plan. A representative from the Office of Hawaiian Affairs accompanied the education director for one of the meetings to discuss STEM opportunities for Native Hawaiian youth. The targeted outreach included Jemez Pueblo, Pojoaque Pueblo, San Ildefonso Pueblo (informal meeting), and Santa Clara Pueblo.

EM and NE personnel facilitated a meeting for New Mexico public schools, Pueblos, and other education stakeholders to learn about STEM opportunities available, especially in math education. This event, supported by New Mexico Senator Martin Heinrich's office staff, was hosted by the Santa Fe Indian School, which is solely support by EM. In addition, visits took place to education staff at San Ildefonso Pueblo and Cochiti Pueblo to learn about their specific STEM resources and needs.

In December 2019, Santa Fe DOE personnel traveled to New Mexico to engage with tribal members to assess their needs regarding the federal STEM Strategic Plan. The targets outreach included Jemez Pueblo.

Medical University of South Carolina Pipeline Program



2019 Student Pipeline participants.

The MUSC Pipeline Program is a partnership with the EJ Program. The program was started in 2010 by Dr. David Rivers, Director of MUSC's Public Information and Community Outreach Office, primarily to focus on exposing students to STEM disciplines. The program is geared toward schools in the rural areas of South Carolina, as those students are often not able to participate in activities that will assist them in making good career choices or introduce them to careers that they may not be familiar with. Funding provided through the pipeline program assists counselors and teachers in providing field trips and activities.

The pipeline program has worked with more than 15 schools in Berkeley, Charleston, and Dorchester counties. Many of the schools have participated for several years. Without the pipeline program, the counselors say they could not afford to take students on field trips. The students are always appreciative while enjoying the experience and learning.

On February 13, 2019, 57 10th grade students from Woodlands High School toured the Volvo plant in Ridgeville, South Carolina. The Volvo plant is fairly new to the state, having been constructed in 2015 and opening in 2018. Volvo Charleston manufacture the new S60 mid-size sedan and will produce the next generation XC90 sport utility vehicle around 2022. Volvo Charleston employs approximately 1,500 people and is the first in the United States.



2019 Pipeline participants visit the Volvo plant.

During the plant tour, students were afforded the opportunity to see how cars are made from the beginning of the assembly to the end. The students were able to ask questions during the tour with emphasis on how STEM helps with understanding the functions of the employees in assembling the cars. The tour guide discussed careers and the education requirements for different plant positions. The accompanying counselor said, "This is probably one of the best field trips she has gone on and will definitely be taking more students. It was simply amazing." In addition to the tour, the students participated in a structured, fun logo car build exercise.

Educate, Motivate, and Innovate (EMI) – IWG EJ

The EMI Climate Justice Initiative is a product of the IWG EJ and strives to engage the next generation of climate justice leaders and expand partnerships with MSIs by offering an opportunity for climate justice leaders to present their work at the EMI workshop during the NEJC.

Since March of 2016, EMI has conducted workshops and panel sessions during the annual NEJC, as well as the 2017 HBCUs Student Conference and the American Indian Higher Education Consortium Student

Conference. At each workshop and panel, EMI has offered students the opportunity to present their work and research focused on the effects of environmental changes on minority and low-income populations, American Indian Tribes and Alaska Natives and on understanding the relationships among these changes and human health, economic development, and EJ. The EMI program provides students with a platform to share their work with a large audience of professionals and practitioners, highlighting their efforts and promoting their voices.

At the 2019 NEJC, one graduate student from Savannah State University and two undergraduate students from Tennessee State University were the panelists and the presentation topics were: Modified Health Impact Assessments (HIA) for Two Environmental Justice Communities in New Orleans, Louisiana, and Mobile, Alabama; Foster Beelief Outreach Program, and Modified Health Impact Assessments on Two Environmental Justice Communities in Pensacola, Florida, and Houston, Texas.

Allen University Environmental Justice Institute (AUEJI), Columbia, South Carolina

This institute seeks to create partnerships to build, train, educate, and sustain environmentally healthy communities. This EJ institute is a community sustainable resource center for rural and economically challenged minority populations and low-income populations around DOE's SRS in Aiken, South Carolina, and communities in the state of Georgia. To achieve the goals of the institute, Allen University (AU) and the MUSC conduct a series of CLIs and TAWs throughout South Carolina and Georgia.

The major focus of this collaboration is to work with communities on EJ issues with an emphasis on youth development. The overall goal of the institute is to reduce the burden of health disparities related to EJ issues.

The goal of the project is to promote environmental, sustainable, healthy communities by enabling them to address the burden of EJ stressors through strategic partnerships and programs.

One of the initiatives of AUEJI includes CLI, which is done in collaboration with MUSC. This is an outreach program for different communities. Attendant environmental issues are often discussed at each community with the aim of bringing solutions to the problems. AUEJI also initiated a formidable scholar program called, "Allen University Environmental Justice Scholars' Program," which enables selected AUEJI students from different communities to undergo eight training modules in environmental issues. Two cohorts of students have graduated from this program. It is envisioned that these students will be great stewards in bringing solutions to any environmental issues in their respective communities.

On November 5, 2019, AUEJI held a campus-wide dialogue on environmental issues and challenges and how best to tackle the problems. AUEJI student interns held a panel discussion, which centered on different research endeavors of the AUEJI interns. It was also an avenue to have a dialogue on pollutions in different communities and how to reach out to local and state agents for remedies. It was highly engaging and attracted great follow up collaborations with other faculty members at AU.



Graduation Ceremony of Allen University Environmental Justice Scholars: (From left) (1st row): Akhira Rumph, Mikkella Mcilwain, Michelle Hill, Latrelle Witter, and Program Director Oluwale Ariyo; (2nd row): Eugina Ford and Ashley Floyd; (3rd row): Shemar Sutton and Kendale Salmon.

Diversity Program

SWPA views the Diversity Program as a vital part of the overall success of its mission. Outreach activities include participating in college job fairs held at various state universities, and some private universities. In 2019 SWPA had 15 new hires, of which 86 percent were white non-Hispanic and 13 percent were Native American.

SWPA contracts subject matter experts from three Native American-owned businesses, on a five-year contract cycle.

Technical Support and Resources Regarding Sustainability and Energy Efficiency

EERE provides technical support and resources regarding sustainability, energy efficiency and renewable energy, and weatherization to the [Morgan Community Mile \(MCM\)](#) initiative on an as requested basis. One of the initiative's goals is to engage with community residents and officials in the use of knowledge derived from faculty and student research, the sharing of mutually beneficial resources, and the appropriate and timely dispatch of university experts and professionals to collaborate in addressing community concerns. The initiative is a collaborative effort that includes partners and stakeholders from federal agencies, private industry, community organizations, Coppin State University, and local and state governments.

The MCM's goal is to partner with Northeast Baltimore, Maryland, neighborhoods, private, public, and nonprofit sectors to utilize the university's research and knowledge for the betterment of both partners. This initiative fully engages community stakeholders, university students, faculty, and staff in an inclusive, democratic, and participatory process that results in mutually defined community plans, projects, measurable outcomes, and positive community impact.

The MCM came into existence through an extensive, collaborative effort between the university and the surrounding communities and neighborhoods. The MCM catchment area covers 12.2 square miles over Northeast Baltimore. It is made up of the nine (of 55) community statistical areas that are within a 1-mile radius around the university, where there are approximately 114,000 residents living in 56 neighborhood communities. The specific community organizations that have been part of the entire process of the development of the MCM initiative (and remain as part of the MCM Board) are:

- Belair Edison Neighborhoods, Inc.
- Coldstream Homestead Montebello Community Corporation.
- Harbel Community Organization.
- Hamilton-Lauraville Main Street.
- Northeast Community Organization.
- North East Development Alliance.

Through an ongoing and interactive process, community leaders and residents alongside university faculty, students, and staff discuss shared interests and challenges.

Volunteers from Morgan State University, Coppin State University, and Bowie State University teamed up with representatives from GRID Alternatives, DOE, the city of Baltimore, Civic Works, local veterans, AmeriCorps members, and other community organizations to install solar power and energy efficiency upgrades to select homes located within the MCM. The group of volunteers participated in the installation of a rooftop solar array for a local low-income senior, while Civic Works led volunteers to provide energy conservation upgrades and education in homes as part of the Baltimore Energy Challenge.

STEM Rising Community of Practice

EERE continues to work collaboratively with the STEM Rising Community of Practice (COP) on numerous outreach and engagement activities dedicated to promoting diversity and equity. Several activities include collaborative efforts throughout the DOE complex, such as contributing to STEM blogs, video sessions by scientific experts to promote STEM, as well as outreach and recruiting events.

STEM Rising is DOE's initiative to inspire, educate, and spark an upwards trajectory to lifelong success in STEM through sharing the Department's programs, resources, competitions, events, internship opportunities, and more. The STEM Rising COP is an ongoing partnership involving DOE that shares some best practices from laboratories that have community outreach policies. DOE sites are partnering on STEM efforts (e.g., Sandia partnering with LANL on an electric car challenge in October) and public affairs released the first set in a series of downloadable posters on women in STEM for classroom use. The STEM Rising COP includes monthly meetings that provide a collaboration forum for DOE Headquarters and DOE field sites and laboratories, including STEM-related conferences, STEM-related materials, etc. There is also a monthly STEM Rising newsletter and a STEM Rising blog.

Internships and Mentoring

EERE participated in the following internship and/or mentoring programs:

- Alfred Street Baptist Church Career Fair – Promote DOE opportunities and internships with HBCU college bound students.
- HBCU Virtual Career Fair – Promote workforce diversity by conducting preliminary interviews for numerous positions within the organization.
- White House National HBCU Week Conference – Encourage internship participation of HBCU students.
- Review panel for the Minority Workforce, Education, and Training FOA in FY 2020.
- Annual U.S. Clean Energy Education and Empowerment Award nomination as a member of the nomination review panel.
- Bowie High School STEM poster session in Bowie and the Maryland STEM Festival at Bowie State University in collaboration with Solar Decathlon representatives from the University of Maryland.

EERE hosted:

- Diversity, Equity, Inclusion, and Belonging HBCU Research and Development Huddle Session – Share innovative ways to promote research and development engagement between DOE and MSIs, including Huesero.

Fish and Wildlife Mitigation Program

Through BPA's environment, fish, and wildlife mitigation program, BPA is committed to protecting native fish and wildlife species and improving research and data collection methods relating to the Columbia Basin ecosystem, which is home to many minority and low-income populations, American Indian Tribes and Alaska Natives. BPA's fish and wildlife program includes extensive funding for habitat protection and restoration to support federally protected salmon and steelhead trout. Much of this work is implemented

by federally recognized Indian tribes through funding agreements known as the Columbia Basin Fish Accords. In 2019, BPA allocated \$112.52 million in capital and expense funds to Columbia River Basin tribes to assist BPA in meeting its fish and wildlife obligations. Funding supports jobs for tribal members and others in rural areas that have historically high unemployment rates.

Arizona State University (ASU) Technical Assistance to EJ Communities Project

DOE's EJ Program has been collaborating with representatives of ASU to implement the Technical Assistance to EJ Communities (Project Confluence) project. The project is led by ASU and was introduced during the 2018 NEJC. University partner representatives include Tennessee State University, Savannah State University, Howard University, Hampton University, The Moore Company, and MUSC.

ASU introduced a post doctorate hired by ASU dedicated to this effort. Next steps are to discuss how to incorporate the Technical Assistance Project to EJ communities into DOE's *Second Five-Year Environmental Justice Implementation Plan*. DOE continues to exchange information as it works to engage community groups across the United States. Project progress includes technological needs assessment, which is underway, and ASU has identified 140 technological needs from over 160 different people; data analysis has begun at a high level including determining funding might be most needed; the survey has received over 400 responses from U.S., Europe, and Asia while targeting those scientists and engineers who would most likely have an interest in EJ and energy-related work. ASU is looking for more formal involvement from DOE and has submitted a Statement of Work. DOE's EJ Program is currently seeking a of a DOE funding mechanism.

The research is intended to inform broad-based engagement between EJ communities and technical experts to help DOE achieve its strategic EJ implementation goals related to minimizing impacts of climate change on vulnerable communities and fully implementing EO 12898 and Goals 1 and 3 of the 2017 DOE Environmental Justice Strategy.

The DOE EJ Program is aiding a group of interdisciplinary researchers (engineers, planners, and social scientists) from ASU to develop a strategy to implement Project Confluence.

Clinch River Environmental Studies Organization (CRESO)

In 2019, DOE's OREM continued to increase its outreach and presence in local elementary, middle, and high schools. OREM has supported numerous education initiatives and STEM programs in the community in 2019. One of the most effective programs is an annual grant OREM funds to CRESO. This local organization promotes environmental literacy in middle school, high school, and undergraduate students through field research and learning experiences. Approximately 90 percent of the students who participate in this program enter STEM disciplines at the college level. Employees participated in numerous schools' career days, and they also participated in Jefferson Middle School's first family STEM night, which attracted more than 900 students and their family members.

Title VI of the Civil Rights Act of 1964

In 2018, DOE developed strategic priorities, with a goal of increasing efforts to provide technical assistance related to external civil rights, including Title VI, to DOE program offices and recipients of DOE financial assistance. The DOE strategic priorities are expected to be implemented in 2019 and 2020. ED Office of Civil Rights received no Title VI complaints in 2019. The Office of Civil Rights will conduct its first Title VI Compliance Review in 2020.

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ACRONYMS

AISES	American Indian Science and Engineering Society
AML	Abandoned Mine Lands Reclamation
AR	Administrative Record
ASU	Arizona State University
AU	Allen University
AUEJI	Allen University Environmental Justice Institute
BPA	Bonneville Power Administration
CERCLA or Superfund	Comprehensive Environmental Response, Compensation, and Liability Act
CLI	Community Leaders Institute
CMaES	Consortium for Materials and Energy Security
COG	Northwest New Mexico Council of Governments
COP	Community of Practice
CPO	Community Partnerships Office
CRESO	Clinch River Environmental Studies Organization
CTUIR	Confederated Tribes of the Umatilla Indian Reservation
DOE or Department	U.S. Department of Energy
DOE ID	DOE Idaho
EA	Environmental Assessment
ED	Office of Economic Impact and Diversity
EERE	DOE Office of Energy, Efficiency, and Renewable Energy
EM	DOE Office of Environmental Management
EMI	Educate, Motivate, and Innovate
EJ	Environmental Justice
EO 12898	Executive Order 12898, <i>Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i>
EPA	U.S. Environmental Protection Agency
FACA	Federal Advisory Committee Act
FFA	Federal Facility Agreement
FOA	Funding Opportunity Announcements

FRA	Federal Railroad Administration
GEM	National GEM Consortium
HAMMER	Hazardous Materials Management and Emergency Response
HAN	DOE Hanford
HBCUs	Historically Black Colleges and Universities
HSIs	Hispanic Serving Institutions
ICEIWG	Indian Country Energy and Infrastructure Working Group
IG	Intergovernmental Groups
IWG EJ	Federal Interagency Working Group on Environmental Justice
LANL	Los Alamos National Laboratory
LAPP	Los Alamos Pueblos' Project
LM	DOE Office of Legacy Management
LTS	Long-term Stewardship
MCM	Morgan Community Mile
MEISPP	Minority Educational Institution Student Partnership Program
MES	Mentors for Environmental Scholars
MSI	Minority Serving Institutions
MSIPP	Minority Serving Institutions Partnership Program
MUSC	Medical University of South Carolina
MOU	Memorandum of Understanding
NCSL	National Conference of State Legislatures
NE	Office of Nuclear Energy
NNSA	National Nuclear Security Administration
NCHD	National Conference on Health Disparities
NEJC	National Environmental Justice Conference and Training Program
NEPA	National Environmental Policy Act
NSF	National Science Foundation
NTES	National Tribal Energy Summit
NETWG	Nuclear Energy Tribal Working Group
OREM	Oak Ridge Environmental Management

PACE	Preparing for Academic Excellence
PCU	Pre-College University
PIP	Public Involvement Plan
PIRs	Public Information Repositories
PRE-CCAP	Partnership for Research and Education Consortium in Ceramics and Polymers
RL	DOE Richland
ROSES	Research on Science and Engineering of Signatures
SFCC	Santa Fe Community College
STEAM	Skilled Workforce in STEM Through Advanced Manufacturing
SRS	Savannah River Site
SSAB	Site-Specific Advisory Board
SSU	Savannah State University
STGWG	State and Tribal Government Working Group
STEM	Science, Technology, Engineering, and Mathematics
SWE	Society of Women Engineers
SWPA	Southwestern Power Administration
TCUs	Tribal Colleges and Universities
TAW	Technical Assistance Workshop
TDEC	Tennessee Department of Environment and Conservation
TLD	Tribal Leader Dialogues
TPA	Tri-Party Agreement
TREAT	Teaching Radiation, Energy, and Technology Workshop
TRMTC	Tribal Radioactive Materials Transportation Committee
UMTRA	Uranium Mill Tailings Remedial Action
UNMLA	University of New Mexico, Los Alamos
USC	University of South Carolina
USFWS	U.S. Fish and Wildlife Service
WAPA	Western Area Power Authority
WSU-TC	Washington State University Tri-Cities

