

Community Benefits Planning Toolbox for Energy Development with the U.S. Department of Energy (DOE): **Resources & Guidance for Wyoming**

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UNIVERSITY
OF WYOMING

School of
Energy Resources

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About the School of Energy Resources

SER collaborates with stakeholders at the state, national and international levels to advance energy technologies and policies to grow and support Wyoming's robust energy sector. SER's mission is to promote energy-driven economic development for the state, and it leads the University of Wyoming's talent and resources for interdisciplinary research and outreach, fulfilling Wyoming's promise to be a global leader in a thriving and sustainable energy future.

uwyo.edu/ser

To the extent other federal agencies may require the development of community benefit plans, this toolbox may still serve as a resource. However, this guidance has been developed specifically in relation to DOE requirements.

January 2024



This toolbox provides a summary of key resources and strategies for Wyoming stakeholders to use as guidance for developing community benefit plans (CBPs) in relation to applications for federal funding from the Department of Energy.¹ CBPs are an increasingly common requirement in federal grant proposals and impose requirements related to community engagement, workforce development, diversity and inclusion, and “environmental justice” around emerging energy projects.

As Wyoming energy stakeholders and advocates seek to utilize federal funding for the development of new low-carbon technologies across the State, it is apparent that many CBP requirements may not align with Wyoming’s rural geography or its identity as a global leader in energy production. Researchers at the University of Wyoming School of Energy Resources (UWSER) have conducted significant research and stakeholder analysis to aid the State’s navigation and development of CBPs. This toolbox, based on UWSER’s ongoing work, compiles useful resources and identifies key partnerships to guide the development of competitive grant proposals that advance Wyoming’s position as an “all of the above” leader in energy.

Background

WHAT ARE COMMUNITY BENEFITS?

Appropriations allocated through the Inflation Reduction Act (IRA) and the Infrastructure Investment and Jobs Act (IIJA) have enabled the Department of Energy and other federal agencies to release significant funding for the development of low-carbon energy projects. In alignment with the IRA and IIJA policies, applicants for funding under qualifying programs are required to submit detailed plans or plan proposals that describe the applicant’s strategy for engaging and partnering with local communities affected by the proposed project. If funding is awarded, applicants will be required to implement these plans (known as Community Benefits Plans or “CBPs”), assess the success of implementation under specific screening metrics and milestones, and report progress to DOE. CBP requirements vary in every funding opportunity announcement (FOA), but generally encompass plans or plan proposals in relation to:

- 1) Community and Labor Stakeholder Engagement;
- 2) The Justice40 Initiative;
- 3) Economic Revitalization and Job Creation; and
- 4) Diversity, Equity, Inclusion, and Accessibility (DEIA).

Alternatively, some funding applications require a variation of CBPs called an ‘R&D CBP’. The requirements for these are similar but organized into three categories instead of four: 1) Diversity, Equity, Inclusion, and Accessibility (DEIA), 2) Energy Equity, and 3) Workforce. The resources listed for the Justice40 Initiative should be applicable to the Energy Equity section and the resources listed for Economic Revitalization and Job Creation should be applicable to the Workforce section.

Plan components are premised upon Biden Administration policies developed in response to perceived injustices in the energy industry, which may result in adverse health and socioeconomic impacts disproportionately affecting people of color, Native Americans, low-income communities, and other historically marginalized demographics. Wyoming’s dispersed rural geography, historic reliance on energy industries, and overall demographics may not necessarily align with DOE’s proposed metrics for engagement, community support, or environmental justice, which may pose challenges for Wyoming applicants.

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DOE will evaluate CBPs as part of the technical review process, with CBPs typically valued at 20% of the overall score. If a project is selected for funding, DOE will incorporate the CBP into the award. Recipients are expected to implement the CBP as proposed, with updates provided to DOE throughout the life of the award.

WHY ARE COMMUNITY BENEFIT PLANS REQUIRED UNDER CERTAIN FEDERAL AWARDS?

Environmental justice and grassroots community development are key policy priorities of the Biden Administration. Since President Biden assumed office January 2021, he has issued numerous executive orders directing federal agencies to elevate environmental justice and equity within all organizational and fiscal planning and strategies. The Department of Energy and the Environmental Protection Agency define environmental justice as “the fair treatment and meaningful involvement of all people, regardless of race, color, national origin, or income, with respect to the development, implementation, and enforcement of environmental laws, regulations, and policies.” This definition traces back to a 1994 executive order issued by President Bill Clinton (E.O. 12898), which called on federal agencies to:

- 1 Identify and address the disproportionately high and adverse human health or environmental effects of their actions on minority and low-income populations, to the greatest extent practicable and permitted by law;
- 2 Develop a strategy for implementing environmental justice; and
- 3 Promote nondiscrimination in federal programs that affect human health and the environment, as well as provide minority and low-income communities access to public information and public participation.

Executive Order 12898 has withstood multiple administration changes and remains in place today. However, each successor administration has implemented E.O. 12898 in its own way, with actual policy varying by administration.

President Biden’s “Justice40” Initiative, described in Executive Order 14008 (2021), sets forth additional distributive justice requirements relevant to the development of CBPs. The Justice40 Initiative requires 40% of “overall benefits” from certain federal investments flow to “disadvantaged communities.” (E.O. 14008). Applicants seeking funds from qualified programs are required to utilize GIS screening tools, including EPA’s “EJScreen” and CEO’s “Climate and Environmental Justice Screening Tool” to evaluate demographic factors relevant to income, race, energy security, and/or exposure to existing environmental hazards.



HOW TO USE THIS TOOLBOX:

This toolbox was developed by researchers at UWSER to provide general guidance and resources for the preparation of CBPs by Wyoming stakeholders within the energy industry. Each tab of this spreadsheet provides plan- or county-specific information and resources that may be relevant to CBP proposals and implementation. This toolbox may be used to identify key stakeholders, inform potential cross-agency and cross-organizational partnerships, and guide general strategies for effective CBP development. Throughout, we include resources that detail the origin and nature of DOE's CBP requirements, which should be used to inform plan development. These resources do not necessarily reflect the views of UWSER.

Please be advised that CBP requirements are unique to each FOA, which request variable levels and types of information based on the phase of plan development, the project team's area of interest (AOI), and the technical readiness of the technology involved. Specific language differs in each FOA. **Accordingly, this toolbox is intended to be used for general guidance only.**



IDENTIFY STAKEHOLDERS



UNDERSTAND CBP
REQUIREMENTS



INFORM PLAN
DEVELOPMENT

Department of Energy

Tools and Resources

DOE Documents Relevant to Community Benefits Plan Development

DOE Documents Relevant to Community Benefits Plan Development	Description of Resource	URL
Community Benefits Plan Template	DOE released a proposed template for CBPs. Some FOAs may ask applicants to use this template as a framework for CBP submissions, but applicants should refer to the specific requirements of the relevant FOA and write their CBP in alignment with those requirements.	https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.energy.gov%2Fsites%2Fdefault%2Ffiles%2F2023-05%2FCommunityBenefitsPlanTemplate.docx&wdOrigin=BROWSELINK
Community Benefits Plan Frequently Asked Questions (FAQs)	DOE webpage providing general guidance on broad range of FAQs related to clean energy infrastructure development.	https://www.energy.gov/clean-energy-infrastructure/community-benefits-plan-frequently-asked-questions-faqs
About Community Benefits Plans	DOE webpage providing broad overview of clean energy infrastructure policy priorities.	https://www.energy.gov/clean-energy-infrastructure/about-community-benefits-plans#:~:text=What%20is%20a%20Community%20Benefits,workforce%20availability%20for%20a%20project.
Pathways to Commercial Liff: Overview of Societal Considerations and Impacts	March 2023 DOE Report providing roadmap of general best practices for community engagement, equity, and workforce development relevant to clean energy deployment.	https://liff.energy.gov/wp-content/uploads/2023/03/20230320-Liff-Overview-of-Societal-Considerations-and-Impacts-vPUB.pdf

Environmental/Social Justice Screening Tools

Resources	Description of Resource	URL
CEQ Climate and Economic Justice Screening Tool (CEJST)	GIS tool identifies disadvantaged communities using indicators of climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development to calculate a community's total burden.	https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5
EPA Environmental Justice Screening and Mapping Tool (EJScreen)	GIS tool used by EPA and other federal agencies that uses demographic and socioeconomic areas to develop agencies' understanding of environmental justice issues.	https://www.epa.gov/ejscreen
DOE Energy Justice Mapping Tool--Disadvantaged Communities Reporter	This tool is intended to allow users to explore and produce reports on census tracts that the U.S. Department of Energy has categorized as disadvantaged communities pursuant to Executive Order (EO) 14008 - Tackling the Climate Crisis at Home and Abroad.	https://energyjustice.egs.anl.gov/

<p>DOE Energy Justice Mapping Tool for Schools</p>	<p>GIS tool used by DOE that shows school district boundaries, overlaid with DACs, and federally recognized tribal lands.</p>	<p>https://energyjustice-schools.egs.anl.gov/</p>
<p>Wyoming DEQ Special Focus Map</p>	<p>This map was created by the WDEQ and focuses on areas of the State that have a population less than 10,000 with household income that is less than the statewide average income, a population of 3,300 or less, low income, unemployment greater than the state average, and a decrease in population from 2010 to 2020. WDEQ used Census Blocks that fall within the Census Bureau's Census Designated Places and the Wyoming Department of Revenue's municipal layers. The Census Bureau data are created from the 2020 Census. The map was published in 2022 and is planned to be updated in 2025.</p>	<p>https://gis.deq.wyo.gov/portal/apps/webappviewer/index.html?id=c76185f8115b48e8b5b3d85f2dd705c7</p>
<p>Interagency Working Group Priority Energy Communities</p>	<p>Ongoing DOE study highlighting communities vulnerable to impacts from coal-specific job losses.</p>	<p>https://energycommunities.gov/priority-energy-communities/#:~:text=As%20the%20Interagency%20Working%20Group,fenceline%20communities%20and%20Tribal%20communities.</p>



Community Stakeholder and Labor Engagement Plans in Wyoming

The *Community and Stakeholder Engagement Plan* (sometimes called a “community engagement plan” or a “community, stakeholder, and labor engagement plan”) is a CBP component that sets forth the applicant’s plans and actions to engage with community-based organizations representing local residents and businesses, labor unions and worker organizations, local government, communities with environmental justice concerns, disadvantaged communities, and Native Americans. Communities, meaning both local communities—towns, cities or counties in geographically proximal areas to a project—and broader groups of interest, will need to be identified and scoped as part of the Engagement Plan. Project teams should conduct an initial stakeholder analysis to identify relevant stakeholders, assess initial partnership opportunities, and consider pathways for leveraging existing channels of community engagement and outreach.

Guidance Documents and Sources

DOE Documents Relevant to Community Benefits Plan Development	Description of Resource	URL
Creating a Community and Stakeholder Engagement Plan	Guidance from the Office of Fossil Energy and Carbon Management to aid in the development of community engagement plans, stakeholder analyses, and milestones.	https://www.energy.gov/sites/default/files/2022-08/Creating%20a%20Community%20and%20Stakeholder%20Engagement%20Plan_8.2.22.pdf
Best Practices: Public Outreach and Education for Geologic Storage Projects	NETL guidance broadly addresses best practice on planning for and implementing community engagement in the context of CCS.	https://netl.doe.gov/node/5828
Executive and Other Administrative Orders Related to Environmental Justice	Description of Resource	URL
Executive Order 12898 (1994): Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations	Focuses federal attention on the environmental and human health effects of federal actions on minority and low-income populations with the goal of achieving environmental protection for all communities.	https://www.energy.gov/sites/prod/files/2016/05/f31/Env%20Justice-Minority-Lowincome-Pop-508.pdf
Executive Order 13985 (2021): Advancing Racial Equity and Support for Underserved Communities Through the Federal Government	Directs federal agencies to assess and advance equity using federal resources.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/
Executive Order 14008 (2021): Tackling the Climate Crisis at Home and Abroad	Directs federal agencies to “make achieving [EJ] part of their mission by developing programs, policies, and activities to address disproportionately high and adverse human health, environmental, climate-related and other cumulative impacts on disadvantaged communities.”	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/

Community Entities, Organizations, and Programs Relevant for Community and Labor Engagement (Statewide)

University of Wyoming	Description of Resource	URL
UW School of Energy Resources - CCUS Certificate Program	Applicants may be asked to highlight workforce training opportunities. Please refer to SER's growing list of low-carbon energy certificate programs, which includes the recently launched CCUS program.	https://www.uwyo.edu/uw/degree-programs/ccus-certificate.html
Wyoming Business Council	Description of Resource	URL
WBC Regional Directors	WBC's six (6) regional directors collaborate closely with city, town, county, tribal, and business and industry leaders to assist in community and business development and guide stakeholders in processes for the utilization of grants and state programs administered by WBC.	https://wyomingbusiness.org/about/team/
Community Review Program	Community reviews are a community-based planning and assessment process utilizing stakeholder interviews, surveys, and listening sessions to document and enhance the realization of community visions for development. The findings are summarized in a report made available through community websites. WBC performs two community reviews per year. Community reviews may provide a useful starting point for community development in communities seeking to adopt new energy industries, while the data supplied in the reports may be useful to industry partners seeking to learn more about and engage with host communities.	https://wyomingbusiness.org/communities/community-services/planning-and-engagement/community-review/
WBC Services Team	Support and focus on business retention, expansion, and recruitment among other outreach and services.	https://wyomingbusiness.org/communities/community-services/planning-and-engagement/community-review/
Wyoming Department of Workforce Services	Description of Resource	URL
Department of Workforce Services - Apprenticeship Program	The Department of Workforce Services administers an apprenticeship program and may provide funding for apprenticeships and internships.	https://dws.wyo.gov/

Wyoming Community Colleges and Partnerships	Description of Resource	URL
Wyoming Innovation Partnership	The Wyoming Innovation Partnership (WIP) was created at the direction of Governor Gordon in 2021 to modernize and focus Wyoming's efforts to develop a resilient workforce. The partnership involves the University of Wyoming, the Community College Commission, the Wyoming Business Council, and Department of Workforce Services. The partnership is expected to produce new training programs in emerging energy technologies at community colleges across Wyoming.	https://wip.wyo.gov/
Casper College	Project teams should consider leveraging community college training programs and partnership pathways as an opportunity to reach local communities and develop a local workforce. Supporting workforce training and/or retraining at the community college level may increase accessibility to jobs created by the technology at issue, helping the applicant fulfill both workforce development and DEIA objectives, in addition to engagement.	https://caspercollege.edu
Central Wyoming College		https://www.cwc.edu/
Eastern Wyoming College		https://ewc.wy.edu/
Gillette College (Northern Wyoming Community College District)		https://gillettecollege.org/
Laramie County Community College		https://www.lccc.wy.edu/
Northwest College		https://nwc.edu/
Sheridan College (Northern Wyoming Community College District)		https://www.sheridan.edu/
Western Wyoming Community College		https://www.westernwyoming.edu/

The Biden Administration's Justice40 Initiative

Section 223 of President Biden's Executive Order 14008 (2021) established the Justice40 Initiative, which directs 40% of the overall benefits of certain federal investments--including investments in clean energy and energy efficiency; clean transit; affordable and sustainable housing; training and workforce development; the remediation and reduction of legacy pollution; and the development of clean water infrastructure - to flow to disadvantaged communities (DACs). This requirement means that applicants for federal funding under covered DOE programs must include an identification analysis of any DACs that may be affected by the project (whether positively or negatively).

Neither DOE nor other federal agencies administering covered energy programs have developed a precise definition of "disadvantaged," but DOE, EPA, and CEQ have each developed GIS screening tools that purport to aid in the identification of DACs. These screening tools compile various socioeconomic and environmental indicators in layers to assess cumulative energy and/or socioeconomic burden within U.S. Census tracts. Useful screening tools include EPA's "EJScreen", CEQ's "Climate and Environmental Justice Screening Tool", and DOE's "Energy Justice Mapping Tool." Although DOE expects applicants to utilize these and other screening tools for purposes of Justice40 planning, these tools are not necessarily calibrated to capture the socioeconomic realities of rural areas such as Wyoming. Moreover, they do not necessarily reflect the potential for future economic hardships that may result from the projected decline in demand for carbon-intensive energy production, which may eventually impact the livelihood of Wyoming's coal communities.

Guidance Documents and Sources

Guidance Regarding the Justice40 Initiative	Description of Resource	URL
Justice40	Guidance on Justice40 Initiative from the White House.	https://www.whitehouse.gov/environmentaljustice/justice40/
Justice40 Initiative	Guidance on Justice40 Initiative from the DOE Office of Economic Impact and Diversity.	https://www.energy.gov/diversity/justice40-initiative
The Justice 40	Coalition of grassroots and national organizations formed to provide guidance and insights on implementation of Justice40.	https://www.thejustice40.com/
Great Plains Institutes's Justice40 and Carbon Management Fact Sheet	Fact sheet provides breakdown of Justice40 CBP components and application considerations.	https://carbonactionalliance.org/wp-content/uploads/Carbon-Management-and-Justice40-Factsheet.pdf
DOE General Guidance for Justice40 Implementation	DOE webpage providing general guidance on broad range of FAQs related to Justice40.	https://www.energy.gov/sites/default/files/2022-07/Final%20DOE%20Justice40%20General%20Guidance%20072522.pdf

Executive Orders Related to Environmental Justice	Description of Resource	URL
Executive Order 12898 (1994): Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations	Focuses federal attention on the environmental and human health effects of federal actions on minority and low-income populations with the goal of achieving environmental protection for all communities.	https://www.energy.gov/sites/prod/files/2016/05/f31/Env%20Justice-Minority-Lowincome-Pop-508.pdf
Executive Order 13985 (2021): Advancing Racial Equity and Support for Underserved Communities Through the Federal Government	Directs federal agencies to assess and advance equity using federal resources.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/
Executive Order 14008 (2021): Tackling the Climate Crisis at Home and Abroad	Directs federal agencies to “make achieving [EJ] part of their mission by developing programs, policies, and activities to address disproportionately high and adverse human health, environmental, climate-related and other cumulative impacts on disadvantaged communities.”	https://wyomingbusiness.org/communities/community-services/planning-and-engagement/community-review/
Defining Disadvantaged Communities	Description of Resource	URL
OMB’s Definition of Disadvantaged Communities	<p>1. Defines “Community” – Agencies should define community as “either a group of individuals living in geographic proximity to one another, or a geographically dispersed set of individuals (such as migrant workers or Native Americans), where either type of group experiences common conditions.”</p> <p>2. Defines “Disadvantaged” – Agencies should consider appropriate data, indices, and screening tools to determine whether a specific community is disadvantaged based on a combination of variables that may include, but are not limited to, the following: Low income; high and/or persistent poverty; High unemployment and underemployment; Racial and ethnic residential segregation; particularly where the segregation stems from discrimination by government entities; Linguistic isolation; High housing cost burden and substandard housing; Distressed neighborhoods; High transportation cost burden and/or low transportation access; Disproportionate environmental stressor burden and high cumulative impacts; Limited water and sanitation access and affordability; Disproportionate impacts from climate change; High energy cost burden and low energy access; Jobs lost through the energy transition; Access to healthcare. In determining which variables to consider, agencies should consider the statutory authority for covered programs. In addition to the above definition of disadvantaged communities, geographic areas within Tribal jurisdictions should be included.</p>	https://www.whitehouse.gov/wp-content/uploads/2021/07/M-21-28.pdf

Justice40 Benefits/ Metrics	Description of Resource	URL
DOE's Office of Economic Impact and Diversity policy priorities to guide implementation of Justice40	Sets forth DOE's policy priorities to 1) Decrease energy burden in disadvantaged communities, (DACs), 2) Decrease environmental exposure and burdens for DACs, 3) Increase parity in clean energy technology (e.g., solar, storage) access and adoption in DACs, 4) Increase access to low-cost capital in DACs, 5) Increase clean energy enterprise creation and contracting (MBE/DBE) in DACs, 6) Increase clean energy jobs, job pipeline, and job training for individuals from DACs, 7) Increase energy resiliency in DACs, 8) Increase energy democracy in DACs.	https://www.energy.gov/diversity/justice40-initiative

Federal Screening Tools

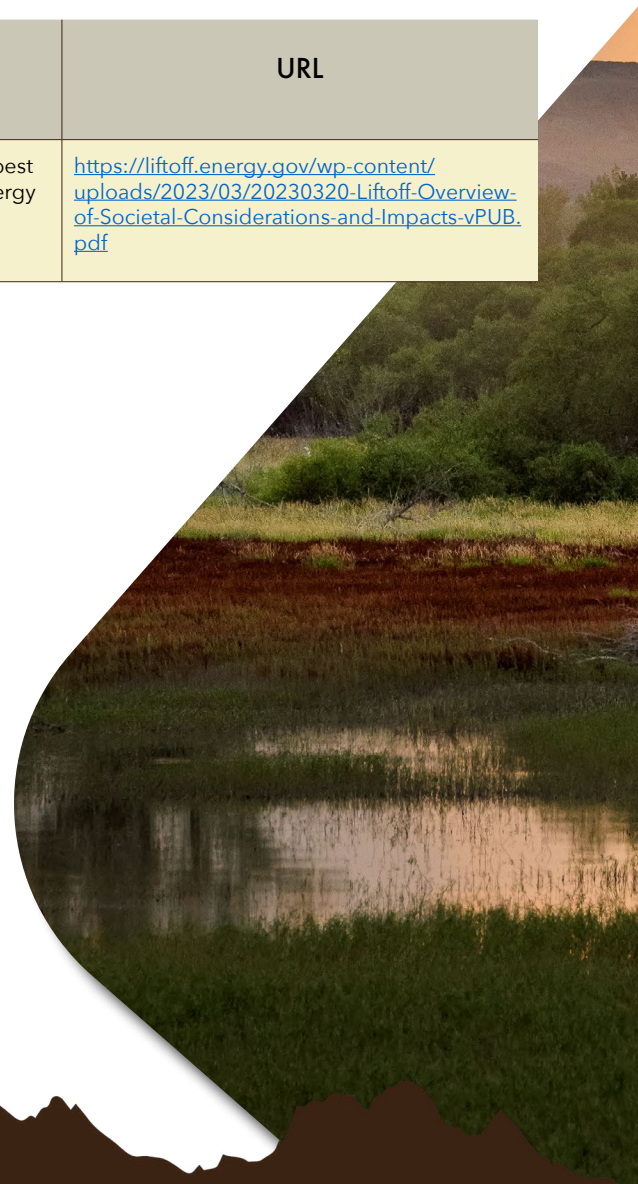
Environmental/Social Justice Screening Tools	Description of Resource	URL
CEQ Climate and Economic Justice Screening Tool (CEJST)	GIS tool identifies disadvantaged communities using indicators of climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development to calculate a community's total burden.	https://screeningtool.geoplatform.gov/en/#3/33.47/-97.5
EPA Environmental Justice Screening and Mapping Tool (EJScreen)	GIS tool used by EPA and other federal agencies that uses demographic and socioeconomic areas to develop agencies' understanding of environmental justice issues.	https://www.epa.gov/ejscreen
DOE Energy Justice Mapping Tool--Disadvantaged Communities Reporter	GIS tool used by DOE to calculate community disadvantage based on cumulative burden. Data includes thirty-six (36) burden indicators that reflect fossil dependence, energy burden, environmental and climate hazards, and socio-economic vulnerabilities.	https://energyjustice.egs.anl.gov/
DOE Energy Justice Mapping Tool for Schools	GIS tool used by DOE that shows school district boundaries, overlaid with DACs, and federally recognized tribal lands.	https://energyjustice-schools.egs.anl.gov/
Interagency Working Group Priority Energy Communities	Ongoing DOE study highlighting communities vulnerable to impacts from coal-specific job losses.	https://energycommunities.gov/priority-energy-communities/#:~:text=As%20the%20Interagency%20Working%20Group,fenceline%20communities%20and%20Tribal%20communities.

Economic Revitalization and Job Creation

This section of the CBP asks applicants to describe workforce readiness for the project and project technology, with details regarding the applicant’s plan to attract and train a well-qualified workforce for the project. To the extent possible, the applicant should include data related to the number of jobs to be created by the proposed project, as well as by the project technology more generally, should it achieve commercialization and scalability. The applicant may also be required to estimate wages for positions to be created by the project. Like the community engagement plan, developing the economic revitalization and job creation plan may require the applicant to identify relevant workforce training organizations and pathways. This section of the CBP also tends to emphasize the need for labor union partnerships and engagement, and may inquire as to the applicant’s plan (if any) to negotiate labor agreements with relevant unions. The applicant should note Wyoming’s status as a right-to-work state.

Guidance Documents and Sources

Guidance from DOE	Description of Resource	URL
Pathways to Commercial Liftoff: Overview of Societal Considerations and Impacts	March 2023 DOE Report providing roadmap of general best practices in workforce development relevant to clean energy deployment.	https://liftoff.energy.gov/wp-content/uploads/2023/03/20230320-Liftoff-Overview-of-Societal-Considerations-and-Impacts-vPUB.pdf



Community Entities, Organizations, and Programs Relevant for Community and Labor Engagement (Statewide)

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Wyoming Business Council	Description of Resource	URL
WBC Regional Directors	WBC's six (6) regional directors collaborate closely with city, town, county, tribal, and business and industry leaders to assist in community and business development and guide stakeholders in processes for the utilization of grants and state programs administered by WBC.	https://wyomingbusiness.org/about/team/
Community Review Program	Community reviews are a community-based planning and assessment process utilizing stakeholder interviews, surveys, and listening sessions to document and enhance the realization of community visions for development. The findings are summarized in a report made available through community websites. WBC performs two community reviews per year. Community reviews may provide a useful starting point for community development in communities seeking to adopt new energy industries, while the data supplied in the reports may be useful to industry partners seeking to learn more about and engage with host communities.	https://wyomingbusiness.org/communities/community-services/planning-and-engagement/community-review/
WBC Services Team	Support and focus on business retention, expansion, and recruitment among other outreach and services.	https://wyomingbusiness.org/communities/community-services/planning-and-engagement/community-review/
Wyoming Department of Workforce Services	Description of Resource	URL
Department of Workforce Services - Apprenticeship Program	The Department of Workforce Services administers an apprenticeship program and may provide funding for apprenticeships and internships.	https://dws.wyo.gov/

Wyoming Community Colleges and Partnerships	Description of Resource	URL
Wyoming Innovation Partnership	The Wyoming Innovation Partnership (WIP) was created at the direction of Governor Gordon in 2021 to modernize and focus Wyoming's efforts to develop a resilient workforce. The partnership involves the University of Wyoming, the Community College Commission, the Wyoming Business Council, and Department of Workforce Services. The partnership is expected to produce new training programs in emerging energy technologies at community colleges across Wyoming.	https://wip.wyo.gov/
Casper College	Project teams should consider leveraging community college training programs and partnership pathways as an opportunity to reach local communities and develop a local workforce. Supporting workforce training and/or retraining at the community college level may increase accessibility to jobs created by the technology at issue, helping the applicant fulfill both workforce development and DEIA objectives, in addition to engagement.	https://caspercollege.edu
Central Wyoming College		https://www.cwc.edu/
Eastern Wyoming College		https://ewc.wy.edu/
Gillette College (Northern Wyoming Community College District)		https://gillettecollege.org/
Laramie County Community College		https://www.lccc.wy.edu//
Northwest College		https://nwc.edu/
Sheridan College (Northern Wyoming Community College District)		https://www.sheridan.edu/
Western Wyoming Community College		https://www.westernwyoming.edu/

Diversity, Equity, Inclusion, Accessibility in Wyoming Communities

DOE’s guidance for CBPs encourages the inclusion of diverse and underserved groups such as: individuals from groups historically underrepresented in science, technology, engineering, and mathematics (STEM) fields and/or applicable workforces on their project teams. This portion of the CBP should describe the applicant’s plan to partner with businesses, educational institutions, and training organizations that support community members who are likely to be underrepresented in the community or that have been historically marginalized. The project team should not only describe how the development of the project technology will offer inclusive opportunities for community growth (such as job opportunities on the Wind River Reservation), but the CBP should also describe how the team itself will encompass diverse viewpoints. Like the community engagement plan, this component of the CBP may also ask applicants to set forth specific S.M.A.R.T. milestones to help measure the team’s progress.

General DEIA Resources and Recommendations

General Guidance Documents Regarding DEIA	Description of Resource	URL
<p>McKinsey & Company - Diversity Wins series</p>	<p>Report series by leading consultancy firm providing general business guidance on incorporating DEIA, including how DEIA operates within an organization to improve business outcomes, foster job growth, and increase revenue.</p>	<ol style="list-style-type: none"> 1 https://www.energy.gov/sites/default/files/2022-08/Guidance%20for%20Project%20Teams%20on%20Diversity%2C%20Equity%2C%20Inclusion%2C%20and%20Accessibility%20Plans_8.2.22.pdf 2 https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-interactive 3 https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters#/ 4 https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/delivering-through-diversity 5 https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/why-diversity-matters

DEIA in Wyoming Communities	Description of Resource	URL (if applicable)
Coal Mining and Power Plant Communities (Priority Energy Communities)	An interagency working group has been formed at the federal agency level to identify energy communities at risk from the projected decline in demand for coal and other carbon-intensive energy sources. Project teams may wish to highlight the need for workers from these communities, whose livelihoods may be threatened by changes in energy demand, to be represented in the new energy economy.	https://energycommunities.gov/priority-energy-communities/
Wind River Reservation (Eastern Shoshone and Northern Arapaho)	The Eastern Shoshone and Northern Arapaho Tribes should be considered potential partners in all of Wyoming's emerging energy industries. In the proposal phase and throughout the award period, the project team should actively seek to identify opportunities for Tribal engagement and inclusion. Tribal liaisons in Governor Gordon's Office (Anita Roman - Northern Arapaho) (Lee Tendore- Eastern Shoshone), as well as other organizations, should be considered key contacts to help initiate collaborations and develop a mutual basis of trust between the Tribes and the project team. The project team may also consider the feasibility of engaging with Tribes whose ancestral lands may be affected by the project.	https://windriver.org/destinations/wind-river-indian-reservation/
Women	Women are an underrepresented group in STEM. Further, Wyoming has the largest gender wage gap of any state.	https://wywf.org/gender-wage-gap/
Racial or ethnic minorities	Project applicants should study Census data in Wyoming to identify populations of racial or ethnic minorities, low-income communities, or rural communities that stand to benefit from deployment of the project technology. The project team should also consider opportunities to incorporate personnel from these groups on the project team.	
Low-income communities		
Rural communities who may have limited access to some resources		



Guidance Documents and Sources

Executive and Administrative Orders and Memoranda Related to DEIA	Description of Resource	URL
Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce	This executive order seeks to create a government-wide initiative to promote diversity, equity, inclusion, and accessibility (DEIA).	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/06/25/executive-order-on-diversity-equity-inclusion-and-accessibility-in-the-federal-workforce/
Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government	Directs federal agencies to evaluate whether their policies produce racially inequitable results when implemented, and to make the necessary changes to ensure underserved communities are properly supported.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-advancing-racial-equity-and-support-for-underserved-communities-through-the-federal-government/
Executive Order 14031: Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders	Establishes a White House initiative on Asian Americans, Native Hawaiians, and Pacific Islanders, as well as a Presidential Advisory Commission, both of which aim to advance equity, justice, and opportunity among these groups.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/05/28/executive-order-on-advancing-equity-justice-and-opportunity-for-asian-americans-native-hawaiians-and-pacific-islanders/
Executive Order 13988: Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation	Expands the discrimination protections previously offered solely on the basis of sex into the categories of gender identity and sexual orientation.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/20/executive-order-preventing-and-combating-discrimination-on-basis-of-gender-identity-or-sexual-orientation/
Memorandum Condemning and Combating Racism, Xenophobia, and Intolerance Against Asian Americans and Pacific Islanders in the United States	Condemns prejudice against AAPI populations in the wake of the COVID-19 pandemic.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/26/memorandum-condemning-and-combating-racism-xenophobia-and-intolerance-against-asian-americans-and-pacific-islanders-in-the-united-states/
Memorandum on Advancing the Human Rights of Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex Persons Around the World	Reaffirms direction for executive departments and agencies engaged abroad to ensure that United States diplomacy and foreign assistance promote and protect the human rights of lesbian, gay, bisexual, and transgender persons everywhere.	https://www.whitehouse.gov/briefing-room/presidential-actions/2021/02/04/memorandum-advancing-the-human-rights-of-lesbian-gay-bisexual-transgender-queer-and-intersex-persons-around-the-world/

Community Entities and Organizations Relevant to DEIA

Minority-Serving Institutions in Wyoming	Description of Resource	URL
Central Wyoming College	CWC is considered a minority-serving institution (MSI) due to the large number of Tribal members enrolled as students.	https://www.cwc.edu/

Data Sources Regarding DEIA in Wyoming

Resource	Description of Resource	URL
U.S. Census Bureau	Data about people and the economy.	https://www.census.gov/quickfacts/WY

Planning for Community Benefits and Engagement in Campbell County, Wyoming

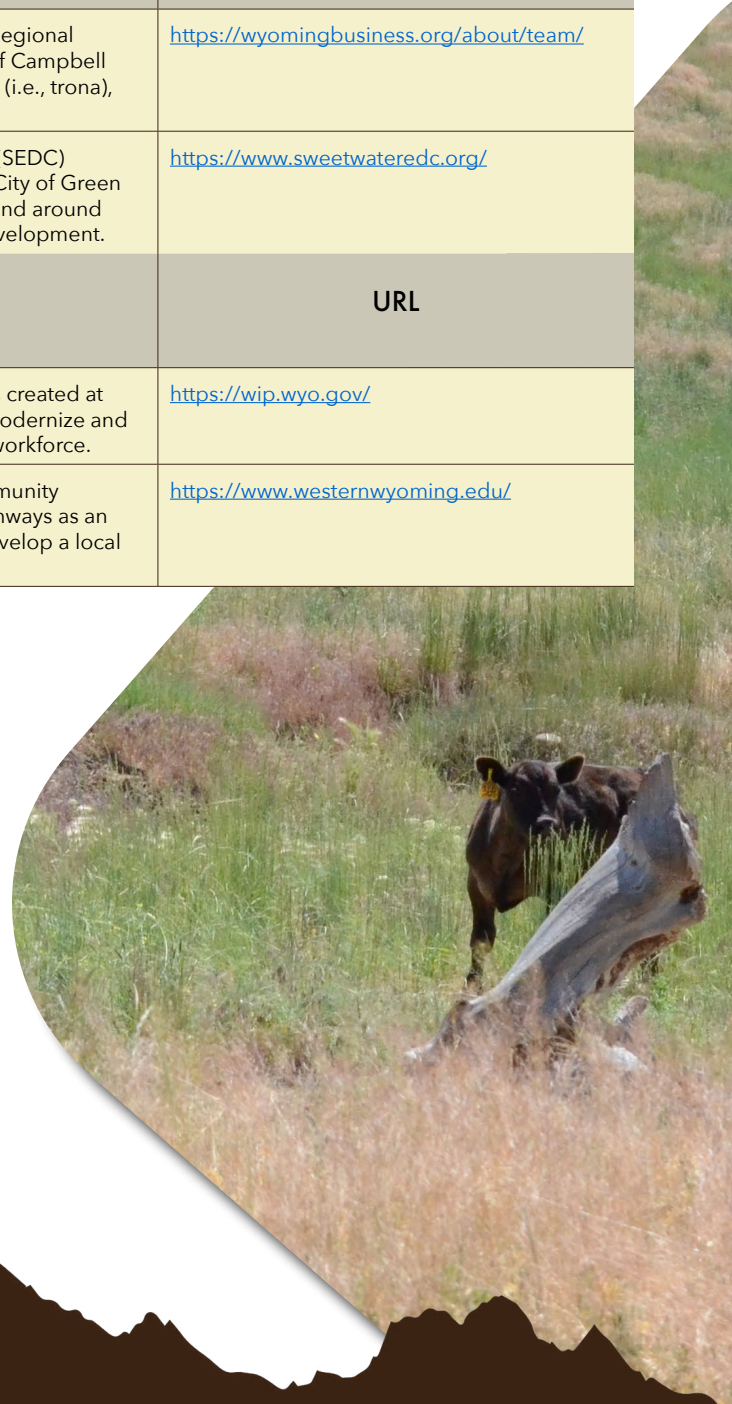
Community Entities, Organizations, and Programs Relevant for Community and Labor Engagement in Campbell County

Demographic and Socioeconomic Data	Description of Resource	URL
ECED Demographic Data	Concise description of county socioeconomic indicators relevant to energy workforce readiness. Rusty Bell serves as the Director of ECED and should be contacted for specific information relevant to Campbell County's economic development priorities, workforce readiness, housing needs, and other inquiries.	https://www.energycapital.com/living-here/area-demographics/
U.S. Census Bureau	Campbell County demographic data.	https://www.census.gov/quickfacts/fact/table/campbellcountywyoming_US/PST045222
A Campbell County Profile: Socioeconomics	2017 socioeconomic profile of Campbell County study created in concert with the Campbell County Board of County Commissioners.	https://www.wyo-wcca.org/files/4015/0462/2986/Socioeconomic_profile_-_Campbell_County_March_2017.pdf
Economic Development Resources	Description of Resource	URL
Wyoming Business Council	Brandi Harlow serves as the WBC's Northeast Regional Director and possesses extensive knowledge of Campbell County stakeholders and economic development needs.	https://wyomingbusiness.org/about/team/
Energy Capital Economic Development	ECED is an economic development organization in Gillette that fosters and encourages the private sector development of companies that provide higher than average wages, create primary jobs, diversify the economy and generate tax revenue.	https://www.energycapital.com/
Wyoming Community Colleges and Partnerships	Description of Resource	URL
Wyoming Innovation Partnership	The Wyoming Innovation Partnership (WIP) was created at the direction of Governor Gordon in 2021 to modernize and focus Wyoming's efforts to develop a resilient workforce.	https://wip.wyo.gov/
Gillette College (Northern Wyoming Community College District)	Project teams should consider leveraging community college training programs and partnership pathways as an opportunity to reach local communities and develop a local workforce.	https://gillettecollege.org/
Sheridan College (Northern Wyoming Community College District)		https://www.sheridan.edu/

Planning for Community Benefits and Engagement in Sweetwater County, Wyoming

Community Entities, Organizations, and Programs Relevant for Community and Labor Engagement in Sweetwater County

Economic Development Resources	Description of Resource	URL
Wyoming Business Council	Kiley Ingersoll serves as the WBC's Northeast Regional Director and possesses extensive knowledge of Campbell County stakeholders, county-specific industries (i.e., trona), and economic development needs.	https://wyomingbusiness.org/about/team/
Sweetwater Economic Development Coalition	Sweetwater Economic Development Coalition (SEDC) partners with the City of Rock Springs and the City of Green River to assist new and growing businesses in and around Sweetwater County and facilitate workforce development.	https://www.sweetwateredc.org/
Wyoming Community Colleges and Partnerships	Description of Resource	URL
Wyoming Innovation Partnership	The Wyoming Innovation Partnership (WIP) was created at the direction of Governor Gordon in 2021 to modernize and focus Wyoming's efforts to develop a resilient workforce.	https://wip.wyo.gov/
Western Wyoming Community College	Project teams should consider leveraging community college training programs and partnership pathways as an opportunity to reach local communities and develop a local workforce.	https://www.westernwyoming.edu/





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