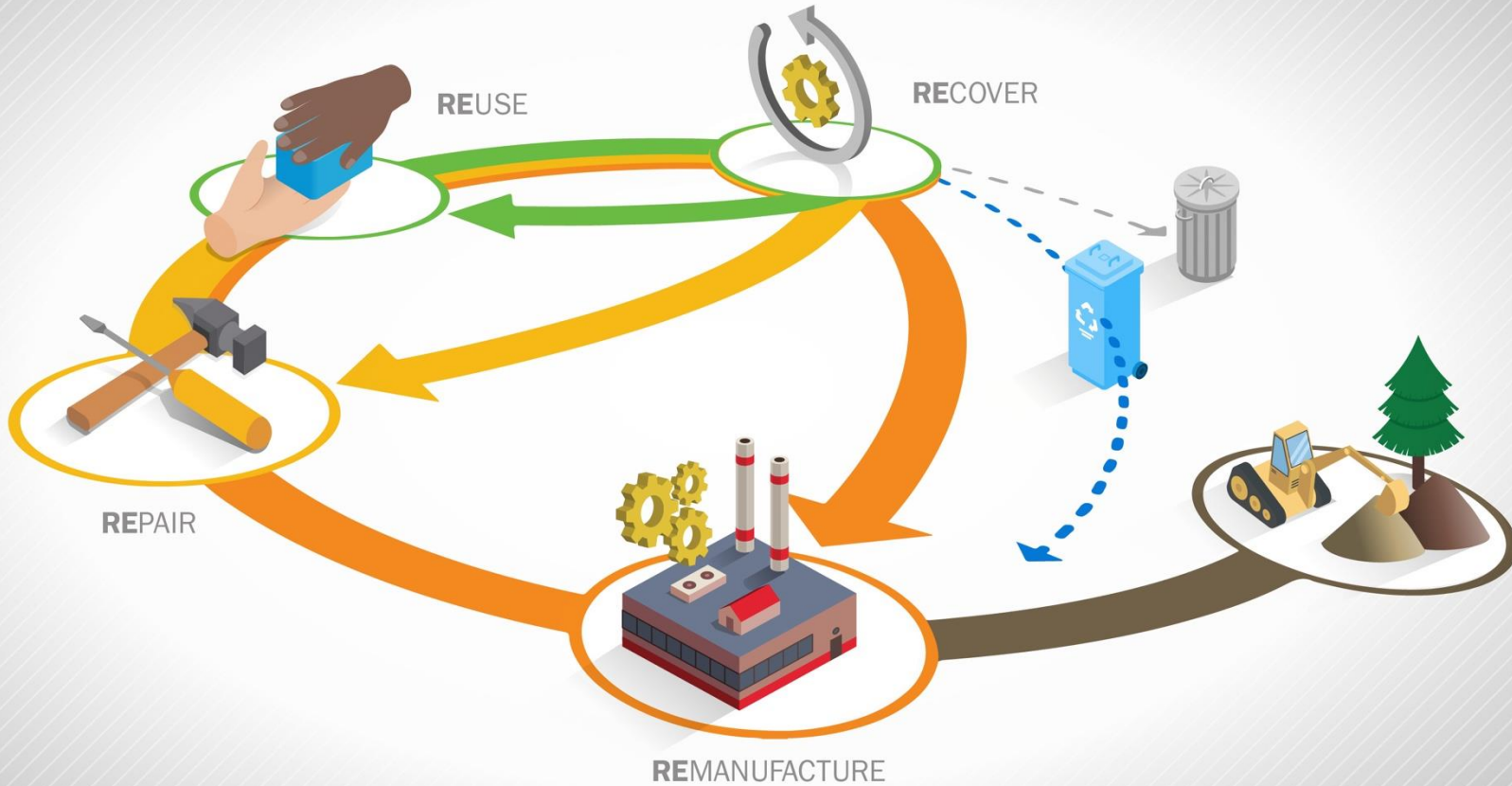




U.S. DEPARTMENT OF ENERGY



Re-X Before Recycling Prize

Community Benefits Plan Information Document

This document provides some resources to help competitors develop the Community Benefits Plan aspects of their submission for the [Re-X Before Recycling Prize](#). Competitors should refer to the [official rules document](#) for submission requirements and judging criteria for each phase.

Community Benefits Plan Requirements

The competitor's Community Benefits Plan must include at least ONE specific, measurable, achievable, relevant, and timely (commonly shortened to SMART) target in each prize phase for each topic below addressed. The Community Benefits Plan will be evaluated as part of the technical review process and will make up 10% of the total score in each phase. This section must address at least ONE of the following topics, but may address more than ONE, if applicable:

DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)

To build a clean and equitable energy economy, it is important that there are opportunities for people of all racial, ethnic, socioeconomic, and geographic backgrounds, sexual orientations, and gender identities, as well as persons with disabilities and those re-entering the workforce from incarceration. Innovations could advance DEIA efforts by identifying minority-owned businesses to work with, increasing representation of minority demographics, etc. This section of the plan should demonstrate how DEIA is incorporated in the technical project objectives. **A Community Benefits Plan plan that includes a DEIA section should identify the specific action(s) the competitor would undertake that integrates DEIA into the project goals.** Restating an organization's policies without specific integration into the project plan will be deemed insufficient.

Environmental Justice

The competitor should articulate the long-term environmental justice implications of the innovation and the Re-X supply chain it enables. The Community Benefits Plan should identify how the specific project innovation will integrate environmental and energy considerations and support equitable outcomes or benefits to disadvantaged communities. This section should tie [Justice401 policy priorities](#) into the scope of the project. **A Community Benefits Plan that includes an Environmental Justice section requires a description of the equity implications of the innovation.**

WORKFORCE Implications

The competitor should articulate long-term workforce impacts and opportunities of the innovation. A Community Benefits Plan that includes a Workforce Implications section should demonstrate an understanding of the future workforce needs should the resulting innovation be successful. This includes an examination of the skills, knowledge, and abilities that would be required of workers installing, maintaining, and operating the technology that may be derivative of the applicant's work, as well as the training pathways and its accessibility for workers to acquire the necessary skills. Innovations **should support community workforce development** by advancing high-wage opportunities, reducing income disparities across demographic groups, ensuring a trained and available workforce that is

¹ "What Is the Justice40 Initiative?" White House. Accessed October 2023. <https://www.whitehouse.gov/environmentaljustice/justice40/>.

reflective of the community, and creating a safe working environment and pathways to union membership.

Aspects to consider when developing a Community Benefits Plan

To aid in developing their community benefits plans, competitors are encouraged to consider the following questions and themes. Competitors should focus on aspects most relevant for their submission. They are not expected to address everything exhaustively. Different themes and questions may be more appropriate to different phases of the prize. Refer to the official prize rules for the judging criteria for each phase.

DEIA

- How can you gain insight into diverse and underserved communities who may be impacted by the Re-X supply chain?
 - What engagement strategies for the local community will bring diverse perspectives and identities together to inform the project and share concerns?
 - How can organizations that support/represent underserved communities, such as Minority Serving Institutions (MSIs), Minority-Owned Businesses, Disability-Owned Businesses, Women-Owned Businesses, Native American-Owned Businesses, and Veteran-Owned Businesses, contribute to the creation of a level playing field for the Re-X supply chain?
- Consider leveraging community colleges, Historically Black Colleges and Universities (HBCU)s, and MSIs for recruitment to ensure project team new hires are representative of the community population.
- Consider leveraging or establishing relationships with Community Engagement Liaisons to support diverse perspectives and community buy-in.

Environmental Justice

- What environmental burdens can the proposed Re-X supply chain mitigate, and how can diverse communities experience its benefits?
- How can any environmental burdens associated with the proposed Re-X supply chain can be minimized?
- Partner with diverse stakeholders to understand environmental inequities and how a Re-X supply chain may mitigate them and benefit the full community.
- Consider including equitable distribution of benefits into the scope of the project.

Workforce Implications

- If successful, will the Re-X supply chain result in potential workforce shifts between industries or geographies? Identify geographical workforce needs specific to the project, include underserved and overburdened communities. Identify workforce engagement strategies for making connections with those communities.
- What are the anticipated workforce needs for the Re-X supply chain if successful? Consider the potential of the innovation and supply chain for job savings or loss, either at the macroeconomic level or within specific industries.

- Are there education and/or training gaps that need to be addressed to ensure the workforce needs of the Re-X supply chain can be met? At what level of education are these gaps?
- Identify geographical workforce needs specific to the project, and include underserved and overburdened communities. Identify workforce engagement strategies for making connections with those communities.

Resources available that may be useful to consider when developing a Community Benefits Plan

The following tools may be useful to better understand local communities and to inform your thinking around DEIA, environmental justice, and workforce development.

EPA's Environmental Justice Screening and Mapping Tool (EJSCREEN)

EJScreen is EPA's environmental justice mapping and screening tool that provides EPA with a nationally consistent dataset and approach for combining environmental and demographic socioeconomic indicators. EJScreen users choose a geographic area; the tool then provides demographic socioeconomic and environmental information for that area. All of the EJScreen indicators are sourced from publicly-available data. EJScreen provides a way to display this information and includes a method for combining environmental and demographic indicators into EJ indexes.

<https://www.epa.gov/ejscreen>

Climate and Economic Justice Screening Tool (CEJST)

The Climate and Economic Justice Screening Tool (CEJST) has an interactive map and uses datasets that are indicators of burdens in eight categories: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development. The tool uses this information to identify communities, including Alaska Native Villages and communities within federally recognized Tribes, that are experiencing these burdens.

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

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 (DOE) has categorized as disadvantaged communities, pursuant to [Executive Order \(EO\) 14008 - Tackling the Climate Crisis at Home and Abroad](#). This Energy Justice Mapping Tool is specifically designed to assess environmental and social factors affecting disadvantaged communities, including those with high exposure to pollutants.

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

Description of the indicators included in the tool are detailed in this reference: [https://energyjustice.egs.anl.gov/resources/serve/DAC/DAC%20Data%20Indicators%20\(v2022c\).pdf](https://energyjustice.egs.anl.gov/resources/serve/DAC/DAC%20Data%20Indicators%20(v2022c).pdf).