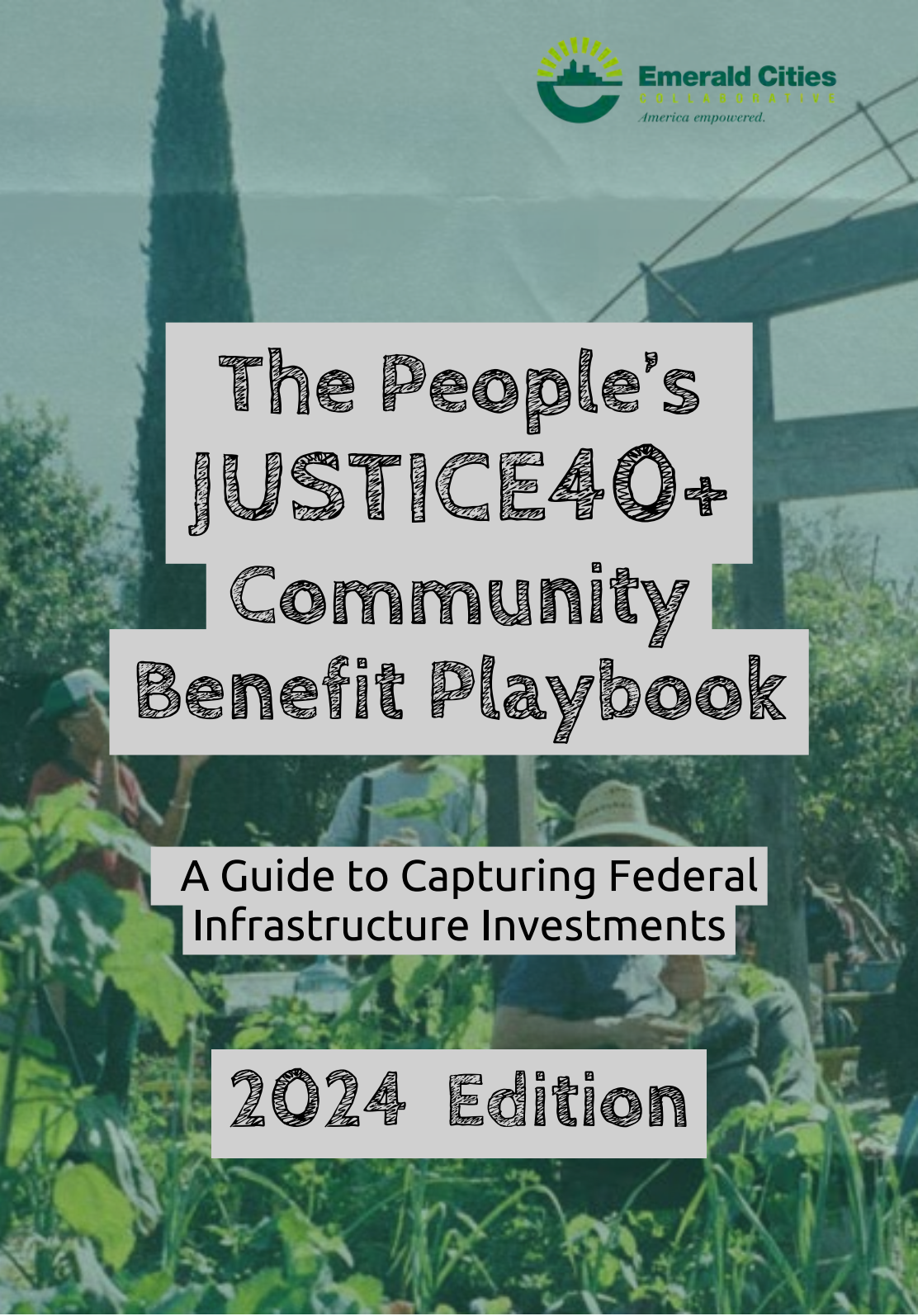

Emerald Cities
COLLABORATIVE
America empowered.

The People's JUSTICE40+ Community Benefit Playbook

A Guide to Capturing Federal Infrastructure Investments

2024 Edition

INTRO

The People's Justice40+ Community Benefit Playbook offers low income, rural, Black, Indigenous, and People of Color (BIPOC), frontline, and fenceline communities, and community-based organizations that serve these communities, guidance for developing Community Benefit Plans (CBP) that leverage the Justice40 Initiative and the climate, economic, and infrastructure investments of major federal spending bills–such as the Infrastructure Investments and Jobs Act and the Inflation Reduction Act–to ensure that these federal investments benefit the communities that need them the most. This Playbook is also applicable to other state and local government funded climate, economic, and infrastructure investments that will also be necessary to achieve environmental reparations, build climate resilience, and address health and wealth disparities within low income, rural, BIPOC, frontline and fenceline communities.

This Playbook will give an overview of the Justice40 Initiative, answer a range of questions about the different federal spending bills, and provide a step-by-step guide to building your own CBP. For your community to benefit from these federal investments, your community will need to know:

- What are the various spending bills?
- How much money is available?
- What kind of money is available – are they grants, loans, or cooperative agreements?
- Who is eligible for the money?
- How will the money flow from the federal government to state and local governments?
- How can the money be used and what, if any, are the restrictions?
- How can you influence how the money is spent?
- How will this money translate into tangible community benefits?
- How can you organize your own community benefit strategy and plan to access the money?
- Where can you get more information and find technical support?

Because this is complicated, fast-moving work, this Playbook will be periodically updated through new editions and email updates to help you stay up-to-date on how these federal investments are being implemented. Our goal is to simplify this dynamic policy environment as much as possible. One thing is perfectly clear:



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The Playbook includes nine sections. Each section has a separate link that allows you to access the parts that interest you the most.

They are Below is a breakdown of each playbook section:

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2. THE COMMUNITY BENEFIT PLAN
3. SHOW ME THE MONEY: GUIDE TO FEDERAL SPENDING BILLS

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6. THE ECONOMIC JUSTICE PLAYBOOK
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The People's JUSTICE40+ Community Benefit Playbook





The Justice40 Initiative





The Justice40 Initiative



JUSTICE40 GOAL: 40% of overall Benefits of certain Federal Investments benefit Disadvantaged Communities.

On January 27, 2021, President Biden signed Executive Order 14008: Tackling the Climate Crisis at Home and Abroad (Exec. Order 14008) establishing the Justice40 Initiative. This Initiative created a goal for federal agencies to ensure that 40% of the overall benefits of their federal investments—specifically, investments in climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure—benefit disadvantaged communities.

WHAT IS THE PURPOSE OF THE JUSTICE40 INITIATIVE?



Exec. Order 14008 recognizes the enduring impacts of environmental harms that plague low-income and communities of color. It seeks to mitigate environmental and climate hazards by remedying the health and environmental impacts of dirty air and water, sick and deteriorating buildings, and inadequate and toxic infrastructure. Exec. Order 14008 directs federal agencies to be intentional about reversing a legacy of environmental racism and economic exclusion and dismantling systemic barriers to accessing major public investments.

HOW IS JUSTICE40 BEING IMPLEMENTED?

After the Administration established the Justice40 Initiative, the Office of Management and Budget (OMB) released Interim Implementation Guidance detailing how federal agencies should begin to implement Justice40. This guidance required federal agencies to identify agency programs that are covered under the Justice40 Initiative, define the program benefits for each of the Justice40 programs, and establish a system to measure and track the program benefits to ensure the Justice40 programs are benefiting disadvantaged communities.

Since the Interim Implementation Guidance was released, the White House has published a list of Justice40 covered programs and federal agencies are releasing program guidance identifying how Justice40 will be incorporated into their programs. Some federal agencies, such as the Department of Energy, have released general guidance on how Justice40 can, and will, be incorporated into their funding opportunities.

To track how federal agencies are complying with the Justice40 Initiative, the Council on Environmental Quality (CEQ) released the Environmental Justice Scorecard.

Exec. Order 14008 also established the White House Environmental Justice Advisory Committee(WHEJAC) to provide administration-wide recommendations and guidance on ways to implement the Justice40 Initiative. This committee is composed of environmental and climate justice organizations and has set a precedent for frontline and fenceline community engagement.

Similar community advisory committees at the state and local level could help ensure government entities are centering environmental justice in their decision making. Find out if similar advisory committees exist in your community. If not, advocate for their establishment.

HOW ARE JUSTICE40 BENEFITS DEFINED?



While Exec. Order 14008 was silent on how federal agencies should define benefits within the meaning of the Justice40 Initiative, OMB's Interim Implementation Guidance for the Justice40 Initiative defined program benefits broadly to include direct and indirect investments (and program outcomes) that positively impact disadvantaged communities and provided examples of the types of benefits programs could provide.

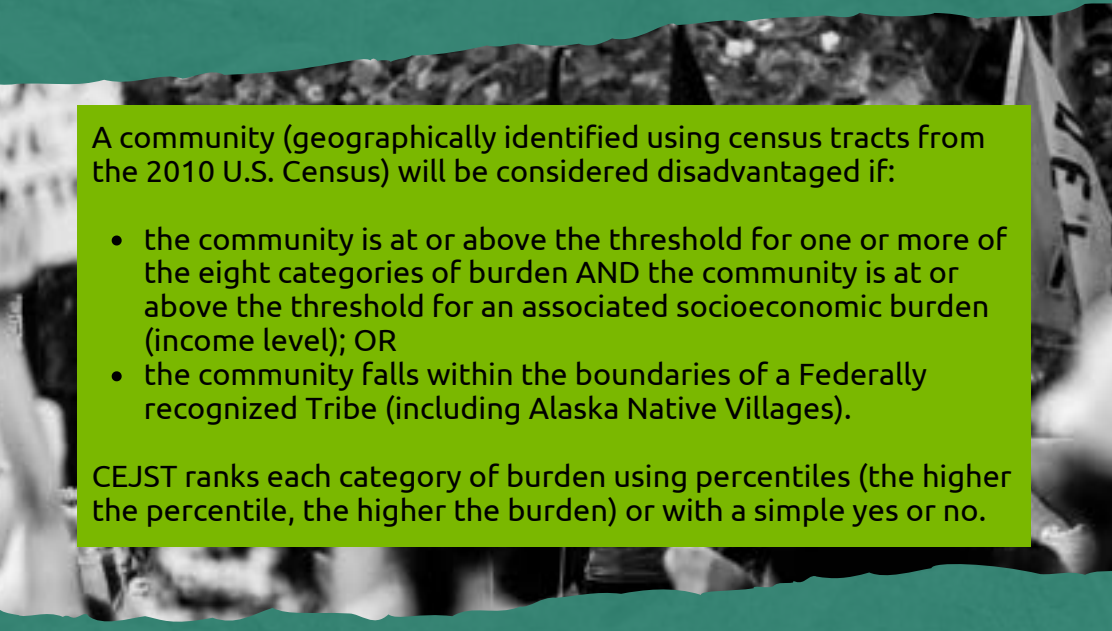
To understand the specific benefits of each Justice40 covered program, communities can review the program guidance or frequently asked questions related to the Justice40 covered program.



HOW IS THE ADMINISTRATION DEFINING DISADVANTAGED COMMUNITIES?

In addition to establishing the Justice40 Initiative, Exec. Order 14008 also required the Council on Environmental Quality (CEQ) to create the Climate and Economic Justice Screening Tool (CEJST). This tool uses interactive maps to help Federal agencies define and identify disadvantaged communities for the purpose of meeting the Justice40 goal and for programs where a statute (such as the Inflation Reduction Act) directs resources to disadvantaged communities.

CEJST stipulates that "communities identified as disadvantaged…are those that are marginalized, underserved, and overburdened by pollution" and identifies these communities using eight categories of potential burdens: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development. Details on each category of burden can be found under the Methodology section on the CEJST webpage.



A community (geographically identified using census tracts from the 2010 U.S. Census) will be considered disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

CEJST ranks each category of burden using percentiles (the higher the percentile, the higher the burden) or with a simple yes or no.

When developing a Community Benefit Plan, you should start by defining your community. You can use the Climate and Economic Justice Screening Tool to determine whether your community will be targeted for Justice40 benefits.

If, after exploring CEJST, you feel the CEJST data doesn't accurately reflect your lived experiences, you can let CEQ know by providing feedback on specific census tracts, giving general feedback, or contacting CEQ using this email address.



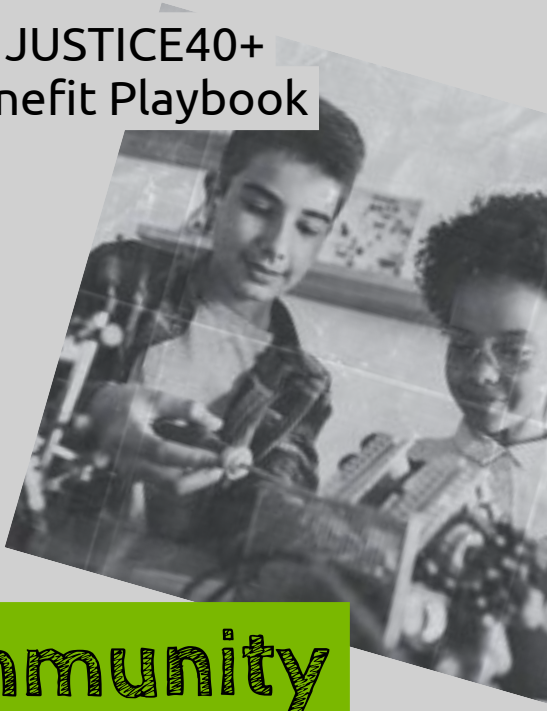
JUSTICE40 RESOURCES

- Exec. Order 14008: Tackling the Climate Crisis at Home and Abroad
- Interim Implementation Guidance for the Justice40 Initiative
- Addendum to the Interim Implementation Guidance for the Justice40 Initiative on using the Climate and Economic Justice Screening Tool
- Climate and Economic Justice Screening Tool
- Environmental Justice Scorecard
- Justice40 Covered Programs
- White House Environmental Justice Advisory Council
- White House Fact sheet: Exec. Order 14008
- White House Blog Post: The Path to Achieving Justice40
- White House: Environmental Justice
- Department of Energy: Justice40
- Department of Transportation: Justice40
- Environmental Protection Agency: Justice40



The People's JUSTICE40+
Community Benefit Playbook





The Community Benefit Plan





THE COMMUNITY BENEFIT PLAN

Within the last four years, several federal spending bills–the American Rescue Plan Act (ARPA), the Infrastructure Investment and Jobs Act (IIJA), and the Inflation Reduction Act (IRA)–were passed by Congress to respond to a public health crisis, rebuild the nation's economy, address our aging infrastructure, and combat climate change. While most of the funding from ARPA has already been spent or allocated, funding from IIJA and IRA is still available to address community needs. A great deal of these funds involve newly established programs and funding opportunities; however, a substantial portion provides additional money for existing programs. Aside from this funding, state and local governments also receive financial assistance every year from the federal government.

Considering the purpose of the Justice40 Initiative and the amount of funding opportunities available through ARPA, IIJA, IRA, and federal financial assistance, this is an opportune moment to influence systemic change in the way federal programs are implemented and to ensure benefits from new and existing programs are reaching communities that have been historically underserved and overburdened for decades by environmental and climate hazards. Communities need to be thinking about how the intent of Justice40 can be applied to all public sector spending–Justice100–in the future.

To harness all of the above-mentioned funds to address community concerns, communities can develop a Community Benefit Plan that outlines community needs and priorities, identifies community projects to address those needs and priorities, and calls on government officials to fund community projects through the federal, state, and local government funding opportunities available to them.





Community Benefit Plans share foundational language with community benefit agreements and community workforce agreements, but go a step further in centering community voices and leadership. These plans are:

- community-driven and developed;
- rooted in equity principles and values;
- focused on the needs and priorities of under-resourced communities; and
- a process or tool to build or deepen a multi-stakeholder table that includes community, labor, businesses, and government officials.

10 REASONS WHY CREATING A COMMUNITY BENEFIT PLAN IS CRITICAL:

Reason #1: Justice40 translates into a lot of federal funding opportunities.
The Justice40 Initiative requires 40% of overall benefits of federal investments in climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure benefit disadvantaged communities. Because IIJA and IRA will make a substantial investment in these Justice40 investment categories over the next ten years, it's imperative that communities have positioned themselves to ensure that IIJA and IRA funding opportunities have a direct and tangible impact on their communities.

Reason #2: Justice40 benefits are intended for underserved and overburdened communities.
The Justice40 Initiative establishes a clear baseline target (and accountability metric) for public investments to address the needs of disadvantaged communities ravaged by a legacy of environmental racism, climate vulnerabilities, economic exclusion and discrimination, health disparities, and other impacts of an extractive economy.

Reason #3: The definition of "overall benefits" is still murky and needs community input.
Justice40 makes a murky distinction between 40% of funding and 40% of the overall benefits of such investments going to disadvantaged communities. This important distinction is a point of contention among advocates and federal, state and local government officials. At the state and local level, a "benefit" could be interpreted to mean many things and may not translate into 40% of direct investments. A Community Benefit Plan is necessary to define what a "benefit" means for your community. Without it, the "benefit" is not likely to mean direct investments in community priorities.

Reason #4: States can define a "benefit" in harmful ways.
State and local governments do not have a strong track record of engaging communities in investment and project planning and may rely on their own priorities. For example, this article from the Brookings Institute–How equity isn't built into the infrastructure bill–and ways to fix it–shows how some states have used federal stimulus funding in ways that adversely affected communities. If IIJA and IRA are implemented in a manner that's business as usual, community priorities are likely to be given short shrift due to a variety of factors, including state and local governments' backlog of infrastructure needs; the pressure for "shovel ready" projects; narrowly prescribed use of funds and eligible applicants; and limited government relationships, experience, and capacity to engage in an authentic community planning process.

10 REASONS WHY CREATING A COMMUNITY BENEFIT PLAN IS CRITICAL:

Reason #6: Community voices must inform public spending processes.
Guidance for how state and local governments implement the Justice40 Initiative is still being developed on a program by program basis. We expect that the guidance will not be very prescriptive about how to achieve Justice40 outcomes. Local governments, state agencies, utilities, and other government entities will probably have a great deal of latitude to define their Justice40 targets. Federal guidance will most likely be limited to reporting on how disadvantaged communities benefited from the program in order to comply with the Justice40 Initiative; however, guidance for procedural equity–ensuring that low income, rural, Black, Indigenous, people of color, frontline, and fenceline communities are authentically engaged in decision making and implementation–is uncertain. Not only do we need to advocate for investments, we must also democratize the process and systems for investing in communities.

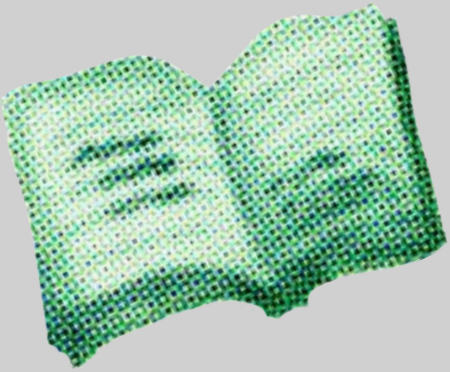
Reason #7: Community efforts to influence Justice40 investments serve broader justice goals.
Justice40 is good, but Justice100 should be the goal for IIJA, IRA, and all government funding. In other words, all investments should be screened for equity and inclusion targets.

Reason #8: Communities must define their own priorities.
Optimizing the intent of Justice40 and the goal of Justice100 requires community members to proactively define their own priorities for these funds and to hold state and local officials accountable in how they implement the funding. It is imperative that community advocates take the initiative and use their agency to develop their own Community Benefit Plan.

Reason #9: Assets exist that can help you.
Many low-income and under- resourced communities have engaged in a substantial amount of organizing and planning and have developed useful capacities and assets. These communities have formed coalitions with others whose environmental, climate, and economic justice interests align with their own. Leveraging these assets will help you jumpstart your organizing efforts.

Reason #10: Now is the time to act.
If not now, when? Enormous opportunity and significant government funding exists right now to benefit your community, but your voice and initiative is required to make sure it actually addresses your community's priorities. The People's Justice40+ Community Benefit Playbook has been developed with these reasons in mind–to help you develop your own Community Benefit Plan.

The People's JUSTICE40+
Community Benefit Playbook





Show Me the Money: Guide to Federal Spending Bills





Show Me the Money: Guide to Federal Spending Bills

The Biden-Harris Administration has an aggressive agenda to rebuild America. Several executive orders and legislative wins have advanced complementary efforts to address climate change; create good-paying, preferably union, jobs; and to ensure that low-income rural, Black, Indigenous, and people of color (BIPOC), fenceline, and frontline communities are full participants and beneficiaries of federal investments. Their agenda is forward-thinking in its recognition of the intersection where the environment, the economy, and equity meet.

The current dollars on the street, the funds approved but not yet appropriated, and the funds still going through the legislative process make for a very dynamic, and perhaps confusing, environment. It's a full-time job keeping up with executive, congressional, and federal agency actions, much less state and local actions. This is government "sausage-making" at its most hectic.

To develop a Community Benefit Plan that ensures 40% (and more) of funding goes to communities in need, you need to know where to find the money and how it can be used. Many state and local governments still have funding available from the American Rescue Plan Act (ARPA) to combat the impacts of the COVID-19 pandemic. However, this Playbook focuses primarily on the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA)–the first two pieces of legislation directly accountable for planning, documenting, and achieving the Administration's Justice40 goals. With the passing of IIJA, more funding is available to address our aging infrastructure and implement education and workforce development opportunities. Further, the IRA established programs to advance climate resilience and address the environmental harms burdening underserved communities.

This section is a primer for understanding the different federal spending bills with programs and funding opportunities available to address community priorities. Specifically, this section provides an overview of how much funding is available, how the funding will flow from the federal agencies, and how the funding can be used. But first, let's go over how the game is played.

HOW THE FEDERAL GAME IS PLAYED

Federal funds become available in standard ways. The key channels are:

Federal Projects: Each federal agency has a budget to implement programs and projects established through legislation and executive action. The agencies will directly fund programs and projects, such as improving the energy efficiency of federal buildings, and will also establish program and project rules and guidance, such as local hiring and contracting standards. Each agency is developing its own strategies to align its programs and projects with the Administration's Justice40 priorities.

Federal Formula Grants to States and Local Governments: Formula grant funding is automatically allocated to qualifying, eligible governments that apply for specific formula grant programs. They receive funding based on a funding formula that may include factors such as population, poverty levels, annual financial assistance allocations, and census data. Funding formulas will vary based on the federal program. If you want to know how much formula funding your state will be receiving for a specific program, you can typically find this information listed in the program guidance.

Federal Competitive Grants to Eligible Entities: Competitive grant funding is distributed to qualifying, eligible entities (such as state, local, and Tribal governments or third party entities like nonprofit organizations, institutions of higher education, and community based organizations) through a competitive application process. Criteria for application requirements, eligible entities, and eligible uses of funding can be found in the competitive grant program guidance.



COMMUNITY ACTION

This Playbook focuses on ways to influence and access the formula and competitive grant dollars that will come to state and local governments.

- Determine how much formula funding your state or local government has or will receive from the Infrastructure Investment and Jobs Act and the Inflation Reduction Act. This funding requires community input and needs community oversight. The White House has provided funding allocation estimates for each state for the Infrastructure Investment and Jobs Act and the Inflation Reduction Act. Use these fact sheets to get a sense of how much formula funding your state will be receiving and how they can use the funding.

- Keep up with the competitive grants that will be available from the federal agencies. Much like formula funding, many of the competitive grant opportunities also have community engagement requirements. Identify competitive grant programs that can address your community needs and work with your state, local, and Tribal government officials and community based organizations to identify how your community can access these opportunities. You can learn more about the competitive grant programs by going to grants.gov, a website that lists federal grant opportunities. The Administration also released an Infrastructure Investment and Jobs Act Guidebook and an Inflation Reduction Act Guidebook to provide more information about the federal investments in each spending bill.

- Applying for federal grants can be complicated work. If you're interested in applying for a competitive grant, reach out to your state and local government agency officials to collaborate on a competitive grant application. You can also work with capacity building organizations, like the Justice40 Accelerator, if you are interested in directly applying for a federal grant.

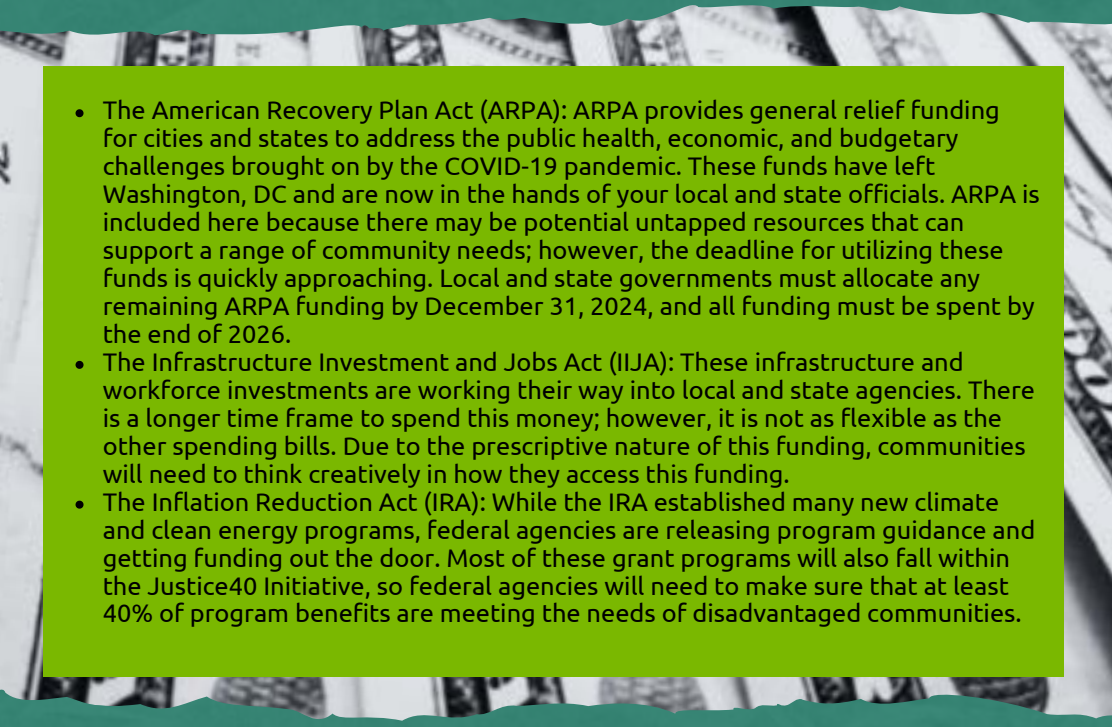
- Track how your state is spending its federal formula funding and hold them accountable to meeting community needs.

- Develop your own Community Benefit Plan and advocate for funding and resources to address your community priorities.

FEDERAL SPENDING BILLS

As a result of the pandemic, the federal government has passed several COVID relief bills. Grants, contracts, and loans have been awarded to help individuals, businesses, local governments, schools, and public health systems bounce back from the devastating blows everyone experienced from the COVID-19 pandemic. Congress has also passed the Infrastructure Investment and Jobs Act and the Inflation Reduction Act to provide additional federal climate, infrastructure, and workforce development investments.

This section highlights the current Biden Administration spending bills.



- The American Recovery Plan Act (ARPA): ARPA provides general relief funding for cities and states to address the public health, economic, and budgetary challenges brought on by the COVID-19 pandemic. These funds have left Washington, DC and are now in the hands of your local and state officials. ARPA is included here because there may be potential untapped resources that can support a range of community needs; however, the deadline for utilizing these funds is quickly approaching. Local and state governments must allocate any remaining ARPA funding by December 31, 2024, and all funding must be spent by the end of 2026.
- The Infrastructure Investment and Jobs Act (IIJA): These infrastructure and workforce investments are working their way into local and state agencies. There is a longer time frame to spend this money; however, it is not as flexible as the other spending bills. Due to the prescriptive nature of this funding, communities will need to think creatively in how they access this funding.
- The Inflation Reduction Act (IRA): While the IRA established many new climate and clean energy programs, federal agencies are releasing program guidance and getting funding out the door. Most of these grant programs will also fall within the Justice40 Initiative, so federal agencies will need to make sure that at least 40% of program benefits are meeting the needs of disadvantaged communities.

The key message here is that your state and local government agencies are receiving additional funding that can support your community needs. Local and state government agencies can piece together a variety of revenue streams–including their own state and local resources–to fund your Community Benefit Plan. By organizing a community-wide community benefit planning process, you can help your local government officials focus their spending by naming your community priorities and identifying ways they can help fund your community needs.

The sections that follow provide more details on each of the federal spending bills identified above, including how much funding is available, how the funding can be used, and how communities can engage in the federal funding process.

AMERICAN RESCUE PLAN ACT (ARPA)

How Much: $350 billion was distributed to state and local governments under the COVID State and Local Fiscal Recovery Funds (SLFR) Program.

When: ARPA was enacted on March 11, 2021. This funding must be obligated by December 31, 2024 and spent by December 31, 2026. You can check the National Conference of State Legislatures' ARPA State Fiscal Recovery Fund Allocations Database to track how your state is spending its ARPA allocation.

What: Of the SLFR program funding, state governments received $195.3 billion; cities, towns, and villages received $65 billion; and $45.57 billion was committed to 142 metropolitan cities.

Purpose: The SLRF Program was designed to aid public health and economic recovery from the COVID-19 pandemic. Per guidance by the Department of Treasury, SLRF funding recipients can use the funding to:

- replace lost public sector revenue;
- respond to the public health and economic impacts of the COVID-19 pandemic;
- provide premium pay for essential workers;
- provide emergency relief from natural disasters; and
- support water, sewer, broadband, and transportation infrastructure.

COMMUNITY ACTION



- Track how much ARPA money is flowing into your community and how it is being used. Treasury requires regular reporting of SLFR recipients (local ARPA funds) on the use of funds, to encourage transparency and equity. This reporting is available to the public. The National Conference of State Legislatures also created the ARPA State Fiscal Recovery Fund Allocations Database which documents how states are implementing their SLRF dollars.

- State and local governments have until the end of 2024 to figure out how they will allocate their remaining ARPA money. While this deadline is quickly approaching, there's still time to meet with your local and state officials about your Community Benefit Plan; however, you should do this as soon as possible. If you don't advocate for this funding, who will?

- Many state and local governments are aggressively allocating funding for climate-related projects. Look out for funding opportunities to address your community climate justice needs.



INFRASTRUCTURE INVESTMENT AND JOBS ACT (IIJA)

How much: $1.9 trillion over 10 years.

When: IIJA was enacted on November 15, 2021 and the allocated funding is currently being distributed. If IIJA allocated funding to existing programs, that funding will flow through its current channels. However, if IIJA allocated funding to a new program, federal agencies will need to develop program guidance prior to releasing notices of funding opportunities.

What: IIJA, also known as the Bipartisan Infrastructure Law, allocates funding for traditional infrastructure projects, like highways, roads, and bridges. However, IIJA also allocates funding for workforce development, climate resilience, and community water infrastructure projects. It will take some navigating, but there are ways to align IIJA programs and funding opportunities with your community needs.

IIJA funding includes both formula and competitive grants. These grant opportunities are typically large, multi-billion, multi-year projects that can require state or local governments to provide matching funding and may use public private partnership (P3) funding structures. The formula grants will flow from federal agencies to state agencies, and from state agencies to local governments through a variety of mechanisms. Eligibility for competitive grants will vary depending on the federal agency and the federal program. While some funding is available for non-profit organizations, eligible applicants tend to be state, local, and/or Tribal governments, universities, metropolitan planning organizations, utilities, and industry.

IIJA allocated funding to the following agencies:

- **Department of Agriculture (USDA**): USDA received funding to support rural broadband, ecosystem restoration, and wildland management.
- **Department of Commerce (DOC):** DOC received funding to support broadband equity, access, and deployment; digital literacy; ecosystem and habitat restoration; and community resilience.
- **Department of Energy (DOE):** DOE received funding to support weatherization and energy efficiency, grid modernization, carbon capture, battery storage and recycling, and green technologies; however, communities should be mindful that some of this funding incentivizes false solutions.
- **Department of Interior (DOI):** DOI received funding to support water infrastructure, water and energy efficiency, watershed management, wildfire management, and ecosystem restoration.
- **Department of Transportation (DOT):** DOT received funding to support surface transportation, electric vehicles, railways, and airports.
- **Environmental Protection Agency (EPA):** The EPA received funding to support drinking water and clean water infrastructure, brownfield remediation, and zero emissions school buses.
- **Federal Communications Commission (FCC):** The FCC received funding to support digital equity.

Purpose: Unlike the previous COVID spending bills, this bill is seen as a job creation and infrastructure investment bill. It is designed to fix the country's deteriorating and obsolete infrastructure and to fortify existing natural and physical structures to build climate resilience. IIJA has limited direct benefits for low-income communities and communities of color given the emphasis on large infrastructure projects. There are, however, discretionary funds and small pots of money that provide flexibility to support community-defined projects. Thus, it is imperative to find the low-hanging fruit (easily accessible funding), while also harnessing the big dollars for community needs.

ADDITIONAL RESOURCES:

- **IIJA Guidebook:** This guidebook provides an overview of all of the programs established and funded in IIJA.
- **IIJA Website**: This site provides an overview of some of the major infrastructure projects funded through IIJA.

COMMUNITY ACTION

It will take an organized effort of multi-stakeholder coalitions to mine and harness the IIJA funds for community needs. The major opportunities include:

- **Economic Inclusion:** The biggest and most direct community play here is to ensure that all infrastructure projects provide funding for training, jobs, and business opportunities for community residents and businesses. While there are some grant funds for training, most of the opportunities will result from negotiating community workforce agreements with project builders and owners and labor. (See the Economic Justice Playbook for more details).

- **Energy Efficiency and Clean Energy:** Several DOE programs can provide benefits to low-income communities, including the Weatherization Assistance Program, the Energy Auditor Training Program, and the Building Training and Assessment Centers Program. States also have several pots of discretionary funding that can be used to address community needs (such as the Energy Efficiency and Conservation Block Grants). However, most funding requires muscling your priorities into the agenda of eligible (non-community) funding recipients. Utilities, for example, will get $5 billion to modernize their grid in order to minimize disruptions due to climate change. You will have to advocate that their plan includes and prioritizes distributive energy infrastructure, such as community solar, that can build community resilience and create community wealth building opportunities. (See the Energy Justice Playbook for more details).

- **Water:** Investments are designed to improve safe drinking water, ecosystem and watershed management, wildfire management, and clean water infrastructure. Each of these programs need to prioritize the environmental harms plaguing low-income and climate-vulnerable communities. States will have revolving loan and grant funds that can be used to support your community needs, but this only happens with a strong Community Benefit Plan and advocacy effort. (See the Water Justice Playbook for more details).

- **Brownfields and Superfund Sites:** Competitive grant funding is available for superfund site clean up and brownfield remediation and revitalization. A collaborative effort with your local government officials will increase your chance of winning these grant funds. (See the Environmental and Climate Justice Playbook for more details).

- **Broadband:** The State Digital Equity Planning and Capacity Program is designed to promote digital inclusion and equity, especially among vulnerable communities, such as low income, aging, individuals who are incarcerated, and individuals with disabilities.

- **Transportation:** Reducing port emissions, implementing pedestrian and bike trails, and building electric vehicle infrastructure all offer opportunities to improve local air quality and transportation infrastructure for your community. (See the Transportation Justice Playbook for more details).

INFLATION REDUCTION ACT (IRA)

How much: $369B in climate and clean energy investments over 10 years.

When: The IRA was signed by President Biden on August 16, 2022. While this bill established many new programs, federal agencies have established program guidance and are distributing funding. You can utilize agency websites to identify programs that address your community priorities and sign up for notifications to stay up to date on program implementation information.

What: The IRA makes substantial investments in climate and clean energy. Most of these investments will be made through federal projects, formula grants, and competitive grants, but the IRA also makes federal investments through tax credits, rebates, loans, and cooperative agreements.

- **Tax credits:** The IRA tax credits will either be refundable or nonrefundable. This means the credits will either increase the amount of your federal tax return (refundable) or reduce the amount of money you owe on your federal taxes (nonrefundable).
- **Rebates:** These rebates will require you to pay for any goods or services up front; however, they will provide reimbursement funding once the purchase or service is complete.
- **Loans:** Federal loans will provide federal funding that will need to be repaid; however, some federal programs allow for loan forgiveness if certain conditions are met.
- **Cooperative agreements:** This type of funding will still be provided in the form of a grant; however, the federal agency implementing the program will work closely with the grant recipient to implement the funded project. This type of oversight could include monitoring project implementation and ensuring the project complies with any federal requirements. It is important to note that the grant recipient will still retain control over the project.

In addition to climate and clean energy investments, the IRA also provides additional health benefits by allowing Medicare to negotiate drug prices and caps out of pocket costs at $2000. Further, the IRA lowers Affordable Care Act health care premiums.

INFLATION REDUCTION ACT (IRA)

Purpose: Most of the federal climate and clean energy investments made within the IRA fall within the jurisdiction of the following agencies:

- **Internal Revenue Service (IRS):** The IRA extends, modifies, and establishes several tax credits housed within our tax code. The IRA tax provisions provide tax credits for purchasing new or used electric vehicles and for making energy efficiency or electrification upgrades to homes. The tax provisions also include additional tax incentives for energy facilities or manufacturers to implement prevailing wage or ensure a certain percentage of work hours for qualified apprentices. However, communities should be mindful that even though some of these tax provisions provide incentives for economic inclusion opportunities, these provisions also incentivize false solutions, such as carbon capture and sequestration and hydrogen projects that utilize fossil fuels.
- **Environmental Protection Agency (EPA):** The IRA makes substantial environmental and climate justice investments. These investments include direct funding for community-led projects that reduce air pollution, create workforce development opportunities, and facilitate community engagement in government processes that develop climate and environmental policy. The IRA also establishes the Greenhouse Gas Reduction Fund to finance greenhouse gas reduction projects– of this funding, $15B must be invested in low income and disadvantaged communities. In addition to air pollution and greenhouse gas reduction, the IRA also provides funding for air monitoring, especially in low income and fenceline communities, and provides funding to state and local air control boards to develop and implement climate pollution reduction plans.
- **Department of Energy (DOE):** The IRA provides funding for states to establish two new energy programs that provide rebates to homeowners and residential building owners who make energy efficiency and electrification upgrades to their homes and residential buildings. Both of these programs require states to set aside a certain percentage of funding for rebates that will benefit low income communities.
- **Department of Transportation (DOT):** The IRA extends the Reconnecting Communities Pilot Program (established in IIJA) by creating the Neighborhood Equity and Access Grant Program. This additional programming provides funding to improve the walkability and safety of communities and the affordability of transportation access. This program also provides funding to mitigate or remedy the negative environmental and health impacts caused by transportation infrastructure. The IRA also provides funding and rebates for state and local governments to replace their existing heavy duty vehicles with those that are clean and zero emission.

ADDITIONAL RESOURCES:

- **IRA Guidebook:** This guidebook provides an overview of all of the programs established and funded in IRA.

COMMUNITY ACTION

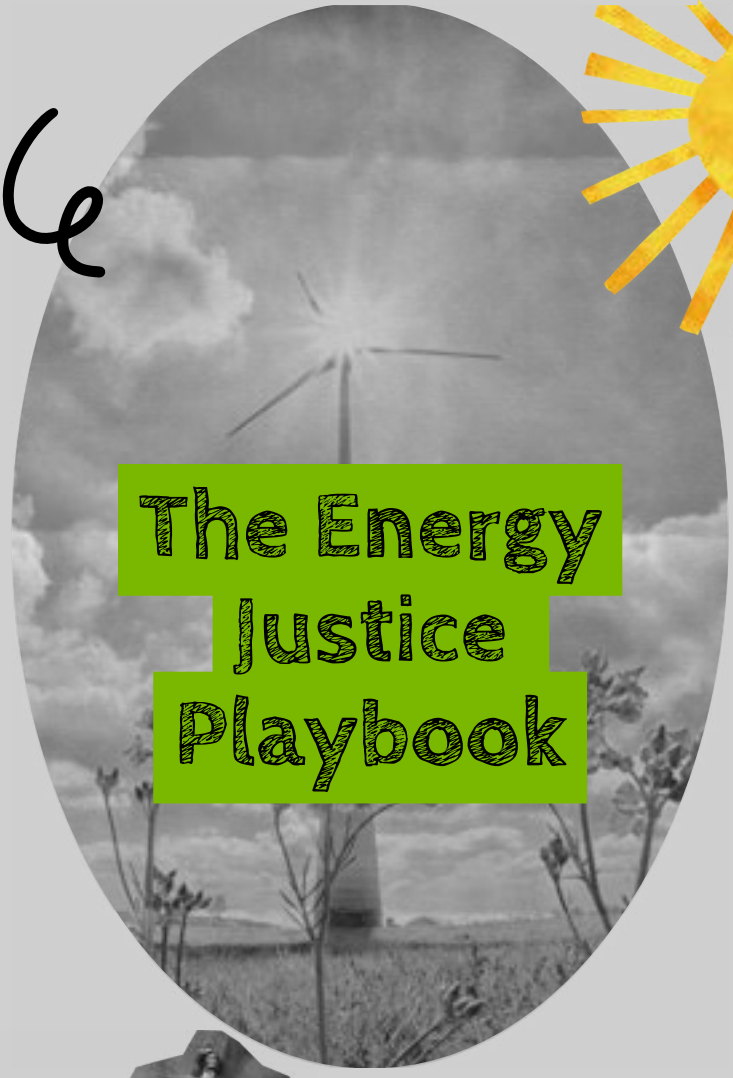


- **Engage your state and local government officials.** Most of the IRA funding will flow through state and local government agencies before it makes its way into communities. Identify your primary community concerns and engage these officials to collaborate on funding opportunities that will meet your community needs. Many of the funding opportunities in IRA include community engagement requirements for formula grant and competitive grant programs. Leverage these community engagement requirements to ensure your community is benefiting from these investment opportunities.

- **Prepare your community projects for implementation.** By establishing the Environmental and Climate Justice Block Grant Program (also known as the Community Change Grants), the IRA is investing $3B into community-led and community-driven projects to reduce air pollution, create workforce development opportunities, and facilitate community engagement in government processes. Community based organizations are directly eligible for this funding. Work with your community and local community based organizations to develop projects that will address your community needs. Applications for this funding will be accepted on a rolling basis until November 2024, so you'll need to act on this opportunity now.

- **Engage in project implementation in your community.** Given the community engagement requirements in formula grant and competitive grant opportunities, communities will need to keep track of the projects being implemented in their area to ensure their community voice is represented and heard during the implementation process. Use USAspending.gov to track what grant projects are being implemented in your community. Through this site, you can identify what projects are being implemented in your community, as well as additional information about the project. This information includes the federal program and agency that awarded the grant, the grant recipient and how much funding the recipient received, and a description of the project being implemented using the grant funding. You can also use this site to track how much funding your state and local government agencies are receiving as well.

The People's JUSTICE40+
Community Benefit Playbook



The Energy Justice Playbook



THE ENERGY JUSTICE PLAYBOOK



The Playbook: The Energy Justice Playbook is a community guide to deepening community knowledge of energy injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building a Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found here.

The Goal: This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.

THE PROBLEM

If you live in a low income, rural, Black, Indigenous, and people of color (BIPOC), frontline, and/or fenceline community (communities and neighborhoods that border industrial sites), then you should consider including energy justice in your Community Benefit Plan. Below are the reasons why.

You and/or your community are:

- More likely to live in close proximity to land uses with high levels of air pollution, such as freeways[1], hazardous waste facilities[2], chemical plants[3], and oil and gas facilities and refineries[4].
- At greater risk of higher rates of morbidity (disease) and mortality (death) from cancers[5], respiratory diseases[6], and heat related health impacts[7] from environmental hazards.
- More likely to experience a disproportionately high energy burden. Your energy burden consists of the percentage of household income you use to pay your energy bills[8]. A high energy burden means you're using more than 6% of your household income to cover your energy costs[9]. The more you spend on your energy bills, the more difficult it is to meet your other household expenses.
- More likely to live in a community experiencing the "urban heat island effect"–an increase in air temperature due to the built environment absorbing heat and causing the surface temperatures to rise. This results in your neighborhood experiencing hotter days, which are exacerbated by increasing extreme heat events from climate change, without the benefit of tree canopies, air conditioning, or cooling centers[10].
- The last to benefit from the emerging clean energy economy. Energy efficiency and renewable energy technologies remain out of reach for disadvantaged communities for a variety of reasons, such as cost and policies, that do not encourage investments in low-income buildings and communities[11].
- The last to recover from grid failure (including blackouts and brownouts) prompted by extreme weather events, which are occurring more frequently[12].

SOLUTIONS

Consider these strategies in your Energy Justice Community Benefit Plan:

Human Rights Declaration: Advocate for clean energy as a human right and ensure states and localities prioritize the needs of energy burdened and climate vulnerable communities.

Affordability: Reduce energy burden for families in your community by advocating for state and local policies that subsidize utility bills in excess of 6% of household income or provide the full cost of home energy efficiency and electrification services for low income families. Home energy efficiency and electrification services should include any necessary home repairs required to complete the energy efficiency and electrification upgrades.

Accessibility:

- Demand access to renewable energy technologies for low-income families and net metering policies that compensate customers for the surplus power generated by their rooftop solar.
- Require distributed energy systems–such as community solar, microgrids, and rooftop solar–as part of any grid modernization plans for your community. Distributed energy systems build resilience in critical facilities and energy dependent communities, as well as provide potential wealth generation opportunities.
- Fund community resilience hubs and cooling centers to provide residents with access to energy during blackouts and brownouts, heat waves, and other extreme weather conditions.

Democracy: Demand procedural equity–authentic community representation and engagement–in regulatory proceedings where decisions are being made on energy sources, policies, pricing, and investments. Major transformation is underway in the utility sector. The decisions that are being made now about our energy and climate future will impact us for the next century. The issues being discussed include where energy is sourced (fossil fuels or renewables), energy costs, the type and location of the energy infrastructure (centralized or distributed), and labor and community standards. Your state's public service or utility commission debates these issues in intense, frequent, and complicated meetings. Their decisions will affect your community, so your community's voice needs to be heard. To be adequately represented in these proceedings, your coalition needs attorneys accountable to community, energy specialists, and residents ready to speak. Advocate for consistent state and local funding to facilitate this type of ongoing community participation and engagement in these important government processes.

Labor & Community Standards: Insist on training, workforce, and business opportunities for low-income and other targeted populations on clean energy projects. (See the Economic Justice Playbook for additional labor and workforce strategies).

WHERE TO START

Start with your community's energy needs–not with federal funding opportunities–and tailor your Community Benefit Plan to prioritize energy justice. You can begin with an assessment of your local energy environment. Identify communities and stakeholders most impacted by your local energy system, as well as those most interested in energy justice and building a clean energy future.

As you begin to develop your Energy Justice Community Benefit Plan, consider the following:

- **What is your Energy Sector Landscape?** If you have a good understanding of your community's energy needs but are looking for next steps, getting familiar with the energy sector landscape can help you identify the framework for how the energy game is being played within your community. In this process be sure to identify your type of utility–utilities can be investor-owned, cooperatively-owned, or publicly-owned. Knowing your type of utility will also help you identify who's generating, transmitting, and distributing energy to your community. In addition to knowing your utilities, you'll want to get to know your Public Utilities Commission (PUC)– this is the government body that regulates the gas and electric utilities within your community. It will be important to understand how your PUC is structured (such as who sits on the PUC, how many people sit on the PUC, and whether they're elected or appointed) and how your PUC operates (such as when do they meet, how often do they meet, do they accept complaints, and when do they take public comments). Once you've gotten to know your PUC, you'll want to familiarize yourself with who has the power to influence PUC decisions and other energy related policies. This will most likely be your utility providers and other government officials (such as your governor, state representatives, or local city council), but this could also include advocacy groups, community-based organizations, national nonprofit organizations, and community members. Understanding this framework for how the energy game is played in your community will also help you assess what is working and what is not working for your community.

- **Are Utilities Still Using and Promoting Fossil Fuels?** When you familiarize yourself with who generates, transmits, and distributes energy to your community, find out how they resource your energy. If our energy suppliers (those who generate the energy that is than transmitted and distributed to our homes by our utility providers) are generating electric energy using fossil fuels, this will not only prolong our dependence on the fossil fuel industry, but will also contribute to further greenhouse gas emissions and other air pollutants that create health disparities in our communities and exacerbate the climate crisis.



WHERE TO START (CONT.)

This is why it's important to know where your energy suppliers and utility providers are resourcing your energy. Most state PUCs require utilities to complete Integrated Resource Plans or Integrated Resource Planning (IRP)[13]. These IRPs often identify where our utility providers resource our energy. You can use these IRPs, or check out your state PUC website, to identify whether fossil fuels are used to generate your energy.

- **What, If Any, Renewable Energy Policies Exist?** To encourage the transition away from fossil fuels, local, state and federal agencies (supported by legislation passed by Congress or State General Assemblies) are developing policies that create the necessary structure (such as net metering, virtual net metering, and community solar initiatives) and incentives to switch to renewable energy resources. Some of the available incentives may include tax credits, rebates, or direct assistance to install distributed energy infrastructure for renewable energy sources, like solar energy, in our homes and communities. For this reason, getting familiar with your local and state renewable energy policies may help contribute to meeting your community energy needs.

- **Is Your Community Able to Access Energy Efficiency and Renewable Energy Services and Incentives?** Local, state, and federal agencies are implementing energy efficiency programs to reduce carbon emissions from residential and commercial buildings and homes, as well as expanding access to renewable energy opportunities like community and residential solar.

Some of the programs (like those established within the Infrastructure Investment and Jobs Act and the Inflation Reduction Act) target disadvantaged communities for rebates and direct assistance to perform energy efficiency improvements to their homes and provide grant funding that support residential and community solar investments. See the Energy Justice Federal funding Table to find more information about federal energy efficiency and renewable energy initiatives and reach out to your state energy office to learn about any energy efficiency programs available to your community.

Once you've identified your community energy needs and goals, work with relevant stakeholders (see the Who Can Help section below) to seek state and federal funding opportunities to meet the needs of your community.

When reviewing federal funding opportunities, they may not explicitly address all of your community energy concerns so you may need to think creatively about how you can pick and mix among the different energy related federal investments to address the varying community needs and projects that will alleviate energy injustices within your community. Check out the Energy Justice Federal Funding Table below to find potential federal investment opportunities within the Infrastructure Investment and Jobs Act and the Inflation Reduction Act.

You can also review the Resource section to help jump-start your planning.

Tools to Identify, Connect, and Operationalize the Data around Energy Infrastructure

Energy Democracy Scorecard–Emerald Cities, along with frontline, community-based, and intermediary partners, have developed the Energy Democracy Scorecard–an assessment tool designed to enable community-driven analysis to define and capture the current reality of energy infrastructure, help identify barriers, and name the changes and benefits communities want to realize. The Scorecard can help you assess where your energy system falls on a scale that ranges from extremely extractive to democratic. This assessment tool provides questions and framing around the intersection of equity, environment, and economy to drive home the need for an intersectional and holistic Community Benefit Plan or an Energy Justice Community Benefit Plan.

Climate and Economic Justice Screening Tool–The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

Using CEJST, federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of energy burden if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for energy cost OR PM2.5 in the air
- AND is at or above the 65th percentile for low income.

Energy cost: The average household annual energy cost in dollars divided by the average household income.

PM2.5 in the air: Fine inhalable particles with 2.5 or smaller micrometer diameters. The percentile is the weight of the particles per cubic meter.

Low Income: Percent of a census tract's population in households where household income is at or below 200% of the Federal poverty level, not including students enrolled in higher education.

You can use CEJST to see if your community will be targeted for Justice40 investments.

GENERAL FEDERAL FUNDING GUIDANCE

Grid modernization, clean energy research and development, and building decarbonization are the big winners in the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA). This funding is largely allocated for specific programs; however, many of the programs fall within the Justice40 Initiative.

The Justice40 Initiative created a goal for federal agencies to ensure that at least 40% of the overall benefits of certain federal investments benefit disadvantaged communities. To clarify which federal investments must benefit disadvantaged communities, the Administration defined a Justice40 Program as one that makes federal investments in one or more of the following categories: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure. Because of the IIJA and IRA investments in clean energy and energy efficiency, and the associated investments in workforce development, federal agencies will need to ensure disadvantaged communities are benefiting from IIJA and IRA implementation.

Distributed Energy Resource Opportunities–Both IIJA and IRA offer opportunities for solar development and microgrid installation; however, most of the IIJA funding supporting distributed energy infrastructure is limited to demonstration grants and grid modernization grants for states, utilities, and the clean energy sector. While communities are not directly eligible for this funding, you can still engage your State Energy Officials and your state Public Utilities Commission to advocate that your community is targeted for these investment benefits. However, some of these clean energy investments may include funding false solutions, so it's important to be mindful of potential long term environmental impacts when advocating for these community investments.

Economic Inclusion Opportunities within Energy Funding–IIJA and IRA also include contractor and workforce development opportunities to support energy upgrades for commercial and residential buildings. Both spending bills include a number of smaller, competitive grant programs that establish workforce and contractor training programs. Workforce development requirements are also incorporated into some of the building decarbonization programs. Communities can use these IIJA and IRA program opportunities to address the energy and economic needs of the community. Check out the Energy Justice Federal Funding Table for more information, as well as the Economic Justice Playbook.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

Programs that Target Low Income and Disadvantaged Communities– Several programs within IIJA and IRA are designed to target program benefits to low-income and disadvantaged communities. These programs include:

- **The Weatherization Assistance Program** directs funding to long-standing nonprofit weatherization service providers to help low income households reduce their energy costs, while improving their health and safety, by performing weatherization improvements and upgrades to their homes. By contacting your state weatherization administrator you can get more information on the weatherization providers in your community. Work with your weatherization providers to maximize community weatherization priorities, including job training opportunities.

- **The Greenhouse Gas Reduction Fund**
  - **Solar For All** is designed to help low income and disadvantaged communities access affordable, resilient, and clean solar energy. State, local, and Tribal governments, as well as nonprofit organizations, are eligible for this funding to implement this program. Connect with your local government officials and local solar organizations to get more information about how Solar For All will show up in your community.
  - **National Clean Investment Fund** provides accessible and affordable financing for clean technology projects, such as zero emissions building development. At least 40% of these funds must be used to provide financial assistance to low income and disadvantaged communities. Engage your local financing institutions (such as credit unions, green banks, and community development financial institutions) to see how this program could benefit your community.
  - **Clean Communities Investment Accelerator** provides funding and technical assistance to local community lenders (such as credit unions, green banks, and community development financial institutions) to build their capacity to finance clean technology projects in low income and disadvantaged communities. While this funding is technically going to local financing institutions, 100% of the funding must be used to support low income and disadvantaged communities. Work with your local financing institutions to see how your community could benefit from this program.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- **The Environmental and Climate Justice Community Change Grants Program** is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to support home energy efficiency upgrades that reduce energy burden and increase the health and safety of homes. Work with your local community-based organizations to see how this program can benefit your community.

- **The Home Efficiency Rebates Program and the Home Electrification and Appliance Rebates Program** provides formula funding to states and Tribal governments to establish home energy rebates programs based on whole home energy savings and energy efficiency upgrades. Both rebate programs are required to reserve a certain percentage of rebate funding for low income households, who will also be eligible for increased rebate amounts that could cover up to 100% of the project costs. Contact your State Energy Office to learn more about your state's home energy rebates programs.

- **The Environmental Justice Thriving Communities Grantmaking Program** selected 11 national and regional grantmakers to provide subgrants to community-based nonprofit organizations and other eligible entities (U.S. Territories, and Tribal and local governments) for assessment, planning, and project development activities. The Environmental Protection Agency anticipates applications will be available in Summer 2024. Until then, you can learn more about the program and your national or regional grantmaker here.

Programs that Require Government Partnership to Meet Community Needs–The remaining formula and competitive grants require strong advocacy to direct them toward community needs. State and local governments have a good deal of discretionary money–revolving loan funds, block grants, unspent American Rescue Plan Act funds–for creative programming. The IIJA and IRA programs that are the most accessible, flexible, and primed for Justice40 campaigns are:

- Energy Efficiency and Conservation Block Grants
- State Energy Program
- Energy Efficiency Revolving Loan Fund Capitalization Grant Program
- Climate Pollution Reduction Grants

You can find more information about these programs and potential community strategies to access these programs in the Energy Justice Federal Funding Table below.

ENERGY JUSTICE FEDERAL FUNDING TABLE

The Energy Justice Federal Funding Table identifies energy justice goals and related federal programs that may be able to help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits.



ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Distributed Energy Infrastructure to Build Grid Resiliency	Infrastructure Investment and Jobs Act (IIJA)	**$2.3B:** Grid Resilience State/ Tribal Formula Grant Program	**$2.5B:** Grid Resilience Utility and Industry Grants		This funding is available to States, Territories, Federally Recognized Tribes, and electric grid and storage operators and can be used to support distributed energy resources. Engage these entities to advocate for funding community distributed energy infrastructure projects, such as community microgrids.	State Energy Offices and Organizations, Territory Energy Offices, Tribal Energy Offices, and Community Solar organizations.
				$1B: Energy Improvement in Rural and Remote Areas	These cooperative agreement opportunities are available to institutions of higher education, community-based organizations, for profit organizations, state and local government entities, and Tribes. Engage these entities to advocate for community microgrid projects in your rural community.	Institutions of Higher Education, Community Solar Organizations, State Energy Offices and Organizations, Tribal Energy Offices, and Local Public Utility Commission.
	Inflation Reduction Act (IRA)		**$7B:** Greenhouse Gas Reduction Fund Solar For All		This funding is available to states and territories, Tribal governments, municipalities, and nonprofit organizations to expand residential solar opportunities in low income communities. Engage these entities to see if there are residential solar opportunities available for your community.	State Energy Offices and Organizations, Municipal Energy Officials, Community Solar Nonprofit Organizations and Community-Based Nonprofit Organizations, and Tribal Government Energy Officials.
			$14B: Greenhouse Gas Reduction Fund National Clean Investment Fund		This funding is to national nonprofit clean financing institutions to provide accessible and affordable financing for clean technology projects, including distributed energy generation and storage. Engage your local community development financial institution (CDFI), credit union, and/or greenbank to learn more about the clean technology projects and financing options available to your community.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Distributed Energy Infrastructure to Build Grid Resiliency	**Inflation Reduction Act (IRA)**		**$2.8B: Environmental and Climate Justice Community Change Grants**		This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund mircogrid installation for community energy resilience. Engage these entities to see if there are projects being developed in your community.	Community-Based Organizations, Local Government Officials, Institutions of Higher Education, and Tribal Leaders.
				Residential Clean Energy Tax Credit	Tax credits are available to individual taxpayers for up to 30% of the cost of equipment for residential clean energy equipment purchases, such as solar energy panels and solar water heaters.	Nonprofit Organizations and Community-Based Organizations that assist with tax preparation and Community Solar Nonprofit Organizations.
Building Decarbonization and Air Pollution Reduction	**Infrastructure Investment and Jobs Act (IIJA)**	**$3.5B: Weatherization Assistance Program**			This funding program helps low income households increase the health and safety of ther homes ,while lowering their energy burden, by implementing energy efficiency upgrades to their homes. Engage your State Weatherization Administrator to see if you or your community members are eligible for assistance.	**State Weatherization Administrator**
		$550M: Energy Efficiency and Conservation Block Grant Program			These formula and competitive grants will be available to state and local governments and Tribes for energy efficiency projects, such as building energy audits, incentivizing energy efficiency improvements, and performing energy efficiency retrofits. Engage these entities to determine whether projects exist to benefit your community.	**State Energy Offices and Organizations**, Local Government Officials, Tribal Entities, and Nonprofit Organizations and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Building Decarbonization and Air Pollution Reduction	Infrastructure Investment and Jobs Act (IIJA)		**$500M:** Renew America's Schools		A collaboration of local education agencies, schools, nonprofits, for-profits, and community partners are eligible for this funding to make energy efficiency and renewable energy upgrades to schools. Engage these entities to participate in planning and developing energy efficiency projects to improve the health of schools within your community.	Local School Board, School District Administrators, Teachers Unions, Nonprofit Organizations and Community-Based Organizations focused on K-12 advocacy, and Parent and/or Student-led Orgnizations.
		$500M: State Energy Program			This funding is for states to support programs that reduce cabron emissions in all sectors of the economy. Engage your state energy officials to see what programs are available to benefit your community.	State Energy Offices and Organizations, and Nonprofits and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits.
		$250M: Energy Efficiency Revolving Loan Fund Capitalization Grant Program			This Funding is for states to provide loans and grants for energy efficiency audits, upgrades, and retrofits for residential and commercial properties. Engage your state energy officials for more information on how your community can access these opportunities.	State Energy Offices and Organizations, and Nonprofit Organizations and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits.
	Inflation Reduction Act (IRA)			**$2.8B:** Environmental and Climate Justice Community Change Grants	This funding opportunity is available to community-based nonprofit organizations and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations to fund community-led projects that reduce air pollution, including projects that perform energy efficiency retrofits for homes and residential buildings. Engage these entities to see what projects are available to benefit your community.	Local Community-Based Organizations, Local Government Officials, Local Insitutions of Higher Education, and Tribal Officials.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Building Decarbonization and Air Pollution Reduction	Inflation Reduction Act (IRA)		**$14B:** Greenhouse Gas Reduction Fund National Clean Investment Fund		This funding is for national nonprofit clean financing institutions to provide accessible and affordable financing for clean technology projects, including net-zero emissions builidng projects. Engage your local community development financial institution (CDFI), credit union, and/or greenbank to learn more about the clean technology projects and financing options available to your community.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.
			$6B: Greenhouse Gas Reduction Fund Clean Communities Investment Accelerator		This program provides funding and technical assistance to local community lenders (such as credit unions, green banks, and community development financial institutions) to build their capacity to finance clean technology projects in low income and disadvantaged communities. Engage your local community lenders to determine how your community can benefit from this program.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.
		$250M: Climate Pollution Reduction Planning Grants	**$4.6B:** Climate Pollution Reduction Implementation Grants		States, municipalities, Tribes, and territories are eligible to use this funding to develop and implement climate action plans--which can include projects that proivde building electrification and energy efficiency upgrades. Engage your local and state government officials to discuss your community air pollution concerns and identify potential air pollution reduction projects in your community.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal offices, Tribes or Tribal consortiums, and Territory Officials.
				$150M: Tribal Electrification Program	This financial and technical assistance is available to Federally Recognized Tribes to support increasing the number of homes with zero-emission electricity. Engage your Tribal energy officials to see if this opportunity is available to your Tribal community.	Tribal Leaders, Indigenous Rights Organizations, and National Tribal Organizations.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Building Decarbonization and Air Pollution Reduction	Inflation Reduction Act (IRA)			Energy Efficiency Home Improvement Tax Credit	These tax credits can be used for up to 30% of the costs (with annual limits) for energy efficiency improvements to residential homes. Improvements include windows, doors, heat pumps, insulation, and air sealing. Home Energy Audits may qualify as well.	Nonprofit Organizations and Community-Based Organizations that assist with tax preparation.
		$4.3B: Home Efficiency Rebates			This funding is available to states to provide rebates for whole home energy efficiency upgrades. Engage these entities to see if rebates are available to your community.	State Energy Offices and Organizations and Community-Based Organizations.
		$4.3B: Home Electrificati-on and Appliance Rebates			This funding is available to states and Tribes to provide rebates for high efficiency and electric home appliances. Engage these entities to see if rebates are available to your community.	State Energy Offices and Organizations and Community-Based Organizations.
			$837.5M: Green and Resilient Retrofit Program		These grants and loans are available to Housing and Urban Development assisted multi-family housing property owners to make building upgrades that reduce carbon emissions, make utility efficiency improvements, incorporate renewable energy resources, and improve climate resilience. Engage your property owner to educate and advocate for participation in this program so your community can benefit from this health building opportunity.	Affordable Housing Nonprofit, Community-Based Organizations, Tenants Associations, and Tenants Rights Organizations.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Building Decarbonization and Air Pollution Reduction	**Inflation Reduction Act (IRA)**		**$600M: Environmental Justice Thriving Communities Grantmakers Program**		This program provided funding to 11 national and regional grantmakers to provide subgrants to nonprofit organizations, community-based organizations, U.S. Territories, Tribal and Local governments, Native American groups, and other eligible enties to support assessement, planning, and project development activities. Applications for funding are anticipated in Summer 2024. Until then, engage your national or regional grantmaker and local community organizations to see how this opportunity could benefit your community.	National and Regional Grantmakers, Local Government Officials, Tribal Leaders, Community-Based Organizations, Nonprofit Organizations, Territory Government Officials, and Advocacy Groups.
Education and Workforce and Contractor Training and Development Opportunities	**Infrastructure Investment and Jobs Act (IIJA)**		**$40M: Energy Auditor Training Grant Program**		This program is available to states to train individuals to conduct energy audits or surveys of commercial and residential buildings. Engage your state energy officials to see if this training program is available to your community members.	State Energy Offices and Organizations
			$10M: Building Training and Assessment Centers Grants Program		This program provides funding to institutions of higher education and Tribal colleges or universities to educate and train students and building professionals to deploy modern building technologies. Engage these entities to see if training programs are available to your community.	Institutions of Higher Education and Tribal Colleges or Universities.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	**Infrastructure Investment and Jobs Act (IIJA)**		**$10M: Career Skills Training**		This program provides funding to nonprofit-led partnerships that create training opportunities for students to obtain industry certifications for energy efficiency building technology installations. Engage your local workforce organizations to determine if this program is available to your community.	Workforce Organizations, Labor Organizations, and Teaming Partners List (List of Organizations seeking to form a partnership to apply for program funding).
			$225M: Resilient and Efficient Code Implement-ation		States and community partners are eligible for funding to support training for builders and contractors to meet updated building energy codes. Engage your state energy officials to identify programs available to your community.	**State Energy Offices and Organizations**, Nonprofit Organizations and Community-Based Organizations, and Building Codes and Standards Developers.
				$40M: Solar Improvement Research & Development	This program provides funding (in the form of cooperative agreements) to various education and research entities to conduct research, development, demonstration, and commercialization activities to improve solar energy technology. This includes conducting education and workforce development activities. Engage your local education and research institutes or solar organizations to identify whether this opportunty is available to your community.	Institutions of Higher Education, National Laboratories, Federal and State Research Agencies, Tribal Energy Development Organizations, Tribal Leadership and Organizations, Native Hawai'an Community-Based Organizations, Nonprofit Research Organizations, Solar Industry, Research Agencies associated with a Territory, and Nonprofit Organizations and Community-Based Organizations that focus on community and residential solar development.

ENERGY JUSTICE FEDERAL FUNDING TABLE

ENERGY JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	Inflation Reduction Act (IRA)	$250M: Climate Pollution Reduction Planning Grants	$4.6B: Climate Pollution Reduction Implement-ation Grants		States, municipalities, Tribes, and territories are eligible for funding to develop and implement climate action plans that also support equitable workforce development. Engage these entities and advocate for planning and implementation that provide holistic workforce development opportunities (such as those that address childcare, transportation, and housing needs in addition to training) that support your community workforce needs.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal offices, Tribes or Tribal consortiums, and Territory offices.
			$2.8B: Environmental and Climate Justice Community Change Grants		This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund workforce development programs for occupations that reduce greenhouse gas emissions and other air pollutants. Engage these entities to see if there are workforce development programs available to your community members.	Community-Based Organizations, Local Workforce Development Boards, Labor Unions, Local Government Officials, and Institutions of Higher Education.
				$200M: State-Based Home Efficiency Contractor Training Grants	This funding is available to states to train, test, and certify residential energy efficiency and electrification contractors. Engage your state energy officials to see if this training is availlable to your community members.	State Energy Offices and Organizations

WHO CAN HELP

Several national and state coalitions are working on energy democracy and energy justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- The Energy Democracy Project
- Emerald Cities Collaborative
- The Initiative for Energy Justice
- The Just Solutions Collective
- Taproot Earth
- People's Solar Energy Fund
- Climate Justice Alliance
- Climate & Community Project
- The Greenlining Institute

Key Energy Players:

- **The Department of Energy**: Most federal clean energy investments will flow through the Department of Energy (DOE). Use this **link** to identify funding and financing opportunities within the DOE.
- **State Energy Offices and Organizations**: Every state has a state energy office and most of the federal clean energy investments will flow from the DOE to this state office. Use this **link** to find your state energy office or organization.

RELEVANT RESOURCES

- The Energy Democracy Scorecard
- Justice in 100 Scorecard
- Comprehensive Building Blocks for a Regenerative and Just 100% Policy
- Climate Justice and Energy Democracy: A Platform Vision
- Utilities 101: A guide to the basics of the electric utility industry with a focus on justice
- Gaps and Barriers to Stacking Federal, State, and Local Incentives
- Decarbonization Without Displacement
- The Blueprint for Energy Democracy
- Who Holds the Power: Demystifying and Democratizing Public Utility Commissions
- Communities Left Behind: How Local Ordinances Can Obstruct Energy Democracy and a Justice Transition

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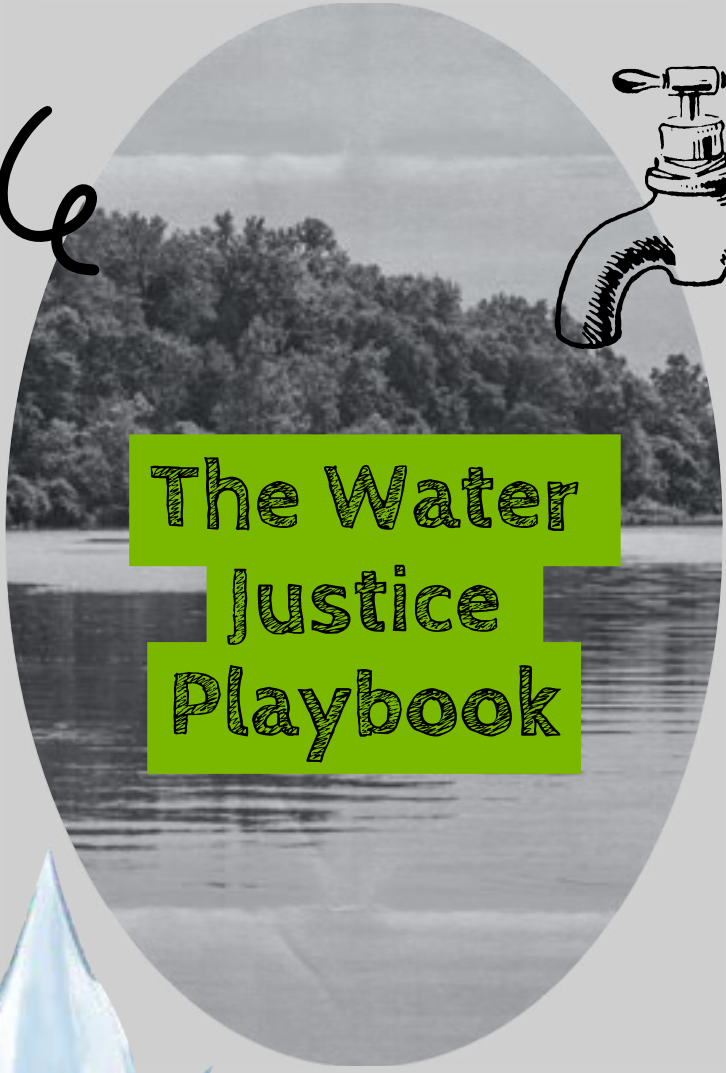
The People's JUSTICE40+
Community Benefit Playbook



The Water Justice Playbook

THE WATER JUSTICE PLAYBOOK





The Playbook: The Water Justice Playbook is a community guide to deepening community knowledge of water injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building a Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found here.

The Goal: This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.

THE PROBLEM

From Hurricane Katrina to the Flint water crisis and the Keystone XL Pipeline, water justice issues have become well known. We have heard and seen the horror stories time and time again. If you are not familiar with them, you may not be experiencing water injustice directly. Or, if certain water injustices like lead or PFAS contamination are impacting your community, it might not be readily apparent. Find more information about water injustices below:

Affordability: 1 in 10 households spend more than 4.5% of their annual household income on essential water and sewer services, with low income households paying up to 6.8%[1]. Avoiding utility shut offs is a daily challenge in low-income households, especially during the COVID-19 pandemic. Many families must choose between rent, food, and utilities. This is not just. Water is life. Water is a human right. Water should not be monetized for profit.

Lead Contamination: Flint, Michigan is the most well-known example of lead pipes leading to water contamination; however, since then, other cities have also found elevated levels of lead in the water of homes, schools, and daycare centers[2]. A survey conducted by the Environmental Protection Agency found that there are 9.2 million lead service lines currently in use across the United States[3]. Lead service lines are used to connect our homes to the main line of our local water supply. And when lead service lines corrode, resulting in lead dissolving or flaking into our water, this can cause negative health impacts. Experts have found that there is no safe level of lead in the human body and even low levels of lead exposure can cause attention and behavioral problems in children and can lead to cardiovascular disease in adults[4].

PFAS: Per- and polyfluoroalkyl substances, more commonly known as PFAS, consist of over 9000 persistent (meaning they break down very slowly and build up over time) hazardous chemicals used for industrial purposes and consumer goods. While some PFAS chemicals have been phased out, such as perfluorooctanoic acid (PFOA) and perfluorooctanesulfonate (PFOS), PFAS is still pervasive in people and in our environment due to surface water and groundwater contamination. And even though there are processes designed to filter out PFAS from our drinking water, none of them fully eliminate the PFAS from our water supply. Further, these filtration processes and infrastructure can be costly, which leads to a disproportionate impact on low income communities and communities of color due to industrial siting and the burden of cost falling on public utilities, ratepayers, and local governments. Researchers have linked these industrial chemicals to cancers, pregnancy and fertility problems, and other diseases, even at low levels of exposure.[5]

Stormwater Runoff: When sufficient stormwater management systems are not in place, the rain and snowmelt that falls on non absorbent surfaces (like paved roads, parking lots, and rooftops) can carry metals, sediment, and chemical pollutants into our water sources, such as groundwater and streams[6]. This decimates our water quality and leads to chronic (long lasting) and acute (severe and sudden) illnesses from exposure to contaminated drinking water, fish, and recreational waters[7].

THE PROBLEM (CONT.)

Flooding: Over 53 million people in the United States live in high flood risk areas, and analysis has shown that low income households, communities of color, renters and mobile home residents, people with disabilities, people without access to a vehicle, and those who experience language barriers are disproportionately impacted by flooding[8]. In addition to causing physical damage to our homes and the infrastructure within our communities, floodwaters can carry stormwater runoff from hazardous waste sites and factory farms, raw sewage, and leaked toxic chemicals, which can then contaminate our drinking water and cause harmful diseases[9].

Sea-level Rise: Nearly 30% of our population lives in a coastal area that is at risk due to sea level rise. With the increase of ocean temperatures and the melting of glaciers and ice sheets, global sea levels are rising. This makes coastal communities vulnerable due to the role sea level rise plays in flooding, shoreline erosion, and environmental hazards from storms. Hurricane Katrina is a prime example of the vulnerability of low-income communities that live below sea level or on the coastline. And with the rise of global sea levels, storm surges like that of Hurricane Katrina are pushing farther inland than they have in the past[10].

Droughts: As global temperatures rise from climate change, the risk of droughts and their long term public impacts rise as well. These impacts can include poor water quality due to reduced river flows and increased concentration of pollutants in the water; poor air quality due to dusty and dry conditions as well as the smoke from wildfires; and, an increase in infectious diseases due to bacteria contaminating groundwater and surface water when rainfall decreases. Droughts can also lead to a scarcity in groundwater when reduced precipitation and increased evaporation of surface water fails to replenish groundwater supplies over time.[11]

Fracking: Hydraulic fracturing, more commonly known as "fracking," is a technique used to extract oil and natural gas using pressurized water, chemicals, and sand (also known as fracking fluid) to blast through rock formations which then allows the oil and gas to flow to the earth's surface. This process can use up to 9.7 million gallons of water from local groundwater and surface water supply to frack a single well. This can strain water resources in communities, especially in those that are already vulnerable to climate change. In addition to straining water resources, fracking can contaminate the local water supply through spilled or leaked fracking fluid, inadequately built fracking wells, and poor wastewater management. The known chemicals used in fracking fluid are considered to be hazardous to human health. Further, there are a number of unknown chemicals used in fracking fluid as well. While most states have rules requiring the disclosure of chemicals used in fracking fluid, the fracking industry can avoid these disclosures by claiming the chemicals are trade secrets under the "confidential business information" exemption. And despite federal oversight under the Safe Drinking Water Act, the "Halliburton loophole" exempts fracking from regulation unless diesel fuel is used in the fracking fluid[12].

SOLUTIONS

Consider these strategies in your Water Justice Community Benefit Plan:

Human Rights Declaration: Advocate for clean water as a human right, and ensure state and local governments prioritize the needs of low income, disadvantaged, and climate-vulnerable communities. Demand state oversight, increased regulation, or the outright ban of fracking that is draining and contaminating our drinking water supplies.

Water, Wastewater, and Stormwater Infrastructure: Advocate for federal funding to improve your community's water infrastructure to ensure safe and affordable drinking water, sanitation, and stormwater management.

Build Climate Resilience and Disaster Preparation: Help communities impacted by rising water, flooding, and drought build community climate resilience and plan for extreme weather events. Engage your local leaders to discuss emergency preparedness planning and ensure plans are inclusive and accessible to all community members. Common gaps in emergency preparedness or evacuation plans include failing to account for individuals with disabilities, individuals with service or family animals, individuals without access to a vehicle, or people who may experience a language barrier.

Advocate for Community Wealth Building Opportunities: Educational, workforce, and business development opportunities should target low-income and disadvantaged residents when designing, building, operating, and maintaining sustainable and climate resilient water infrastructure systems.

WHERE TO START

If water justice is a primary concern for your community, ensuring meaningful participation in water and climate resilience planning and implementation should be central to your Community Benefit Plan. This requires documenting community challenges and needs and gathering the supporting data. As you begin to build out your Community Benefit Plan, here are some questions to consider:

- **What are Your Community Water Needs?** Assess your community's water needs using resources provided by the Water Equity and Climate Resilience Caucus (WECR) and the River Network. WECR has developed the Water for All proposal that provides a more in depth analysis of the water affordability problem and highlights ways to eliminate water bills and ensure water is a human right. In addition to the resources offered by WECR, the River Network created the Drinking Water Guide and the Equitable Water Infrastructure Toolkit to help communities better understand their water utilities and community water infrastructure. Use these resources to build your knowledge base and enhance your advocacy efforts to push your local government officials and Public Utilities Commission–those who regulate your water utilities–to prioritize your community's water needs.
- **Is your Community at a High Risk for Flooding?** Many communities are at risk for flooding. You can use the Federal Emergency Management Agency's Flood Map Service Center to see if your community is located in a high, moderate, or low risk flood zone. However, flood risks can change due to local land use and other factors, so exercise caution when relying on these maps.

Tools to Identify, Connect, and Operationalize the Data around Water Infrastructure

Consumer Confidence Report–The Environmental Protection Agency (EPA) requires all community water systems to prepare Consumer Confidence Reports (also known as the Annual Drinking Water Quality Report or Right To Know Report) to provide an overview of the community's water quality. These reports are required to disclose your community's water source, how your water is treated, what (if any) contaminants have been found in your water and at what levels, and any other health implications linked to your water. You can find these reports housed on the EPA's website or by contacting your local Public Utility Commission. This Consumer Confidence Report can help you deepen your understanding of your community water systems and assess your community water needs.



WHERE TO START (CONT.)



Climate and Economic Justice Screening Tool–The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

Using CEJST, federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of water burden if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for **underground storage tanks and releases** OR **wastewater discharge**
- AND is at or above the 65 percentile for **low income.**



Underground Storage Tanks and Releases: Weighted formula of the density of leaking underground storage tanks and the number of all active underground storage tanks within 1,500 feet of the census tract boundaries.

Wastewater Discharge: Risk-Screening Environmental Indicators (RSEI) modeled toxic concentrations at stream segments within 500 meters, divided by distance in kilometers.

Low Income: Percent of a census tract's population in households where household income is at or below 200% of the Federal poverty level, not including students enrolled in higher education.

You can use CEJST to see if your community will be targeted for Justice40 investments.

GENERAL FEDERAL FUNDING GUIDANCE

Funding for water projects–especially safe drinking water–was included in the American Rescue Plan Act (ARPA); however, ARPA funds must be allocated by the end of 2024 and spent by the end of 2026. The National Conference for State Legislatures has been tracking ARPA allocations through their ARPA State Fiscal Recovery Fund Database. Use this Database and check with your state water officials to see what ARPA funding may still be available for your community.

Many of the programs established within the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) will fall within the Justice40 Initiative. The Justice40 Initiative created a goal for federal agencies to ensure that at least 40% of the overall benefits of certain federal investments benefit disadvantaged communities. To clarify which federal investments must benefit disadvantaged communities, the Administration defined a Justice40 Program as one that makes federal investments in one or more of the following categories: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure. Because IIJA and IRA make investments in critical clean water infrastructure, federal agencies will need to ensure disadvantaged communities are benefiting from IIJA and IRA implementation.

Clean Water and Drinking Water State Revolving Funds–IIJA has made substantial investments in our water infrastructure by allocating an additional $43 billion to the Environmental Protection Agency (EPA). This additional funding will be allocated to states through the Clean Water State Revolving Fund (CWSRF) and the Drinking Water State Revolving Fund (DWSRF) over the next five years. These State Revolving Funds, or SRFs, allow States to provide low interest loans or grants to fund water projects across the State.

These SRF programs are Justice40 Programs, meaning, the EPA should be working to ensure that at least 40% of the benefits from these SRF programs go to disadvantaged communities. To accomplish this Justice40 goal, IIJA mandates that at least 49% of the funds provided to states through the CWSRF and the DWSRF go directly to disadvantaged communities in the forms of grants and forgivable loans.



GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

Unfortunately, these SRF programs give states the ability to define disadvantaged communities. While the EPA has provided guidance to states on how to tailor their definition to ensure the most vulnerable communities are benefitting from this historical investment in water infrastructure, it is imperative that you engage your state SRF Coordinator to ensure your community is included in your state's definition of "disadvantaged."

Once you've assessed your community water needs, it will be important to work with your local government to ensure your community water projects will be included in your state's Intended Use Plan (IUP). IUPs are how states educate the EPA on what water projects will be funded through SRFs. These IUPs are required to be circulated for public comment so you will be able to track whether your community project has been added to your state IUP. Partnering with your local government can help ensure your community water projects are prioritized in your state IUP.

Additional IIJA and IRA Programs That Target Low Income and Disadvantaged Communities

- **The Indian Health Service Sanitation Facilities Construction Program** provides Federally recognized Tribes with technical and financial assistance to develop and construct safe drinking water supply, sewage, and solid waste disposal facilities. Engage your Tribal leaders to see how this program can benefit your community.

- **The Domestic Water Supply Projects Program** will provide up to 100% of the cost for planning, designing, and constructing water projects that provide domestic water supplies to households without reliable access to domestic water supplies in disadvantaged communities within the Reclamation States–Arizona, California, Colorado, Idaho, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, and Wyoming. If you live in a disadvantaged community within the Reclamation States, engage your local government officials to see how this federal program could benefit your community. This is a new program so your local government officials may be waiting for additional information about the program.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- **The Environmental and Climate Justice Community Change Grants Program** is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to support multi-benefit stormwater projects, such as rain gardens and wetland restoration. Work with your local community-based organizations to see how this program can benefit your community.

- **The Water Infrastructure Improvements for the Nation–Small and Underserved Communities Emerging Contaminants Grant Program** is available to help underserved communities comply with the Safe Drinking Water Act requirements and address emerging contaminants. Engage your state or Tribal water officials to determine if your community is eligible for this program.

Programs that Require Government and Community Partnership to Meet Community Needs–The following programs are available to support ecosystem and watershed management; however, they'll require collaboration with your local government officials and various community partners, such as private property owners and nonprofit organizations, to access the funding to benefit your community.

- Cooperative Watershed Management Program
- WaterSMART Grants Program

You can find more information about these programs and potential community strategies to access these programs in the Water Justice Federal Funding Table below.

WATER JUSTICE FEDERAL FUNDING TABLE

The Water Justice Federal Funding Table below identifies water justice goals and related Federal programs that can help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits.



WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Clean Water Accessibility and Affordability	Infrastructure Investment and Jobs Act (IIJA)	**$15B:** Drinking Water State Revolving Fund Lead Service Line Replacement			Through this program, states provide low interest loans to community water systems for water infrastructure projects that address emerging contaminants, expand drinking water treatment plants, and replace lead service lines. Further atleast 49% of the loans must go to disadvantaged communities in the form of grants or be eligible for principal loan forgiveness. Ensuring community water priorities are met will require working with your Drinking Water State Revolving Fund Coordinator and your local water utility, so engage them to advance your community water needs.	State Drinking Water State Revolving Fund Contact, Water Advocacy Groups, Community-Based Organizations that focus on community water concerns, Enviornmental Justice Organizations and Coaltions, Local Water Utilities, and Local Government Officials.
		$11.7B: Drinking Water State Revolving Fund				
		$4B: Drinking Water State Revolving Fund Emerging Contaminants				
		$11.7B: Clean Water State Revolving Fund			States provide low interest loans to water utilities and municipal governments for water infrastructure projects, such as wastewater and stormwater treatment facilities and addressing emerging contaminants. At least 49% of the loans must go to disadvantaged communities in the form of grants or be eligible for principle loan forgiveness. Ensuring your community water priorities are met will require working with your Clean Water State Revolving Fund Coordinator and your local water utility, so engage them to advance your community water needs.	State Clean Water State Revolving Fund Contact, Water Advocacy Groups, Community-Based Organizations that focus on community water concerns, Local Water Utilities, Local Government Officials, and Environmental Justice Organizations and Coalitions.
		$1B: Clean Water State Revolving Fund Emerging Contaminants				

WATER JUSTICE FEDERAL FUNDING TABLE

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Clean Water Accessibility and Affordability	IIJA	**$5B:** Water Infrastructure Improvements for the Nation Small and Underserved Communities Emerging Contaminants Grant Program			States, territories, and Tribes are eligible to receive this funding to provide grants to small and underserved communities to help them comply with the Safe Drinking Water Act requirements and address emerging contaminants. Engage your state water office to see if this grant funding is available for your community.	State Water Office, Local Water Utilities, Local Government Officials, Water Advocacy Groups, Community Based Organizations that focus on community water concerns, Environmental Justice Organizations and Coalitions.
				$3.5B: Indian Health Service Sanitation Facilities Construction Program	This program provides Tribes with technical and financial assistance to develop and construct safe drinking water facilities. Engage your Tribal leaders to see how this program can benefit your community.	Tribal Leaders, Water Advocacy Groups, Environmental Justice Organizations and Coalitions, and Indigenous Rights Organizations.
	Inflation Reduction Act (IRA)		**$550M:** Domestic Water Supply Projects		This program is available to disadvantaged communities in the Reclamation States (Arizona, California, Colorado, Idaho, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, and Wyoming) to fund the planning, designing, and/or construction of water projects that will provide domestic water supplies to communities or households without reliable access to domestic water suppplies. Engage your local government officials to ensure your community benefits from this program.	Local Government Water Officials, Water Conservation Groups, Water Advocacy Groups, and Environmental Justice Organizations and Coalitions.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Ecosystem Restoration and Watershed Management	**IIJA**			**$100M: Cooperative Watershed Mangement Program**	This funding is availble to grassroots, local watershed groups (may include, but is not limited to, federal, state, local, and Tribal officials, private property owners, and nonprofit organizations) for watershed restoration planning and implementation projects. This program encourages a coalition of diverse stakeholders to form local solutions to address their water management needs. Engage these entities to ensure your community has a voice in any watershed groups that exist in your community.	State Water Office, Tribal Leaders, Local Government Officials, Water Conservation Groups, Community-Based Organizations that address water concerns, Water Advocacy Groups, and Environmental Justice Organizations and Coalitions.
			$400M: Water SMART Grants		This funding is available to states, Tribes, water or irrigation districts, organizations with water delivery authority, and nonprofit conservation organizations in the Western States and Territories to collaborate on projects that enhance water efficiency and sustainablity. Engage these entities if water conservation addresses a community need.	State Water Office, Tribal Leaders, Local Water Districts, Local Water Utilities, Local Government Officials, Irrigation Districts, Water Conservation Groups, and Water Advocacy Organizations.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Ecosystem Restoration and Watershed Management	IIJA			**$188M:** Watershed Rehabilitation Program	This program provides technical and financial assistance to local sponsors (including cities, counties, towns, conservation districts, or Tribal organizations) or a legal subdivision of a State or Tribe for planning, designing, and construction activities associated with extending the life of a current dam or ensuring the dam meets current safety requirements. If your community is near an aging dam, engage your local government officials and your local U.S. Department of Agriculture Service Center to see how your community can benefit from technical and financial assistance.	Local Government Officials (including City, County, Town, Municipality, and Conservation District), Tribal Organization, Local U.S. Department of Agriculture Service Center, Water Conservation Groups, Local Water Advocacy Organizations, Environmental Justice Organizations, and Community-Based Organizations.
			$79M: Columbia River Basin Restoration Program **$1B:** Great Lakes Restoration Initiative **$53M:** Gulf of Mexico **$40M:** Lake Champlain Basin Program **$15M:** Southeast New England Coastal Watershed Restoration Program **$24M:** San Francisco Bay Water Quality Improvement Fund **$89M:** Puget Sound		This funding is available to a broad range of entities for restoration projects in the Columbia River Basin (Montana, Idaho, Washington, Oregon, Wyoming, Nevada, and Utah), the Great Lakes region (Illinois, Indiana, Michigan, New York, Ohio, Pennsylvania, and Wisconsin), the Gulf of Mexico (Alabama, Florida, Texas, Louisiana, and Mississippi), the Lake Champlain Basin (Vermont and New York), the Lake Pontchartrain Basin (Louisiana and Mississippi), the San Francisco Bay (California), the Puget Sound (Washington), and the Southeast New England Coastal Watershed region (Maine, Vermont, New Hampshire, Massachusetts, and Connecticut). Restoration projects include improving water quality and monitoring, reducing runoff and addressing toxic substances, and stormwater treatment and control. If your community sits in one of these regions, engage your state and local water officials and other water advocates to identify projects and opportunities that can improve the water quality and surrounding ecosystem in your community.	State and Local Water Officials, Tribal Leaders, Water Conservation Groups, Water Advocacy Organizations, Environmental Justice Organizations, Community Based Organizations, Tribal Organizations, and Sportfishing Associations.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Ecosystem Restoration and Watershed Management	IIJA		**$106M:** Long Island Sound Program		This funding is available to a broad range of entities in Connecticut and New York to implement the Long Island Study Comprehensive Conservation and Management Plan. Plan activities include water quality monitoring, habitat restoration, and nitrogen management. If your community sits in the Long Island Sound region, engage your state and local water officials and water advocacy organizations to identify projects and opportunities that can benefit your community.	State and Local Water Officials, Water Conservation Groups, Water Advocacy Organizations, Environmental Justice Organizations, Community-Based Organizations, and Sport-fishing Associations.
			$500M: Watershed and Flood Protection Operations		This program provides financial and technical assistance to a local sponsor (including cities, counties, towns, and conservation districts) or a legal subdivision of a state and Tribe for flood prevention, watershed protection, and water quality management. Engage these eligible entities to identify projects and opportunities that could benefit your community.	Local Government Officials (including City, County, Town, Municipality, and Conservation District), Tribal Organization, Local U.S. Department of Agriculture Service Center, Water Conservation Groups, Local Water Advocacy Organizations, Environmental Justice Organizations, Community Based Organizations
			$400M: Ecosystem Restoration		This funding is available to states and Tribes for voluntary restoration projects on public and private land. Engage your state officials and Tribal leaders to identify ways this funding can benefit your community.	State Environmental Officials, Tribal Leaders, Conservation Groups, Habitat Restoration Groups, Environmental Justice Organizations, and Community Climate Resilience Organizations.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Ecosystem Restoration and Watershed Management	IIJA		**$300M:** Emergency Watershed Protection Program		This program provides financial and technical assistance to a local sponsor (including cities, counties, towns, and conservation districts) or a legal subdivision of a state and Tribe for watershed areas that have been damaged (such as soil erosion and impairments) by a natural disaster. Engage these eligible entities if your community needs emergency watershed assistance.	Local Government Officials (including City, County, Town, Municipality, and Conservation District), Tribal Organization, Local U.S. Department of Agriculture Service Center, Water Conservation Groups, Local Water Advocacy Organizations, Environmental Justice Organizations, and Community-Based Organizations.
			$207M: Coastal Zone Management		This funding is available to states and territories for habitat restoration and ecosystem conservation. Engage your state and territory officials to identify ways this funding could address your community needs.	State Department of Natural Resources, Territory Natural Resources Officials, Conservation Groups, Habitat Restoration Organizations, Coastal Community Groups, and Environmental Justice Organizations.
	IRA		**$225M:** Tribal Climate Resilience		This program is available to Tribal communities for habitat restoration and adaptation activities. Engage your Tribal leaders to identify how this program can benefit your community.	Tribal Leaders, Indigenous Rights Organizations, Environmental Justice Organizations, and National Tribal Organizations.
			$2.8B: Environmental and Climate Justice Community Change Grants		This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community based-nonprofit organizations, to fund community-led projects that reduce air pollution, including multi-benefit stormwater projects such as rain gardens and wetland restoration. Engage these entities to see if there are projects or programs available to meet the needs of your community.	Local Community-Based Organizations, Local Government Officials, Local Institutions of Higher Education, and Tribal Officials.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Flood Mitigation	IIJA		**$3.5B:** Flood Mitigation Assistance Grants		This funding is available to state, local, Tribal, and territory government officials to reduce or eliminate the risk of repetitive flood damage to buildings and structures. If flooding is a community concern, engage these officials to advocate for program implementation in your community.	State Water Officials, Local Government Water Officials, Tribal Leaders, Territory Government Water Officials, and Environmental Justice Organizations and Coalitions.
			$500M: Watershed and Flood Protection Operations		This program provides financial and technical assistance to a local sponsor (including cities, counties, towns, and conservation districts) or a legal subdivision of a state and Tribe for flood prevention, watershed protection, and water quality management. Engage these entities to identify projects and opportunities that could benefit your community.	Local Government Officials (including City, County, Town, Municipality, and Conservation District), Tribal Organization, Local U.S. Department of Agriculture Service Center, Water Conservation Groups, Local Water Advocacy Organizations, Environmental Justice Organizations, and Community-Based Organizations.
			$492M: National Oceans and Coastal Security Fund		This program provides funding to nonprofits, state and territorial government officials, Tribal governments, local governments, and educational institutions for projects that restore and expand the natural infrastructure (such as coastal marshes and wetlands) that minimize the impacts of coastal flooding in nearby communities. Projects that directly engage community members in project design and implementation will be prioritized for funding. Engage these eligible entities to ensure your community is benefiting from these flood protection projects.	Local Government Officials, Municipal Government Officials, State Emergency Management Officials, Territory Emergency Management Officials, Tribal Leaders, Climate Resilience Organizations, Environmental Justice Organizations, Coastal Community Advocacy Groups, Institutions of Higher Education, and National Tribal Organizations.

WATER JUSTICE FEDERAL FUNDING TABLE

WATER JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Drought Mitigation	IIJA		**$400M:** Water SMART Grants		This funding is available to States, Tribes, water or irrigation districts, organizations with water or power delivery authority, and nonprofit conservation organizations in the Western States and Territories to collaborate on projects that enhance water efficiency and sustainability. Engage these entities if water conservation addresses a community need.	State Water Office, Tribal Leaders, Local Water Districts, Local Water Utilities, Local Government Officials, Irrigation Districts, Water Conservation Groups, Water Advocacy Organizations
				$100M: Cooperative Watershed Management Program	This funding is available to grassroots, local watershed groups (may include, but is not limited to, federal, state, local, and Tribal officials, private property owners, and nonprofit organizations) for watershed restoration planning and implementation projects. This program encourages a coalition of diverse stakeholders to form local solutions to address their water management needs. Engage these entities to ensure your community has a voice in any watershed groups that exist in your community.	State Water Office, Tribal Leaders, Local Government Officials, Water Conservation Groups, Community Based Organizations that address water concerns, Water Advocacy Groups, and Environmental Justice Organizations and Coalitions.
	IRA		**$4B:** Drought Mitigation		This funding and financial assistance is available to the Reclamation States and Tribes for conservation projects and ecosystem and habitat restoration. Engage your state officials and Tribal leaders to identify ways these funding opportunities can benefit your community.	State Water Officials, Tribal Leaders, Water Conservation Groups, Habitat Restoration Organizations, Water Advocacy Organizations, Environmental Justice Organizations, Community Based Organizations
			$12.5M: Emergency Drought Relief For Tribes		This program is available to Tribes to fund projects that mitigate near term drought impacts, such as drinking water shortages and loss of resources, that are affected by Bureau of Reclamation water projects.	Tribal Leaders, Indigenous Rights Organizations, Environmental Justice Organizations, and National Tribal Organizations.

WHO CAN HELP

Several national organizations and coalitions are working on Water Justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- The Center for Water Security and Cooperation
- Water Equity and Climate Resilience Caucus
- The River Network
- SRF State Advocates Forum
- EarthJustice
- American Rivers

Key Energy Players:

- **Environmental Protection Agency**–Federal water funding will flow through the Environmental Protection Agency (EPA). Use this link to get information on how to apply for EPA grants and assistance.
- **Clean Water State Revolving Fund Contact**–Financial assistance provided through the Clean Water State Revolving Fund (CWSRF) is administered at the state level. Engage your state CWSRF coordinator to learn more about how your state program is implemented and how to apply for assistance.
- **Drinking Water State Revolving Fund Contact**–Financial assistance provided through the Drinking Water State Revolving Fund (DWSRF) is also administered at the state level. Engage your state DWSRF coordinator to learn more about how your state program is implemented and how to apply for assistance.

RELEVANT RESOURCES

- Water For All
- Equitable Water Infrastructure Toolkit
- Drinking Water Guide: A Resource For Advocates
- Who Holds the Power: Demystifying and Democratizing Public Utility Commissions
- Federal Emergency Management Agency Flood Map Service Center
- State Revolving Fund Advocacy Toolkit
- Climate Change Impacts to Water and Sanitation for Frontline Communities in the United States
- Toward a Strong and Equitable Water Workforce

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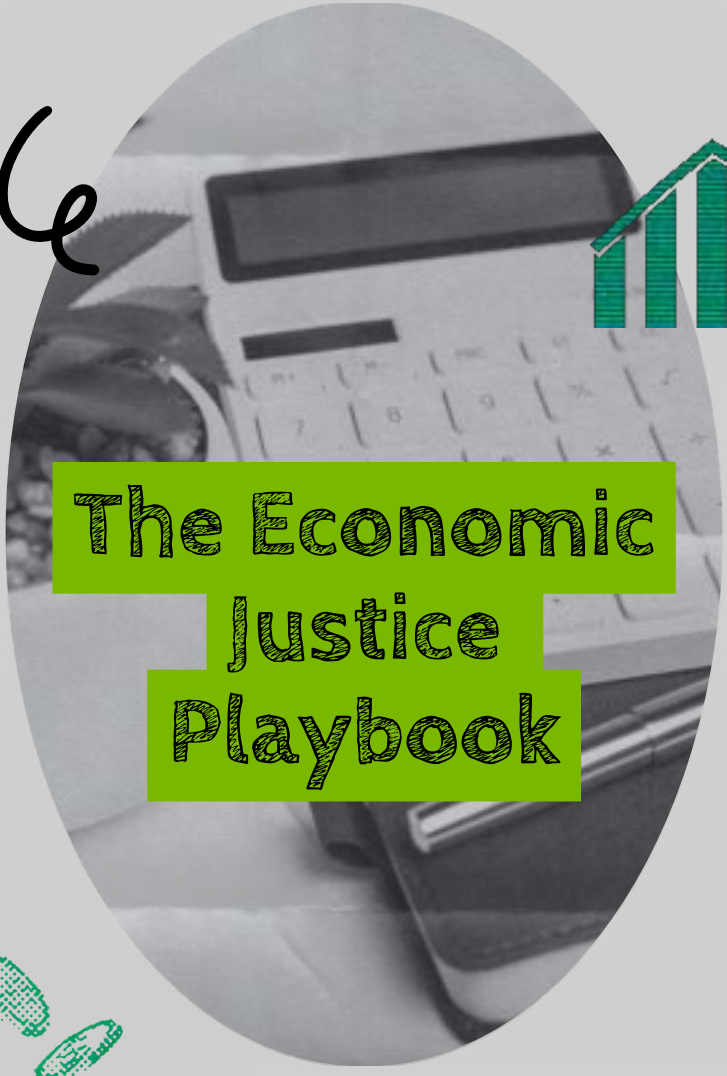
The People's JUSTICE40+
Community Benefit Playbook



The Economic Justice Playbook

THE ECONOMIC JUSTICE PLAYBOOK



The Playbook: The Economic Justice Playbook is a community guide to deepening community knowledge of economic injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building a Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found here.

The Goal: This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.

THE PROBLEM

In the United States, income and wealth inequality continues to rise and is now substantially higher than almost any other developed nation[1]. As of September 2023, the top ten percent of households in the U.S. held 66.6% of total household wealth compared to the bottom 50% of households who claimed only 2.6%[2]. The racial wealth gap is just as startling. While the median wealth for white families is $171,000, it's only $17,600 for Black families [3]. And when we look at the percentage of households with zero or negative net worth (the sum total of your assets, such as investments and home ownership, minus your liabilities, like student loan debt and credit card balances[4]), 19% of Black households have zero or negative net worth, whereas it's 9% for their white counterparts[5].

With the middle class shrinking[6] and low-income workers struggling to get a $15 minimum wage[7], the disparity among income and wealth inequality will only continue to grow. Below are some additional economic challenges your community or business may be facing:

Disproportionate Unemployment Rate: Since 1972, the unemployment rate among Black workers has persistently been higher than white workers[8]. Despite the gains Black workers have made in high school and college completion over the last four and a half decades (a lack of education and skills is often cited for the disparity), a persistent 2 to 1 disparity in unemployment rates still exists between Black and white workers[9]. Further, significant racial unemployment disparities continue to exist at each level of education, among the various age ranges, and between men and women in comparison to their white counterparts[10].

Labor Market Discrimination: In addition to the racial unemployment gap, racial inequality in the labor market is evident in the significant pay disparities amongst Black and white workers. In 2019, the median Black worker earned 24.4% less than the median white worker–an 8% increase from 1979[11]. While there has been some progress in the last few years due to Black-led and low wage worker-led initiatives, the median Black worker still makes 21% less than the median white worker [12]. Hiring practices in the labor market can also result in a discriminatory impact due to employers hiring internally or through networks–two pathways to employment that may exclude Black workers[13].

Diminishing Worker Power: An imbalance of power in the labor market has shown to disproportionately disadvantage Black workers–this is evident through employment and pay disparities[14]; however, this can also be seen in the decline of unionization. Black workers have historically been more likely to unionize to benefit from more equality in the workforce–by the end of the 1970's, Black workers had the highest unionization rate of any racial or ethnic group[15]; but by 2019, the number of unions had declined to 6.2%[16]. A lack of unionization can have an impact on pay considering the average union worker makes 25 cents more than non-union workers[17].

THE PROBLEM (CONT.)

Lack of Procurement Standard Requirements and/or Enforcement for Small or Disadvantaged businesses: While some levels of government maintain annual goals for small businesses or businesses owned by marginalized communities, these goals can be aspirational and lack enforcement if the goals are not met[18]. Further, agencies sometimes have the capacity to lower these goals at their discretion[19].

Lack of Sector Based Training Programs: Sector based training programs provide training for existing jobs in high demand sectors that pay a livable wage for workers without four year college degrees. These programs include strong relationships between industry employers and training providers, training programs that target low income communities, and wrap-around services (such as supportive social services, job placement, and retention supports) to meet industry labor demands and provide upward mobility for workers. Research has shown sector based training programs can increase a worker's earnings and sustain those increased earnings over time; however, these programs can be out of reach for thousands of potential participants due to limited capacity. Sector based training programs are often too small to reach the low income communities and industry employers that could benefit from these programs.[20]

Lack of Investment in Individual and Community Asset-Building Programs: Community asset-building examples include cooperatives–an organization that is owned and controlled by the people to meet their common economic, social, and/or cultural needs and aspirations through a jointly owned and democratically controlled business enterprise**.**

Under-Resourced Small, Minority, Women, Disadvantaged, Disabled, or Veteran Owned Businesses: The public procurement process presents significant barriers to entry for small and minority owned businesses due to the high costs–money, time, and resources–to navigate the procurement process[21]. While the Small Business Administration and the General Services Administration offers assistance to small businesses, minority owned firms, veteran owned businesses, and women owned enterprises, the vast majority of federal contracts still go to large businesses due to their greater scale and expertise.[22]

Large Multi-Billion-Dollar Infrastructure Projects and Public/Private Partnership Projects Are Out of Reach For Small Businesses: This can be due to the complicated and cumbersome government procurement processes required to bid for these contracts.[23] The limited amount of time, capacity, and resources small businesses have to dedicate to this process, along with difficulty complying with procurement requirements, can also be a barrier.[24]

SOLUTIONS

The most straightforward way to realize economic benefits through federal spending and Justice40 investments is to advocate for community benefit agreements and community workforce agreements on all federally funded and subsidized projects. All projects should require:

Union Labor or Prevailing Wage requirements that guarantee a livable wage for contractors and subcontractors.

Local Hire Requirements and Targeted Hiring Provisions that met the needs of disadvantaged workers in the community.

Local Procurement Standards for Small, Disadvantaged, Minority, Women, Veteran, and Disabled Business Owners. Public procurement standards should streamline procurement processes, alleviate barriers to participation, and provide technical assistance opportunities to ensure small, disadvantaged, minority, women, veteran, and disabled owned businesses can compete for government contracts. Procurement policies should also include strict waiver standards for any small, disadvantaged, women, minority, veteran, or disabled owned business enterprise procurement goals or targets. In order to be eligible to waive any procurement standards, contractors should be required to do more than just assert they made a "good faith effort." The waiver standards should clearly articulate what each contractor must do to demonstrate a good faith effort.

Investment in Education and Skills Training for community members in all growth sectors of the clean economy and the construction sector.

Investment in Supplier Development Programs to increase the competitiveness of diverse firms. Programs should include training, access to capital, bonding, and insurance.

Investment in Wealth and Asset Building for small, disadvantaged, minority, women, veteran, and disabled owned businesses.

WHERE TO START

Advocate for workforce, business, and educational opportunities for community members and businesses on all infrastructure and clean energy investment projects. Workforce and contractor development is a core objective of the Infrastructure Investment and Jobs Act (IIJA), as well as an opportunity within the Inflation Reduction Act (IRA). There are also a number of related executive orders that encourage both job quality and job access, such as Executive Order 14057: Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability. Federal guidance for IIJA and IRA formula and competitive grant programs will likely stipulate these workforce and contractor development goals and require reports on the outcomes.

That said, "encouragement" does not guarantee equitable outcomes in IIJA and IRA's economic opportunities. It will take a multi-stakeholder coalition to get:

1. project-level funding (a percentage of all projects) set aside to support community programs to prepare disadvantaged workers and businesses for the opportunities and
2. community workforce agreements and/or community benefit agreements that ensure community participation in pre-apprenticeship and apprenticeship programs, on-the-job training and workforce opportunities, and contracting.

STEP ONE: Assess your community economic needs and priorities as well as which community members could most benefit from the economic investments. This could include low income and/or disadvantaged workers, such as returning citizens, people experiencing homelessness, or people receiving government assistance.

You should also consider your community's climate, clean energy, and/or water priorities. Economic opportunities are often tied to other federal investments, such as clean energy, water infrastructure, and air pollution reduction projects. Use this opportunity to create a more holistic Community Benefit Plan that addresses any community energy, water, or climate concerns, in addition to your economic inclusion goals.

STEP TWO: Establish the key provisions that you would like to see in a Community Workforce Agreement (CWA) or a Community Benefit Agreement (CBA) on all infrastructure and clean energy projects to ensure community benefits from the projects. While CWAs are often called CBAs, or used interchangeably, they are not the same. They do, however, share some commonalities:

- The projects referenced within the CWA or CBA have already been planned and funded.
- CWAs and CBAs are primarily used as a contract negotiation tool for builders or developers to get a government contract– governments typically require them to offer a package of "community benefits."



WHERE TO START (CONT.)

The community benefits provided within CWAs are usually limited to jobs (and maybe business opportunities) and the CWA development process rarely involves community engagement or participation. In contrast, with a CBA, the community is usually involved in the development of the agreement through procedural equity–inclusive, accessible, and authentic community engagement and representation in the decision making process. Further, this allows for the inclusion of a broader array of community benefits that align with community priorities and needs. CBAs typically include housing, environment, and transportation investments.

Listed on the following page are major provisions to include in a CWA. The Anatomy of an Effective Community Workforce Agreement provides more details on what provisions should be included in a good CWA, sample language for those provisions, how a CWA differs from a Project Labor Agreement, and how the community can play a role in negotiating and implementing a CWA.

MAJOR PROVISIONS TO INCLUDE IN A CWA

Specific Percentage of Project Work Hours for Targeted Hiring Populations:

- Include local residents or residents local to the impact area.
- Identify disadvantaged workers (including low income, returning citizens, individuals experiencing homelessness, and government benefits recipients).
- Incorporate trainees from specific pre-apprenticeship organizations.

Specific Apprenticeship Goals:

- Identify a percentage of total apprentices relative to a project's whole workforce.
- Define a percentage of apprentices from each target population.
- Include direct entry options from approved pre-apprenticeship programs.
- Incorporate experiential learning or work and learn opportunities, such as internships and on-the-job training.
- Ensure a range of worker benefits, including workers compensation.

Carve-outs for Minority, Women, and Disadvantaged Business Enterprises (MWDBE):

- Implement emerging business enterprises requirements.
- Allow for employee exceptions to Project Labor Agreement requirements.
- Ensure contractors are evaluated based on a "values based" procurement process that delivers improved outcomes, cost savings, and service improvements beyond the traditional "price-based system."
- Identify a pre-approval system for contractors who understand and have agreed to work under the CWA.

CWA Compliance Monitoring:

- Include online data reports.
- Utilize a project monitor (consultant, community-based organization, public agency, or project construction member).
- Include a Stakeholder Advisory Committee (e.g., Portland Social Justice Committee or Seattle Sound Transit).
- Incorporate proactive monitoring or a job monitoring committee.

WHERE TO START (CONT.)

Sanctions for CWA Non-Compliance:
- Outline penalties or fines.
- Utilize draw-down payments.
- Withhold a percentage of the retainer or implement progress payments.
- Incorporate loss of contract provisions.
- Include loss of future contracts.

Incentives for CWA Compliance:
- Provide monetary bonuses.
- Award bonus bid points on future projects.

Funding Mechanisms for Support Services:
- Utilize a percentage of work hours or contract value.
- Create a separate fund administration committee.

Facts You Need to Know about CWAs and CBAs

FACT #1: Don't get confused: there is a difference between public benefits and community benefits. The idea of public benefits is not new to local and state governments. It is required to justify the use of taxpayer dollars to pay for public infrastructure projects and to provide subsidies for private developments, such as suburban malls, convention centers, sports arenas, and aquariums. Local governments justify these investments by claiming the tax revenues from these developments support important public services, including police and fire services. Community benefits, on the other hand, are intended to directly target the housing, environmental, infrastructure, job, and wealth disparities and priority needs of low-income, communities of color, and communities directly impacted by the proposed development. Government officials might not understand the difference, but *you* don't need to be confused.

FACT #2: CWAs and CBAs do not guarantee or require community involvement. CWAs and CBAs have increasingly become common instruments in project negotiations between local governments, developers, and labor unions. They stipulate the terms and conditions of community benefits from a project without–believe it or not–involving the community. That is not good.

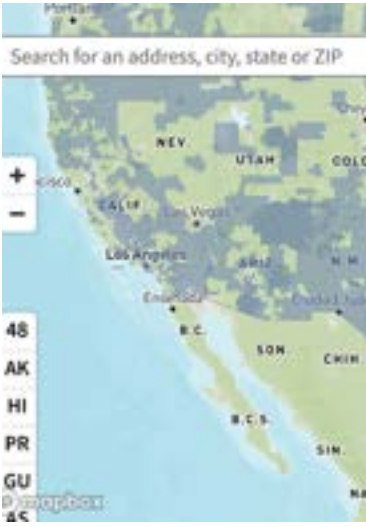
FACT #3: You must insert yourself into the Infrastructure Investment and Jobs Act and Inflation Reduction Act implementation process to ensure that jobs and business outcomes benefit your community. Establishing a CWA or a CBA is the instrument for change. Enough said.

Step 3: Utilize the tools available to identify, connect, and operationalize the data around economic inclusion.

Prosperity Now Scorecard–This tool provides data on household financial health and racial economic equity by state and provides policy recommendations on how to build financial health and economic prosperity. You can also use this tool to create customizable outcomes reports to include in your Community Benefit Plan when advocating for more equitable economic policies.

Closing Racial and Gender Gaps in the Labor Market–The Federal Reserve has developed a simulation of how state economies could improve if they closed the racial and gender labor gaps. Use this simulation to advocate for inclusive and equitable policies to bridge the labor gaps in your state.

WHERE TO START (CONT.)



Climate and Economic Justice Screening Tool–The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

Using CEJST, federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of workforce development burden if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for **linguistic isolation** OR **low median income** OR **poverty** OR **unemployment**
- AND more than 10% of people ages 25 years or older whose high school education is less than a **high school diploma**.



Linguistic Isolation: Share of households where no one over age 14 speaks English very well.

Low Median Income: Calculated as a share of the area's median income.

Poverty: Share of people living at or below 100% of the Federal poverty level.

Unemployment: Number of unemployed people as a share of the labor force.

High School Diploma: Share of people aged 25 years or older who didn't graduate from high school.

You can use CEJST to see if your community will be targeted for Justice40 investments.

GENERAL FEDERAL FUNDING GUIDANCE

Many of the programs established within the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) will fall within the Justice40 Initiative. The Justice40 Initiative created a goal for federal agencies to ensure that at least 40% of the overall benefits of certain federal investments benefit disadvantaged communities.

To clarify which federal investments must benefit disadvantaged communities, the Administration defined a Justice40 Program as one that makes federal investments in one or more of the following categories: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure. Because many of the economic inclusion opportunities within IIJA and IRA are present in programs that make federal investments in several of these categories, federal agencies will need to ensure disadvantaged communities are benefiting from IIJA and IRA implementation.

Programs that Target Low Income and Disadvantaged Communities

- **The On-The-Job Training Program** requires state transportation agencies to establish apprenticeship and training programs that are designed to elevate women, minorities, and disadvantaged individuals into journey level positions. Engage your state transportation agency to see how this program can benefit your community members.

- **The Tribal Broadband Connectivity Program** is used to deploy broadband on Tribal lands to allow for telehealth, distance learning, broadband affordability, and digital inclusion. Engage your Tribal leaders to identify ways this program can benefit your community.

- **The State Digital Equity Competitive Grant Program** is designed to promote digital inclusion and equity so that all communities have the skills, technology, and capacity to engage in the digital economy. This program will target meaningful adoption and use of broadband services to low income households, the aging population, individuals who are incarcerated, veterans, individuals with disabilities, individuals with language barriers, rural communities and communities of color. More information on how to access this program will be released soon.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- From Learning to Leading: Cultivating the Next Generation of Diverse Food and Agricultural Professionals Program enables minority serving institutions to build and sustain the next generation of food, agriculture, natural resources, and human sciences workforce by providing student scholarship support, meaningful paid internships, fellowships, and job matching. If your community has students attending minority serving institutions, make them aware of these financial and training opportunities and encourage them to follow-up with their institutions to see how they can benefit from this program.

- The Environmental and Climate Justice Community Change Grants Program is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to create workforce development programs in occupations that reduce greenhouse gas and other air pollutants. Work with your local community-based organizations to see what workforce development opportunities are available to your community.

Programs that Require Government and Community Partnership to Meet Community Needs

- Energy Auditor Training Grant Program
- Career Skills Training
- Building Training and Assessment Centers Grant Program
- Consolidated Rail Infrastructure and Safety Improvement Grants
- READY Appalachia
- Climate Pollution Reduction Implementation Grants
- State Based Home Efficiency Contractor Training Grants

You can find more information about these programs and potential community strategies for accessing these programs in the Economic Justice Federal Funding Table.

In addition to IIJA and IRA programs and funding opportunities, economic inclusion opportunities can also be found within the federal grant programs at the Department of Energy (DOE). Some of DOE's grant programs include a community benefit plan as part of the grant application. These community benefit plans are developed by grant applicants and DO NOT require community participation in the development process. These plans simply outline how their project proposal will benefit impacted communities. Within these community benefit plans, applicants will have to include how the project will create quality jobs. Communities can use these community benefit plans to ensure they are realizing the economic benefits associated with DOE grant opportunities.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

The Economic Justice Federal Funding Table below identifies economic justice goals and related federal programs that can help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits.



ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	Infrastructure Investment and Jobs Act (IIJA)		**$40M:** Energy Auditor Training Grant Program		This program is available to states to train individuals to conduct energy audits or surveys of commercial and residential buildings. Engage your state energy officials to see if this training program is available to your community members.	State Energy Offices and Organizations
			$10M: Career Skills Training		This program provides funding to nonprofit-led partnerships that create training opportunities for students to obtain industry certifications for energy efficiency building technology installations through classroom and on the job training training. Engage local workforce organizations to determine if this program is available to your community.	Workforce Organizations, Labor Organizations, and Teaming Partners List (List of Organizations seeking to form a partnership to apply for program funding).
			$10M: Building Training and Assessment Centers Grants Program		This program provides funding to institutions of higher education and Tribal colleges or universities to educate and train students and building professionals to deploy modern building technologies. Engage these entities to see if training programs are available to your community.	Institutions of Higher Education and Tribal Colleges or Universities.
			$225M: Resilient and Efficient Code Implementation		States and their community partners are eligible to use this funding to support training and materials for builders, contractors and subcontractors, and other design and construction professionals to meet updated building energy codes. Engage your state energy officials to see if there are training programs available to your community members.	State Energy Offices and Organizations, Nonprofit Organizations and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits, and Building Codes and Standards Developers.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA		**$50M:** On-the-Job Training Program		Under this program states are required to establish apprenticeship and training programs that target women, minorities, and disadvantaged individuals for advancement to journey-level positions in the highway construction field. Engage your state transportation agency to learn more about your state On-the-Job Training Program and how this program can support workforce needs within your community.	State Transportation Agency, Nonprofit and Community-Based Organizations that focus on workforce development, and Labor Unions.
			$5B: Consolidated Rail Infrastructure and Safety Improvement Grants		This program provides funding to states, Amtrak and other rail carriers, Tribes, and nonprofit railway labor organizations to fund projects that improve the safety, efficiency, and reliability of intercity passenger anf freight rail. Eligible uses of this funding includes workforce development and training projects. Engage these entities to see how your community can benefit from the workforce development and training programs being implemented in your community.	State Transportation Agency, Nonprofit Railway Labor Organizations, Amtrak or Other Railway Carriers, Tribal Leaders, and State Department of Labor.
				$61.9M: Public Transportation Technical Assistance and Workforce Development	This program provides funding in the form of cooperative agreements to nonprofit organizations, metropolitan planning organizations, state and local government, and public transportation providers to support workforce development and technical assistance to help enhance safe, efficient, equitable, and climate friendly public transportation. Engage these entities to identify potential workforce training opportunities available to your community.	Nonprofit Organizations and Community-Based Organizations that focus on workforce development opportunities, State Transportation Agency, Local Government Transit Officials, Metropolitan Planning Organizations, Public Transportation Providers, and Local Labor Organizations.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA			**$40M:** Solar Improvement Research & Development	This program provides funding in the form of cooperative agreements to various education and research entities to conduct research, development, demonstration, and commercialization activities to improve solar energy technology. This includes conducting education and workforce development activities. Engage your local education and research institutes or solar organizations to identify whether this opportunity is available to your community.	Institutions of Higher Education, National Laboratories, Federal and State Research Agencies, Tribal Energy Development Organizations, Tribal Leadership and Organizations, Native Hawai'an Community-Based Organizations, Nonprofit Research Organizations, Solar Industry, Research Agencies associated with a Territory, and Nonprofit Organizations and Community-Based Organizations that focus on community and residential solar development.
			$3B: Tribal Broadband Connectivity Program		This program is available to Tribal governments, organizations, colleges and universities, the Department of Hawai'an Home Lands, and the Alaska Native Corporation to support broadband infrastructure deployment, affordable broadband programs, distance learning, telehealth, digital inclusion efforts, and broadband adoption activities. Eligible activities for this funding include workforce development opportunities. Engage your Tribal leaders to identify how this program can benefit your community.	Tribal Leaders, Tribal Organizations, Tribal Colleges and Universities, the Department of Hawai'ian Home Lands, the Alaska Native Corporations, and Community-Based Organizations and Nonprofit Organizations the focus on building digital equity.
			$1.25B: State Digital Equity Competitive Grant		This funding is available to local education agencies, state and Tribal governments, Alaska Native entities and Native Hawai'ian organizations, nonprofit organizations, community anchor institutions, and workforce development programs to implement digital equity projects that ensure all individuals and communities have the skills, technology, and capacity to benefit from the digital economy. More information on this program will be coming soon. Stay engaged with entities who are eligible for this funding to identify how this program can benefit your community.	Local Education Agency, State Officials, Tribal Leaders, Alaska Native Entities, Native Hawai'ian Organizations, Nonprofit Organizations, Workforce Development Programs, and Community Anchor Institutions.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	IIJA		**$800M:** Appalachian Regional Commission Funds		These grants and cooperative agreements are available to state and local governments and nonprofit organizations in Appalachian States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia) to support the Appalachian Regional Commission's goals, including building their workforce ecosystem. If your community sits in one of these states, engage your state and local officials to see what workforce development opportunities are available to your community.	State and Local Government Officials in the Appalachian Regional Commission States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia), Local Workforce Development Boards, and Nonprofit Organizations that focus on workforce development.
			$50M: Disadvantaged Business Enterprises		This funding helps state transportation agencies ensure nondiscrimination in Department of Transportation-assisted contracts in the transportation industry. Engage your state transportation agency to identify opportunities for minority and women owned businesses in your community.	State Transportation Agency, Transportation Justice Organizations, Minority and Women Owned Business Organizations, Metropolitan Planning Organization, and Local Transit Authorities.
			$10M: READY Appalachia		These grants and cooperative agreements are available to nonprofit organizations, community foundations, local governments, and local development districts in the Appalachian states (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia) to build commuity capacity by providing flexible funding, hands on training, and cohort based learning that helps recipients leverage federal funding and build community projects that address community issues. Funding provided through this program must support the Appalachian Regional Commission's goals, which includes building the Appalachian workforce ecosystem. Engage your local community based organizations and nonprofit organizations to assess whether your community could benefit from this capacity building program.	Local Government Officials, Nonprofit Organizations, Community Foundations, and Local Development Districts in the Appalachian States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia).

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	Inflation Reduction Act (IRA)			**$200M:** State-Based Home Efficiency Contractor Training Grants	This funding is available to states to train, test, and certify residential energy efficiency and electrification contractors. Engage your state energy officials to see if this training is availlable to your community members.	State Energy Offices and Organizations
			$2.8B: Environme-ntal and Climate Justice Community Change Grants		This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund workforce development programs for occupations that reduce greenhouse gas emissions and other air pollutants. Engage these entities to see if there are workforce development programs available to your community members.	Community-Based Organizations, Local Workforce Development Boards, Labor Unions, Local Government Officials, and Institutions of Higher Education.
			$1B: Clean Heavy Duty Vehicles		This funding and rebates are available to States, municipalities, Tribes, and nonprofit school transportation associations to replace existing heavy duty vehicles with clean, zero emission vehicles and support zero emission vehicles infrastructure, workforce development and training, and planning and technical activities. Engage these entities to ensure your community is benefiting from workforce development opportunities provided through this transition to zero emission delivery, garbage, and utility trucks, and school buses.	State Transportation Agency, Local Government Officials, Tribal Leaders, School Transportation Associations, Parent and Student Groups, Teachers Associations, and Community-Based Organizations and Nonprofit Organizations that prioritize Environmental Justice and Climate Justice.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Education and Workforce and Contractor Training and Development Opportunities	**IRA**		**$250M: From Learning to Leading: Cultivating the Next Generation of Diverse Food and Agriculture Professionals (NextGen)**		This funding opportunity is available to 1890 Institutions, 1994 Institutions, Alaska Native-serving Institutions (undergraduate student population is at least 20% Alaskan Native), and Native Hawai'ian-serving Institutions (undergraduate student population is at least 10% Native Hawai'ian) to provide students with scholarship support, meaningful paid internships, fellowships, and job opportunity matching. If members of your community are attending these institutions, educate them on these potential scholarship and training opportunities.	1890 Institutions, 1994 Institutions, Alaska Native-serving Institutions, and Native Hawaiian-serving Institutions
		$250M: Climate Pollution Reduction Planning Grants	**$4.6B: Climate Pollution Reduction Implementation Grants**		States, municipalities, Tribes, and territories are eligible to use this funding to develop and implement climate action plans that also support equitable workforce development. Engage these entities and advocate for planning and implementation that provide holistic workforce development opportunities (such as those that address childcare, transportation, and housing needs in addition to training) that support your community workforce needs.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal Offices, Tribes or Tribal Consortiums, and Territory Offices.

ECONOMIC JUSTICE FEDERAL FUNDING TABLE

ECONOMIC INCLUSION GOALS	FEDERAL SPENDING BILL	TAX CREDITS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Prevailing Wage	**IRA**	Production Tax Credit for Electricity from Renewables Investment Tax Credit for Energy Property Zero Emission Nuclear Power Production Tax Credit Clean Electricity Production Tax Credit Clean Electricity Investment Tax Credit Advanced Energy Project Credit Alternative Fuel Vehicle Refueling Property Credit Credit for Carbon Oxide Sequestration Clean Hydrogen Production Tax Credit Energy Efficient Commercial Buildings Deduction Energy Efficient Homes Credit Clean Fuel Production Credit	Each of these opportunities provide increased tax credits to renewable energy facilities, nuclear facilities, zero emission energy facilities, industrial facilities, manufacturing facilities, qualified alternative fuel vehicle refueling properties, registered fuel producers, facilities with carbon capture capabilities, hydrogen producers, commercial building owners, and homebuilders for paying prevailing wage. If your community members are working on construction projects within these industries, they should be getting paid prevailing wage if their employer is collecting these tax credits.	These tax credits are not directly available to communities; however, it is still important for communities to be aware that they exist. Should you find yourself in a position of negotiating a community benefit agreement or a community workforce agreement with any of these eligible entities, you can leverage the tax credits to ensure the projects guarantee prevailing wage for local community members. It's also important to note that several of these tax credits incentivize **false solutions**. Providing economic opportunity is a persuasion tactic often used by industry. Understanding long term environmental and health harms will be important information to know when evaluating opportunities to achieve community benefits.



WHO CAN HELP

Several national organizations and coalitions are working on Economic Justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- Emerald Cities Collaborative
- National Black Worker Center
- Policy Link
- Black Worker Policy Coalition
- GreenBlue Alliance

Key Energy Players:

- **The Department of Labor:** The Department of Labor (DOL) is responsible for implementing and enforcing federal laws related to wages and hours, workplace safety and health, workers' compensation, employee benefits and protections, and unions. Use this link to get more information about union labor and prevailing wage requirements that could be incorporated into federal infrastructure and clean energy projects.

RELEVANT RESOURCES

- Anatomy of a Community Workforce Agreement
- Sample Community Benefit Agreement
- The Black Worker Bill of Rights
- Toward a Strong and Equitable Water Workforce
- Portland Clean Energy Community Benefits Fund
- Civic Works Center for Sustainable Careers
- Growing the Workforce Needed for Building Retrofits: A Guide for U.S. Cities
- Creating Good, Green Jobs in the Building Sector, Part I: Making the Case

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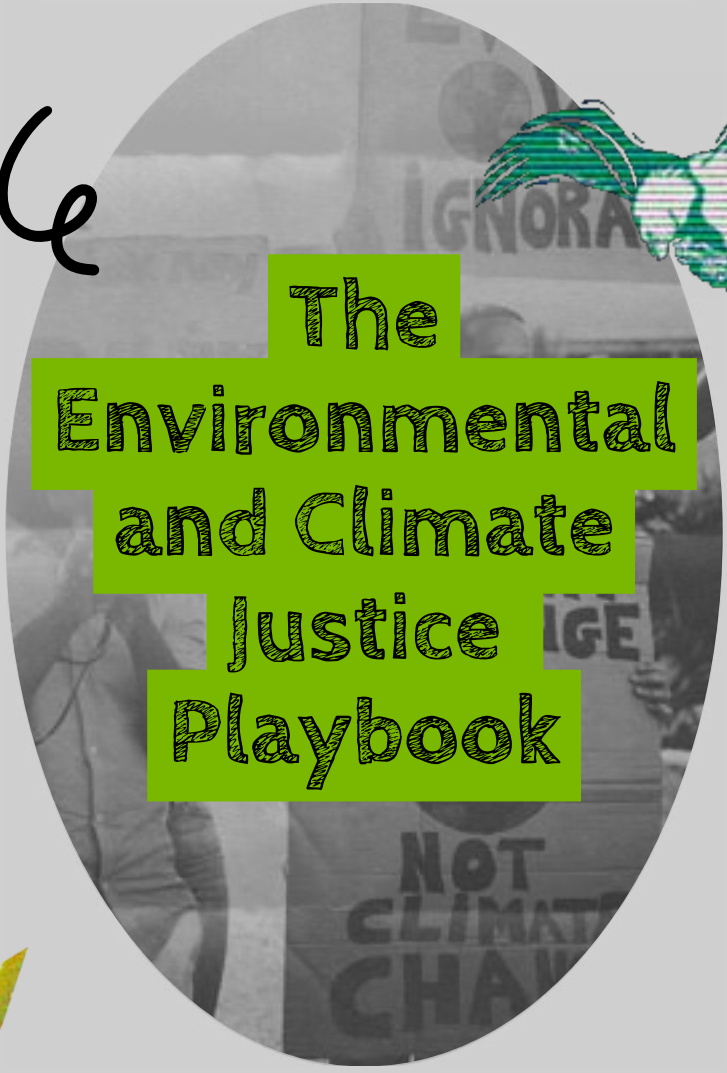
The People's JUSTICE40+
Community Benefit Playbook



The Environmental and Climate Justice Playbook

THE ENVIRONMENTAL AND CLIMATE JUSTICE PLAYBOOK



The Playbook: The Environmental and Climate Justice Playbook is a community guide to deepening community knowledge of environmental and climate injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building your own Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found here.

The Goal: This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.

THE PROBLEM

Low-income, rural, immigrant, and/or Black, Indigenous, and People of Color (BIPOC) communities, frontline communities (communities who experience the "first and worst" consequences of climate change), and fenceline communities are challenged everyday by a legacy of environmental racism. Environmental racism has been defined by Dr. Robert Bullard to include "any policy, practice, or directive that differentially affects or disadvantages (where intended and unintended) individuals, groups, or communities based on race." **Environmental racism** is another form of systemic racism that has evolved due to:

- **Redlining:** Redlining was a practice of designating any community that was inhabited by even a single Black person as a risky investment for banks and mortgage lenders. This practice was adopted by Federal agencies and private banks and applied to mortgages, home improvement loans, commercial construction, and business loans and lines of credit. Redlining denied financial services to any community (or a business looking to invest in a community) inhabited by Black residents, thus incentivizing segregation and fueling disinvestment in communities of color.[2]
- **Polluting Industries:** Due to the low property value, polluting industries sought to site their facilities in low income communities of color.[3]
- **Local Zoning Decisions:** Local zoning boards have the power to divide land into areas designated for specific land uses, such as residential, commercial, and industrial. To accommodate polluting industries, local zoning boards re-zoned communities of color for industrial use.[4]



THE PROBLEM (CONT.)

In addition to the injustice of environmental racism, low-income communities and communities of color are also disproportionately harmed by climate change (an increase in our global temperature due primarily to the use of fossil fuels and its associated carbon emissions) and its health related impacts[5]. The increase in our global temperature is causing sea levels to rise, which is putting our coastal communities at a greater risk of flooding[6]. At the same time, this is also increasing the risk of droughts that can have lasting public impacts, such as poor air and water quality[7]. Further, communities already experiencing the urban heat island effect are subjected to even hotter days due to the increase in extreme heat events driven by climate change[8]. And the warmer, drier conditions created by the rise in temperature is leading to longer and more active wildfire seasons[9].

Below are some additional examples of environmental and climate related injustices:

Proximity to Environmental Hazards: Discriminatory policies and decision making, as well as segregation, has led to low income communities and communities of color being disproportionately exposed to the environmental hazards, and the adverse health impacts, of the polluting industries sited within their communities[10]. Studies have shown that low income and communities of color are more likely to be in close proximity to hazardous waste facilities[11], oil and gas facilities and refineries[12], and chemical plants[13], with many of these facilities being sited and built within their communities without their participation or consent[14]. Living in close proximity to these facilities has put them at greater risk of morbidity (disease) and mortality (death) due to cancers[15] and respiratory diseases[16].

Water Contamination: Our water can be contaminated in a number of ways. Drinking water can be contaminated by PFAS (harmful chemicals used in consumer products and industrial processes) due to the proximity of airports, military training areas, industrial sites, and wastewater treatment plants to our groundwater supply[17]. Corroded lead service lines (the pipes that connect our homes to our community water system) can send drinking water contaminated with lead into our homes[18]. Stormwater runoff can carry various metals and chemical pollutants into our streams and groundwater[19]. And fracking (a process used to extract oil and gas from the ground) can leak chemicals into our local water supply[20]. You can read more about each of these types of water contamination in the Water Justice Playbook.

THE PROBLEM (CONT.)

Greenhouse Gases and Other Air Pollutants :Particulate matter consists of solid and liquid particles that are emitted into the air through road and agricultural dust, diesel fuel use, and industrial activity[21], such as fossil fuel production. Due to the size, density, thermal conditions, and wind speed, particulate matter will remain in the air as air pollution–the primary environmental hazard that leads to disease[22]. Fossil fuels–coal, oil, and natural gas–are some of the most pervasive and deadly sources of air pollution[23]. Every stage of the fossil fuel life cycle (extraction, processing, transportation, and combustion) generates greenhouse gas emissions, as well as other air pollutants, and Black, Brown, Indigenous, and poor communities suffer from the disproportionate environmental and health harms associated with this process[24]. In addition to greenhouse gas emissions, PM2.5 (fine air particulate matter) continues to disproportionately impact low income communities and communities of color, despite an overall decline in PM2.5 pollution[25]. Research has shown that communities of color are exposed to a greater than average concentration of PM2.5 emissions sources, such as industry, light duty gas vehicles, heavy duty diesel vehicles, and construction[26]. Further, this disparity exists across states, urban and rural areas, and across income levels[27].

Lead Exposure: Lead is a major neurotoxin that impairs our cognitive, physical, and behavioral functioning–even when present at low levels of exposure[28]. The Center for Disease Control and Prevention has declared that there is no safe level of lead exposure[29]. Lead can be found in leaded paint in older homes built before 1978, and especially before 1950, contaminated soil, air pollution, lead emitting industries, cars, traffic, contaminated drinking water, and tobacco smoke[30]. Children are at an even greater risk of lead exposure due to their rapidly growing bodies making them more receptive to lead if exposed[31]. This is especially true for Black children. Data has shown that Black children are disproportionately more likely to be exposed to lead[32]. A significant racial disparity in blood lead levels among Black children has been documented since 1976 and continues to persist[33]. Being Black remains a strong independent indicator of higher blood lead levels throughout childhood[34].

The core principle of infrastructure and clean energy investments should be to invest–first and foremost–in the repair and clean-up of communities impacted most by environmental hazards and climate impacts. In addition to advocating for state and federal funding to remedy environmental harms and climate impacts, consider these strategies in your Environmental and Climate Justice Community Benefit Plan:

Human Rights Declaration: Advocate for clean air, clean water, and a healthful environment for current and future generations. Montana, New York, and Pennsylvania all have language in their state constitutions guaranteeing these rights to their residents. Including the right to clean air, clean water, and a healthful environment in your state constitution could provide an additional tool for challenging state policies that impede your ability to live and thrive in the community you call home. While litigation is not a guaranteed success, youth climate advocates in Montana scored a win in state court when a judge held state energy policies violated their constitutional rights. Advocating for clean air, clean water, and a healthful environment as a guaranteed right could provide an additional path to help remedy environmental and climate injustices in your community.

Procedural Equity and Procedural Justice: Demand procedural equity with a vision towards procedural justice. Procedural equity ensures inclusive, accessible, and authentic community engagement and representation in the decision making process. Every regulatory decision that could impact our right to clean air, clean water, or a healthy environment should guarantee procedural equity for the local community members who will be most impacted by those decisions and should ensure impacted community members are adequately resourced to participate in the process. In addition to demanding procedural equity, push for procedural justice. Procedural justice insists on a regulatory framework that centers impacted communities. Rather than defer to industry experts and lobbyists, procedural justice requires that impacted communities lead the decision making process for implementing, monitoring, and enforcing regulations. Demand procedural equity in all water, energy, and environmental regulatory processes and push for community representation on all commissions that oversee water, energy, and environmental regulatory implementation.

Community Climate Resilience: Build community climate resilience by planning for extreme weather events. Engage your community leaders and local government officials to discuss emergency preparedness planning and ensure plans are inclusive and accessible to all community members. Common gaps in emergency preparedness or evacuation plans include failing to account for individuals with disabilities, individuals with service or family animals, individuals without access to a vehicle, or people who may experience a language barrier. Collaborate with these climate vulnerable community members, trusted community organizations, and local government officials to ensure emergency preparedness and evacuation plans are inclusive, well advertised, and distributed in the native language of all community members.

Just Transition Framework: This Framework outlines a set of strategies that focus on transitioning communities away from an extractive economy that centers capitalism and exploits both people and the planet to a regenerative economy that is sustainable, collaborative, and restorative and centers community. Through the overarching themes of “blocking the bad” and “building the new,” the Just Transition Framework defines the current practices of an extractive economy and outlines a vision for an equitable and just future. Through this visioning and its proposed values, communities can build a local strategy that centers the needs of the community, pushes back against extractive policies, and builds the necessary community infrastructure to support the well-being of people and our planet.

WHERE TO START

Clarify Your Community Vision: Work with your community to identify your community goals and envision the future you want to see for your community. Try not to limit your imagination when engaging in these conversations. Focusing on individual problems may unintentionally narrow the scope of potential solutions. Thinking expansively about what your community wants to achieve can help generate additional creativity around how you can achieve your goals.

Name Your Strengths: Think expansively about your community strengths. What skills, knowledge, expertise, resources, or stories does your community hold? Whether it's storytelling, research capabilities, relationship building, public meeting space, or lived experiences, all of these assets will be necessary to implement any potential strategies to fulfill your community vision.

Identify Strategies to Achieve Your Vision: Once you've clarified your community vision and named your assets, work backwards to identify potential strategies to accomplish your community goals. Be mindful of the landscape of the particular issue your community wants to address, any power dynamics that may be in play, and any gaps in resources you'll need to fill to implement your strategies. Think through questions around who's responsible for monitoring your key issue and what, if any, state laws and regulations or city ordinances exist to regulate the issue. Identify the players who are working to alleviate your concerns and those who are exacerbating the problems. Get familiar with any regulatory processes that are in place to address any complaints or concerns. Understanding these current structures will help you think expansively and creatively around identifying potential strategies that exist both within and outside our current constructs.

Tools to Identify, Connect, and Operationalize the Data around Water Infrastructure

National Oceanic and Atmospheric Administration's Wildfire Tracker–If your community is at risk for wildfires, use the National Oceanic and Atmospheric Administration's Wildfire Tracker to identify any potential wildfire risks in your community.

National Oceanic Atmospheric Administration's The Climate Explorer–This mapping tool identifies how our climate is projected to change over time. Using the different types of mapping, you can identify how temperatures, precipitation rates, flooding, and weather events could impact your community in the future. This mapping tool also identifies resources to help facilitate community resilience planning.

Climate and Economic Justice Screening Tool–The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

Using CEJST, federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

WHERE TO START (CONT.)

The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of climate change if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for **expected agriculture loss rate** OR **expected building loss rate** OR **expected population loss rate** OR **projected flood risk** OR **projected wildfire risk**
- AND is at or above the 65th percentile for **low income**.

Expected Agriculture Loss Rate: Expected agriculture value at risk from losses due to fourteen types of natural hazards. These hazards have some link to climate change. They are: avalanche, coastal flooding, cold wave, drought, hail, heat wave, hurricane, ice storm, landslide, riverine flooding, strong wind, tornado, wildfire, and winter weather. The rate is calculated by dividing the agricultural value at risk by the total agricultural value.

Expected Building Loss Rate: Expected building value at risk from losses due to fourteen types of natural hazards. These hazards have some link to climate change. They are: avalanche, coastal flooding, cold wave, drought, hail, heat wave, hurricane, ice storm, landslide, riverine flooding, strong wind, tornado, wildfire, and winter weather. The rate is calculated by dividing the building value at risk by the total building value.

Expected Population Loss Rate: Expected fatalities and injuries due to fourteen types of natural hazards each year. They are: avalanche, coastal flooding, cold wave, drought, hail, heat wave, hurricane, ice storm, landslide, riverine flooding, strong wind, tornado, wildfire, and winter weather. Population loss is defined by the Spatial Hazard Events and Losses and National Centers for Environmental Information (NCEI). It reports the number of fatalities and injuries caused by the hazard. An injury is counted as one-tenth (1/10) of a fatality. The NCEI Storm Events Database classifies both direct and indirect injuries. Both types are counted as population loss. The total number is divided by the population in the census tract to get the population loss rate.

Projected Flood Risk: A high precision, climate-adjusted model that projects flood risk for properties in the future. The dataset calculates how many properties are at risk of floods occurring in the next thirty years from tides, rain, riverine and storm surges, or a 26% risk total over the 30-year time horizon. The risk is defined as an annualized 1% chance. The tool calculates tract-level risk as the share of properties meeting the risk threshold. The risk does not consider property value.

Projected Wildfire Risk: A 30-meter resolution model projecting the wildfire exposure for any specific location in the contiguous U.S., today and with future climate change. The risk of wildfire is calculated from inputs associated with fire fuels, weather, human influence, and fire movement. The risk does not consider property value.

GENERAL FEDERAL FUNDING GUIDANCE

Many of the programs established within the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) make investments in clean air, clean water, building community climate resilience, and restoring our ecosystem; however, most of this funding will flow through state or local government agencies or other eligible entities, such as community-based organizations, before it reaches your community. This means collaborating with these entities will be imperative to ensure your community benefits from these programs.

Further, most of these programs will also fall within the Justice40 Initiative. The Justice40 Initiative created a goal for federal agencies to ensure that at least 40% of the overall benefits of certain federal investments benefit disadvantaged communities.

To clarify which federal investments must benefit disadvantaged communities, the Administration defined a Justice40 Program as one that makes federal investments in one or more of the following categories: climate change, clean energy and energy efficiency, clean transit, affordable and sustainable housing, workforce development, remediation and reduction of legacy pollution, and critical clean water infrastructure. Because many of the IIJA and IRA environmental and climate related programs fall within these investment categories, Federal agencies will need to ensure disadvantaged communities are benefiting from these IIJA and IRA investments.

Programs that Target Low Income and Disadvantaged Communities–Several programs within IIJA and IRA specifically target benefits to low income and disadvantaged communities. The programs are listed below:

- The **Environmental and Climate Justice Community Change Grants Program** is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to support green infrastructure, community microgrids and resilience hubs, brownfields redevelopment, and air pollution reduction related to transportation infrastructure. Work with your local community-based organizations to see how this program can benefit your community.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- **Greenhouse Gas Reduction Fund**
  - **Solar For All** is designed to help low income and disadvantaged communities access affordable, resilient, and clean solar energy. State, local, and Tribal governments, as well as nonprofit organizations were eligible for this funding to implement this program. Connect with your government officials and solar organizations to get more information about how Solar For All will show up in your community.
  - **The National Clean Investment Fund** provides accessible and affordable financing for clean technology projects, such as zero emissions building development. At least 40% of these funds must be used to provide financial assistance to low income and disadvantaged communities. Engage your local financing institutions (such as credit unions, green banks, and community development financial institutions) to see how this program could benefit your community.
  - **The Clean Communities Investment Accelerator** provides funding and technical assistance to local community lenders (such as credit unions, green banks, and community development financial institutions) to build their capacity to finance clean technology projects in low income and disadvantaged communities. While this funding is technically going to local financing institutions, 100% of this funding must be used to support low income and disadvantaged communities. Work with your local financing institutions to see how your community could benefit from this program.

- **The Fenceline Air Monitoring Program** provides funding to support air monitoring capabilities and activities in low income and disadvantaged communities. Engage your state, local, or Tribal air quality control agencies to ensure your community is benefiting from this air monitoring funding.

- **The Clean Water State Revolving Loan Fund and Drinking Water State Revolving Loan Fund** are state programs that provide low interest loans to community water systems for water infrastructure projects, expanding drinking water treatment plants, addressing water contaminants, and replacing lead service lines. Of the funding states received from IIJA, states must use at least 49% of the funding to provide grants and principal loan forgiveness to disadvantaged communities. If clean water is a concern for your community, contact your Clean Water State Revolving Fund Coordinator or your Drinking Water State Revolving Fund Coordinator to identify ways your community can benefit from this program.

- **The Indian Health Service Sanitation Facilities Construction Program** provides Federally recognized Tribal governments with technical and financial assistance to develop and construct safe drinking water supply, sewage, and solid waste disposal facilities. Engage your Tribal leaders to see how this program can benefit your community.

GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- **The Air Quality Sensors in Low Income and Disadvantaged Communities Program** is designed to provide air quality sensors to low income and disadvantaged communities. This funding is available to state, local, and Tribal air quality control agencies to purchase, deploy, integrate, and operate air quality sensors. If poor air quality is an environmental hazard in your community, engage with these officials to find out how your community can benefit from this additional air monitoring.

- **The Funding to Address Air Pollution at Schools Program** provides funding and technical assistance for school air pollution reduction projects in low income and disadvantaged communities. States, local government officials, Tribes, and nonprofit organizations are eligible for this funding so communities will need to collaborate with these entities to address their school air quality concerns.

- **Tribal Climate Resilience Programs** are available to Tribal communities to help support climate resilience and adaptation or community relocation planning. Engage your Tribal leaders to discuss how your community could use this funding.

- **The Community Wildfire Defense Grant Program for At Risk Communities** provides funding to develop and implement Community Wildfire Protection Plans. Communities considered "at risk" are those who are low income, have a high wildfire hazard potential, or have been impacted by a severe disaster that affects the risk of wildfire. Engage your local government or Tribal officials and state forestry agencies to learn more about this funding opportunity.

- **The Water Infrastructure Improvements for the Nation–Small and Underserved Communities Emerging Contaminants Grant Program** is available to help underserved communities comply with the Safe Drinking Water Act requirements and address emerging contaminants. Engage your state or Tribal water officials to determine if your community is eligible for this program.

- **The Emergency Drought Relief for Tribes Program** is available to fund projects that mitigate near term drought impacts that are affected by Bureau of Reclamation water projects. Impacts include drinking water shortages and loss of resources. If this affects your community, engage your Tribal leaders to learn more about how this program could benefit your community.

ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

The Environmental and Climate Justice Federal Funding Table below identifies environmental and climate justice goals and related federal programs that can help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits. Please also refer to the Water Justice Playbook Funding Table for additional applicable resources.



The People's JUSTICE40+ Community Benefit Playbook

ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Air Pollution Reduction	Infrastructure Investment and Jobs Act (IIJA)	**$500M:** State Energy Program		This funding is for states to support programs that reduce carbon emissions in all sectors of the economy. Engage your state energy officials to see what programs are available to benefit your community.	State Energy Offices and Organizations, Nonprofits and Community-Based Organizations that perform energy audits or assist with home energy efficiency retrofits.
	Inflation Reduction Act (IRA)		**$2.8B:** Environmental and Climate Justice Community Change Grants	This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund air pollution reduction projects that include implementing green infrastructure, "complete streets," waste reduction programs, home energy efficiency retrofits and community microgrids, brownsfield redevelopment, community reslience hubs, and associated workforce development programs. Engage these entities to see if there are air pollution reduction projects being developed to benefit your community.	Community-Based Organizations, Environmental and/or Climate Justice Organizations, Local Workforce Development Boards, Labor Unions, Local Government Officials, and Institutions of Higher Education.
		$250M: Climate Pollution Reduction Planning Grants	**$4.6B:** Climate Pollution Reduction Implementation Grants	States, municipalities, Tribes, and Territories are eligible to use this funding to develop and implement climate action plans, which can include building electrification and energy efficiency upgrades. Engage these entities to discuss your community air pollution concerns and identify potential air pollution reduction projects in your community.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal offices, Tribes or Tribal consortiums, Territory offices
		$50M: Funding to Address Air Pollution at Schools		This program provides funding and technical assistance to states, local governments, Tribes, and nonprofit organizations for projects that support improving the air quality in schools in low income and disadvantaged communities. Projects can include developing air and environmental quality plans and identifying and mitigating air pollution hazards. If air pollution is a concern in your community, engage this eligible entities to develop and implement projects that address poor air quality in your schools.	State Environmental Agencies, Local Government Officials, Tribal Leaders, Teachers Unions, Parent and Student Organizations, Environmental Justice Organizations, and Local Air Quality Board

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ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING MECHANISMS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Air Pollution Reduction	IRA		**$117.5M:** Fenceline Air Monitoring		This program is available to state, local, and Tribal air agencies to deploy, support, and maintain air monitoring at or near the fenceline, improve fenceline and emerging air toxics monitoring methods, and to enhance mobile monitoring capabilities, especially in low income and disadvantaged communities. If you live in a fenceline community, engage your state, local, and Tribal air officials to ensure your community is benefiting from this air monitioring opportunity.	State, Local, and Tribal Air Quality Officials, Community Based Organizations, and Environmental and/or Climate Justice Organizations.
			$3M: Air Quality Sensors in Low Income and Disadvantaged Communities		This program is available to state, local, and Tribal air agencies to purchase, deploy, integrate, and operate air quality sensors in low income and disadvantaged communities. Engage your local air officials to ensure your community is benefiting from these additional air quality sensors.	
			$20M: Methane Monitoring		This program is available to state, local, and Tribal air agencies to help develop their methane monitoring capabilities. If poor air quality is a concern for your community, engage your local air officials to identify ways this program can benefit your community.	State, Local, and Tribal Air Quality Officials, Community Based Organizations, and Environmental and/or Climate Justice Organizations.
			$1.5B: Methane Emissions Reduction Program		This program is available to states, counties, cities and townships, special districts, territories, Tribal governments (both Federally recognized and non-Federally recognized), institutions of higher education, nonprofits, and other entities for monitoring and reducing methane emissions from petroleum and natural gas systems. Engage these eligible entities to ensure your community is benefiting from these methane monitoring and reduction activities.	State Air Officials, County Air Officials, City or Township Officials, Tribal Leaders, Institutions of Higher Education, Environmental and/or Climate Justice Organizations, and Community-Based Organizations.

ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA FUNDING	COMPETITIVE GRANTS	OTHER FUNDING MECHANISMS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Air Pollution Reduction	IRA		**$14B:** Greenhouse Gas Reduction Fund: National Clean Investment Fund (NCIF)		This funding is for national nonprofit clean financing institutions to provide accessible and affordable financing for clean technology projects, including net-zero emissions building projects. Engage your local community development financial institution (CDFI), credit union, and/or greenbank to learn more about the clean technology projects and financing options available to your community.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.
			$6B: Greenhouse Gas Reduction Fund: Clean Communities Investment Accelerator (CCIA)		This program provides funding and technical assistance to local community lenders (such as credit unions, green banks, and community development financial institutions) to build their capacity to finance clean technology projects in low income and disadvantaged communities. Engage your local community lenders to determine how your community can benefit from this program.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.
			$7B: Greenhouse Gas Reduction Fund: Solar For All (S4A)		This funding is for states and territories, Tribal governments, municipalities, and nonprofit organizations to expand residential solar opportunities to low income communities. Engage these entities to see if there are residential solar opportunities available to your community.	State Energy Offices and Organizations, Municipal Energy Officials, Community Solar Nonprofit Organizations and Community-Based Nonprofit Organizations, and Tribal Government Energy Officials.

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ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING MECHANISMS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Community Climate Resilience and Capacity Building	IIJA		**$1B:** Community Wildfire Defense Grant Program for At Risk Communities		This funding is available to local governments, Tribes, nonprofit organizations, and state forestry agencies in at risk communities (high wildfire hazard potential, low income, or have been impacted by a severe disaster that affects the risk of wildfire) to develop and implement Community Wildfire Protection Plans. If your community is at risk for wildfires, engage these eligible entities to participate in developing and implementing your Community Wildfire Protection Plans.	Local Government Officials, Tribal Leaders, Homeowner Associations, Environmental Justice Organizations, Community Based Organizations, Community Resilience Organizations, and Community Groups.
				$130M: Tribal Climate Resilience Community Relocation **$86M:** Tribal Climate Resilience Adaptation Planning	This funding is available to Federally recognized Tribes to help support decision making around community relocation and to support climate resilience and adaptation planning. Engage your Tribal leaders discuss how your community could use this funding.	Tribal Leaders, Indigenous Rights Organizations, Environmental Justice Organizations, and National Tribal Organizations.
			$88M: National Fire Capacity Program		This program provides funding to state and local communities to build community capacity for wildfire prevention, mitigation, control, and suppression. If your community is at risk for wildfires, engage your state and local officials to identify ways this program can benefit your community.	State Emergency Management Officials, Local Government Officials, Firefighters Associations, Wildfire Management Organizations, Environmental Justice Organizations, Community-Based Organizations, and Community Resilience Organizations.
	IRA		**$2.6B:** Investing in Coastal Communities and Climate Resilience		This program is available to coastal states, Tribal governments, nonprofit organizations, local governments, and institutions of higher education to help coastal communities prepare for extreme storms and changing climate conditions. If you live in coastal community, work with these eligible entities to identify projects and opportunities that can build resilience in your community.	State Emergency Management Officials, Local Government Officials, Tribal Leaders, Local Institutions of Higher Education, Water Advocacy Organizations, Conservation Groups, and Environmental Justice Organizations.

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ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Community Climate Resilience and Capacity Building	IRA	**$225M:** Tribal Climate Resilience		This program is available to Tribal communities for habitat restoration and adaptation activities. Engage your Tribal leaders to identify how this program can benefit your community.	Tribal Leaders, Indigenous Rights Organizations, Environmental Justice Organizations, and National Tribal Organizations.
		$10M: Tribal Climate Resilience: Fish Hatchery Operations and Maintenance		This program is available to Tribal communities for fish hatchery maintenance and operations. Engage your Tribal leaders to identify ways this program can benefit your community.	
		$25M: Kapapahuliau Climate Resilience Program		This prgoram is available to state and local government officials in Hawai'i, Native Hawai'ian Community Organizations, universities, and other organizations for climate change related activities, environmental hazard analysis, natural and cultural resource management and protection, adaptation planning, and sustainability techncial assistance. Engage your state and local officials to identify ways this program can benefit your Hawai'ian community.	State and Local Officials, Native Hawi'ian Community Representatives, Environmental Justice Organizations, Conservation Groups, Universities, and Community-Based Organiations.
Environmental Hazard Remediation	IIJA	**$11.2B:** Abandoned Mine Reclamation Fund		This funding is available to states and Tribes to clean up abandoned coal mine sites and their associated problems, including acid mine drainage. If your community sits near abandoned coal mine land, engage your state officials and Tribal leaders to identify ways this funding can address your community's health, safety, environment, and water concerns.	State Department of Natural Resources, Tribal Leaders, Local Government Officials, Environmental Justice Organizations, Community-Based Organizations, Local Educations Institutions, and Water Advocacy Groups.
			$1.2B: Brownfields Projects	This funding is available to states, counties, cities and townships, Tribes, public housing authorities, Indian housing authorities, and nonprofits for community engagement and planning and brownfield site assessments, planning, and cleanup. If your community is located near a brownfield site, engage those eligible for this funding to ensure your community concerns are addressed.	State Environmental Agency, County Officials, City or Township Officials, Tribal Leaders, Local Public Housing Authorities, Tribal Housing Authorities, Nonprofit Organizations, and Environmental Justice Organizations.

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ENVIRONMENTAL AND CLIMATE JUSTICE FEDERAL FUNDING TABLE

ENVIRONMENTAL AND CLIMATE JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Community Climate Resilience and Capacity Building	**IIJA**		**$10M: READY Appalachia**		These grants and cooperative agreements are available to nonprofit organizations, community foundations, local governments, and local development districts in the Appalachian states (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia) to build commuity capacity by providing flexible funding, hands on training, and cohort based learning that helps recipients leverage federal funding and build community projects that address community issues. Funding provided through this program must support the Appalachian Regional Commission's goals which include building Appalachian infrastructure. Engage your local community-based organizations and nonprofit organizations to assess whether your community could benefit from this capacity building program.	Local Government Officials, Nonprofit Organizations, Community Foundations, and Local Development Districts in the Appalachian States (Alabama, Georgia, Kentucky, Maryland, Mississippi, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Virginia, and West Virginia).
MULTIPLE EJ/CJ GOALS	**IRA**		**$2.8B: Environmental and Climate Justice Community Change Grants**		This funding opportunity is available to community-based nonprofit organizations, and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations, to fund air pollution reduction projects that include implementing brownfield redevelopment programs. Engage these entities to see if there projects in development that could benefit your community.	Community-Based Organizations, Local Government Officials, Institutions of Higher Education, and Tribal Leaders.

WHO CAN HELP

Several national organizations and coalitions are working on Economic Justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- Emerald Cities Collaborative
- Taproot Earth
- WE ACT for Environmental Justice
- Climate Justice Alliance
- The Chisholm Legacy Project
- NAACP Environmental and Climate Justice Program
- Justice40 Accelerator
- People's Climate Innovation Center

Key Energy Players:

- **Environmental Protection Agency**–Federal environmental and climate justice funding will flow through the Environmental Protection Agency (EPA). Use this link to get information on how to apply for EPA grants and assistance.
- **National Oceanic and Atmospheric Administration**–This Federal agency provides daily weather forecasts, severe storm warnings, climate monitoring, wildfire tracking, and other tools to help community's prepare for future changes in climate and build climate resilience. Use this link to access the environmental justice tools and resources that the National Oceanic and Atmospheric Administration provides.

RELEVANT RESOURCES

- Dismantling Injustice: A Model for Optimizing and Designing Environmental Justice
- Harvard Law Environmental and Energy Law: Federal Environmental Justice Tracker
- Justice40 Accelerator: Justice40 Resources
- We Power Toolkit
- Who Holds the Power: Demystifying and Democratizing Public Utility Commissions
- Federal Emergency Management Agency Flood Map Service Center
- State Revolving Fund Advocacy Toolkit
- Climate Change Impacts to Water and Sanitation for Frontline Communities in the United States
- Communities Left Behind: How Local Ordinances Can Obstruct Energy Democracy and a Justice Transition

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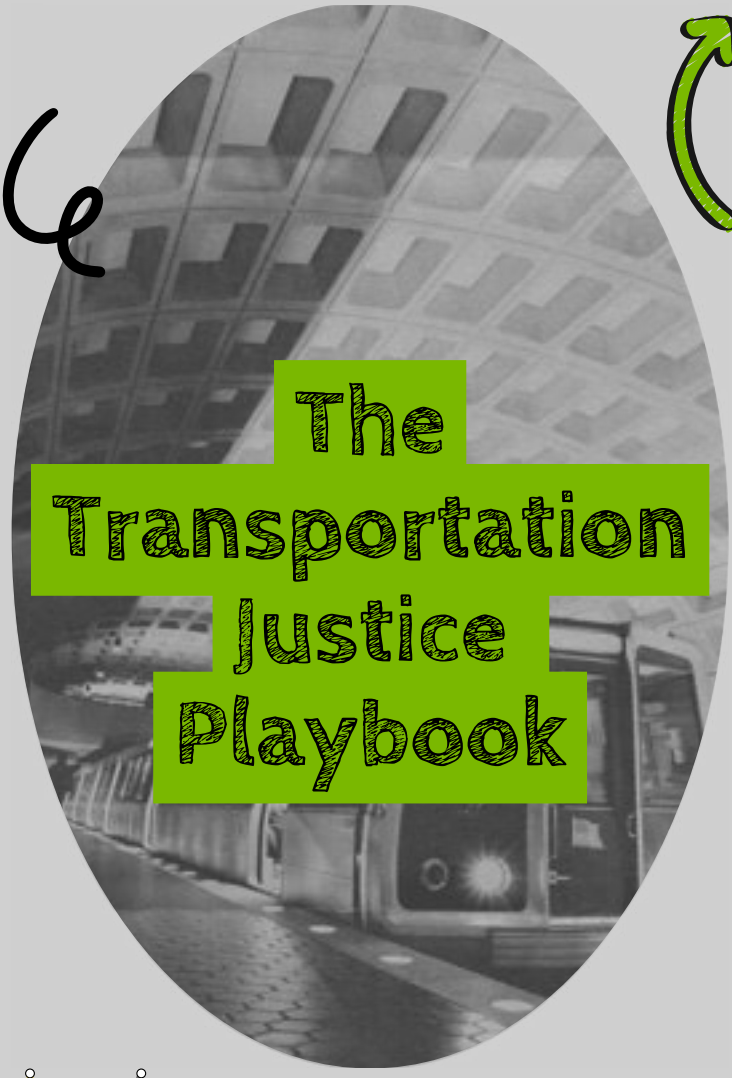
The People's JUSTICE40+
Community Benefit Playbook



The Transportation Justice Playbook

THE TRANSPORTATION JUSTICE PLAYBOOK



The Playbook: The Transportation Justice Playbook is a community guide to deepening community knowledge of transportation injustices, identifying potential community strategies to address these injustices, and leveraging the the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) to meet community needs. It is one section of a comprehensive Playbook that provides an overview of the Justice40 Initiative, answers a range of questions about the different federal spending bills, and provides a step-by-step guide to building a Community Benefit Plan. The complete Justice40+ Community Benefit Playbook can be found here.

The Goal: This Playbook, and each of the sector playbooks, are designed to help communities:

1. deepen community knowledge of federal investment opportunities;
2. build a multi-stakeholder community coalition to access federal investment opportunities; and
3. develop a Community Benefit Plan that centers community priorities and identifies community-driven strategies for investing in community needs.

Many thanks to REAMP Transportation Hub and Stephanie Gidigbi Jenkins for their support and significant contributions to this playbook!



THE PROBLEM

Social and Economic Impacts of Car Supremacy: In the last century, government leaders bowed to corporate pressure to put cars, not people, at the center of infrastructure planning. Investments in vehicle-centered infrastructure have divided and destroyed communities. With the passing of the Federal-Aid Highway Act of 1956, construction of 41,000 miles of interstate displaced 475,000 homes and over a million people[1]. This displacement disproportionately impacted Black communities as federal and state officials intentionally targeted Black communities for destruction[2]. Black homes, churches, schools, greenspaces, and businesses were destroyed[3]. The communities that remained were left segregated thanks to a highway system that functioned as a permanent racial barrier between white neighborhoods and Black communities[4]. In addition to destroying communities and cementing segregation, the highway system created environmental hazards by increasing air pollution in the surrounding Black communities[5]. These inequities continue today as the majority of the Department of Transportation's budget is allocated to highway administration, diverting much-needed resources from public transit and non-vehicular infrastructure. If not implemented in a way that centers equity and community needs, both IIJA and IRA could actually increase inequities and disparities.

Lack of Accessible and Affordable Transit: Facing consistent funding cuts across the country, public transit has become less frequent, less reliable, and less affordable. In an attempt to close budget gaps, fares have been increased. Without dependable and affordable public transit options, public transportation infrastructure enters a cycle of disinvestment and high costs, which leads to weakening incentive for expanding public transportation infrastructure to make transit equitable and accessible for all. This lack of access to public transportation disproportionately harms older individuals and people with disabilities due to it leading to social isolation and increasing the risk for early mortality (death), depression, and dementia[6]. The Center for Neighborhood Technology: Housing and Transportation Affordability Index shares a comprehensive view of transit affordability at the neighborhood level.

Harmful Environmental & Health Impacts: Transportation infrastructure construction is a notable chapter in the history of environmental injustice in this country. The siting of transportation infrastructure–particularly vehicular infrastructure–has historically been to the detriment of already vulnerable communities[7]. The elevated vehicle emissions around highways disproportionally pollute Black, Indigenous, people of color, and frontline communities[8]. At the same time, these communities cannot access or do not benefit from the infrastructure itself. For IIJA to be implemented equitably, the cumulative environmental impacts of new infrastructure must be a primary consideration. Otherwise, as shown in Georgetown Law's Climate Center analysis, the law could exacerbate greenhouse gas emissions[9].

Intersection of Racism and Transportation Infrastructure: In his podcast series entitled Arrested Mobility, Charles Brown, founder of Equitable Cities, analyzes why "Black Americans and other people of color [are] disproportionately victims of overly aggressive police enforcement and brutality while walking, running, riding bicycles, taking public transit, or while driving." In his work, Brown discusses the intersection of transportation, health, and equity, and explores how we can change a structurally racist system and its outcomes.

SOLUTIONS

We achieve sustainable, equitable, and inclusive solutions by ensuring that the communities most impacted by transportation infrastructure are at the center of decision-making and hold power and influence over the planning, implementation, and oversight of these investments and developments. That is why our Playbooks often center multistakeholder tables and accountability to communities. Ensuring procedural equity, democratic structures, and just resource allocation is a continuation of organizing efforts to rectify a history rife with racism, exclusion, and oppression. Justice40 gives us a foothold to leverage these organizing movements.

Community-driven solutions are key to ensuring that future transportation investments take a "green and complete streets'' approach–incorporating green infrastructure with sustainable vehicle, bicycle, pedestrian, and transit options. Alternative transportation modes, such as bike share programs, should also be considered as transportation infrastructure solutions, along with electrification of mid- and heavy-duty vehicles given these types of vehicles account for 25% of carbon emissions in the transportation sector.[10]

The Department of Transportation (DOT) has published the Every Place Counts Leadership Academy Transportation Toolkit specifically for communities that want to learn how to engage in the transportation planning process. DOT also published a document highlighting Policy Solutions that would expand access and revitalize communities through technical assistance, program guidance, and competitive funding. Also check out REAMP Transportation Hub's presentation on Why Streets Matter.

The Transit Equity Network and Labor Network for Sustainability have compiled community-driven recommendations for equitable transit. The following is an excerpt from their Transit Equity Day Resolution:

- Increase public funding for transit, including funding to expand transit systems, especially in underserved neighborhoods, communities of color, economically disadvantaged communities, and communities burdened by pollution.
- Use a part of the increased public funding to offset the need for fare increases, and to reduce (or at least cap) fares.
- Eliminate or reduce fares for particular populations such as seniors, people with disabilities, and school and college students.
- Decriminalize transit fare evasion–a measure that will make public transit much more accessible to those populations, particularly youth of color, who are disproportionately criminalized for a minor misdemeanor.
- Increase the accessibility of public transit for people with disabilities.
- Increase funding for para-transit to ensure that it is reliable, timely, and affordable.
- Increase job opportunities in transit system operation as well as construction, and ensure that the new jobs pay family-supporting wages, provide good benefits, and give workers the opportunity to organize a union and bargain collectively without employer pressure and intimidation.
- Prioritize the hiring of economically disadvantaged people, people of color, people from communities currently underserved by transit and/or overexposed to vehicular and other forms of pollution, people with disabilities, workers displaced from polluting industries, formerly incarcerated people, and other marginalized populations for transit operation and construction jobs.

WHERE TO START

Engaging Stakeholders–As communities begin or continue to address inequities in transportation infrastructure and systems, engaging with the following stakeholders can be helpful:

- **Transit Agencies or Authorities:** These independent public authorities own and operate buses, trains, and trolleys. They control where buses go and how often. Examples include Southeast Pennsylvania Transit Authority (SEPTA) and the Chicago Transit Authority (CTA).
- **Municipal or County Planning or Transportation Departments, Offices or Commissions:** Local and county governments are the actual implementers of road projects and are in charge of transit and municipal/county planning. Reach out to your city or county-level government to find out how planning processes and projects get implemented in your locality.
- **State Departments of Transportation:** Formula funding distributed by the Department of Transportation will flow through your state transportation agency. Engage these officials to understand how your state is implementing transportation infrastructure funding and to identify opportunities for your community to benefit from these investments.
- **Metropolitan Planning Organizations:** Also known as MPOs or Council of Governments, MPOs create a Transportation Improvement Plan that the state transportation agency then incorporates into the Statewide Transportation Improvement Program, a planning process required by federal law. Outside of urban areas, the planning process is managed by Regional Transportation Planning Organizations (like the Metropolitan Transportation Commission for the nine counties encompassing the Bay Area) or by the state transportation agency.
- **Labor Organizations:** Relevant unions include Amalgamated Transit Union (ATU), Transport Workers Union (TWU), Teamsters, Sheet Metal Air Rail Transportation (SMART), Laborers (LIUNA), and others who maintain and build roads.
- **Local or State-Level Executive and Legislative Decision Makers:** This includes mayors, city council members, or state-level representatives and senators. Some of these elected officials will also sit on state or local level transportation committees. Familiarize yourself with who has the power to make or influence transportation related decisions in your community.
- **Local, Regional and National Transit Coalitions:** Coalitions like the REAMP Transportation Hub, who focus on transportation issues in the Midwest, may exist in your state or region. Engage these coalitions to see if they have additional tools or resources to help build your Transportation Community Benefit Plan.
- **Local, Regional, or Federal Nonprofits or Intermediary Organizations Resources**



WHERE TO START (CONT.)

National Electric Vehicle Infrastructure (NEVI) Program–Electric vehicles (EVs) present a solution to decreasing greenhouse gas emissions as well as local air pollution. However, their practicability for low-income communities continues to be debated. Low-income communities have had less access to information about electric vehicles, and less access to electric vehicles due to the higher purchase price. To reduce carbon and other tailpipe emissions, we must ensure that everyone can be a part of the solution; therefore, securing equitable access to electric vehicles is an important step.

The National Electric Vehicle Infrastructure (NEVI) Formula Program is a new program established within the Infrastructure Investment and Jobs Act (IIJA). It provides funding to states to deploy electric vehicle charging infrastructure. The program aims to establish an interconnected network of EV infrastructure and to facilitate data collection, access, and reliability.

Before States receive their NEVI funding, they must submit State EV Infrastructure Deployment Plans (Deployment Plans) to the Joint Office of Energy and Transportation no later than August 1st, 2022 and Updated Deployment Plans will need to be submitted by August 1 of each year to receive funding for the next fiscal year. Federal guidance makes it clear that states should be engaging their residents, especially members of rural areas and underserved communities, to ensure their Deployment Plans are developed and implemented in an equitable manner. To engage in this development and implementation process, reach out to your State Transportation Agency or State Energy Office to find out how you and members or your community can participate in this process.

NEVI Funding & Eligible Uses–The federal cost share will cover 80% of EV infrastructure project costs, leaving states and private funds to cover the remaining 20%.

In the first phase of NEVI funding disbursement, funding must be directed to designated Alternative Fuel Corridors in order to build out a national EV infrastructure framework. Once the national framework is built out, funding may be used to support EV infrastructure on public roads or by publicly accessible buildings, such as public parking facilities, park-and-rides, public schools, and visitor centers.
Further, NEVI program funding must be used for projects directly related to charging a vehicle. The EV charging infrastructure NEVI supports must be open to the general public and states can use NEVI funds to develop their Deployment Plan. States may also use NEVI funds to contract with private entities for the installation, operation, and maintenance of EV charging infrastructure.

NEVI Economic Inclusion Opportunities–
NEVI program guidance highlights NEVI's potential for increasing the clean energy job pipeline, job creation, and enterprise creation in disadvantaged communities. In order to grow and diversify the local workforce, state Deployment Plans could:

- include geographic, economic, or hiring preferences or innovative contracting approaches to maximize job creation and economic benefits for local communities;
- expand registered apprenticeships and invest in entry-level training programs, such as pre-apprenticeships; and
- include language on how a state will create opportunities for small businesses, even if the state chooses to contract with third parties to install, operate, and maintain EV charging infrastructure.

WHERE TO START (CONT.)

While the NEVI Program does not specifically address the availability of electric vehicles for individuals, states should consider the creation of incentives for the purchase of electric vehicles targeted to low income and vulnerable communities in their deployment plans, such as California's Clean Vehicle Ownership Incentives.

NEVI Equity and Community Engagement Opportunities–Per NEVI program guidance, equity will be emphasized throughout the process of a state developing a Deployment Plan. In order to ensure that NEVI does not exacerbate existing disparities in our transportation systems, public engagement is emphasized throughout the process.

Program guidance states explicitly that Deployment Plans should outline the state's public engagement efforts, including their engagement with disadvantaged and underserved communities. Additionally, state Deployment Plans should identify how any third party contractors will be engaging the communities where EV infrastructure will be installed.

NEVI Justice40 Provisions–Per NEVI program guidance, Deployment Plans should explain how the state will ensure EV charging infrastructure projects will deliver on the Justice40 initiative. While the guidance doesn't require 40% of the funding to go directly to disadvantaged communities, the guidance does state EV charging infrastructure should specifically target locations and benefits to rural areas, underserved and overburdened communities, and disadvantaged communities. States can use the DOT EV Charging Justice40 Mapping Tool to identify which areas to target Justice40 benefits.

Tools to Identify, Connect, and Operationalize the Data around Water Infrastructure

US Department of Transportation Roadway Fatality Story Map: This story map includes interactive maps highlighting the prevalence of roadway fatalities across the country. Use this map to see whether your community is a hotspot for roadway fatalities.

US Department of Transportation Equitable Transportation Community Explorer: This Tool explores the impacts of cumulative burdens that communities may face as a result of underinvestment. The Tool looks at the following categories of burden: transportation insecurity, climate and disaster risk burden, environmental burden, health vulnerability, and social vulnerability. You can use this Tool to deepen your understanding of some of the harms your community might be facing.

Climate and Economic Justice Screening Tool–The Council on Environmental Quality created the Climate and Economic Justice Screening Tool (CEJST) to help federal agencies define and identify disadvantaged communities for the purpose of complying with the Justice40 Initiative.

Using CEJST, Federal agencies will consider a community disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally recognized Tribe (including Alaska Native Villages).

WHERE TO START (CONT.)



The eight categories of burden include: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development.

Communities will meet the threshold for the category of transportation burden if they are in a census tract (identified using the 2010 U.S. Census) that:

- is at or above the 90th percentile for **diesel particulate matter exposure** OR **transportation barriers** OR **traffic proximity and volume**
- AND is at or above the 65th percentile for **low income**.



Diesel Particulate Matter Exposure: Mixture of particles in diesel exhaust in the air, measured as micrograms per cubic meter.

Transportation Barriers: Average relative cost and time spent on transportation relative to all other tracts.

Traffic Proximity and Volume: Number of vehicles (average annual daily traffic) at major roads within 500 meters, divided by distance in meters.

Low Income: Percent of a census tract's population in households where household income is at or below 200% of the Federal poverty level, not including students enrolled in higher education.

GENERAL FEDERAL FUNDING GUIDANCE

Since the start of the Biden-Harris Administration, the Department of Transportation (DOT) has made it a priority to center equity. Given the role our federal highway system played in destroying Black communities and exacerbating segregation, this is an important step DOT can take to remedy historical inequities created by the Department's implementation of the Federal-Aid Highway Act of 1956. You can read more about DOT's equity efforts in their Equity Action Plan.

Emerald Cities Collaborative is not a transportation expert, but we can point you to overviews of infrastructure resources. As a starting point, visit Transportation for America's Infrastructure Investment and Jobs Act (IRA) Analysis to find transportation-specific resources and federal funding.

As the REAMP Transportation Hub emphasizes, IIJA represents a real opportunity for transportation infrastructure investments; however, if not implemented equitably, IIJA also represents a real threat. In status quo thinking, highway funding is always top priority. If we don't interrupt that mentality, the funds won't be invested in the ways communities need. Creative ways exist to use so-called "highway" funds to actually boost transit, walking, biking, and rolling (such as wheelchairs, skateboards, and rollerblades). For examples, check out Transportation for America, as well as the Federal Highway Administration's Community Connections Program. IIJA even contains funding for shutting down highways in the Reconnecting Communities Pilot Program.



GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

Some important IIJA and IRA programs to note (including programs that target low income and disadvantaged communities) are below:

- **Reconnecting Communities Pilot Program:** This program was established to remedy the harm of highways, and similar infrastructure, that displaced and destroyed communities by separating them from resources, economic opportunity, and sustainable investment. DOT is encouraging those directly eligible for funding (state, local, and Tribal governments, nonprofit organizations, and Metropolitan Planning Organizations) to engage community-based organizations and other community partners when applying for funding. Engage these entities to ensure your community has a voice in planning and developing project funding applications.

- **Safe Streets and Roads for All (SS4A) Grants:** This program funds regional, local, and Tribal initiatives to develop comprehensive safety action plans that identify community roadway safety concerns and design strategies to address these concerns. Comprehensive safety action plans are intended to ensure streets and roads are not just safe for driving cars, but for cyclists and pedestrians accessing sidewalks, crosswalks, and public transit. Engage your state, local, and Tribal government officials and your local Metropolitan Planning Organization to discuss your community's roadway safety concerns and identify whether there are opportunities to participate in comprehensive safety action planning in your community.

- **Low-No Emission Bus Grants:** This program helps modernize bus fleets and bus facilities across the country, including to help transit agencies purchase or lease low or no- emission vehicles that use advanced technologies to help improve air quality and combat climate change. State, local, and Tribal government officials will be required to identify how they've considered the needs of environmental justice communities in funding applications. If air pollution is an issue for your community, engage your transportation officials to identify how this program could benefit your community.



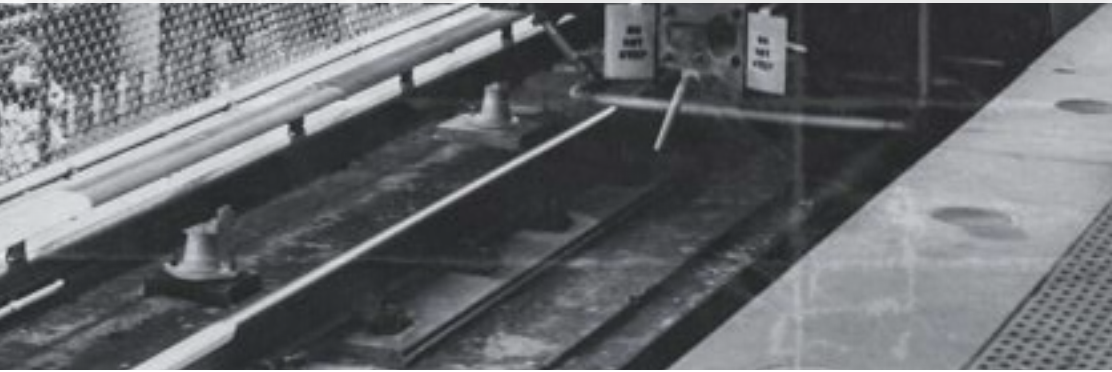
GENERAL FEDERAL FUNDING GUIDANCE (CONT.)

- **Thriving Communities Program:** This program provides technical assistance and capacity-building resources to improve and foster thriving communities through transportation improvements. It includes an online portal, DOT Navigator, which can be used to access technical assistance resources across DOT.

- **Environmental and Climate Justice Community Change Grants Program**: This program is designed to fund community-led projects in disadvantaged communities to address air pollution, increase community climate resilience, and build community capacity to engage in government processes that create environmental and climate policy. Community-based nonprofit organizations can use this funding to support projects that reduce mobility and transportation related air pollution. Work with your local community-based organizations to see how this program can benefit your community.

- **Neighborhood Equity and Access Grants**: This program provides funding to support equitable, safe, and affordable transportation access in communities and to mitigate any negative environmental impacts due to transportation infrastructure. The program will also target economically disadvantaged or underserved communities for assistance with planning and capacity building resources. State, local, and Tribal transportation officials and Metropolitan Planning Organizations are eligible for grant funding to plan and implement projects. Engage these officials to identify ways your community can participate in this process.

For more information on IIJA and IRA transportation programs and funding, check out the DOT's Bipartisan Infrastructure Law (also known as IIJA) webpage, the Federal Highway Administration's Inflation Reduction Act webpage, and DOT's Justice40 website.



TRANSPORTATION JUSTICE FEDERAL FUNDING TABLE

The Transportation Justice Federal Funding Table below identifies transportation justice goals and related Federal programs that can help support those goals. You'll also find more information about each program, some potential strategies for accessing each program, and different entities you should consider engaging and/or collaborating with to ensure the funding opportunity benefits your community. While the list of potential collaborators is not an exhaustive list, it provides a starting point for building a coalition around achieving your desired community benefits.



The People's JUSTICE40+ Community Benefit Playbook

TRANSPORTATION JUSTICE FEDERAL FUNDING TABLE

TRANSPORTATION JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Emissions Reduction	Infrastructure Investment and Jobs Act (IIJA)	**$13.2B:** Congestion Mitigation and Air Quality Improvement Program			This program provides formula funding to states for projects that reduce congestion and transportation emissions in areas that do not meet national air quality standards (also known as nonattainment areas). If your community sits in an nonattainment area, engage your state transportation officials to identify ways this program can benefit your community.	State Transportation Agency, Metropolitan Planning Organization, Local Transit Authority, Transportation Justice Advocacy Organizations, and Environmental and Climate Justice Organizations.
		$5.6B: Low or No Emission (Bus) Grants			States, local government authorities, and Tribal governments are eligible for this funding to purchase or lease low or no emissions buses and for facilities to accomodate these buses. Applicants for funding are required to demonstrate how they've considered the needs of environmental justice communities for project implementation. Engage with local and state officials to apply for funding. Funding can also be used for workforce development training; communities should advocate for local hire provisions as part of the project's community benefit agreement.	
		$5B: National Electric Vehicle Infrastructure (NEVI) Program			A Justice40 Program: States are required to ensure that at least 40% of the benefits target disadvantaged communities. Participate in your state's public engagement sessions to ensure your community is considered for electric vehicle infrastructure placement and economic inclusion opportunities. Public engagement sessions are a prerequisite for states to receive funding.	State Transportation Agency, Metropolitan Planning Organization, Transportation Justice Organizations, Climate Justice Organizations, and Local Transit Authorities.
			$1.25B: Community Charging Grant Program		This Program is designed to ensure electric vehicle charging infrastructure is deployed in rural and low to moderate income communities. Work with your state and local officials to apply for funding.	
			$1.25B: Corridor Charging Grant Program		This Program is designed to ensure electric vehicle charging infastructure is deployed along designated Alternative Fuel Corridors (AFCs). Use this mapping tool to determine if your community sits alongside an AFC. Work with state and local officials to apply for funding.	

The People's JUSTICE40+ Community Benefit Playbook

8.14

TRANSPORTATION JUSTICE FEDERAL FUNDING TABLE

TRANSPORTATION JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	TAX CREDITS	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Emissions Reduction	IIJA	$5B: Clean School Bus Program			State and local governments, contractors, nonprofit school transportation associations, and Tribes are eligible for funding for low to zero emission school buses. This funding may be prioritized for rural and low income communities so it's important to engage with state and local officials to apply for this funding.	State Transportation Agency, School Transportation Associations, Local School Board, Parent and Student Organizations, Local Transit Authorities, Tribal Leaders, National Tribal Organizations, Transportation Justice Organizations, and Climate Justice Organizations.
	Inflation Reduction Act (IRA)			Clean Vehicle Tax Credit	This program provides a tax credit (available at the point of sale) for up to $7500 for the purchase of an electric vehicle.	Work with your local car dealer to learn more about this opportunity.
				Tax Credit for Previously-Owned Clean Vehicles	This program provides a tax credit (avialble at the point of sale) for up to $4000 for the purchase of a used electric vehicle.	
				Tax Credit for Qualified Commercial Clean Vehicles	This program provides a tax credit for up to $14,000 for the purchase of a qualified commercial clean vehicle.	

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TRANSPORTATION JUSTICE FEDERAL FUNDING TABLE

TRANSPORTATION JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Emissions Reduction	IRA	**$250M:** Climate Pollution Reduction Planning Grants	**$4.6B:** Climate Pollution Reduction Implementation Grants		States, municipalities, Tribes, and territories are eligible to use this funding to develop and implement climate action plans, which can include increasing the use of electric light, medium, and heavy-duty vehicles, electrifying local government vehicles, and projects to expand public transportation and micro-mobility. Engage these entities to discuss your community air pollution concerns and identify potential air pollution reduction projects in your community.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal offices, Tribes or Tribal consortiums, and Territory Officials.
			$3.2B: Neighborhood Access and Equity Grant Program		States, local, and Tribal governments, municipal planning organizations, specical purpose districts, nonprofit organizations, and institutions of higher education are eligible for funding to implement projects that improve the walkability and safety of communities, provide public transportation access, and mitigate or remediate the negative community impacts of highways or railway systems in disadvantaged or underserved communities. Engage your state and local officials to identify projects that can benefit your community.	State Transportation Agency, Metropolitan Planning Organizations, Local Transit Authority, Tribal Leaders, Institutions of Higher Education, National Tribal Organizations, Climate Justice Organizations, Environmental Justice Organizations, Transportation Justice Organizations, and Community-Based Organizations.
			$1B: Clean Heavy Duty Vehicles		This funding and rebates are available to states, municipalities, Tribes, and nonprofit school transportation associations to replace existing heavy duty vehicles with clean, zero emission vehicles and support zero emission vehicle infrastructure, workforce development and training, and planning and technical activities. Engage these entities to ensure your community is benefiting from this transition to zero emission delivery, garbage, and utility trucks and school buses.	State Transportation Agency, Local Government Officials, Tribal Leaders, School Transportation Associations, Parent and Student Groups, Teachers Associations, and Community-Based Organizations and Nonprofit Organizations that prioritize Environmental Justice and Climate Justice.
			$3B: Clean Ports Program		This program is available to port authorities, state, local, or Tribal agencies that have jurisdication over the local port authority or port, and air pollution control agencies to develop qualified climate action plans, to purchase or install zero emission port equipment or technology, or conduct any planning or permitting required to purchase or install zero emission port equipment or technology. If your community is situated near a port, engage these officials to ensure your community is benefiting from these clean air opportunities.	Local Port Authority, State, Local, or Tribal Officials who oversee the Local Port Authority, Air Pollution Control Agencies, Environmental and/or Climate Justice Organizations, and National Tribal Organizations.

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Emissions Reduction	**Inflation Reduction Act (IRA)**		**$2.8B: Environmental and Climate Justice Community Change Grants**		This funding opportunity is available to community-based nonprofit organizations and local government entities, institutions of higher education, and Federally recognized Tribes in collaboration with community-based nonprofit organizations to fund air pollution reduction projects that include reduce mobility and transportation related air pollution. Engage these entities to see if there projects being developed in your community.	Community-Based Organizations, Local Government Officials, Institutions of Higher Education, and Tribal Leaders.
			$14B: Greenhouse Gas Reduction Fund--National Clean Investment Fund		This funding is for national nonprofit clean financing institutions to provide accessible and affordable financing for clean technology projects, including zero emissions transportation projects. Engage your local community development financial institution (CDFI), credit union, and/or greenbank to learn more about the clean technology projects and financing options available to your community.	African American Alliance of CDFI Chief Executive Officers, Local CDFI, Local Credit Unions, Local Greenbanks, Minority and Women Owned Depository Institutions, and Local Housing Finance Agency.
Education and Workforce Training and Development Opportunities	**Infrastructure Investments and Jobs Act (IIJA)**		**$50M: On-the-Job Training Program**		Under this program states are required to establish apprenticeship and training programs that target women, minorities, and disadvantaged individuals for advancement to jouney-level positions in the highway construction field. Engage your state Department of Transportation offices to learn more about your state On-the-Job Training Program and how this program can support workforce needs within your community.	State Transportation Agency, Nonprofit and Community Based Organizations that focus on workforce development, and Labor Unions.
			$5B: Consolidated Rail Infrastructure and Safety Improvement Grants		This program provides funding to states, Amtrak and other rail carriers, Tribes, and nonprofit railway labor organizations to fund projects that improve the safety, efficiency, and reliability of intercity passenger and freight rail. Eligible uses of this funding includes workforce development and training projects. Engage these entities to see how your community can benefit from workforce development and training programs being implemented in your community.	State Transportation Agency, Nonprofit Railway Labor Organizations, Amtrak or Other Railway Carriers, Tribal Leaders, and State Department of Labor.
			$50M: Disadvantaged Business Enterprises		This funding helps state transportation agencies ensure nondiscrimination in Department of Transportation-assisted contracts in the transportation industry. Engage your state transportation agency to identify opportunities for minority and women owned businesses in your community.	State Transportation Agency, Transportation Justice Organizations, Minority and Women Owned Business Organizations, Metropolitan Planning Organizations, and Local Transit Authorities.

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Reconnecting Communities	IIJA		**$1B:** Reconnecting Communities Pilot Program		State, local, and Tribal governments, non-profits, and Metropolitan Planning Organizations will be eligible to receive funding for planning grants and capital construction grants. The Department of Transportation is encouraging these entities to engage community-based organizations and community partners when applying for this funding. Work with these entities to ensure community has a voice in this process.	State Transportation Agency, Local Transit Authority, Local Metropolitan Planning Organization, Community-Based Organizations, Transportation Justice Organizations, and Labor Organizations.
	IRA		**$3.2B:** Neighborhood Access and Equity Grant Program		States, local, and Tribal governments, municipal planning organizations, special purpose districts, nonprofit organizations, and institutions of higher education are eligible for funding to implement projects that improve the walkability and safety of communities, provide public transportation access, and mitigate or remediate the negative community impacts of highways or railway systems in disadvantaged or underserved communities. Engage your state and local officials to identify projects that can benefit your community.	State Transportation Agency, Metropolitan Planning Organization, Local Transit Authority, Tribal Leaders, Institutions of Higher Education, National Tribal Organizations, Climate Justice Organizations, Environmental Justice Organizations, Transportation Justice Organizations, and Community-Based Organizations.

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Transportation Safety	IIJA		**$5B:** Safe Streets and Roads For All		Metropolitan Planning Organizations, counties, cities, towns, transit authorities, and Tribal governments will be eligible for funding to develop, update, or implement comprehensive safety action plans. If you have traffic safety concerns within your community, work with your local officials to apply for funding.	Local Transit Authority, Local Government Officials, Transportation Justice Organizations, Tribal Leaders, and National Tribal Organizations.
			$2.9B: Tribal Transportation Program		This funding is available to Federally recognized Tribes to support safe and adequate multimodal transportation and public road access to and within reservations, Tribal lands, and Alaska Native Village communities. Engage your Tribal leaders to identify program opportunities for your community.	Tribal Leaders, Transportation Justice Organizations, Climate Justice Organizations, and National Tribal Organizations.
			$200M: Tribal Transportation Facility Bridge		This program provides funding to Tribal governments to support bridge and culvert condition, safety, efficiency, and reliability projects. Engage your Tribal leaders to identify projects that could benefit your community.	
			$45M: Tribal High Priority Projects Program		This Program provides additional funding to Tribes whose annual allocation of funding under the Tribal Transportation Program is insufficient to complete the highest priority projects or for any Tribe that has an emergency or disaster occur that renders a road or bridge impassible or unusable. Engage your Tribal officials if your community needs this assistance.	

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TRANSPORTATION JUSTICE FEDERAL FUNDING TABLE

TRANSPORTATION JUSTICE GOALS	FEDERAL SPENDING BILL	FORMULA GRANTS	COMPETITIVE GRANTS	OTHER FUNDING OPPORTUNITIES	STRATEGY FOR ENGAGEMENT	POTENTIAL COMMUNITY BENEFIT STAKEHOLDERS (IN ADDITION TO COMMUNITY MEMBERS) TO CONSIDER
Accessible Public Transportation	IIJA	**$3.1B:** Bus and Bus Facilities Formula Grants			Funding is available to state, local, and Tribal governments to replace, rehabilitate, purchase (or lease) buses, bus-related equipment, and facilities. If your community has traffic related air pollution concerns, engage your state and local officials to identify how this program can benefit your community.	State Transportation Agency, Local Transit Authority, Tribal Leaders, and Transportation Justice Organizations.
			$1.9B: Bus and Bus Facilities Competitive Grant		This program is available to state, local, and Tribal governments to replace, rehabilitate, purchase (or lease) buses, bus-related equipment, and facilities. Engage these officials to idenitfy ways this program can meet your community public transportation needs.	
		$21.6B: State of Good Repair Grants			This formula funding is available to State transportation agencies, counties, cities and townships, special districts, and Tribal governments to maintain public transportation systems and ensure safety efficiency, reliablity, and sustainability. Engage these government officials to ensure safe and reliable public transportation systems are available to your community.	State Transportation Agency, Local Transit Authority, Tribal Leaders, Transportation Justice Organizations, Climate Justice Organizations, National Tribal Organizations, Metropolitan Planning Organization, and Local Government Officials.
		$137M: Appalachian Development Public Transportation Assistance Program			Funding is available to state, local, and Tribal governments, and non-profits within the Appalachian region to support planning, capital, and operating assistance for public transit services in rural areas. Engage with state and local officials to ensure your community's transit needs are being met.	State Transportation Agency, Local Transit Authority, Tribal Leaders, Transportation Justice Organizations, National Tribal Organizations, Climate Justice Organizations, and Metropolitan Planning Organization.
		$4.1B: Formula Grants for Rural Areas			This formula funding is available to state transportation agencies, counties, cities and townships, special districts, Tribal governments, nonprofit organizations, and private for-profit intercity bus carriers to improve, initiate, or continue public transportation services in non-urban areas. Engage these officials to identify projects that will meet your community's public transportation needs.	State Transportation Agency, Local Transit Authority, Tribal Leaders, Transportation Justice Organizations, National Tribal Organizations, Climate Justice Organizations, and Metropolitan Planning Organizations.

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Accessible Public Transportation	IIJA	**$2.1B:** Enhanced Mobility of Seniors and Individuals with Disabilities			Funding is available to State, local, and Tribal governments to ensure public transportation services are available, accessible, and appropriate for seniors and individuals with disabilities. Work with government officials to center the needs of your community members who are aging or have disabilities.	State Transportation Agency, Local Transit Authority, Tribal Leaders, Transportation Justice Organizations, National Tribal Organizations, Climate Justice Organizations, and Metropolitan Planning Organization.
		$183.2M: Public Transportation on Indian Reservations Formula Grant Program	**$45.8M:** Public Transportation on Indian Reservations Competitive Grant Program		This funding is available to Federally recognized Tribes to provide public transportation services on and around Tribal land and reservations. Engage your Tribal leaders to identify projects to improve your community public transportation opportunities.	Tribal Leaders, Transportation Justice Organizations, Climate Justice Organizations, and National Tribal Organizations.
	IRA	**$250M:** Climate Pollution Reduction Planning Grants	**$4.6B:** Climate Pollution Reduction Implementation Grants		States, municipalities, Tribes, and Territories are eligible to use this funding to develop and implement climate action plans, which can include projects to expand public transportation and micro-mobility. Engage these entities to discuss your community air pollution concerns and identify potential air pollution reduction projects in your community.	Lead Organizations for Planning Grants, State Air Pollution Control Agencies, Local Air Pollution Control Agencies, Municipal Offices, Tribes or Tribal Consortiums, and Territory Officials.

WHO CAN HELP

Several national organizations and coalitions are working on Transportation Justice and have resources to help you develop your energy agenda. Here are some trusted organizations with resources available:

- Labor Network for Sustainability
- Center for Neighborhood Technology
- Transportation Equity Network

Key Energy Players:

- **Department of Transportation**: Many of the IIJA and IRA transportation programs will be implemented by the Department of Transportation (DOT). Use this agency link to find more information about the funding programs they offer.

- **Federal Highway Administration:** Some of the IIJA transportation programs, like the National Electric Vehicle Infrastructure Program, will be implemented by the Federal Highway Administration (FHWA), an office within the DOT. Use this link to identify which IIJA and IRA programs will be implemented by FHWA.

- **Joint Office of Energy and Transportation:** This federal agency was created by IIJA to facilitate collaboration between the Department of Energy and DOT and will also assist FHWA in implementing IIJA transportation investments. Use this link to learn more about the programs and resources the Joint Office provides.



WHO CAN HELP (CONT.)

RELEVANT RESOURCES

- Department of Transportation: Equity Website
- Department of Transportation: Justice40 Website
- Department of Transportation: Every Place Counts Leadership Academy–Transportation Toolkit
- Department of Transportation: Policy Solutions
- Department of Transportation: Electric Vehicle Charging Justice40 Mapping Tool
- Department of Transportation: Alternative Fuel Corridor Mapping Tool
- State Laws and Incentives for Alternative Fuels and Advanced Vehicles
- Recent State Updates to Laws and Incentives
- A New Way Forward
- Arrested Mobility
- Center for Neighborhood Technology: Housing and Transportation Affordability Index
- The Third Rail
- Transit Center's Green New Deal for Cities Report
- Transit Equity Day Resolution
- Transit Equity Day of Action in 2021 Report
- Transit Workers Report
- Transportation for America: Infrastructure Investment and Jobs Act Analysis
- Transportation for America: Driving Down Emissions
- Sustainable Development Code: Mobility and Transportation
- The Road Forward: Cost-Effective Policy Measures to Decrease Emissions from Passenger Land Transport

ENDNOTES

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9 "Issue Brief: Estimating the Greenhouse Gas Impact of Federal Infrastructure Investments in the IIJA," Georgetown Climate Center (December 2021). https://www.georgetownclimate.org/articles/federal-infrastructure-investment-analysis.html

10 "Heavy-Duty Vehicles, Air Pollution, and Climate Change," Congressional Research Service (February 2023). https://crsreports.congress.gov/product/pdf/IF/IF12043

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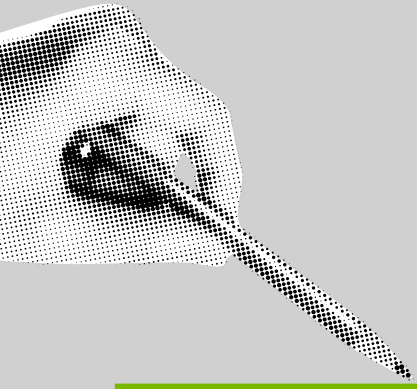
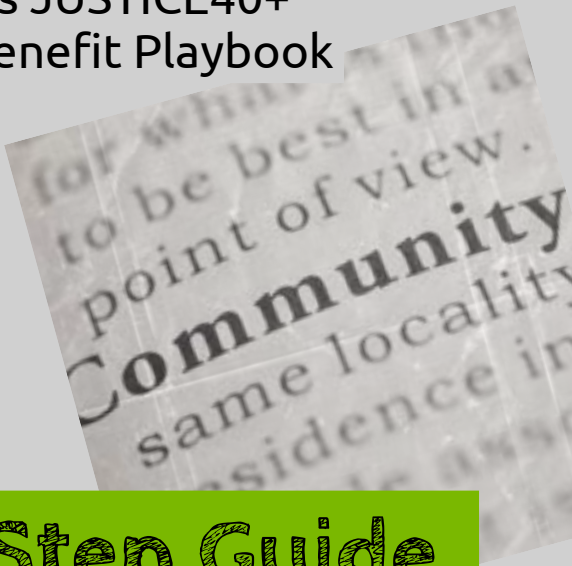




Step-by-Step Guide to Creating a Community Benefit Plan



Step-by-Step Guide to Creating a Community Benefit Plan

THE GOAL: CENTERING "COMMUNITY" IN COMMUNITY BENEFITS

The goal of a Community Benefit Plan is straightforward–to ensure that government funded projects deliver direct, clear, and measurable benefits to the community. Examples of government funded projects include those funded through the Infrastructure Investment and Jobs Act (IIJA), the Inflation Reduction Act (IRA), and any publicly subsidized private development project. The rationale is that public taxes should produce public benefits. Procedural equity–inclusive, accessible, and authentic community engagement and representation in the decision making process–will be necessary for that to happen. Communities must be directly involved in the process of defining what a community benefit looks like for them or for a particular sector of the economy.

WHAT IS A COMMUNITY BENEFIT PLAN?

A Community Benefit Plan *is not* a Community Benefit Agreement (CBA) or a Community Workforce Agreement (CWA); however, they can include provisions of a CBA or a CWA. A Community Benefit Plan is different. It is a plan that is:

- led and developed by the community (as opposed to a government or developer-defined CWA or CBA);
- rooted in equity principles and values;
- focused on the needs and priorities of under-resourced communities;
- inclusive of labor and economic inclusion standards that are typically codified in a CWA or a project labor agreement; and
- centered in high-road strategies that emphasize shared prosperity, environmental sustainability, and deep democracy by prioritizing family sustaining wages, union jobs and business opportunities for the local community, and racial equity and inclusion while building climate resilient communities.

Further, a Community Benefit Plan can be:

- a process and tool to build or deepen a coalition of multiple stakeholders (such as community, labor, and business) around this unprecedented opportunity to rebuild America with an equity and justice lens;
- a strategy document to advocate for, capture, and track government funding and to hold federal, state, and local agencies accountable to spending 40% or more of their public grants and contracts on community priorities in compliance with the Justice40 Initiative; and
- a holistic and comprehensive community plan or a sector-specific plan that targets community priorities around clean energy, water, or public transportation.

HOW TO DEVELOP YOUR COMMUNITY BENEFIT PLAN

In many ways, this is a classic organizing project. It requires bringing people together to share a vision, assess needs, and define priorities and strategies. The end game is not just a plan, or even a campaign for money and projects. The core objective is more enduring–to create a stronger, more cohesive civic infrastructure that will withstand the test of changing political seasons and will work to address the long-term racialized structural issues that reproduce income, wealth, health, and other disparities. This is the missing piece in a Justice40 strategy in which the vested interests of different communities are not vetted and resolved.

Before starting, consider these questions and approaches:

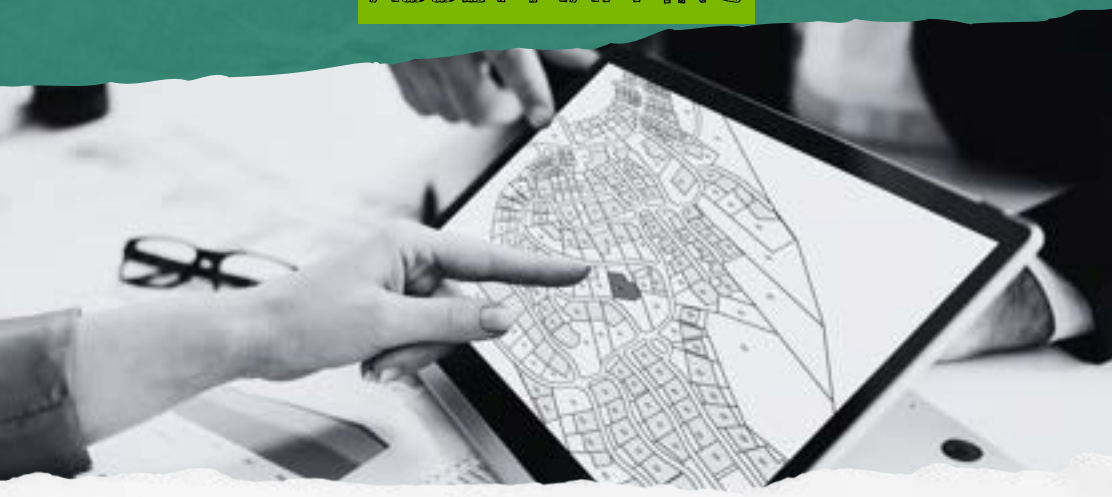
- How do you define community? Is it a specific geographic community? Is it a specific sector within the local community? Is it population-specific (such as immigrant communities or youth)? Refer to the table below (Types of Community Benefit Plans) to examine the pros and cons to each approach.
- The plan you create should be intersectional, focusing on environmental, economic, and racial equity outcomes. For example, if your local government has funding for clean water infrastructure, how do you ensure it produces good jobs and business opportunities and that low-income and Black, Indigenous, and people of color (BIPOC) communities are full beneficiaries? This requires a multi-stakeholder table of community members, labor organizations, community-based organizations, and workforce and business development organizations.
- Don't reinvent the wheel or duplicate efforts. If a stakeholder table that is community-led and justice-centered already exists–build on that platform.



TYPES OF COMMUNITY BENEFIT PLANS

PLAN TYPES	COMMUNITY BENEFIT PLAN GOALS	COMMUNITY STAKEHOLDERS	POTENTIAL POSITIVES	POTENTIAL NEGATIVES
Comprehensive Community Benefit Plan	Community Benefit Plan seeks funding for a full range of community priorities, such as affordable housing, economic opportunities, and mitigating environmental harms.	Multi-stakeholder table of local community leaders and organizations, such as local businesses, churches, labor organizations, civic associations, community-based organizations, or anchor institutions (hospital systems and institutions of higher education).	An established community plan that you can build on may already exist.	Funding opportunities are often siloed. Federal programs can be very prescriptive and lack flexibility. Federal programs tend to be sector specific. Funding a community-wide plan will rely on ingenuity and capacity of government agencies willing to work with communities to identify opportunities to fully fund community priorities. A community-wide organizing and planning process may take longer due to varied community needs, interests, and stakeholders.
Sector Specific Community Benefit Plan	Community Benefit Plan seeks funding to address a specific community priority, such as clean water infrastructure or reducing air pollution.	Stakeholders working in a particular sector, such as community-based organizations that target specific community priorities, labor organizations, industry leaders, and sector specfic national nonprofits that can provide additional capacity and resources.	Community priorities can be more aligned with state or federal programs and funding opportunities. This makes tracking program and funding opportunities a little easier. Focusing on a specific sector allows you to focus on who has decision making capabilities, the decision making process, and the agencies involved in implementing decisions. Organizing by sector can be less complicated and time consuming.	Focusing on one sector can leave many community priorities on the table. This incentivizes funding silos. May require multiple Community Benefit Plans and planning processes to cover all of the available funding streams. Organizing this way may not leverage the full capabilities and resources of government agencies or push them to operate differently. This approach does not provide for intersectional planning, development, and implementation.
Population Specific Community Benefit Plan	This Community Benefit Plan seeks funding to address the unique needs and priorities of a specific population group, such as youth or farmworkers.	Representatives from the target population and those who provide services to the targeted population.	Clearly defined benefits for individuals.	While addressing the unique population needs, those needs may not align with available funding.

ASSET MAPPING[1]



- **Center the community as experts.** Make sure you use an "abundance frame" when discussing community assets. Many technical and out-of-touch policy solutions rely on ivory tower research to make a case about what's best and or most needed for impacted communities. Participatory research requires those at the frontlines to be in the driver's seat as experts of their own experiences, which helps inform both the challenges and potential solutions. It is important to avoid the frame that communities must compete over a "scarcity of resources." Rather, conduct the community assessment using the frame of "we have an abundance of gifts."

- **Identify the community's strengths and assets.** Messages of scarcity and deficit are part of the structural violence caused by an unequal and unjust distribution of power. Part of the assessment process must reframe and ground community members in a different and often erased reality. By naming the skills, resources, land, ideas, knowledge, experience, and stories held and stewarded by the community, we not only start from a place of assets and strength, but we also begin to shift the false narrative that the communities most impacted have little or nothing to offer. Starting from a place of asset, you must also identify the growth areas and gaps that the community (and external partners) need to fill to be successful. A SWOT (strengths, weaknesses, opportunities, threats) analysis can be a helpful tool.

- **Identify the barriers to achieving your strategy.** Focus on the opportunities that can be leveraged to win.

- **Who are trusted partners that you can rely on to support your work?** When taking stock of your community, you may have gaps and needs that go beyond your capacity. Identify what needs you have in this assessment and survey to find potential partners who can be trusted to support your work while centering the community's leadership and voice.

STEP 1: ASSET MAPPING

Start by assessing the landscape of your community. Here are some questions you'll want to consider:

- Who are the major stakeholders who work on issues related to energy, water, transportation, economic inclusion, and environmental and climate justice?
- Are they tracking and advocating for community benefits from the climate, clean energy, and infrastructure investments?
- Is there an organized community table?
- Who is at the table?
- Is the table community-led?
- Are there other existing coalitions?
- Are there any community-wide advocacy groups?
- What strengths, skills, expertise, and knowledge does the community hold and are there any gaps in skills and resources?
- Who are the regulatory bodies responsible for making and enforcing decisions?
- What is the process for engaging with the regulatory bodies
- Who has the power to influence the regulatory bodies?

The answers to these questions will help you and your community assess how things are working within your community and whether this is working for your community

DELIVERABLES AND OUTCOMES:

- The community has established shared language and analysis that has deepened their understanding of their community needs and priorities, identified community strengths and gaps in resources, and developed a foundational knowledge of the systems in place that have the power to change the current status quo.
- This, in turn, has built community power that will lend a foundation to the coalition-building step.
- The community also has a shared baseline from which they can name specific investments and benefits that are intersectional, allowing the community to take a holistic approach to addressing community needs.

ASSET MAPPING TOOLS & RESOURCES[2]

- **Energy Democracy Flipbook**, Emerald Cities and JCET Project
- **Energy Justice Scorecard**, Initiative for Energy Justice
- **Power Mapping Tools, Strategic Concepts in Organizing and Policy Education**, SCOPE-LA
- **Power Mapping Relationships**, DFA Training Academy
- **Upside Down Power Triangle**, Training for Change
- **Spectrum of Allies**, Training for Change
- **The Illuminator**, Quioveo
- **Comparison of Asset vs Deficit Based Approaches**, Memphis University
- **Neighborhood Planning**, HOPE Collaborative
- **Assessing Community Needs & Resources**, Community Toolbox, Kansas University
- **Community Needs Assessment**, Centers for Disease Control
- **Conduct a Needs Assessment**, Rural Health Information Hub
- **Environmental Justice Mapping**, Center for Earth Energy and Democracy
- **Lowndes County Freedom Party**, SNCC Digital Archives
- **Participatory Action Research**, Institute of Development Studies

STEP 2: ORGANIZE A MULTI-STAKEHOLDER COALITION

While organized community groups are likely to already exist, it is rare to find a community-driven, multi-stakeholder coalition that includes community-based advocacy organizations and local policy groups, workforce organizations, small and minority contractors, and local labor unions. The goal of a community-driven, multi-stakeholder coalition is to develop a community consensus on an advocacy strategy for the federal funding opportunities that state and local agencies and institutions will receive. These state and local agencies and institutions need to know who you are and that your community has a plan for yourselves, as opposed to them planning for you.

You do not need to organize a new stakeholder table if one already exists. The stakeholder table could be an existing community-centered collaborative. For example, there are Green New Deal tables in many localities.

However, these multi-stakeholder tables must specifically be a working group that is led by BIPOC, Environmental Justice (EJ), and/or Climate Justice (CJ) communities, and include the following stakeholders:

- affordable housing communities–to clearly establish the needs and benefits for low-income families;
- workforce and labor organizations–to identify the jobs and business objectives, outcomes, and strategies; and
- mainstream environmental groups–to ensure alignment and support.

The overall goal of the stakeholder coalition is to build power and to maximize the potential impact of the federal investments across all sectors.

Be sure to establish a vision and mission for the stakeholder table and the rules of engagement. A key principle for engagement should be that your partners are collaborative. If they are not, move without them.

DELIVERABLES AND OUTCOMES:

The outcome of this phase is a working group to which local Justice40 efforts are accountable and who are resourced to develop, implement, monitor, and update funding related to the Justice40 initiative. The outcome is a structure that is led by BIPOC, EJ, and CJ communities that will validate whether the Justice40 benefits are being realized in communities.

RESOURCES

- Communities First Principles
- We Power Policy Toolkit

STEP 3: EDUCATE

Finding out how much funding exists for your community's priorities and when funding will flow is a protracted and uncertain process. Funds are flowing now, but there is still time to get in the game. To get informed and educated, you'll want to find out:

- Quantitative and qualitative (story-telling) data on the issues and problems you want to fix.
- How much funding is coming to your city and state from the federal government? And, how much of the funding is competitive versus non-competitive?
- How much funding is flowing directly to local communities on a competitive or non-competitive basis?
- Which local and state agencies will be responsible for receiving and managing the funding?
- What guidance or regulations are attached to the funds, especially as it relates to Justice40?

Action Steps to Get Updated and Stay Informed:

- Get updates on federal, state, and local policies and plans from these sources:
  - Treasury
  - COVID-19 Economic Relief
  - Coronavirus State and Local Fiscal Recovery Funds (SLFR) National Conference of State Legislatures
  - ARPA State Fiscal Recovery Fund Allocations
  - White House: Environmental Justice
  - Just Solutions Collective
  - Infrastructure Investment and Jobs Act Guidebook
  - Inflation Reduction Act Guidebook

- Connect to Emerald Cities Collaborative's Justice40+ website to stay engaged and sign up for The People's Community Benefit Playbook Quarterly Updates.

- Organize an information and accountability session for agency officials for a two-way exchange. What are they doing? What are your needs? What are their commitments?

DELIVERABLES AND OUTCOMES:

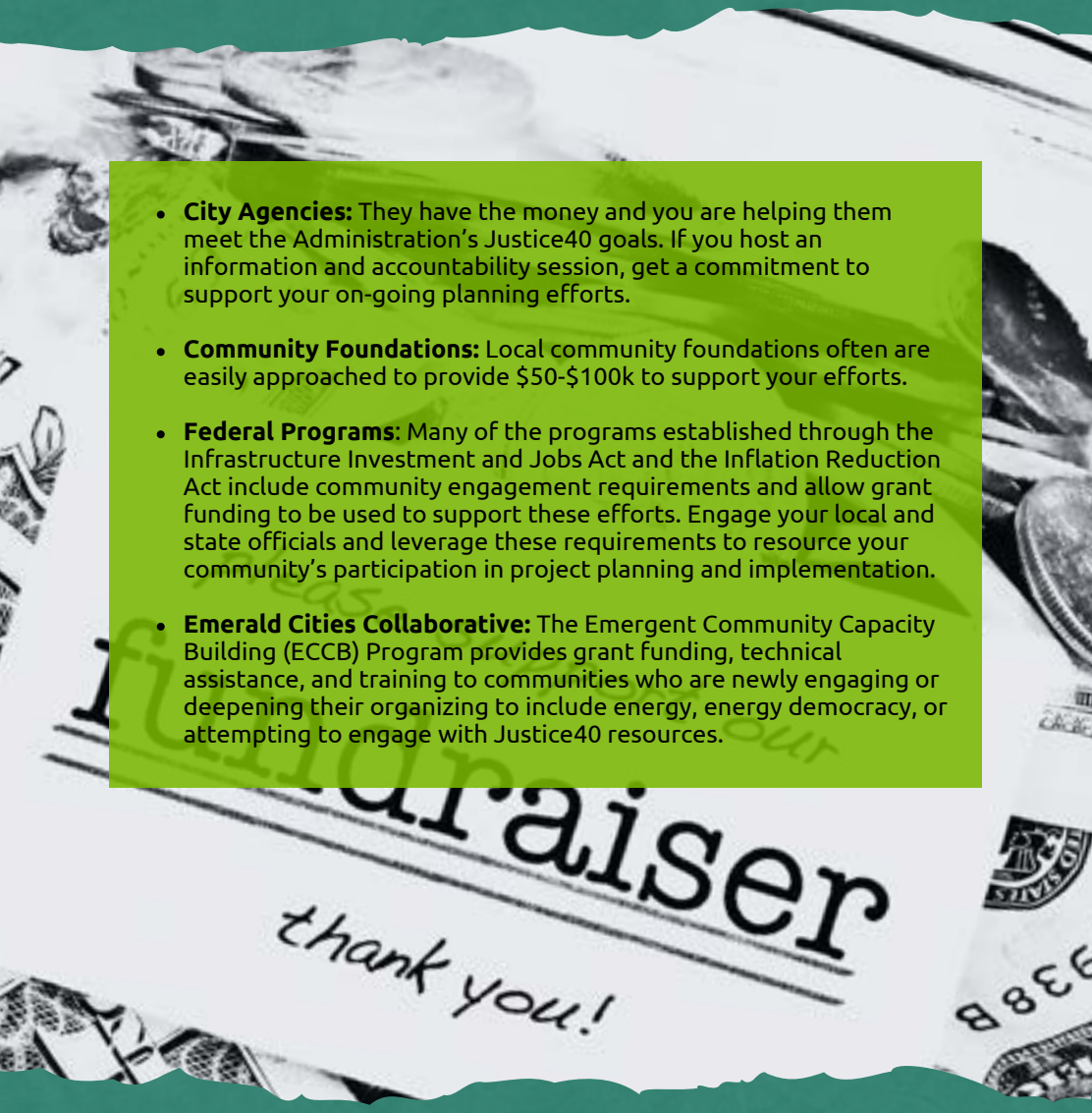
- Community has developed a shared narrative (with supporting data) to amplify their advocacy strategy for federal funding.

- Community has familiarized themselves with how federal funding will flow from federal agencies to state and local government agencies and have identified the state and local decision-makers and intervention points to effectively deploy their people power.

- Community has identified the federal funding opportunities that will address community priorities and needs.

STEP 4: FUNDRAISE

Garner public and private-sector commitment to fund the community engagement, planning, and advocacy process. It is now considered unreasonable and inequitable to ask community members to volunteer their expertise for this important work. The new standard and best practice is to pay for staff and stipends for community members, facilities, and food to undertake this work. Potential sources include:



- **City Agencies:** They have the money and you are helping them meet the Administration's Justice40 goals. If you host an information and accountability session, get a commitment to support your on-going planning efforts.
- **Community Foundations:** Local community foundations often are easily approached to provide $50-$100k to support your efforts.
- **Federal Programs**: Many of the programs established through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act include community engagement requirements and allow grant funding to be used to support these efforts. Engage your local and state officials and leverage these requirements to resource your community's participation in project planning and implementation.
- **Emerald Cities Collaborative:** The Emergent Community Capacity Building (ECCB) Program provides grant funding, technical assistance, and training to communities who are newly engaging or deepening their organizing to include energy, energy democracy, or attempting to engage with Justice40 resources.

STEP 5: PLAN

Even before the appropriations are finalized, it is important to start developing your Community Benefit Plan with your Justice40 partners. The planning process should consider all the resources coming into your locality. In other words: the goal is to know how to best harness 40% or more of available federal investments and to understand how to use the available tools to ensure the community benefits.

The essential elements of the plan include:

1. A community vision that identifies your community needs and outlines your community priorities.
2. Critical community projects to repair environmental damage and build climate resilience.
3. Local hire and procurement opportunities for project implementation.
4. Community wealth-building opportunities.
5. Community engagement resources and capacity building.

The ideal projects are those that work at the intersection of environmental and climate justice, equity, and the economy. The Biden Administration is interested in all three of these goals and has made statements to that effect to BIPOC communities and unionized labor, who are likely to be a major beneficiary of the Infrastructure Investment and Jobs Act and the Inflation Reduction Act.

It is critical to understand how to navigate both direct community investments and also indirect benefits through unionized labor. Few projects combine these infrastructure investment benefits to address the disparities in health, income, and wealth in order to build short- and long-term community gains.

Potential Action Steps[3]:

- **Develop a Community Benefit Plan in a participatory manner and outline what community needs are addressed within the plan and how the plan addresses those needs.** Use the Energy Democracy Scorecard as an example of how to identify community named priority investments and benefits.
- **Complete an impact analysis on the design and implementation of the plan.** Consider the following: Who does it benefit? How explicitly does it benefit them? Are there indirect benefits? What is needed to advance the plan? What source is the funding coming from? Is there a timeline? Who is the decision making authority or federal agency? And , what is their relationship or accountability to the community?
- **Develop clear and specific benchmarks and metrics in the Community Benefit Plan for accountability.**

DELIVERABLES AND OUTCOMES:

The community has a self-defined Community Benefit Plan that outlines investments and benefits they want to see in their community. The community connects these plans to the resources coming in from the federal, state, and local level. The plan may even name anchor institutions or philanthropic partners who have been invited into the process.



RESOURCES[4]

- **Poor People's Moral Budget**, Poor Peoples' Campaign
- **Resources**, Grassroots Policy Project
- **Research**, Action Center on Race and the Economy
- **Equity, Health, Resilience and Jobs: Lessons from Just Growth Circle**, Partnership for Southern Equity and Climate Interactive
- **Comprehensive Building Blocks for a Regenerative and Just 100% Policy**, Just Solutions Collective
- **Water Equity and Climate Resilience Caucus**, PolicyLink
- **Propagate, Pollinate, Practice Curriculum Toolkit**, Movement Generation
- **Regenerative Economy & Peoples Solutions Lens**, United National Frontline Table

STEP 6: ADVOCATE

The major goal here is to get your Community Benefit Plan (CBP) funded by the state and local agencies responsible for spending the federal dollars.

Action 1: Conduct a power analysis. Identify the formal and informal influencers and key decision makers. The goal is to understand the context for your policy initiative and develop a winning strategy of persuasion and/or confrontation. Rank the friends and foes. Identify your messaging and strategy to sign on your friends, neutralize indecisive parties, and limit potential adversaries.

Action 2: Set up community meetings to garner widespread support for your CBP and begin to flex your community power muscle.

Action 3: Write op-eds, blogs, and social media posts to announce your CBP to the broader community.

Action 4: Set up meetings with the mayor, city council, county administrators, or state agencies to seek support.

And/or

Action 5: Host an information and accountability session for decision-makers and invite them to endorse or support your CBP.

Action 6: Develop ongoing information and accountability sessions, creating a direct communication channel for CBP stakeholders with decision-makers.

DELIVERABLES AND OUTCOMES:

- A power analysis.
- Widespread visibility and awareness of a CBP clearly identified as the community-led solution–including awareness at federal, state, and local agency level.
- Well-established relationships with relevant government agencies and a CBP supported by elected officials (city council, state representatives and senators, and Congressional representatives and senators).
- Formal adoption (ideally but not necessary) of the CBP at the local or state level as part of the planning and budgeting process.
- Community representation on the relevant local agencies' planning committees.

STEP 7: ACCOUNTABILITY

Accountability requires a proactive monitoring and a reporting system based on clearly defined and accepted metrics that were established in the CBP. The Biden-Harris Administration has created the Environmental Justice Scorecard to report on their accomplishments towards Justice40. This scorecard can be used as an accountability tool to ensure the Administration is delivering 40% of climate and clean energy investment benefits to disadvantaged communities.

It's also important to ensure that funding is available to support community oversight (See step 4). As part of an ideal Community Benefit Plan, ensure there are a significant number of positions funded for community oversight. This is a full-time job and needs to be explicitly supported by the agencies and executive branch resources as well as any legislative oversight boards or committees.

ENDNOTES

1 Excerpted from Community-Led Participatory Policymaking Toolkit by We Power Policy.
2 Excerpted from Community-Led Participatory Policymaking Toolkit by We Power Policy.
3 Excerpted from Community-Led Participatory Policymaking Toolkit by We Power Policy.
4 Excerpted from Community-Led Participatory Policymaking Toolkit by We Power Policy.

The People's JUSTICE40+
Community Benefit Playbook



Anatomy of an Effective Community Workforce Agreement





OVERVIEW



This guide to Community Workforce Agreements provides a framework to bring innovation to the traditional Project Labor Agreement (PLA), and to give life and meaning to a new social compact between a city, labor, and the community.

The foundation of a new social compact is a genuine commitment for shared prosperity among all stakeholders, and the wherewithal to change traditional business and hiring practices to support that goal.

An effective Community Workforce Agreement (CWA) is the heart of this social compact. It is a dynamic partnership between labor and community – more than just diversity and inclusion goals. An effective CWA reflects a common pledge to work together to build a high-road path to economic revitalization that includes good jobs. It gives greater voice to community and labor, and increases access to consequential decision-making about the urban future.

Community Workforce Agreements (CWAs) are one of the most effective instruments to operationalize the social compact to achieve these goals. CWAs are often described as Community Benefit Agreements (CBAs). They share common language and often include elements unique to local markets and project conditions.

However, CWAs are usually limited to jobs (and maybe business opportunities), and they rarely involve the community. In contrast, in the case of a CBA, the community is involved in the development of the agreement ("procedural equity"), and a broader array of benefits is typically inserted, such as housing, environment, and transportation investments that align with community needs and priorities.

WHAT IS A CWA?

The CWA is a formal, legally binding labor-management agreement that is negotiated between public and private construction end-users, the local building trades council, and prime contractors managing specified projects in a geographically defined jurisdiction. The Building Trades Council leads in negotiating the CWA, and individual Building Trades Unions are signatories to the agreement. The CWA is binding on all sub-contractors engaged in work on the specified project.

The difference between the CWA and a Project Labor Agreement is that community interests are incorporated into the terms of the CWA. Typical PLAs focus on such issues as strikes, lock-outs, dispute resolution, journey-apprentice ratios, work hours, conditions, and wages. CWAs focus on community benefits to ensure diversity and inclusion as a pathway to shared prosperity.

The key purpose of the CWA is to ensure that the job access and quality aspects that are contained in the social compact between labor and the community are actively pursued and persistently protected in a formal agreement.

Ideally, community organizations can be direct signatories to the CWA or to a side agreement, and are involved in monitoring and assisting in the CWA implementation. Accountability is an important principle for every CWA.



SUMMARY OF CORE CWA ELEMENTS

The following guidelines for putting together an effective CWA represents best practices gleaned from Emerald Cities' experience, secondary sources, and our survey of over 20 community workforce agreements that have been negotiated, signed, and implemented across the country. While CWAs vary from city to city, virtually every good CWA contains these essential elements:

Specific Percentage of Project Work Hours for Targeted Hiring Populations:

- Local residents or residents local to the impact area
- Disadvantaged workers (low-income, returning citizens, homeless, government benefits recipients, etc.)
- Trainees from specific pre-apprenticeship organizations

Specific Apprenticeship Goals:

- Percentage of total apprentices, relative to a project's whole workforce
- Percentage of apprentices from each target population
- Direct entry options from approved pre-apprenticeship programs
- Other experiential learning or work-and-learn opportunities, such as internships and on-the-job training
- Range of worker benefits, including workers compensation

Carve-outs for Minority, Women and Disadvantaged Business Enterprises (MWDBE):

- Emerging business enterprise
- Employee exception to PLA requirements
- Ensure contractors are evaluated on a "quality" as opposed to a "price-based system"
- Pre-approval system for contractors who have been educated in, and have agreed to work under the CWA.

SUMMARY OF CORE CWA ELEMENTS (CONT.)

CWA Compliance Monitoring

- Online data reports
- Project monitor (consultant, community-based organization, public agency, or project construction member)
- Stakeholder Advisory Committee (e.g., Portland Social Justice Committee and Seattle Sound Transit)
- Proactive monitoring or a job monitoring committee

Sanctions for CWA Non-Compliance

- Penalties or fines
- Draw-down payments
- Withholding percentage of retainer or progress payments
- Loss of contract
- Loss of future contracts

Incentives for CWA Compliance

- Monetary bonuses
- Bonus bid points on future projects

Funding Mechanisms for Support Services

- Percentage of work hours or contract value
- Separate fund administration committee

THE ANATOMY OF A CWA



A Community Workforce Agreement (CWA) includes the standard PLA provisions, including terms and conditions of employment, collectively bargained wage rates, benefit fund payments, hours, etc. The terms encourage job stability and prevent costly delays through a number of provisions related to strikes, disputes, and working conditions.

The "community benefits" that are negotiated to ensure a broader distribution of opportunities are what turns a PLA into a Community Workforce Agreement (CWA). There are at least seven major elements to the anatomy of an effective CWA. The following sections briefly describe these elements and provide, where possible, examples and sample CWA language.

A. Clearly Articulated Targeted Hiring Goals
B. Definition of the Targeted Employment Category
C. Definition of Good Faith Effort
D. Monitoring and Compliance
E. Accountability Mechanisms /Sanctions
F. MWDBE Carve-outs
G. Funding Mechanisms

A. CLEARLY ARTICULATED TARGETED HIRING GOALS

The first major element is clear, concrete hiring goals that are strategically important and politically feasible. The hiring goal categories may be defined by geography (eg. residents in a local neighborhood, census tract, or zip code), economic status (i.e. low-income), or some other legally defensible criteria.

- **A requirement that a designated percentage of all *worker hours* (not jobs) will be performed by members of the targeted workforce.**

Trade-level Goals: Trade-level goals require that hiring goals are to be met by each of the trade unions involved on the project. Examples:

- The Oakland Port Modernization Project (MAPLA) set a goal that 50% of all hours worked, on a craft-by-craft basis, were performed by people from targeted communities.
- The City of Los Angeles negotiated several PLAs to cover sewer, road, and police station construction. Those agreements require 30-40% of all worker hours be performed by residents of the local impact areas, with 10% of the work to be performed by disadvantaged workers.

Project-wide Goals: Project-wide goals (rather than trade-by-trade or contractor-by-contractor goals) create more flexibility, although potentially less accountability, for inclusion in mechanical trades. In other words, it often means that hiring goals are limited to laborers, painters, and/or carpenters, as opposed to plumbers, electricians, bricklayers, etc.

SAMPLE LANGUAGE

"The parties agree that it is the goal that residents of buildings and zip codes in which work is being performed and disadvantaged San Francisco workers perform at least 33% of the total work hours in each project. If the total cost of the Project exceeds $1,000,000, this goal will be measured on a trade-by-trade basis."

A. CLEARLY ARTICULATED TARGETED HIRING GOALS (CONT.)



2. An apprenticeship utilization requirement with a designated percentage of total hours to be performed by apprentices.

- The bulk of new entrants into construction careers enter through apprenticeship. If apprenticeship utilization is not required, then new workers may not have meaningful opportunities to enter the construction trades through the project. To pre-qualify as a potential contractor or subcontractor on a CWA-covered project, a bidder must participate in a certified and registered apprenticeship program. For example, the Oakland MAPLA established a goal that 20% of the work be performed by apprentices.

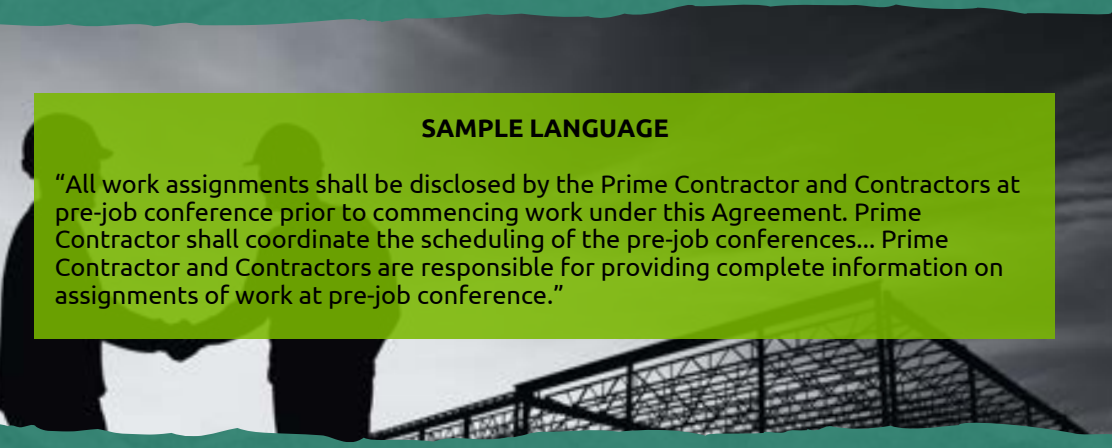
- **Apprentice-Equivalent Positions (and Wage Exceptions):** Often, despite best efforts, it is legitimately difficult to find skilled workers to meet hiring goals. Reasons for this may include a tight labor market, lack of a pipeline, or the need to provide work and learning opportunities for community residents who have yet to qualify for apprenticeship slots. Equivalent positions are sometimes created within unions, such as the pre-craft worker positions established within IBEW 18 in Los Angeles. Alternatively, contractors are given opportunities to hire outside of the hiring hall, typically from lists of other pre-qualified training organizations.

SAMPLE LANGUAGE

"In the event that a Union is unable to fill any requisition for one or more employees within 48 hours after such requisition is made by a contractor, or within 24 hours in the case of replacing a terminated employee, or for any cause, the Contractor may employ applicants meeting the qualifications sought from any other available source as per the Schedule A. Contractor shall promptly notify the Union of any applicants from other sources."

A. CLEARLY ARTICULATED TARGETED HIRING GOALS (CONT.)

Staffing Utilization Plans: A staffing utilization plan should be required as part of the project scope, to assist in identifying the number of jobs, trades, and hours to be worked on the project. This will assist in outreach and placement, and should be included in all bid/solicitation documents.



SAMPLE LANGUAGE

"All work assignments shall be disclosed by the Prime Contractor and Contractors at pre-job conference prior to commencing work under this Agreement. Prime Contractor shall coordinate the scheduling of the pre-job conferences... Prime Contractor and Contractors are responsible for providing complete information on assignments of work at pre-job conference."

3. A goal that sets the percentage of first-year apprentices and/or of total apprentices that come from the targeted hire category.

Examples:

- In addition to requiring that 20% of the work be performed by apprentices, the Oakland MAPLA also set an ambitious target that all of the apprentices should come from the targeted employment category.
- The LA Community College District CWA requires that 30% of the hours be worked by apprentices, with half of those hours targeted to first year apprentices.
- The Portland Community Benefit Agreement specifies apprenticeship training goals for each designated target population.
- Portland CBA included utilization goals for: apprentices (20% of total worker hours), minority apprentices (18% of apprenticeship hours) and journeymen (18% of total worker hours), women apprentices (9% of apprenticeship hours) and journeypersons (9% of total worker hours). This was in addition to Local HUB Zone residents (10%) and DMWESB contractors (22%) with a subcategory of DMW of 12%.

B. DEFINITION OF THE TARGETED EMPLOYMENT CATEGORY

Although low-income communities and communities of color are key constituencies for CWAs, identifying workers of color and women workers as the target employment categories create legal problems and may render the agreement vulnerable to a lawsuit. Instead, a model CWA should focus on addressing poverty as a core component of the agreement and should identify a targeted employment category of low-income workers who would benefit from fuller access to construction careers.

The definition could include:

- Residents of census tracts or zip codes that have high poverty or unemployment rates. (Zip codes and census tracts should be identified specifically by number.)
- Residents of neighborhoods that surround the project, especially if the project area is in a low-income area; priority should be given to workers or job seekers who reside within a particular radius of the project.
    - Example: The LA Convention Center established a project hiring radius, with priority given to people who lived within a one-mile radius, and second priority given to those who lived within a three-mile radius, etc.
- "Hard-to-Employ" workers, including people who are on or recently left public assistance, single partners, workers with a history of homelessness, and workers with a criminal record.
- Unemployed or underemployed residents of low-income households throughout the city or region.
- Graduates of named pre-apprenticeship programs (e.g., YouthBuild, Malloy Center, etc.)

B. DEFINITION OF THE TARGETED EMPLOYMENT CATEGORY (CONT.)

Example: City of Milwaukee Residents Preference Program

The City of Milwaukee established a creative and relatively uncomplicated way to identify qualified job seekers as part of its Residents Preference Program. Under the terms of the program, targeted workers would perform 40% of all public infrastructure work contracted through the city's Department of Public Works (DPW).

In order to qualify, job seekers must be unemployed or underemployed and live in a low-income household anywhere in the city. DPW has designated community agencies to identify and recruit workers. These agencies ask job seekers to sign an affidavit that they meet the targeted worker definition.

Once job seekers are put on the qualified worker list, they can continue to work on DPE projects for 5 years before they are considered to be no longer underemployed. This process establishes a low hurdle for verification, specifically identifies the agencies that are authorized to accept affidavits and put workers on the list, makes it easy for qualified workers to show compliance, and also gives new workers a window of time to continue working as a targeted workers so that they can stay employees, get on their feet, and stabilize their households before they have to compete for work on their own.

C. THE DEFINITION OF GOOD FAITH EFFORT

The best CWA will explain what each entity has to do to demonstrate a good faith effort at meeting the hiring goals. The project owners, managing agency, contractors and subcontractors, union hiring halls, and apprenticeship programs may all have to alter and adjust their standard procedures to help achieve the hiring targets.

Enforcement mechanisms work best if the targeted hiring program is defined as a requirement with clear consequences for violation. The CWA should also lay out the process by which a contractor, JAC, or union hiring hall can show compliance even if they do not meet the numerical requirements. The process would include all the activities that entities would have had to engage in if they were abiding by the terms of the agreement. The responsibilities include the following:

- Contractors must show that they have asked the hiring hall for referrals that fit the targeted hiring requirements. They should be able to document these requests and show that they have made every effort to hire and keep targeted workers on the jobs.

- The union hiring halls must be willing to refer workers from the targeted category as they are needed. In some cases, this may mean that targeted workers are referred before other workers who are above them on the list. This may require changes in referral procedures and/or waivers from established dispatch rules, which should be set out in the CWA. The hiring halls should be able to show that they have a mechanism for identifying the targeted workforce and referring them to the job.

- Apprenticeship programs must show that they have opened up or reserved slots for new apprentices who meet the targeted hiring requirements, and that they refer those workers to contractors working on the CWA-covered projects, as requested. They may also be asked to demonstrate that they are working with named pre-apprenticeship programs in the community to help identify and recruit workers into their apprenticeship programs.

C. THE DEFINITION OF GOOD FAITH EFFORT (CONT.)

SAMPLE LANGUAGE FROM PORTLAND

"Employers shall maintain records of the diversity of their on-site workforce, such as certified payroll or other voluntary reporting items, sufficient to allow the Owner to determine whether a project is meeting this goal and to assess the rates of workforce participation by racial and ethnic minorities, women, and low-income people. Employers shall submit this information to the Owner and the Labor-Management-Community Committee on a quarterly basis.

Employers shall maintain documentation of their good-faith efforts to meet the apprenticeship project hour goals for the duration of the project and shall submit such to the committee."

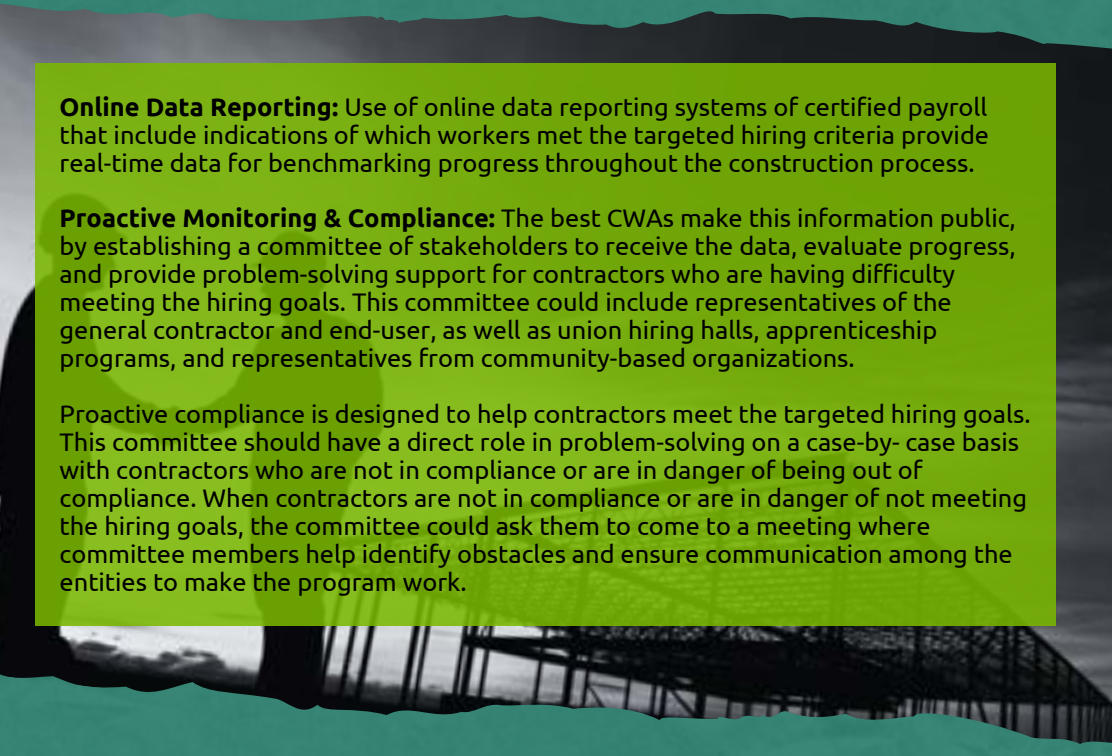
SAMPLE EC-SF CWA LANGUAGE

"All parties agree to identify and refer on a priority basis, consistent with the non-discriminatory referral procedures of the hall, qualified and available targeted workers for project work. For the convenience of the Parties, Attachment B of this Agreement contains a map of neighborhoods that meet the unemployment or income level definition of 'disadvantaged' based on the most recent census track-level data. In addition, the local Unions will work with Contractor to identify qualified and available targeted workers that reside in buildings in which work is being performed."

"Prior to coming on site, contractors shall contact in writing their signatory union(s) or local hiring hall(s) from which they plan to or may request workers, to request all possible assistance from the union(s) in fulfilling the hiring and employment goals in this Agreement."

D. MONITORING AND COMPLIANCE

The CWA should specify the information contractors are required to submit to verify their compliance with the targeted hiring program. The monitoring information should include a specific explanation of how often the information is submitted, to what entity it is submitted (either a public agency, but preferably a committee with broad representation of project stakeholders), and how often that information is reviewed to determine progress.



Online Data Reporting: Use of online data reporting systems of certified payroll that include indications of which workers met the targeted hiring criteria provide real-time data for benchmarking progress throughout the construction process.

Proactive Monitoring & Compliance: The best CWAs make this information public, by establishing a committee of stakeholders to receive the data, evaluate progress, and provide problem-solving support for contractors who are having difficulty meeting the hiring goals. This committee could include representatives of the general contractor and end-user, as well as union hiring halls, apprenticeship programs, and representatives from community-based organizations.

Proactive compliance is designed to help contractors meet the targeted hiring goals. This committee should have a direct role in problem-solving on a case-by- case basis with contractors who are not in compliance or are in danger of being out of compliance. When contractors are not in compliance or are in danger of not meeting the hiring goals, the committee could ask them to come to a meeting where committee members help identify obstacles and ensure communication among the entities to make the program work.

SAMPLE LANGUAGE

"The Emerald Cities Steering Committee, of which Mission Housing Development Council and the San Francisco Building Trades Council are founding members, will monitor the progress of the contractors and signatory unions in meeting the goals and purposes of this Agreement. MHDC, with the assistance of the San Francisco Office of Economic and Workforce Development, shall provide monthly workforce reports based on certified payroll to the ECSF Steering Committee."

D. MONITORING AND COMPLIANCE (CONT.)

SAMPLE LANGUAGE FROM PORTLAND CBA

"In recognition of the necessity for cooperation and communication between all parties to the agreement in achieving the diversity goals of this Agreement, the prevention of disputes and misunderstandings and the implementation of this Agreement, the parties agree to establish a Labor-Management-Community Oversight Committee ("Committee") and to hold periodic meetings to discuss and resolve issues and/or concerns which may arise during the life of each of the Owner's Projects. The dates and times of these meetings will be determined by the parties but in no case shall they meet less than monthly.

Committee shall be comprised of an equal number of Owner representatives, labor representatives, Prime Contractor representatives, and Community representatives from community-based organizations with a strong record of accomplishment of serving racial and ethnic minorities, as well as low-income people. Owners, labor, Prime Contractor, and Community shall each have an equal number of members; a minimum number of two and a maximum number of four members and four votes for each group; even if only one member is present. A quorum for this committee is when all parties are represented. No official business can be transacted without a quorum."

E. ACCOUNTABILITY MECHANISMS/SANCTIONS



The CWA should specify penalties for non-compliance with every aspect of the document, including the targeted hiring provision. Good agreements not only penalize contractors for inability to show they have made good faith efforts to comply with the targeted hiring program, but also establish a process for debarring project contractors with egregious violations of the hiring requirements. As an alternative, some agreements provide incentives for good performance. The various tools include:

Penalties

- Draw-down payments
- Fines
- Withholding percentage of retainer or progress payments
- Loss of contract
- Loss of future contracts

Incentives

- Monetary bonuses
- Bonus bid points on future work projects

F. MWDBE CARVE-OUTS

The utilization of minority, women, veteran, and disadvantaged businesses (MWDBE) under a CWA has increased over the years due to a legacy of exclusion from collective bargaining agreements. The legal basis for MWDBE is typically a disparity study which shows the underutilization of these contractors on construction projects, despite their availability in the marketplace. These firms are also most likely to hire low-income, disadvantaged, and women workers as a reflection of the firms' own cultural and demographic composition. The percentage set-aside typically aligns with the findings of the disparity study.

SAMPLE LANGUAGE FROM PORTLAND CBA

"There shall be a utilization goal for firms that have been certified by the State of Oregon as a Minority-Owned Business, a Women-Owned Business, or a Disadvantaged Business Enterprise. The utilization goal is twenty percent of the hard Construction costs for the project. Prime Contractors shall develop a plan to achieve the 20% goal which shall be submitted to and approved by the Labor-Management-Community Oversight Committee ("Committee"). Prime Contractors shall undertake and maintain documentation of good-faith efforts to achieve these goals for the duration of the project and shall submit such documentation to the Owner and the Labor-Management-Community Oversight Committee quarterly."

Core employee exception: A concern of small, minority firms relates to PLA requirements to hire from their apprenticeship roles, as well as paying employee union wages and benefits. Effective CWAs address this legitimate concern.

SAMPLE LANGUAGE #1

"The parties agree that contractors and subcontractors awarded work on this Project and who do not traditionally work under a local collective bargaining agreement may employ their regular local experienced workforce, pursuant to the procedures described below, where the employees so designated as a 'regular, experienced employee' meet the following qualifications:

- possesses any license required by state or federal law for the Project Work to be performed; and
- has been employed by the Contractor for at least 1000 paid work hours during the 12 months immediately preceding the Contractors' start of Project Work"

F. MWDBE CARVE-OUTS (CONT.)

SAMPLE LANGUAGE #2

"Nothing in this Community Benefit Agreement shall be deemed to limit a Contractor or its subcontractor's right to reject proposed employees or to use their own core employees."

SAMPLE LANGUAGE #3

"Employers which do not have a collective bargaining relationship with the Unions signatory to this agreement who become successful bidders on this project may employ their own core employees. 'Core employees' in this context refers to craft workers only, including working foreman, lead (journeyperson), working owner-operators, and apprentices, and shall not be supervisory, management, or non-working owners of non-signatory contractors.

There shall be no limit on the use of core employees and no requirements to pay union benefit for certified Disadvantaged Business Enterprise firms.

For non-union contractors not certified under the DBE classification, the limits on core employees shall be as follows: the first two workers can be core employees; the next two shall be union referrals. Thereafter dispatch may alternate every other between core employees and union referral, with the core employee number not to exceed 50% plus one worker of the contractor's craft workforce."

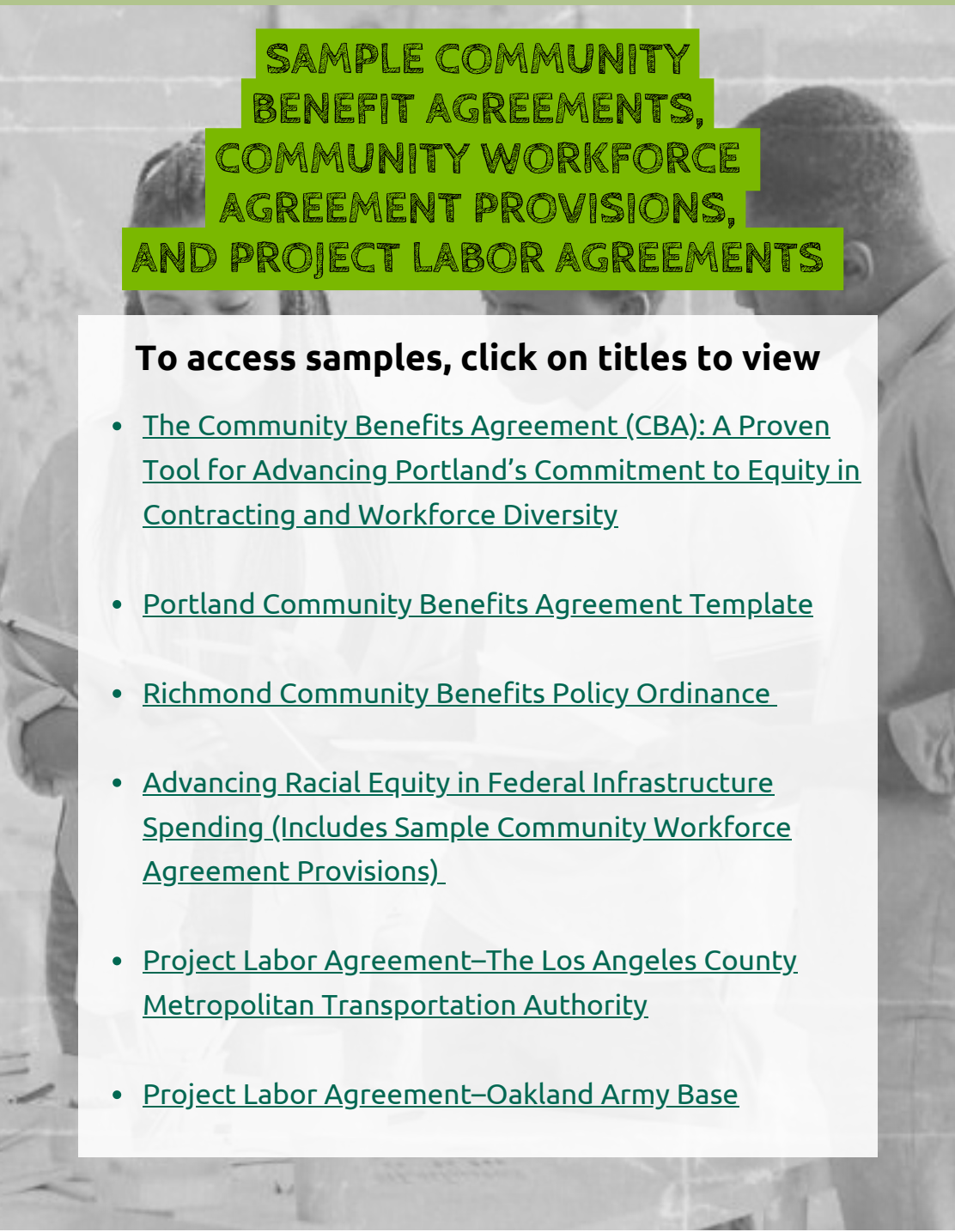
G. FUNDING MECHANISM

It has become increasingly apparent that resources are needed to meet the community hiring and procurement goals for outreach, training, monitoring, compliance, and supportive services. While many community-based organizations bring a certain amount of resources to the partnership, a dedicated pool of funding is needed for project staff and specific activities related to the project. Specific funds have been established for these purposes that come from the developer/contractor or directly off the top of the contract.

SAMPLE LANGUAGE FROM PORTLAND CBA:

"There shall be a dedicated fund account in the onetime amount of .25 % of each one million dollars ($1,000,000) in total project cost to finance the operations of the Compliance Monitoring Subcommittee, including CBO participation. The Committee shall be the sole administrator of this fund, and it shall have the authority to establish its own rules and procedures for administering this fund, consistent with the terms of this Agreement.

The Owner and Employer hereby agree to submit to a project-specific dedicated fund account the one-time amount of .75% of each one million dollars ($1,000,000) in total project costs. The fund shall be used to promote the recruitment, training, and hiring of a qualified, diverse workforce. The parties agree that WSI/CAWS will be the recipient of these funds and will convene the Labor-Management-Community Committee (or a subcommittee with the same membership composition as specified in section 9.2) to advise on the utilization and distribution of these funds in accordance with these objectives."



SAMPLE COMMUNITY BENEFIT AGREEMENTS, COMMUNITY WORKFORCE AGREEMENT PROVISIONS, AND PROJECT LABOR AGREEMENTS

To access samples, click on titles to view

- The Community Benefits Agreement (CBA): A Proven Tool for Advancing Portland's Commitment to Equity in Contracting and Workforce Diversity
- Portland Community Benefits Agreement Template
- Richmond Community Benefits Policy Ordinance
- Advancing Racial Equity in Federal Infrastructure Spending (Includes Sample Community Workforce Agreement Provisions)
- Project Labor Agreement–The Los Angeles County Metropolitan Transportation Authority
- Project Labor Agreement–Oakland Army Base

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Apprenticeships: Apprenticeships are structured training programs that combine on-the-job training with classroom instruction. They are designed to equip individuals with the skills and knowledge necessary for a particular trade or profession, often in industries such as construction, manufacturing, healthcare, and technology.

Building Decarbonization: As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, building decarbonization reduces carbon emissions generated from the operation of buildings through a combination of energy efficiency (reducing energy load and demand through improvements to the building envelope, e.g. roof and wall insulation, air sealing, and windows) and strategic electrification of equipment (heating, cooling, and water heating) in order to shift away from the use of fossil fuels and towards the utilization of renewable electricity, which can be provided on-site (with rooftop solar photovoltaics), and/or by the utility or other electricity provider (i.e. a Community Choice Aggregator).

Carve-outs: Carve-outs refer to the allocation or designation of specific funds or resources within a larger budget or program for a particular purpose or group. In the context of federal funding investments, carve-outs may be used to ensure that a portion of funds is directed toward specific initiatives, populations, or geographic areas.

Centralized Energy Systems: As defined by the Environmental Protection Agency, Centralized Energy Systems refer to the large-scale generation of electricity at centralized facilities. These facilities are usually located away from end-users and connected to a network of high-voltage transmission lines. The electricity generated by centralized generation is distributed through the electric power grid to multiple end-users. Centralized generation facilities include fossil-fuel-fired power plants, nuclear power plants, hydroelectric dams, wind farms, and more.

Climate Justice: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, Climate Justice focuses on the root causes of climate crisis through an intersectional lens of racism, classism, capitalism, economic injustice, and environmental harm. Climate justice supports a Just Transition for communities and workers away from a fossil fuel economy and focuses on making the necessary systemic changes to address unequal burdens to our communities and to realign our economy with our natural systems. As a form of environmental justice, climate justice means that all species have the right to access and obtain the resources needed to have an equal chance of survival and freedom from discrimination. As a movement, climate justice advocates are working from the grassroots up to create real solutions for climate mitigation and adaptation that ensure the right of all people to live, learn, work, play, and pray in safe, healthy, and clean environments. This definition is adapted from Alternatives for Community and the Environment and Indigenous Environmental Network

Climate Resilience: As defined in Emerald Cities' Energy Democracy Scorecard, which cites the Intergovernmental Panel on Climate Change, Climate Resilience is a result of "capacity of social, economic, and environmental systems to cope with a hazardous event or trend or disturbance, responding or reorganizing in ways that maintain their essential function, identity, and structure, while also maintaining the capacity for adaptation, learning, and transformation." Additionally, resilience should not be seen as a return to what was before, but building forward a new structure rooted in justice and equity. For more information on community-driven Climate Resilient Planning, please visit the National Association of Climate Resilient Planning at https://www.nacrp.org/

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Community Benefit Agreement (CBA): A Community Benefit Agreement (CBA), as defined by the Department of Energy, "are legal agreements between community benefit groups and developers, stipulating the benefits a developer agrees to fund or furnish, in exchange for community support of a project. Benefits can include commitments to hire directly from a community, contributions to economic trust funds, local workforce training guarantees, and more." Benefits found in CBAs normally include a broader array compared to Community Workforce Agreements (CWAs), such as housing, environment, and transportation investments that align with community needs and priorities. For both a CWA and a CBA, however, there are no guarantees that communities are meaningfully resourced, engaged, or centered in the development or implementation of the agreement.

Community Benefits Plan (CBP): Here are two definitions of Community Benefit Plans:

Emerald Cities' Definition: A Community Benefits Plan (CBP) is driven and developed by the community, as opposed to a government or developer-defined project labor and workforce agreement. CBPs are not project-specific as in the legal definition of a CBA or CWA. Rather, it is either a holistic/comprehensive community plan and/or a sector-specific plan (focused on such areas as clean energy, water, and public transportation) that is inclusive of labor and economic inclusion standards that are typically codified in CBAs, CWAs, and Project Labor Agreements. Ultimately, it requires bringing people together to share a vision, assess needs, and define priorities and strategies. The goal of a CBP is to create a stronger, more cohesive civic infrastructure that will work to address long-term racialized structural issues that reproduce income, wealth, health, and other disparities. At its core, it is:

- Rooted in equity principles and values.
- Focused on the needs and priorities of under-resourced communities, as defined by communities.
- A tool and process to build or deepen a coalition of multiple stakeholders (e.g,. community, labor, and business) around this unprecedented opportunity to rebuild America with an equity and justice lens.
- A strategy document to advocate for, capture, measure, and hold accountable federal, state, and local agencies to spend 40% or more of their public grants and contracts on community priorities in compliance with the Justice40 Executive Order.
- Focused primarily on racial equity and inclusion; high road strategies that prioritize building climate-resilient communities; and family-wage, union jobs, and business opportunities for the local community.

Department of Energy Definition: Community Benefits Plans are based on a set of four core policy priorities:

1. Engaging communities and labor;
2. Investing in America's workers through quality jobs;
3. Advancing diversity, equity, inclusion, and accessibility through recruitment and training; and
4. Implementing Justice40, which directs 40% of the overall benefits of certain Federal investments to flow to disadvantaged communities.

These key principles, when incorporated comprehensively into project proposals and applications and executed upon, will help ensure broadly shared prosperity in the clean energy transition.
Community Benefits Plans are intentionally flexible to generate the best approaches from applicants and their partners. Plans must be specific, actionable, and measurable.

Similar to both a Community Workforce Agreement and a Community Benefits Agreement, there are no guarantees that communities are meaningfully resourced, engaged, or centered in the development or implementation of the DOE's required CBPs.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Community Workforce Agreement (CWA): A Community Workforce Agreement (CWA) is a formal, legally binding labor-management agreement that is typically negotiated between project developers and local labor leaders. A CWA often includes the standard Project Labor Agreement (PLA) provisions, such as terms and conditions of employment, collectively bargained wage rates, benefit fund payments, and hours. These terms encourage job stability and prevent costly delays through a number of provisions related to strikes, disputes, and working conditions. "Community benefit" provisions, such as local hiring and carve-outs for minority, women, and disadvantaged businesses, that are negotiated to ensure a broader distribution of economic opportunities are what turns a PLA into a CWA. For both a CWA and a Community Benefits Agreement (CBA), there are no guarantees that communities are meaningfully resourced, engaged, or centered in the development or implementation of the agreement.

Cooperative Ownership: As defined in the Just Transition PowerForce's Environmental Justice Measurement & Evaluation Framework, Cooperative Ownership is an ownership and governance model in which jointly owned enterprises are controlled through democratic governance to realize the economic, social, and cultural needs of their owner members.

Decentralized Energy Systems: As described in a 2013 article entitled Decentralised Energy: Powering a Sustainable Future, " Decentralised energy is not yet a widely understood term, but broadly refers to energy that is generated off the main grid, including micro-renewables, heating and cooling. It can refer to energy from waste plants, combined heat and power, district heating and cooling, as well as geothermal, biomass, or solar energy. Schemes can serve a single building or a whole community, even being built out across entire cities."

Disadvantaged Communities as defined by the Biden Harris Administration: The Climate and Economic Justice Screening Tool (CEJST) stipulates that "communities identified as disadvantaged…are those that are marginalized, underserved, and overburdened by pollution" and identifies these communities using eight categories of potential burdens: climate change, energy, health, housing, legacy pollution, transportation, water and wastewater, and workforce development. Details on each category of burden can be found under the Methodology and data section on the CEJST webpage. A community (geographically identified using census tracts from the 2010 U.S. Census) will be considered disadvantaged if:

- the community is at or above the threshold for one or more of the eight categories of burden AND the community is at or above the threshold for an associated socioeconomic burden (income level); OR
- the community falls within the boundaries of a Federally Recognized Tribe (including Alaska Native Villages).

CEJST ranks each category of burden using percentiles (the higher the percentile, the higher the burden) or with a simple yes or no.

Please note that the CEJST is an imperfect tool.

Distributed Energy Systems: As defined in Emerald Cities' Energy Democracy Scorecard, distributed energy systems manage energy that is not centralized or distributed through the transmission lines that flow from a large generating station to a substation to our homes. Rather, a distributed energy system is comprised of smaller systems, i.e. less than 10 MW of energy, that are spread throughout, connected to, or off the main grid. An example is having multiple solar panels on homes throughout a neighborhood but connected to the grid would be a distributed system.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Economic Justice: Economic justice is a set of moral principles to construct economic institutions, the ultimate aim of which is to give an opportunity for each person to have a sufficient material base on which to have a dignified and successful life.

Electrification: As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, Electrification means switching building systems and equipment away from natural gas to those that use low-carbon electricity ideally generated from renewable resources such as wind and solar.

Energy Burden: As defined in Emerald Cities' Energy Democracy Scorecard by adapting a definition cited by the American Council for An Energy Efficient Economy, Energy Burden means the percentage of household income that goes toward energy costs, specifically utility energy bills (transportation energy costs are also a significant household expense, but it was outside the scope of the analysis). We found that low-income, Black and Brown residents, and renters pay up to three times more than the average household on home energy costs.

Energy Democracy: As defined in Denise Fairchild and Al Weinrub's Energy Democracy: Advancing Equity in Clean Energy Solutions, energy democracy frames the international struggle of working people, low-income communities, Asian and Pacific-Islander, Black, Brown, and Indigenous nations and their communities to take control of energy resources from the energy establishment and use those resources to empower their communities literally (providing energy), economically, and politically. It means bringing energy resources under public or community ownership and/or governance–a key aspect of the struggle for climate and energy justice and an essential step toward building a more just, equitable, sustainable, and resilient economy.

Energy Efficiency: Energy efficiency refers to the ratio of useful energy output to the total energy input in any energy conversion process or system. The utilization of energy efficiency technology and practices can reduce the amount of energy required to perform specific tasks or functions. This can involve various measures such as improving insulation in buildings, upgrading to energy-efficient appliances and equipment, optimizing industrial processes, and implementing smart energy management systems. Energy efficiency aims to minimize energy waste and maximize the output or service obtained from a given amount of energy input.

Environmental Racism: As defined in Emerald Cities' Energy Democracy Scorecard, environmental racism describes the racial disparities that exist due to action (or inactions) and processes that expose Black and Brown residents to environmental hazards more so than White residents. This includes things such as:

- Disproportionate negative impacts from environmental processes;
- Negative impacts of the rate of clean-up from toxics;
- Deliberate targeting and siting of polluting facilities in communities of color;
- Forcing workers to choose between their health and their jobs;
- Black and Brown workers are disproportionately employed to do the dirtiest and most unhealthy jobs;
- Lack of access to healthy spaces, food, and land-use;
- Inequity in services such as transportation, sanitation, healthy water systems, and lead paint removal.

Energy Justice: As defined by the Initiative for Energy Justice, Energy Justice refers to the goal of achieving equity in both the social and economic participation in the energy system, while also remediating social, economic, and health burdens on those historically harmed by the energy system. Energy Justice explicitly centers the concerns of marginalized communities and aims to make energy more accessible, affordable, clean, and democratically managed for all communities. The practitioner and academic approaches to energy justice emphasize these process-related and distributive justice concerns.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Environmental Justice: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, environmental justice embraces the principle that all people and communities have a right to equal protection and equal enforcement of environmental laws and regulations, including human health. Environmental justice recognizes that, due to racism and class discrimination, communities of color, low-income neighborhoods, and Indigenous nations and communities are the most likely to be disproportionately harmed by toxic chemicals, exposures, economic injustices, and negative land uses, and the least likely to benefit from efforts to improve the environment. This definition comes from Dr. Robert Bullard and the Ella Baker Center

Extractive Economy: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, an extractive economy is a capitalist system of exploitation and oppression that values consumerism, colonialism, and money over people and the planet. The extractive economy perpetuates the enclosure of wealth and power for a few through predatory financing, expropriation from land and commonly accessed goods/services, and the exploitation of human labor. An extractive economy views natural resources as commodities expanding the free-market logic into all cycles and functions of the Earth with an oppressor mentality that places a price on nature and creates new derivative markets that will only increase inequality and expedite the destruction of nature to dig, burn, and dump with no regard for its impact on communities and utilizes oppressive force to undermine democracy, community, and workers. This definition is adapted from Movement Generation, Just Transition Framework informed by the Just Transition Alliance, Indigenous Environmental Network, and Climate Justice Alliance.

Federal Poverty Level: The federal poverty line is a measure defined and used by the U.S. government to determine poverty status and eligibility for various assistance programs.

Fenceline Communities: As defined by the Climate Reality Project, a fenceline community lives immediately adjacent to highly polluting facilities – think fossil fuel infrastructure, industrial parks, or large manufacturing facilities – and is directly affected by the traffic, noise, operations, and most-concerningly, chemical and fossil fuel emissions of the operation. According to a report from the NAACP and the Clean Air Task Force, "Most fenceline communities in the United States are low-income individuals and communities of color who experience systemic oppression such as environmental racism."

Frontline Communities: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, frontline communities are those impacted most by climate change and its root causes, which include white supremacy, patriarchy, and colonization. These communities are embedded in legacy struggles against social, economic, and environmental injustices exacerbated by extractive and pollutive industries that have been purposely and systemically situated adjacent to their communities, and in some communities, on the actual land of the communities. This disproportionate exposure to climate and environmental injustice results in acute and chronic impacts to human and environmental health. Frontline organizations are those created of, by, and for frontline communities, and are accountable to a base of frontline community members. This definition comes from It Takes Roots.

Green Infrastructure: The Water Infrastructure Improvement Act enacted in 2019 defines green infrastructure as the range of measures that use plant or soil systems, permeable pavement or other permeable surfaces or substrates, stormwater harvest and reuse, or landscaping to store, infiltrate, or evapotranspirate stormwater and reduce flows to sewer systems or to surface waters. Green infrastructure is intended to filter and absorb stormwater where it falls.

Grid Modernization: Grid modernization refers to the comprehensive overhaul and enhancement of the electrical grid infrastructure to meet the evolving needs of society, technology, and environmental sustainability. This process involves integrating advanced technologies, innovative practices, and equitable policies to improve the efficiency, reliability, resilience, and environmental performance of the grid.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Greenhouse Gas (GHG) Emissions: As defined by the Intergovernmental Panel on Climate Change, GHG are those gaseous constituents of the atmosphere, both natural and anthropogenic, that absorb and emit radiation at specific wavelengths within the spectrum of thermal infrared radiation emitted by the Earth's surface, the atmosphere itself, and by clouds. This property causes the greenhouse effect. Water vapor (H2O), carbon dioxide (CO2), nitrous oxide (N2O), methane (CH4), and ozone (O3) are the primary GHG in the Earth's atmosphere. Moreover, there are a number of entirely human-made GHG in the atmosphere, such as halocarbons and other chlorine- and bromine-containing substances, dealt with under the Montreal Protocol. Besides CO2, N2O, and CH4, the Kyoto Protocol deals with the GHG sulfur hexafluoride (SF6), hydrofluorocarbons (HFCs), and perfluorocarbons (PFCs).

High Road Strategy: Based on a definition by the founders of Emerald Cities Collaborative in Eyes on the Prize, a "high-road" strategy is a values-based approach to yield just, sustainable, and inclusive outcomes such as a green, regenerative, and democratic society. High-Road in a workforce context is an approach aimed at creating high-quality employment, "good jobs" characterized by family-sustaining, living wages, comprehensive benefits, and opportunity for career advancement.

Local Hire and Procurement: As defined in the Just Transition PowerForce's Environmental Justice Measurement & Evaluation Framework, local hiring and procurement programs use geographically targeted hiring programs that connect local workers and businesses, especially in under-resourced communities and priority populations, to jobs and business opportunities. The targeted populations may be based on geographic, income, minority, veteran, or other status indicative of economic marginalization. This benefits local contractors and workers, including diverse-owned businesses historically excluded from contracting opportunities.

Low-Income: Low-income refers to individuals or households whose income falls below a certain threshold, typically relative to the federal poverty line or median income levels. Low-income individuals may face challenges in meeting basic needs, such as housing, healthcare, and education.

Low to Median Income (LMI): Low to median income encompasses individuals or households whose income falls within a range that extends from below the median income level to slightly above it. These individuals may still face financial constraints and may be eligible for certain assistance programs or targeted interventions.

Microgrid: As defined by Project Draw Down, a microgrid is a localized grouping of distributed electricity generation technologies paired with energy storage or backup generation and tools to manage demand.

Minority, Women, and Disadvantaged Business Enterprises (MWDBE): As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, MWDBEs are a certified class of local, smaller businesses that are enabled to compete more effectively against non-local firms through contracting laws and regulations that are applied to certain contracts

Net Metering: As defined by the Department of Energy, net metering is an arrangement where the excess electricity generated by grid-connected renewable energy systems "turns back" your electricity meter as it is fed back into the grid. If you use more electricity than your system feeds into the grid during a given month, you pay your power provider only for the difference between what you used and what you produced.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Net Zero Emissions: As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, net zero emissions, also known as carbon neutrality, refers to achieving a balance between carbon emitted into the air and carbon removed from the atmosphere through natural forms of sequestration, offsets or technologies that capture/remove or store carbon dioxide.

Overburdened Communities: Overburdened communities are those disproportionately impacted by environmental, social, or economic challenges, such as pollution, inadequate housing, lack of access to healthcare or education, and limited economic opportunities. These communities often face multiple burdens simultaneously, exacerbating existing disparities and inequalities.

Pre-Apprenticeship Programs: Pre-apprenticeship programs are training initiatives designed to prepare individuals for participation in formal apprenticeship programs. These programs typically provide foundational skills development, hands-on experience, and exposure to the requirements and expectations of specific trades or professions.

Prevailing Wage: As defined by Inclusive Economics' High-Road Workforce Guide for City Climate Action, prevailing wage is the hourly wage and fringe benefits paid to the majority of workers engaged in a particular craft, classification, or type of work in the local labor markets. Prevailing wages are established by regulatory agencies and usually match the union wage. Prevailing wage is often required in government contracting, but rules vary by state and locale. Prevailing wage laws establish wage standards to avoid encouraging firms to undercut each other by reducing pay for workers.

Project Labor Agreements (PLAs): As defined by the Department of Labor, PLAs are pre-hire collective bargaining agreements negotiated between construction unions and construction contractors that establish the terms and conditions of employment for construction projects.

Public Utilities Commission (PUC): As defined in Emerald Cities' Energy Democracy Scorecard, State Public Utilities Commissions (PUCs, sometimes known as public service commissions) are state agencies that serve to regulate utilities, including telecommunications, electric, natural gas, water, railroad, rail transit, and passenger transportation, in addition to authorizing video franchises. Public Utilities Commissions are responsible for assuring that utility customers have safe, reliable utility service at reasonable rates, protecting utility customers from fraud and promoting their states' economies. Most PUCs engage in public comment, though each state's process varies. As The Chisholm Legacy Project's Who Holds the Power: Demystifying and Democratizing Public Utility Commissions outlines, "Public Utilities/Public Service Commissions hold vast decision-making responsibilities and power over the energy, water, telecommunications, and sometimes transportation resources that are generated and consumed in our communities…. PUCs hold power over key decisions related to the energy resources that power our homes and businesses (and often pollute our air and water). These decisions include how much we pay in electricity bills, what our energy sources are, and whether new energy production facilities are approved."

Redlining: As defined by the Fair Housing Act, redlining is the practice of denying a creditworthy applicant a loan for housing in a certain neighborhood even though the applicant may otherwise be eligible for the loan. The term refers to the presumed practice of mortgage lenders drawing red lines around portions of a map to indicate areas or neighborhoods in which they do not want to make loans. In practice, as noted by Candace Jackson in "What Is Redlining," "race-based exclusionary tactics in real estate — from racial steering by real estate agents (directing Black home buyers and renters to certain neighborhoods or buildings and away from others) to racial covenants in many suburbs and developments (barring Black residents from buying homes). All of which contributed to the racial segregation that shaped the way America looks today."

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Regenerative Economy: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, a "Regenerative Economy is based on ecological restoration, community protection, equitable partnerships, justice, and full and fair participatory processes. Rather than extracting from the land and each other, this approach is consistent with the Rights of Nature, valuing the health and well-being of Mother Earth by producing, consuming, and redistributing resources in harmony with the planet. A regenerative economy values the dignity of work and humanity and prioritizes community governance and ownership of work and resources, instead of oppressive systems that devalue people and their labor through violent hoarding by a few. Rather than limit peoples' ability to fully shape democracy and decisions that impact our communities, a regenerative economy supports collective and inclusive participatory governance. It requires a re-localization and democratization of how we produce and consume goods, and ensures all have full access to healthy food, renewable energy, clean air and water, good jobs, and healthy living environments. A regenerative economy requires an explicit anti-racist, anti-poverty, feminist, and living approach that is intersectional and eschews top-down, patriarchal, classist, xenophobic, and racist ideology. This definition is adapted from Movement Generation, Indigenous Environmental Network, Climate Justice Alliance, People's Action, and Grassroots Global Justice Alliance drawing upon Indigenous leadership and generations of work and vision from Black farming cooperatives and labor movements."

Returning Citizen: A person who was previously incarcerated

Revolving Loan Fund: A revolving loan fund is a financing mechanism that replenishes itself through the repayment of loans, allowing funds to be continuously recycled and reused to provide financial assistance to multiple borrowers over time. In the context of federal funding investments, revolving loan funds may be established to support initiatives such as small business development, affordable housing, or energy efficiency projects.

Sacrifice Zones: As defined in the United Frontline Table's A People's Orientation to a Regenerative Economy, sacrifice zones are communities that are poor and working-class Black, Brown, multi-racial, white communities, and Indigenous Peoples whose health, wealth, and lives have been sacrificed to advance the profits of corporations that control polluting industries. These specifically include communities impacted by pollution hotspots created by ports, transportation centers, fossil fuel, chemical, manufacturing, mining, and industrial agriculture industries. This definition comes from Peoples Action based on the historical struggle of environmental justice and frontline communities fighting against extractive industries.

Transportation Justice: Based on the definition found in the paper "From Transportation Equity to Transportation Justice: Within, Through, and Beyond the State," transportation justice strives for a society in which no person or group is disadvantaged by a lack of access to the opportunities they need to lead a meaningful and dignified life. It involves transforming the structures and processes that currently lead to the inequitable distribution of transportation into a more holistic reality in which the built environment connects transportation and other infrastructure to answer community needs. Also essential to this notion of transportation justice is that residents and other stakeholders should be able to actively participate in and influence the decisions that affect their lives.

Underserved Communities: Underserved communities are those that lack adequate access to essential services, resources, or opportunities, often due to systemic barriers or discrimination. These communities may include rural areas, urban neighborhoods, or populations facing socioeconomic disadvantages, such as low-income individuals, people of color, and individuals with disabilities.

GLOSSARY OF TERMS USED IN THE PEOPLE'S JUSTICE40+ COMMUNITY BENEFITS PLAYBOOK

Virtual net energy metering: As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, virtual net energy metering (VNEM) is a billing arrangement allowing for a single solar electric system to offset multiple common area and tenant meters. The monthly solar generation is divvied out to the participating accounts using predetermined percentages that are defined by the property owner. Using those percent allocations, the utility applies solar credits directly to the multiple account holders' utility bills.

Water Justice: Water justice encompasses fair and equitable access to clean, safe, and affordable water for all people, regardless of their socioeconomic status, race, or geographic location. It recognizes that access to water is a fundamental human right and a vital resource for life, health, and well-being. Please refer to the Oregon Water Justice Framework for a more in-depth understanding of Water Justice.

Weatherization: As defined by Emerald Cities' & PODER's Toolkit for Climate Equity & Community Engagement in Building Electrification, weatherization refers to the practice of protecting a building and its interior from the elements, particularly from sunlight, precipitation, and wind, and modifying a building to reduce energy consumption and optimize energy efficiency. Typical measures include: sealing air gaps around windows, doors, pipe penetrations, light fixtures, air ducts; installing insulation; and replacing old windows with insulated dual-pane units.

Wrap-around: As defined by Inclusive Economics' High-Road Workforce Guide for City Climate Action, wrap-around describes a holistic, coordinated, and solution-focused approach to support a training program participant, centered around relationships and tailored toward building strengths and promoting success.

