

# Introduction to the Community Benefits Plan Workshop

Jared Hawkins, Battelle

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MRCI Stakeholder Meeting, Community Benefits Plan Workshop,  
Oct. 3, 2023, Morgantown WV

# What we are hoping to accomplish

*A firm understanding of the four pillars of the Department of Energy Community Benefits Plans*

1

Community engagement:  
Effectively engaging impacted communities

2

Diversity, Equity, Inclusion, and Accessibility (DEIA): Making realistic, impactful plans

3

Workforce Development:  
Establishing relationships for training and success

4

Justice40:  
Ensuring equity and fairness to all communities impacted

# Structure of the Workshop

Invited speakers paired with people familiar with DOE proposals

Time	Session	Title
1:00-1:10	Intro	Workshop Structure and CBP intro (Jared Hawkins, Battelle)
1:10-1:50	Community Engagement	Planning effective engagement events (Marcela Mulholland, OCED) Integrating engagement into a Community Benefits Plan (Hawkins)
1:50-2:05	<b>Break</b>	
2:05-2:50	DEIA	Realistic DEIA implementation (Storm Woods, Battelle) Integrating DEIA into a Community Benefits Plan (Mel White, AST)
2:50-3:30	Workforce Development	Workforce development with Unions (Justin Williams, ACT WV) Integrating Workforce Development into a Community Benefits Plan (White)
3:30-3:45	<b>Break</b>	
3:45-4:30	Justice40	Social impacts of project development (Eric Boria, GTI) Integrating Justice40 into a Community Benefits Plan (Hawkins)

**We are hoping for audience participation and lots of questions!**

# Speakers

## Engagement



Marcela Mulholland – LDES  
Stakeholder Engagement  
Lead  
*DOE, Office of Clean  
Energy Demonstrations*

## DEIA



Storm Woods – VP of  
Diversity, Equity, and  
Inclusion  
*Battelle*

## Workforce



Justin Williams – Director  
*Affiliated Construction  
Trades of West Virginia*

## Justice40



Eric Boria – Sr. Analyst &  
Project Manager in  
Community Benefits  
*GTI Energy*



Melanie White – Project & Program  
Manager  
*Alleghany Science and Technology*



Jared Hawkins – Subsurface  
Scientist  
*Battelle*

# Advice on Writing and integrating the components of a CBP into a project

# Overview of CBP

Community Benefits Plans (CBPs) are a perfect opportunity to plan for project outreach, train and recruit the right talent for project success, ensure all stakeholders have a say, and develop projects in a fair and inclusive way.



# Process vs. Strategy

## Process—Integrate the right people:

- Community Engagement: Pair outreach and technical experts
- Workforce Development: Work with educational institutions and unions
- DEIA: Work with Supplier Diversity and DEIA experts
- Justice40: Identify and engage with minority serving institutions (MSIs) and community organizations

## Strategy—Develop and grow:

- Determine key messages and details with the help of local experts
- Iterative approach with communities
- Determine disadvantage community (DAC) burdens and develop strategies to mitigate impacts / share benefits

# Suggestions for Vital Components of a CBP

*Initial investigation to implementation*

## Community Engagement: Initial outreach to full engagement.

Research demographics and issues of concern

Use demographics to conduct initial outreach

Continue/enhance outreach through acquired contacts

Conduct Meaningful Community Engagement

## DEIA: Ensure fairness and accessibility.

Engage to experts and train the non-experts

Use existing statements for project-specific statements

Ensure effective / appropriate benchmarks and reporting

Ensure fairness and access

## Workforce Development: Focus on the present and the future.

Determine number and type of jobs that will be created

Use BLS to characterize existing workforce

Identify local institutions and **unions** to train new workers

Draft workforce agreements / hiring goals

## Justice40: Develop projects the right way.

Assess disadvantaged communities

Determine benefits and impacts

DOE Policy Priorities

Create Specific goals





**MRICI**

**Midwest Regional Carbon Initiative**