

BUREAU OF OCEAN ENERGY MANAGEMENT

# Environmental Justice Implementation Plan 2025–2029



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## About the Bureau of Ocean Energy Management (BOEM)

### Mission

BOEM's mission is to manage development of U.S. Outer Continental Shelf (OCS) energy, mineral, and geological resources in an environmentally and economically responsible way. BOEM's management responsibilities, as defined in the Outer Continental Shelf Lands Act (OCS Lands Act), encompass about 3.2 billion acres offshore the 50 U.S. states and five territories with civilian governments and significant acreage offshore other U.S. territories.

BOEM's work includes resource assessments; providing appropriate access to energy and mineral resources and sub-seabed geologic formations for carbon dioxide sequestration; environmental, cultural, economic, and fiscal reviews; and scientific research. It also includes strategic resource planning, leasing, geological and geophysical permitting, the sharing of authoritative geospatial data, plan reviews, and lease management throughout the lifecycle of OCS energy, mineral, and carbon dioxide sequestration projects. BOEM directly supports energy and critical mineral security, environmental and cultural resources protection, and economic development through responsible management of offshore resources. BOEM continues to develop and refine standards and regulations advancing renewable energy, oil, natural gas, and carbon dioxide sequestration on the OCS, incorporating transparent and rigorous environmental review for decision-making informed by the best available science, Indigenous Knowledge, and local knowledge. The bureau strives for excellence in everything it does.

### Relationship to BOEM Strategic Framework

The [2024–2028 BOEM Strategic Framework](#) communicates a vision for the future of the bureau's work on the OCS and outlines BOEM's core values and organizational and operational priorities in support of its mission. One of these core values is robust and inclusive engagement, and honoring the public trust through meaningful collaboration and engagement—with all those with interests in what we do—through inclusive, equitable, and meaningful outreach. As part of this value, BOEM seeks to advance environmental justice principles for communities potentially impacted by BOEM-authorized activities.

### Relationship to Department of the Interior (DOI) Environmental Justice Strategic Plan

The goals, objectives, and associated actions outlined in the [DOI Environmental Justice Strategic Plan](#) provide a framework for advancing environmental justice within its areas of responsibility and through its bureaus and offices. The Department's vision for environmental justice is to provide outstanding management of the natural and cultural resources entrusted to the Department in a manner that is sustainable, equitable, transparent, accessible, and inclusive of all populations.

Pursuant to the DOI Department Manual (DM) chapter on *Environmental Justice Implementation Policy* (525 DM 1), heads of bureaus and offices are responsible for developing and maintaining bureau/office-specific environmental justice implementation plans. In addition, BOEM involvement in committees and working groups (Appendix C) will help to implement a "whole of government approach" (Executive Order [EO] 14008) by engaging with agencies across the federal government to inform and follow government-wide upcoming tasks and guidance in a timely manner.

# BOEM Environmental Justice Implementation Plan

## Vision Statement

We at BOEM envision inclusive, meaningful, and equitable opportunities for all communities to participate in the responsible management of our nation's offshore energy, mineral, and geological resources. We commit to integrating the principles of environmental justice into our policies, programs, activities, and decision-making processes, and to providing BOEM staff with training and resources to engage in an accessible and transparent manner. Through collaboration and innovation, we aim to carry out our mission in a just and equitable manner that is inclusive of all people and safeguards our environment.

## Purpose

This *BOEM Environmental Justice Implementation Plan* provides a framework for integrating environmental justice into BOEM's mission and decision-making. This Implementation Plan provides for ongoing outreach, communication, and meaningful engagement with potentially affected communities; use of the best scientific information and knowledge in analyses; and opportunities for training and learning to enhance the consistent integration of the principles of environmental justice throughout the bureau. Application of this Implementation Plan will ensure that BOEM consistently applies sound science, traditional knowledge, and inclusive methodologies to understand communities with environmental justice concerns and how BOEM-authorized activities could impact them. BOEM staff will draw upon this Implementation Plan to support actions that deepen trusting relationships with communities with environmental justice concerns. As learning develops, the bureau will revise this Implementation Plan at least every four years to reflect new opportunities for advancing environmental justice.

## Authority

The OCS Lands Act mandates BOEM to consider impacts to the human environment from development and activities on the OCS. Further, 30 CFR 550 (focused on oil and gas) and 30 CFR 585 (focused on renewable energy) mandate that developers submit information on minority and lower income groups as part of their plans that BOEM reviews under the National Environmental Policy Act (NEPA).

In federal application, environmental justice is the just treatment and meaningful involvement of all people, regardless of income, race, color, national origin, Tribal affiliation, or disability, in agency decision-making and other federal activities that affect human health and the environment so that people: "(i) are fully protected from disproportionate and adverse human health and environmental effects (including risks) and hazards, including those related to climate change, the cumulative impacts of environmental and other burdens, and the legacy of racism or other structural or systemic barriers; and (ii) have equitable access to a healthy, sustainable, and resilient environment in which to live, play, work, learn, grow, worship, and engage in cultural and subsistence practices" ([EO 14096](#)).

When determining whether effects are disproportionate and adverse, agencies are to consider whether there is or will be a cumulative impact on the natural or physical environment that adversely affects a population on the basis of income, race, color, national origin, Tribal affiliation, or disability, including

ecological, cultural, human health, economic, or social impacts; and whether the effects appreciably exceed those on the general population or other appropriate comparison group ([Council on Environmental Quality 1997](#); [EO 14096](#) Section 2b).

### Additional Authorities Guiding this Implementation Plan

Authority	Summary
<p><b>EO 12898:</b> <i>Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i></p>	<p>Issued in 1994 by President William J. Clinton, this EO set a goal of achieving environmental protection for all communities by directing federal agencies to identify and address disproportionately high and adverse human health or environmental effects of their actions on minority and low-income populations; develop a strategy for implementing environmental justice; and promote nondiscrimination in federal programs that affect human health and the environment, as well as provide minority and low-income communities access to public information and public participation.</p>
<p><b>EO 13990:</b> <i>Protecting Public Health and the Environment and Restoring Science to Tackle the Climate Crisis</i></p>	<p>Declared the policy of the Biden-Harris administration to prioritize environmental justice.</p>
<p><b>EO 14008:</b> <i>Tackling the Climate Crisis at Home and Abroad</i></p>	<p>Recognized the profound climate crisis facing the nation, required the creation of a climate and environmental justice screening tool, and highlighted the importance of full and fair public involvement in the NEPA process.</p>
<p><b>EO 14096:</b> <i>Revitalizing Our Nation’s Commitment to Environmental Justice for All</i></p>	<p>Defined a policy for advancing environmental justice that involves implementing and enforcing environmental and civil rights laws; investing in and supporting culturally vibrant, sustainable, and resilient communities; building an equitable, inclusive, and sustainable economy; and improving equitable access to nature’s benefits, including public lands and waters. Called for a government-wide approach to environmental justice and for each agency to make achieving environmental justice part of its mission.</p>
<p><b>Secretarial Order 3399:</b> <i>Department-Wide Approach to the Climate Crisis and Restoring Transparency and Integrity to the Decision-Making Process</i></p>	<p>Ordered “a holistic approach to honor the Nation’s trust responsibilities; address the climate crisis, advance environmental justice, and build a clean energy future that creates good-paying jobs and powers our Nation.”</p>

## Goals and Priorities

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<b>GOAL 1</b>	Institutionalize environmental justice principles into bureau policies, decisions, activities, and processes
<b>Priority 1.1</b>	Increase bureau staff awareness and understanding of environmental justice; the principle of Free, Prior, and Informed Consent; policies and directives, including the knowledge of communities with environmental justice concerns and state-based tools; and how they apply to their work
<b>Priority 1.2</b>	Create an enabling environment with resources and support for continual learning of environmental justice principles and engagement skills through educational and training opportunities for senior leadership, supervisors, and staff
<b>Priority 1.3</b>	Develop a system of tracking, evaluation, and metrics to promote accountability and recognition of staff achievements

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### *Examples for implementation:*

- Hire a BOEM Environmental Justice Coordinator and additional staff, as needed, to help implement this Implementation Plan and coordinate environmental justice activities bureau-wide
- Identify skills and knowledge needs, develop a training plan to address them, and foster continual learning and growth
- Develop a budget and specific, measurable, achievable, realistic, and time-bound metrics to evaluate progress. Examples of metrics could include, but are not limited to, the number or level of
  - Tools and resources, such as surveys, to track engagements and responses
  - Documents translated and interpreters hired to improve access and engagement
  - BOEM staff attendance at environmental justice trainings and Tribal consultation trainings related to environmental justice
  - BOEM participation in internal and interagency environmental justice working groups, committees, or partnerships
  - Attendance by members of communities with environmental justice concerns and representative organizations in BOEM initiatives aimed at enhancing participation in BOEM processes
  - Project or action modifications where environmental justice concerns were raised

<b>GOAL 2</b>	Conduct robust, meaningful, and equitable outreach and engagement with communities, Tribal Nations, Alaska Native Villages, Alaska Native Claims Settlement Act (ANCSA) corporations, Native Hawaiian Organizations, and Indigenous communities to better inform bureau activities and proactively address environmental justice concerns
<b>Priority 2.1</b>	Build skills and capacity among bureau staff to conduct intentional, anticipatory, respectful, and culturally sensitive outreach and engagement, and maintain and deepen relationships
<b>Priority 2.2</b>	Leverage bureau resources and staff expertise to understand barriers and enhance opportunities for meaningful and equitable engagement
<b>Priority 2.3</b>	Develop mechanisms and processes to maintain open and ongoing dialogue as part of a feedback loop about how input was received and addressed
<b>Priority 2.4</b>	Build capacity and knowledge among communities, Tribal Nations, Alaska Native Villages, ANCSA corporations, Native Hawaiian Organizations, and Indigenous communities to participate in meaningful engagement with BOEM

*Examples for implementation:*

- Conduct a barrier analysis and value proposition to better understand the diverse challenges communities face and the benefits of engaging with BOEM meaningfully and equitably
- Develop guidance for outreach and engagement that includes, though is not limited to, scheduling meetings at times and locations convenient for the community; utilizing interpreters and translations as part of a language access plan; providing information in multiple formats and locations; and offering, when appropriate and within BOEM’s authority, amenities such as child care and food to promote and reduce barriers to participation
- Create an engagement tracker to document engagements and communications with communities and how BOEM responded
- Evaluate opportunities to provide technical and financial assistance to build capacity for participation in meaningful engagement
- Assess points of public input opportunities at all stages of decision-making, including before NEPA processes, and determine all appropriate and feasible places for meaningful engagement with targeted outreach
- Build upon and develop new partnerships across government to better respond to community needs and questions, including requests for community benefit arrangements

<b>GOAL 3</b>	Advance approaches to environmental justice planning, analysis, research, and engagement in collaboration with communities and partners to better identify, prevent, and mitigate potential adverse impacts and environmental injustices
<b>Priority 3.1</b>	Continue improving and consistently implement best practices for environmental justice analysis in National Environmental Policy Act (NEPA) reviews
<b>Priority 3.2</b>	Build new and improve existing partnerships with communities, Tribal Nations, and local, state, and federal agencies to identify and fill information gaps and needs, and provide training and guidance as necessary to enhance participation in research co-design and co-implementation
<b>Priority 3.3</b>	Solicit study ideas and research topics that support environmental justice information needs to improve both bureau and federal environmental justice analyses and decisionmaking
<b>Priority 3.4</b>	Prioritize traditional and local knowledges in procurement and research design, and promote direct hiring, honoraria, or sub-contracting that enhances the level of participation and information directly provided by communities with environmental justice concerns
<b>Priority 3.5</b>	Create standard financial and non-financial approaches to support community capacity-building activities for effective and meaningful engagement

*Examples for implementation:*

- Develop a training program and/or seminar to socialize the findings and recommendations of the “BOEM Best Practices for Environmental Justice Assessment Under the National Environmental Policy Act” (April 2024)
- Explore opportunities, including authorities and funding sources, that incentivize and compensate for the time, expertise, and participation of community members in bureau planning, analysis, research, and decision-making processes
- Incorporate topics and questions related to environmental justice in the development of BOEM Studies Development Plans
- Train BOEM staff and develop guidance for implementation of the principles of FAIR (Findable, Accessible, Interoperable, and Reusable), CARE (Collective benefit, Authority, Responsibility, and Ethics), and TRUST (Transparency, Responsibility, User focus, Sustainability and Technology) for ethical considerations around Indigenous and community data
- Advance partnerships and collaboration with states for engagement with and identification of potentially impacted communities with environmental justice concerns
- Explore ways to provide more publicly accessible information (e.g., scientific studies, website pages) that present easy to understand information (e.g., pictures, maps, summary text) about communities potentially impacted by BOEM’s decisions
- Outline capacity-building strategies with clear fiscal pathways or other resources to begin implementation of capacity-building approaches for all BOEM mission areas



## **Roles and Responsibilities**

The duty to advance BOEM policies, programs, activities, and decision-making processes in an environmentally just manner is the responsibility of all bureau staff, though responsibilities and accountability for implementing this Implementation Plan will differ depending on position descriptions. It is the expectation that bureau leadership create an enabling environment for staff to commit to and fulfill the goals and objectives of this Implementation Plan.

## **Evaluation and Adaptive Management**

In accordance with the DOI Environmental Justice Steering Committee charter, BOEM will conduct an evaluation of this Implementation Plan in practice and decision-making processes to identify ways to improve outcomes for communities with environmental justice concerns on an annual basis. The evaluation will inform updates to this Implementation Plan, the Department's Environmental Justice Strategic Plan, and the Environmental Justice Scorecard maintained by the Council on Environmental Quality.

## Appendix A: Definitions

**ANCSA Corporation:** Any Alaska Native village corporation, group corporation, urban corporation, former reserve corporation, or regional corporation as defined in, or established pursuant to, the Alaska Native Claims Settlement Act, 43 U.S.C. 1601 *et seq.*

**Community:** A social unit within a population that shares certain attributes such as identity, language, religion, customs, values, and norms. While communities often share a sense of place, they also may consist of spatially dispersed or mobile individuals (such as migrant workers or Native Americans) who experience common conditions.<sup>1</sup>

**Environmental justice:** the just treatment and meaningful involvement of all people, regardless of race, color, national origin, Tribal affiliation, or disability, in agency decision-making and other federal activities that affect human health and the environment so that people:

- are fully protected from disproportionate and adverse human health and environmental effects (including risks) and hazards, including those related to climate change, the cumulative impacts of environmental and other burdens, and the legacy of racism or other structural or systemic barriers; and
- have equitable access to a healthy, sustainable, and resilient environment in which to live, play, work, learn, grow, worship, and engage in cultural and subsistence practices.<sup>2</sup>

**Equity:** The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, Indigenous and Native American persons, Asian Americans and Pacific Islanders, and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.<sup>3</sup>

**Fair treatment:** The principle that no group of people, including a racial, ethnic or a socioeconomic group, should bear a disproportionate share of the negative environmental consequences from industrial, municipal, and commercial operations or the execution of federal, state, local and Tribal programs and policies. Fair treatment includes not only consideration of how burdens are distributed across all populations, but the distribution of benefits as well.<sup>4</sup>

**Indigenous Peoples** refers to people of Native American, Alaska Native, Native Hawaiian, Pacific Islander (e.g., American Samoans, Chamorros and Carolinians of Guam and the Northern Mariana Islands, and others), and Caribbean Islander (e.g., Taíno and others) descent, and others whose ancestors have

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<sup>1</sup> Council on Environmental Quality. 1997. Environmental justice: guidance under the National Environmental Policy Act. Washington, D.C. [https://www.epa.gov/sites/default/files/2015-02/documents/ej\\_guidance\\_nepa\\_ceq1297.pdf](https://www.epa.gov/sites/default/files/2015-02/documents/ej_guidance_nepa_ceq1297.pdf).

<sup>2</sup> The White House. 2023. Executive Order 14096: Revitalizing our nation's commitment to environmental justice for all. Federal Register 88(80):25251–25261.

<sup>3</sup> The White House. 2021. Executive Order 13985: Advancing racial equality and support for underserved communities through the federal government. Federal Register 86(14):7009–7013.

<sup>4</sup> The White House. 2021. Executive Order 13985: Advancing racial equality and support for underserved communities through the federal government. Federal Register 86(14):7009–7013.

occupied what is now known as the United States and its territories since time immemorial, including members of Tribal Nations.<sup>5</sup>

**Meaningful engagement:** Potentially affected community residents have an appropriate opportunity to participate in decisions about a proposed activity that may affect their environment and/or health. The public and Tribal contribution can influence the regulatory agency's decision; the concerns of all participants involved will be considered in the decision-making process. The decisionmakers seek out and facilitate the involvement of those potentially affected.<sup>6</sup>

**Native Hawaiian** means any individual who is a citizen of the United States and a descendant of the aboriginal people who, prior to 1778, occupied and exercised sovereignty in the area that now comprises the State of Hawaii, as evidenced by genealogical records, Kupuna (elders) or Kamaaina (long-term community residents) verification, or certified birth records.<sup>7</sup>

**Native Hawaiian Organization** means any organization on the DOI Native Hawaiian Organization List maintained by the Office of Native Hawaiian Relations.

**Overburdened:** Populations or communities that potentially experience disproportionate environmental harms and risks due to exposures or cumulative impacts, or due to greater vulnerability to environmental hazards. This increased vulnerability may be attributable to an accumulation of negative or a lack of positive environmental, health, economic, or social conditions within these populations or communities. Multiple factors, including both environmental and non-environmental burdens, may cumulatively affect these populations or communities.<sup>8</sup>

**Tribe:** Any American Indian or Alaska Native tribe, band, nation, pueblo, village, or community that the Secretary of the Interior acknowledges to exist as an Indian tribe pursuant to the Federally Recognized Indian Tribe List Act of 1994 (25 U.S.C. 479a).

**Underserved communities** refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the following list: Black, Latino, and Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQ+) persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.<sup>9</sup>

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<sup>5</sup> DOI 301 DM 7.4

<sup>6</sup> Environmental Protection Agency. 2025. Guidance on considering environmental justice during the development of regulatory actions. Washington, D.C. <https://www.epa.gov/sites/default/files/2015-06/documents/considering-ej-in-rulemaking-guide-final.pdf>.

<sup>7</sup> 20 U.S.C. 7517: Definitions

<sup>8</sup> Environmental Protection Agency. 2023. What is the definition of “overburdened community” that is relevant for EPA actions and promising practices? Washington, D.C. <https://www.epa.gov/caa-permitting/what-definition-overburdened-community-relevant-epa-actions-and-promising-practices>.

<sup>9</sup> The White House. 2021. Executive Order 13985: Advancing racial equality and support for underserved communities through the federal government. Federal Register 86(14):7009-7013.

## Appendix B: Summary of Tribal and Public Feedback

BOEM circulated a draft version of the Environmental Justice Implementation Plan on November 8, 2024, to stakeholders for a 30-day comment period. BOEM received four comment letters, including one representing 28 organizations. Below are responses to specific comments and, if applicable, how they are addressed in this final Environmental Justice Implementation Plan.

Comment	Response
<p>BOEM must support robust, meaningful, and long-standing engagement in environmental justice communities, environmental justice organizations, and community-based organizations in overburdened and underserved communities.</p>	<p>BOEM is piloting new approaches to advance the bureau’s ability to conduct robust, meaningful, and equitable outreach and engagement with communities, inclusive of communities with environmental justice concerns and organizations that work with or represent them. Plans to continue advancing this effort are reflected in Goal 2.</p>
<p>Several commenters wrote that efforts to increase awareness and understanding of environmental justice policies, directives, and principles should come from the lessons, knowledge, and experiences of environmental justice communities and leaders themselves.</p>	<p>Added the bolded text to Priority 1.1:  <i>Increase bureau staff awareness and understanding of environmental justice; Free, Prior, and Informed Consent; policies and directives, including the <b>knowledge of communities with environmental justice</b> concerns and state-based tools; and how they apply to their work</i></p>
<p>BOEM should explicitly name and engage faith-based organizations and communities as key stakeholders in its work.</p>	<p>BOEM welcomes and includes the engagement of all stakeholders that may be impacted or interested in its activities, inclusive of faith-based organizations and communities.</p>
<p>BOEM should create opportunities for individuals to “participate in environmental, energy, and climate change decision-making” for projects located near environmental justice populations; analyze the impacts of offshore wind within marginalized communities; expand its language access and translation services for key actions; and expand staff training and hiring to address environmental impacts.</p>	<p>BOEM integrates multiple public input opportunities during offshore energy planning and has made it a focus of the offshore wind development process by ensuring public input is utilized during processes to identify wind energy areas, lease sales, and potential environmental impacts of projects. For all offshore activities related to BOEM’s mission, there are opportunities for public engagement and comment, with both virtual and in-person options. BOEM’s NEPA documents assess potential impacts of and mitigations for activities on communities with environmental justice concerns. BOEM’s renewable energy program has an outreach and engagement team that is already making progress to expand language access and translation services.</p> <p>An example for implementation of Goal 2 includes development of a language access plan. Goal 1 also specifically speaks to expanding staff training and hiring.</p>

Comment	Response
<p>When engaging with communities, Tribal Nations, Alaska Native Villages, ANCSA corporations, Native Hawaiian Organizations, and Indigenous communities, BOEM should increase staff awareness of state-based tools of environmental justice principles and definitions for populations that are characterized as environmental justice populations.</p>	<p>BOEM utilizes both federal and state tools to help identify and work with communities with environmental justice concerns. Additional language added to Goal 1 and an example of implementation for Goal 3:</p> <p><i>Advance partnerships and collaboration with states for engagement with and identification of potentially impacted communities with environmental justice concerns</i></p>
<p>Several commenters recommended BOEM provide resources and capital to community organizations and leaders within project areas. When engaging with communities, BOEM should consider the following:</p> <ul style="list-style-type: none"> <li>• Schedule public meetings at times and locations “convenient for neighborhood stakeholders and in consideration of public transportation availability;”</li> <li>• Translate documents “into other languages in areas with persons of limited English language proficiency;”</li> <li>• Provide “interpreters and translated documents at public meetings as appropriate and upon request;”</li> <li>• Engage in “public deliberation and consensus-building where appropriate, to address public concerns;”</li> <li>• Provide information online and include clear guidance on neighborhoods potentially impacted by a decision; and</li> <li>• Increase opportunities for environmental justice communities to engage in environmental and energy decisionmaking.</li> </ul>	<p>Amended an example for implementation for Goal 2 to the following:</p> <p><i>Develop guidance for outreach and engagement that includes, though is not limited to, scheduling meetings at times and locations convenient for the community; utilizing interpreters and translations as part of a language access plan; providing information in multiple formats and locations; and offering, when appropriate and within BOEM’s authority, amenities such as child care and food to promote and reduce barriers to participation.</i></p> <p>Created an example for implementation for Goal 3:</p> <p><i>Explore ways to provide more publicly accessible information (e.g., scientific studies, website pages) that present easy to understand information (e.g., pictures, maps, summary text) about communities potentially impacted by BOEM’s decisions</i></p>

Comment	Response
<p>BOEM should engage in listening sessions to determine maximum benefits and inclusion of voices at different stages of the permitting process in exercise of the principle of “Free and Prior Informed Consent.”</p>	<p>Included “Free, Prior, and Informed Consent” in Priority 1.1:</p> <p><i>Increase bureau staff awareness and understanding of environmental justice; <b>Free, Prior, and Informed Consent</b>; policies and directives that advance both, including the knowledge of communities with environmental justice concerns and state-based tools, and how they apply to their work</i></p> <p>Created an example for implementation for Goal 2:</p> <p><i>Assess points of public input opportunities at all stages of decision-making, including before NEPA processes, and determine all appropriate and feasible places for meaningful engagement with targeted outreach</i></p>
<p>BOEM should prioritize community benefits when engaging with environmental justice communities, including through community benefit agreements, community benefit funds, or direct investments.</p>	<p>Community benefit arrangements are generally made between a community and a developer. BOEM included investments in a community benefit agreement as a bidding credit option for the California offshore wind lease sale. While BOEM can monitor compliance with the bidding credit commitment, it does not have the authority to negotiate or enforce the particular provisions of a community benefit agreement. BOEM encourages early and consistent engagement between developers and impacted communities. BOEM also coordinates with partners like the National Renewable Energy Laboratory and the Department of Energy on this topic; please reference the <a href="#">Wind Energy Community Benefits Guide</a>.</p> <p>Added an example for implementation under Goal 2:</p> <p><i>Build upon and develop new partnerships across government to better respond to community needs and questions, including requests for community benefit arrangements</i></p>
<p>Goal 1: Incorporate principles of ethical supply chain for critical mineral security</p>	<p>Goal 1 aims to institutionalize environmental justice principles into all bureau policies, decisions, activities, and processes, including those pertaining to offshore critical minerals on the OCS.</p>
<p>Goal 1: Include a priority that addresses the need for greater staff capacity dedicated to implementing the Strategic Plan</p>	<p>Amended an example for implementation for Goal 1, in bold:</p> <p><i>Hire a BOEM Environmental Justice Coordinator <b>and additional staff, as needed</b>, to help implement this Strategic Plan and coordinate environmental justice activities bureau-wide</i></p>

Comment	Response
<p>Goal 2: BOEM should consider working with community-based organizations to understand their capacity level and provide resources to increase capacity in order to fully and meaningfully participate in outreach and engagement activities.</p>	<p>Priority 2.4 addresses the need to build capacity among the communities, Tribal Nations, Alaska Native Villages, ANCSA corporations, Native Hawaiian Organizations, and Indigenous communities BOEM works with so they can fully and meaningfully participate. As an example for implementation of this priority, the Implementation Plan proposes BOEM conduct a barrier analysis and value proposition to better understand the diverse challenges communities face and the benefits of engaging with BOEM meaningfully and equitably.</p> <p>Added Priority 3.5</p> <p><i>Create standard financial and non-financial approaches to support community capacity-building activities for effective and meaningful engagement</i></p> <p>Added an implementation example for Goal 3:</p> <p><i>Outline capacity-building strategies with clear fiscal pathways or other resources to begin implementation of capacity-building approaches for all BOEM mission areas</i></p>
<p>Include an accountability measure under Priority 2.3 to ensure the feedback received triggers BOEM to adapt its current process</p>	<p>As part of the feedback loop for Priority 2.3, BOEM aims to communicate how feedback was addressed, including changes made and if not, an explanation why. For an example, please see the <a href="#">Input Status Reports</a> for the New York and New Jersey Offshore Wind Environmental Justice Forums.</p>
<p>Priority 3.1: Include a plan to incorporate the best available science in all project planning and implementation and incorporate new information as it becomes available</p>	<p>In carrying out its mission and during NEPA reviews, BOEM makes decisions informed by the best available science, Indigenous Knowledge, and local knowledge.</p>
<p>Priority 3.1: BOEM should be relying specifically on input from environmental justice communities, leaders, and organizations to guide their processes for both outreach and engagement activities as well as project development.</p>	<p>The input received from communities with environmental justice concerns should inform the bureau’s processes and decisions. Priorities 3.2–3.4 all highlight the need to partner with communities to identify and fill information gaps and needs; improve environmental justice analyses and decision-making; and design procurement and research activities.</p>

Comment	Response
<p>Priority 3.2: BOEM should ensure that building and improving partnerships is not an extractive process, but rather a collaborative process that moves at the speed of trust. Opportunities for collaboration include training community members to provide comment, providing educational sessions and materials, and - where possible - providing compensation for knowledge provided.</p>	<p>Priority 3.2 was amended to:</p> <p><i>Build new and improve existing partnerships with communities, Tribal Nations, and local, state, and federal agencies to identify <b>and fill</b> information gaps and needs, <b>and provide training and guidance as necessary to enhance participation in research design and implementation</b></i></p> <p>As an example for implementation, BOEM included the need to explore opportunities, including authorities and funding sources, that incentivize and compensate for the time, expertise, and participation of community members in bureau planning, analysis, research, and decision-making processes.</p>
<p>BOEM should leverage this Implementation Plan to pursue a Programmatic Environmental Impact Statement for offshore wind decommissioning.</p>	<p>The Environmental Justice Implementation Plan is focused on actions directly related to environmental justice; specific decisions about NEPA application are outside the scope of this plan.</p>
<p><i>Recommendations for metrics:</i></p>	<p>-</p>
<p>Jobs created in responsibly developing wind energy</p>	<p>This is outside the scope of this Implementation Plan.</p>
<p>Assessment of the environmental benefits a community gains</p>	<p>BOEM will consider these metrics to track and measure progress for this Implementation Plan. The <a href="#">DOI Environmental Justice Strategic Plan</a> includes a measure for bureaus to assess and implement tools and resources to track stakeholder engagement and response.</p>
<p>Conduct surveys to assess progress and report findings on a bi-annual basis</p>	<p>BOEM will consider these metrics to track and measure progress for this Implementation Plan.</p>
<p>Amount spent on language services, number of translated documents, online engagement (social media postings), and staff attendance at environmental justice trainings</p>	<p>BOEM will consider this metric to track and measure progress for this Implementation Plan.</p>
<p>Amount of environmental justice community members and community organizations engaged in BOEM initiatives</p>	<p>BOEM will consider this metric to track and measure progress for this Implementation Plan.</p>



Comment	Response
Quantity and quality of community education and participation activities	BOEM will consider this metric to track and measure progress for this Implementation Plan, particularly as part of the proposed engagement tracker to implement Goal 2.
Tracking of OCS projects that have changed over time in direct response to community concerns	<p>BOEM added the following bolded text to an example of implementation for Goal 1:</p> <p><i>Develop a budget and specific, measurable, achievable, realistic, and time-bound metrics to evaluate progress. Examples of metrics could include, but are not limited to, the number or level of</i></p> <ul style="list-style-type: none"> <li>• <i>Tools and resources, such as surveys, to track engagements and responses</i></li> <li>• <i>Documents translated and interpreters hired to improve access and engagement</i></li> <li>• <i>BOEM staff attendance at environmental justice trainings and Tribal consultation trainings related to environmental justice</i></li> <li>• <i>BOEM participation in internal and interagency environmental justice working groups, committees, or partnerships</i></li> <li>• <i>Attendance by members of communities with environmental justice concerns and representative organizations in BOEM initiatives aimed at enhancing participation in BOEM processes</i></li> <li>• <i>Project or action modifications where environmental justice concerns were raised</i></li> </ul>

## Appendix C: BOEM Representation on Environmental Justice Committees and Working Groups

Committee <sup>10</sup>	Policy	Function	Agency Participation
Federal Interagency Working Group on Environmental Justice (EJ IWG)	EO 12898	<p>The EJ IWG facilitates the active involvement of all federal agencies to implement EO 12898. The order states that "federal agencies must identify and address, as appropriate, disproportionately high and adverse human health or environmental effects of their programs, policies, and activities on minority populations and low-income populations."</p> <p>Provides a forum for federal agencies to collectively advance environmental justice principles. The EJ IWG works as a federal family to increase local community capacity to promote and implement innovative and comprehensive solutions to environmental justice issues.</p>	<p>Chaired by the Environmental Protection Agency Administrator</p> <p>Comprises 17 federal agencies and White House</p> <p>Members are Senior Leadership Representatives, Senior Staff Representatives, and other persons put forth by an agency</p> <p>Of these IWGs, BOEM participates in the EJ IWG &amp; NEPA Committee</p>
EJ IWG & NEPA Committee (recently changed IWG to IAC)	EO 12898	The Committee seeks to improve the effective, efficient, and consistent consideration of environmental justice issues in the NEPA process through the sharing of best practices, lessons learned, research, analysis, training, consultation, and other experiences of federal NEPA practitioners.	Same as above

<sup>10</sup> EJ IWG groups are currently being restructured as White House Committees/Councils

Committee <sup>10</sup>	Policy	Function	Agency Participation
DOI Environmental Justice Steering Committee (EJSC)	DOI Informational Memorandum: Proposed Actions and Commitment of Resources to Advance Environmental Justice Across the Department	This memorandum identifies a work plan for the Department to advance environmental justice and support implementation of EO 12898, <i>Federal Actions to Address Environmental Justice in Minority Populations and Low-Income Populations</i> , and EO 14008, <i>Tackling the Climate Crisis at Home and Abroad</i> . The EJSC includes four subcommittees focused on Policy, Community Engagement & Meaningful Involvement, Science & Data, and Investments & Community Assistance to support the Department in institutionalizing environmental justice into its policies, guidance, programs, and activities at all levels.	BOEM has staff participation in the Policy, Community Engagement & Meaningful Involvement, and Science & Data subcommittees
LIFT: A Community of Practice to UpLIFT Equity and Justice in Wind Energy Deployment		Facilitated by the National Renewable Energy Laboratory (NREL) and supported by the U.S. Department of Energy (DOE), the goal is to create a network that connects a diverse group of researchers, practitioners, and others engaging in equity- and community-centered work related to wind energy deployment. In 2024, the group focused on community benefits in offshore wind energy deployment, with plans to include onshore wind energy in 2025.	DOE NREL leads this interagency community of practice; BOEM has staff on the Steering Committee and in the Community of Practice