

**BUREAU OF OCEAN ENERGY MANAGEMENT (BOEM)
NEW YORK AND NEW JERSEY ENVIRONMENTAL JUSTICE FORUM
WEDNESDAY, NOVEMBER 8, 2023**

SITE VISIT:

TIME: 9:30AM-12:00PM EST

**LOCATION: UPROSE (462 36TH STREET, BROOKLYN, NY) + SOUTH BROOKLYN MARINE
TERMINAL BUS TOUR**

EJF MEETING:

TIME: 1:30PM-4:430PM EST

LOCATION: INDUSTRY CITY, SUNSET PARK, BROOKLYN, NEW YORK

MEETING SUMMARY

This document summarizes the presentation, discussion, and key themes heard at the November 8, 2023, Environmental Justice Forum (EJF), hosted by the Bureau of Ocean Energy Management (BOEM). This is the fifth EJF meeting of the EJF series, and it is the first EJF held in-person with the option to participate virtually. The goals of the EJF series are to:

- Identify priorities, needs, and issues to address through BOEM’s draft New York Bight PEIS specific to environmental justice and underserved communities.
- Improve information-sharing and coordination across agencies, governments, lessees, community-based organizations, and Indigenous Peoples.
- Create greater accountability by providing transparency to communities on whether and how their input has affected the decision-making process.
- Grow long-term relationships with communities that are founded on mutual respect, understanding, and collaboration.
- Reduce barriers to participation, increase access to environmental reviews, and create better-informed decisions.

Contents

1. Meeting Participants
2. Site Visit Summary
3. EJF Meeting Summary
 - a. Welcome, Introductions, and Agenda Overview
 - b. Panel Discussion
 - c. World Café Discussion
4. Announcements
5. Closing Remarks
6. Next Steps

1. Meeting Participants

IN-PERSON PARTICIPANTS

BOEM Staff

- Karen Baker, Office of Renewable Energy Programs
- Sindy Chaky, Social Scientist
- Holly Fowler, Program Analyst
- Laura Mansfield, Social Scientist
- LJ Robertson, Oak Ridge Institute for Science and Education (ORISE) Fellow
- Blossom Robinson, Renewable Energy Engagement

Community-Based Organizations

- Marvin Amazan, Amazan Strategies
- Annel Cabrera-Marus, Green City Force
- Charles Callaway, WE ACT
- Daniel Chu, New York City Environmental Justice Alliance (NYC-EJA)
- Rachael DeWitt, Ocean Conservancy
- Michael Freeman, Ocean Conservancy
- Brooke Helmick, New Jersey Environmental Justice Alliance (NJ-EJA)
- Dan Lloyd, Minority Millennials
- Jenille Scott, Align New York
- Marcus Sibley, National Wildlife Federation
- Annecia Steiniger, New Jersey League of Conservation Voters
- Sylvia Juliana Riveros, UPROSE

Other Organizations

- Sam Frank, Arch Street Communications
- Lisa Futterman, Workforce Development Institute
- Thomas Ikeda, Kean University
- Juan Camilo Osorio, Pratt Institute
- Sara Parkison, Turn Forward
- Tone Sondergaard, Offshore Wind Innovation Hub, Urban Future Land / ACRE, NYU Tandon School of Engineering

Tribes

- Peter Silva, Shinnecock Nation

State and Local Agencies

- Nadia Akbar, New Jersey Department of Environmental Protection (NJ DEP)

- Preston Anderson, New York City Economic Development Corporation (NY EDC)
- Collyn Chan, NYEDC
- Nicole Jean Christian, New York Department of State (NY DOS)
- Christina Gonzalve, NJ DEP
- Myla Ramirez, NJ DEP
- Muskan Shrivastava, NJ DEP
- Cathy Yuhas, New York Economic Development Administration (NY EDA)

Federal Agencies

- Lupe Villatoro, US Department of Energy (DOE)

Lessees

- Gloria Alvarez, Equinor
- Ashley Ball, Equinor
- Andrea Bonilla, Vineyard Mid-Atlantic
- Carmen Bennett, Invenergy
- Nadia Carter, Atlantic Shores
- Nahid Carter, Community Offshore Wind
- Sarah Dougherty, Invenergy
- Eleanor Evans, Atlantic Shores
- Retha Fernandez, Community Offshore Wind
- Will Fisher, Attentive
- Ana Fisyak, Equinor
- Laura George, Vineyard Mid-Atlantic
- Favio Germain, Attentive Energy
- Harriet Green, Equinor
- Terence Kelly, Atlantic Shores
- Katherine Miller, Community Offshore Wind
- Lisa Wood, Bluepoint Wind

Kearns and West Facilitation Team

- Laurel Cohen
- Miquela Craytor
- Hanna Khalil
- Jasmine King
- Sam Levy
- Briana Moseley
- Greta Sefu
- Leigh Osterhus

VIRTUAL PARTICIPANTS

- Meghan Cornelison, BOEM

- Jordan Creed, BSEE
- Matt Cutler, MBFS NEFSC
- Nelle D’Aversa, Bureau of Safety and Environmental Enforcement (BSEE)
- Stefany Grieco, BSEE
- Katsumi Keeler, BOEM
- Whitney Hauer, BOEM
- Tyler Hepnser, NYS DEC
- Sam Levy, Kearns & West
- Chris Minck, USACE
- Carleton Montgomery
- Samantha Nyer, US Environmental Protection Agency (EPA)
- Jared Pritts, USACE
- Kathia Ramires, PPA
- Ramona Sanders, BOEM
- Anne Schaffer, US EPA
- Greta Sefu, Kearns & West
- Lincoln Simmons, Ocean County College
- Kristen Sinclair, BOEM
- Julia Talamo, Oak Ridge Institute for Science and Education (ORISE) Fellow, BOEM
- Jeneva Wright, BOEM
- Chloe VanderMolen, BOEM

2. Site Visit Summary

Prior to the beginning of the formal EJV agenda, approximately 40 participants participated in a morning site visit of the Sunset Park neighborhood, led by UPROSE and Equinor.

UPROSE is a nationally-recognized, grassroots organization that promotes sustainability and resiliency through community organizing, education, leadership development and cultural/artistic expression in Brooklyn, NY. Participants convened at UPROSE’s office, where they were welcomed by the organization’s Executive Director, Elizabeth Yeampierre. Following some brief opening remarks by the BOEM team, Elizabeth introduced Nebraska Hernandez who provided a presentation sharing context on the history of the Sunset Park neighborhood, as well as UPROSE’s organizing work. This was followed by a presentation led by Ana Fisyak, Equinor, explaining the work Equinor – an energy company pursuing offshore wind in the region – is doing to revitalize the South Brooklyn Marine Terminal, in coordination with the community.

Following the presentations, participants were led on a bus tour of Sunset Park. The tour was narrated by Nebraska Hernandez, UPROSE, who provided information regarding the following stops:

- DSNY Garage
- NYPA Peaker Plant
- Sims Recycling Plant

- Liberty View Parking Lot
- South Brooklyn Marine Terminal (SBMT)

At SBMT, Equinor led the group on a tour of the premises. This included a brief walking tour on-site at SBMT at the end of the western section of the SBMT site.

The bus then dropped off participants at the EJV venue at Industry City, where they enjoyed a lunch donated by a group of lessees, prior to beginning the formal EJV agenda.

3. EJV Meeting Summary

Welcome, Introductions, and Agenda Review

Miquela Craytor, Kearns & West facilitator, welcomed participants to the EJV and expressed gratitude for their attendance, especially for those who could travel to be there in-person at our first in-person EJV. She also welcomed participants joining virtually and thanked them for their continued participation.

Miquela reviewed the meeting objectives, agenda, and participant guidelines for the meeting.

To begin the conversation, Miquela asked a series of questions to get a sense of who was participating in-person. She asked participants to raise their hand if this was their first, second, third, fourth, or fifth time participating in the EJV. She then asked participants to raise their hand to indicate if they represented environmental justice organizations, tribal nations, environmental groups, workforce-focused community-based organizations (CBOs), government partners, or the developer community. There was a mix of representation across all the stated stakeholder groups.

Miquela reviewed the agenda for the meeting and shared that the day's discussion was designed – with the input from participants – to build upon the conversations of the past EJFs. She brought attention to the Environmental Justice and Offshore Wind Fact Sheet and EJV Process Pre-Read Document, which provide an overview of the topics covered at previous EJV meetings, and how these discussions have built upon one another over the past year and a half. Miquela also reiterated that while BOEM is the convenor of the EJV, it does not have all the answers. The purpose of the meeting was to listen to multiple perspectives, obtain input on key items where collaboration with EJ communities can be enhanced, identify who is the organizing body that has responsibility for those areas, and identify clear next steps.

Miquela then introduced Karen Baker, Chief of BOEM's Office of Renewable Energy Programs (OREP), to provide opening remarks. Karen shared her gratitude for everyone's participation. She commended the CBOs represented in the room for their work supporting Sunset Park as it undergoes major economic changes. She also reiterated that BOEM wants to ensure that in meeting the Biden's administration's ambitious goals around a rapid transition to renewable energy, and specifically offshore wind, BOEM is working to ensure that this transition happens in a way in which all communities can thrive. For BOEM, this means actively taking in the input from environmental justice communities in considering the impacts and potential opportunities provided by offshore wind development as it pertains to environmental justice, job creation, and improving quality of life.

Miquela then introduced the BOEM team members responsible for designing and convening the EJV. (See names of BOEM Staff in the participant list above).

Welcoming Activity

Miquela led the group in a welcoming activity. She explained that part of the reason we are having this conversation is to help us build the future we want. With that in mind, she asked participants to respond to the prompt “Our just-transition to offshore wind in 2040, has...” Participants were encouraged to be ambitious and creative in their responses. After taking time to reflect on their own, participants paired up to share and discuss their answers. Miquela then asked participants to report back on their discussions with the full group.

Participants shared that in 2040 a just-transition to offshore wind has:

- Equity for everyone involved including local community members, developers, Tribes, and government agencies. The goal is to develop a level playing field so that everybody has a stake in the opportunities and jobs emerging from offshore wind.
- The prevention of gentrification in neighborhoods whose economies are being impacted by offshore wind development.
- Creativity from developers around thinking through potential community benefits, and creativity from government agencies in developing mechanisms for accountability.
- A world with free energy and healthy communities.
- An efficient and effective exchange of goods on a global scale.
- Development of good union jobs for disadvantaged communities, especially for formerly incarcerated people.
- Development of apprenticeship programs for training and continued skills development.
- Creation of a circular economy where resources are sourced ethically.
- Development of an industry that does not transplant the same system used by fossil fuel companies into the green energy space.
- Acknowledgment that mistakes will happen along the way.

Panel Discussion

Following the welcoming activity, Miquela introduced the panel discussion session. The panel consisted of two panelists from community-based organizations within the New York region. Miquela welcomed the panelists to the stage and introduced them to the participants with the following biographies:

Panelist Biographies**Charles Callaway, WE ACT for Environmental Justice**

Charles Callaway is a resident of West Harlem. As the Director of Workforce Development and head of the Green Institute at WE ACT for Environmental Justice, Charles taps into his many years of working with and leading empowerment programs throughout Harlem. At WE ACT, he has recruited and trained 2,031 people in 30-hour of OSHA and 32-hour of asbestos handling classes for the construction industry along with more than 100 in solar installation certification classes. As a result of this, more than 200 now have jobs, including 168 community members working in the construction field and 98 in the solar industry. Charles has also been instrumental in developing a solar workers cooperative, SUNS: Solar Uptown Now Services, with his solar trainees, and they have installed 18 megawatts of solar power to date and serve for other solar companies. Charles previously served as WE ACT’s Director of Organizing, playing a key role in organizing residents around significant issues in the community and helping them understand the importance of advocating on its behalf. He worked with Harlem residents on the

Columbia University expansion and 125th Street rezoning. Charles also worked with the Mother Clara Hale Community Taskforce and the MTA to build the first green bus depot in Harlem.

Daniel Chu, New York City Environmental Justice Alliance

Daniel Chu is the Energy Planner for the New York City Environmental Justice Alliance. He is a geographer and urban designer with an interest in democratic built environment planning for environmental justice communities. His work centers around a democratic transformation for vulnerable landscapes and their ecologies by developing strategies for preservation and development without perpetuating inequality. As the Energy Planner, he coordinates various just transition and energy democracy campaigns designed to inform city, state, and federal policies and regulations, such as his work with the PEAK Coalition or REVitalize Partnership. He came to NYC-EJA with energy experiences in Local Law 97 implementation and NYSERDA-funded energy efficiency retrofits. His multi-year involvement in an immigrant and community-led cooperative housing design process has been exhibited in the French National Museum of Immigration History. Daniel received an M.S. in Design & Urban Ecologies and a B.A. in Urban Studies from The New School and is a current Ph.D. student in Earth and Environmental Science at the City University of New York.

Panel Discussion Highlights

Miquela asked Charles and Daniel a series of questions about their hopes for offshore wind development in the region, their concerns related to large-scale development, their advice for developing strong, equitable partnerships, and the importance of clear communication to communities.

- **Workforce Development:** The panelists emphasized the importance of not only ensuring that offshore wind development leads to the creation of good jobs within historically disadvantaged communities, but that these jobs are not just temporary roles and continue to become careers to benefit the next generation. They discussed that it is important to work with unions to position historically disadvantaged individuals for the new union jobs and careers.
- **Award Evaluation:** State agencies have an important role to play in evaluating awards and contracts, understanding that offshore wind farms exist on public property. Daniel noted the recent discussion around the New York State Energy Research and Development Authority (NYSERDA)'s offshore wind cost adjustments and urged that we learn from these mistakes and ensure that in the future these adjustments do not impact rate payers.
- **Self Determination of Communities:** Daniel shared that his organization respects the Jemez Principles of Democratic Organizing, which emphasize the self-determination of all communities. This means supporting communities in their transition to renewable energy, addressing concerns they may have about this transition, and respecting and repairing past harms that may have been committed.
- **Listening to Communities:** The panelists emphasized that community members and the grassroots organizations that represent them know their communities best. State and federal agencies need to be speaking with community organizations directly rather than assuming they know what communities want from offshore wind development.
- **Partnership Development:** The panelists shared that not all "partnerships" are equal or equitable. They encouraged participants to think about partnerships as more than just a legal agreement, signed document, or payment provided when a problem or disagreement arises. Partnerships require open and equal exchange of ideas and a recognition of the power dynamics

in play when a developer approaches a community. Partnerships should be long-term and work towards implementing community ownership where possible.

- **Communication:** The panelists emphasized the importance of clear communication with community members regarding what offshore wind is and how it may impact their lives in tangible ways. Charles discussed the importance of building capacity (through increased funding) of CBOs who can do the work of translating and accessibly sharing that information. He provided an example of how often people ask him what kind of jobs are available through offshore wind development, but he can't give detailed information on the type or number of jobs. Daniel also talked about the importance of relating complex, technical information to people's actual daily lives, their careers, and the impacts on their families and the next generation. Daniel also provided the example of the Harbor School on Governor's Island as a way of informing people about how they can become part of the offshore wind industry.

Following the moderated discussion, Miquela invited the audience to ask questions of the panelists. Please see below for a recap of the main points discussed:

- There is a need for a two-way dialogue between community organizations and developers.
- Government entities like BOEM can take a more hands-on role in ensuring accountability from developers.
- More conversations should be had around community benefits agreements and financial modeling that can ensure that future prosperity from the growth of offshore wind is shared equitably.
- An energy transition is inevitable, but a *just* transition is not. There is a need to ensure that every stakeholder in a neighborhood understands what is happening when an offshore wind project begins.
- There is a need to challenge the language developers use in their contracts around "best faith efforts," and to move beyond that into ensuring greater accountability.
- The Uncommon Dialogue on Solar was referenced as a potential model for the offshore wind space. You can read more about this at the [Uncommon Dialogue page of the Stanford Woods Institute of the Environment Website](#).
- There is a concern that seniority within unions would cause barriers to disadvantaged communities accessing jobs in offshore wind.
- There needs to be work done to clearly identify what are the entry level jobs in the OSW industry.

World Café Discussion

Following the panel discussion, in-person and virtual participants engaged in a world café discussion with the following stations and subjects:

- **Station 1:** Workforce Development
- **Station 2:** PEIS Engagement
- **Station 3:** State and Federal Partnerships
- **Station 4:** Environmental Justice Best Practices

In-person participants were divided evenly among the four stations. Each group started at a different station, where a Kearns & West facilitator guided the discussion through a set of key questions. After 15 minutes, each group rotated to the next station. In this way, participants were able to provide input on all four station subjects, building on the ideas shared in that station previously. At the same time, separately, virtual participants were guided through a discussion of each of the four station subjects as well, guided by a facilitator.

Please see below for a summary of key discussion points for each station. Under each station, comments shared from virtual participants regarding that subject have been incorporated. Please see Appendix A for the full list of questions asked at each station. Please see Appendix B for screenshots of the whiteboards used to help facilitate the virtual discussions.

Station 1: Workforce Development

In-person Discussion Highlights

Participants shared their thoughts and suggestions on the following topics:

Defining the categories of jobs available in the OSW space

- It is important to clarify if the jobs created by offshore wind are considered “direct jobs” or “indirect jobs.”
- Existing job research can be leveraged by incorporating reports such as those put out by NREL on the jobs gap, and others published by the New Jersey Economic Development Authority (NJEDA) and NYSEDA, to better understand and define offshore wind career opportunities.
- The group discussed the following examples of offshore wind jobs:
 - Technical categories of jobs to build the turbines include pipe fitters, electricians, steelworkers, and construction.
 - Jobs within the supply chain ecosystem, including turbine maintenance and manufacturing (OEM – Original Equipment Manufacturer).
 - Jobs through contractors (e.g. large vessels/ boats).

Increasing transparency on the timing reality of these jobs

- More transparency is needed about the fact that most jobs won’t be offered for years.
- Current open jobs include:
 - Manufacturing jobs, which are open from now until about 2030.
 - Positions related to permitting would include jobs that are within the private and public sectors (e.g. civil service roles).
- Jobs opening later would likely include:
 - Construction jobs, which will not become available until 2030.
 - Jobs on the maritime side, including the marine crew and wind technician positions.
 - Original Equipment Manufacturing (OEM) jobs, which will include offshore jobs such as project manager and contract manager positions.

Developing ways to increase awareness about the opportunities within industry

- There is a significant lead time, both in training to prepare for the industry and when the jobs become available.

- Most of the roles require certifications that are only provided by unions and other vocational and technical training programs.
 - Sources of information for these roles will likely come from family and friends, union openings, and developer outreach.
- There is a need for a communication campaign that provides a reality check on what these jobs are. Suggestions included:
 - Creatively executing the campaign to increase public awareness.
 - Conducting a career-mapping exercise to help better communicate the long-term growth opportunities across the industry. This process should include analysis across systems, roles, and industries.
 - Addressing the current disconnect by targeting key groups including schools, unions, and aligned workforce programs (e.g. Non-traditional Employment for Women (NEW)).
 - Ensuring that awareness includes specifics on the timing and career opportunities.
 - Grounding communications on this topic with specifics.

Preparing workers for jobs in offshore wind

- The group discussed the following examples of career training programs:
 - Program offered by the City University of New York (CUNY) which creates a variety of on-ramps to training for different careers in the OSW industry. The program is called CUNY Bridges to OSW.
 - NYC EDC has a program that is less career training but supports the local business supply chain for MWBE's. The program is called EDC Waterfront Pathways.
 - NJ EDL programs: CBO/ workforce training where certifications are transferable.
 - Opportunities Long Island.
 - Helmets to Hard Hat.
 - ISLES Center for Energy and Environmental Training.
- Bridge programs could be developed.
- More career readiness programs should be created.
- It would be helpful to more clearly demonstrate how careers fit into offshore wind.
- Programs should be designed to illustrate transferable skills.
- Framing jobs in OSW as careers in the green renewables field should be better integrated.
- There are distinct challenges related to the different occupations of the job pipeline.
 - For entry level roles, expectations of the roles should be made clear, and they should be community-member focused.
 - Apprenticeships programs that allow people to “earn while you learn” should also be developed.
 - Safety concerns of women operating in a male dominated industry, particularly if the role is offshore, need to be addressed.
- The way unions can be influenced to increase their ranks should be explored.
- Unions need to be supported in setting realistic expectations.

Solutions on how to explain the occupations of an emerging industry

- It is a challenge to connect the local to the global view.
- Other “first” mover industries can be looked to as examples to map out a strategy. This can be done by looking at offshore wind development in Europe, researching the industry's origins, noting portable skills, and conducting a skills mapping exercise.

Virtual Discussion Highlights

- The group discussed the challenges of preparing the workforce for jobs in offshore wind when there are many unknowns, including the types of positions, the number of jobs available, and the timeline for when those jobs will become available.
- The group also explored the various pathways for providing education and capacity building to train the needed offshore wind workforce now and into the future.
- Recommendations included partnerships with minority and low-income serving institutions that are already structured to support career development, and connecting with elementary and middle schools to build programs that will help develop skills for students early on. While this does not guarantee a future in offshore wind, it would be an opportunity to teach students valuable transferable skills.
- Several resources were shared by the group:
 - [Wind Career Map](#) – Department of Energy
 - [The Wind Energy Workforce in the United States: Training, Hiring, and Future Needs](#) – NREL
 - [U.S. Offshore Wind Workforce Assessment](#) – NREL
 - [Regional Economic Development Summit \(REDS\)](#) – EDA

Station 2: Programmatic Environmental Impact Statement (PEIS) Engagement

In-person Discussion Highlights

Participants shared their thoughts and suggestions on the following topics:

Accessibility

- Information about the PEIS and the NEPA process around it is often highly technical, complex, and not accessible to the average citizen.
- All materials related to the NEPA and PEIS comment process should be translated into multiple languages to reach a broad audience.
- Materials related to the PEIS need to be written accessibly and in layman's terms in any language, avoiding jargon.
- BOEM should consider parsing out which parts of the PEIS document are most relevant to environmental justice.
- BOEM should consider making their website more user-friendly, both online and on mobile.

Developing a clear value proposition

- BOEM should consider articulating more clearly to the general public what NEPA is, what a PEIS is, and why it matters that people take the time to provide public comment.
- Participants shared that part of building trust is being honest about the realm of influence people will have through providing comments. BOEM should be clear about what parts of the PEIS might be influenced by public comment.

Improving education & outreach

- BOEM should consider expanding outreach beyond legal requirements and leverage social media. Most people do not read ad placements in print media anymore. It was suggested that

BOEM advertise the PEIS publication and comment process through Twitter, Instagram, and TikTok.

- It was suggested that in advance of PEIS meetings, federal agencies should consider running an outreach campaign targeting CBOs who can act as intermediaries and translators of information to their communities. CBOs will need financial support to take on this labor.
 - BOEM should consider hiring someone with an organizing background to lead this work.
- BOEM should consider developing communications that look to OSW success stories in other countries, which can build enthusiasm within local communities around the potential benefits of OSW.
- Participants noted that the 45-day comment period is very short. It was noted that outreach and education around the PEIS need to happen far in advance, so people feel prepared once the comment period begins.
- BOEM should consider providing support for local institutions (CBOs, libraries, places of worship) to canvas where community members already convene, to spread the word about the PEIS process.
- It was noted that there is a general lack of understanding of what NEPA entails and the public comment process. BOEM should consider developing a “Know Your Rights” style campaign to increase public awareness and civic engagement through the NEPA process.

Materials development

- BOEM should consider developing a graphic or flow chart that explains all opportunities available for public feedback for the NYB project, and how the PEIS process fits into other feedback processes. This empowers individuals to better decide which forums are worth their time.
- BOEM should consider developing more easily readable FAQs and fact sheets.

Virtual Discussion Highlights

- The group explored the numerous challenges that must be navigated to effectively and equitably engage communities in the PEIS process.
- The focus of the conversation was communication needs and approaches – the importance of managing expectations about what an agency is asking for and what their authority in the process is; clearly explaining how different steps in the process fit into the larger picture, and what outcomes can be expected from each step; using language and vocabulary that is understandable to members of the public; and providing documents in multiple formats and languages to increase accessibility and improve participation.

Station 3: Federal and State Partnerships

In-person Discussion Highlights

Participants shared their thoughts and suggestions on the following topics:

Develop helpful resources

- Federal and State agency points of contact: it was suggested that a directory or organization chart of the federal and state agency points of contact would be a helpful resource for CBOs.

- Translation of written materials: It would be very helpful for Federal and State agencies to provide translation of all informational materials into languages needed by communities, including translation of the PEIS.
- Jobs Information:
 - Federal and State agencies could work with lessees to gather and provide information about the number of jobs anticipated throughout the lifecycle of a given project and the pathways and skills required to obtain those jobs. A draft of this information could be brought to the EJF and co-developed or refined. CBOs and other EJF participants could review and share what additional details are needed to make this document useful to communities. Academia and other institutions could participate in the co-development of this information as well.
 - Federal and State agencies could publish a granular description of the number and types of jobs anticipated per megawatt of wind energy, on average.
 - It was suggested that information about project risks and uncertainties be shared, so that communities can better assess the likelihood of jobs coming to their communities.
- PEIS summaries of appendices: BOEM could provide summaries of each appendix in the PEIS in a way that is more readily accessible to communities.

Stakeholder engagement continuity

- Participants expressed concern about the lack of a plan, process, or funding for long-term, coordinated stakeholder engagement. It was noted that lessees have required engagement processes that they need to fulfill on a given project, but there is no mechanism for continuity in stakeholder engagement as projects come and go.
- A mechanism is needed to centralize community engagement to reduce stakeholder fatigue (i.e., many developers talking to same community groups).
- Federal and State agencies should develop best practices for stakeholder engagement with the aim of reducing stakeholder fatigue.

Stakeholder-specific partnership/engagement considerations

- Unions could be included in the EJF.
- CBOs could help engage with local government municipalities.
- BOEM should look at best practices from offshore wind development in Europe about ensuring equitable distribution of benefits to communities.

Tribal engagement

- It was noted that Tribal communities operate independently.
- Tribes need resources to develop the skillset and time required to review and understand the data provided by offshore wind projects. It was suggested that Federal agencies should provide consultants to interpret the analyses. It was suggested that the Bureau of Indian Affairs (BIA) has resources that could support interpreting the data for Tribes.

Trust building

- Federal agencies (mainly BOEM) could do more to build trust with states, communities, and Tribes. This could be done by showing up to state-led and other community meetings and celebrations, and not showing up just when something is needed. This could also be done through demonstrating how input is used.

Virtual Discussion Highlights

- The group discussed what it means to form a partnership and what makes a good partner. Whether it's partnerships between State and Federal agencies or between government agencies and community-based organizations, there was agreement that transparency, open lines of communication in both directions, and aligned expectations are critical for successful collaboration.
- The group also discussed how government entities should utilize existing networks and resources of local groups, which have developed their own hubs for communication and information sharing with the communities they serve.
- The point was also raised that in some cases, partnerships at the federal level can oftentimes be fundamentally different from a partnership with a local community group to accomplish a shared goal, and that it is important to acknowledge potential limitations of the partnership as a result.

Station 4: Environmental Justice Best Practices

In-person Discussion Highlights

Participants shared their thoughts and suggestions on the following topics:

Education

- Developers, agencies, and organizations should invest in community knowledge of offshore wind as the first step to engagement.
- Multiple ways of engagement should be offered, such as forums, pop-up events, summits, flyers, learning circles (UPROSE), creative engagement that incorporates arts, as well as existing engagement pathways that community members are already familiar with.
- Communities and partners should be empowered with knowledge about offshore wind by providing digestible information in plain language and in multiple languages.
- Agencies and organizations should be mindful of differing understandings of environmental justice. A common definition may be needed.
- Misinformation should be addressed in a respectful manner.
- BOEM should consider how Input Status Reports from the EJF can be used for education.

Communication

- The term "Environmental Justice Forum" is challenging for some given that EJ organizations are not leading or partnering with BOEM in the effort. It does not resonate with some EJ organizations and should be used intentionally.
- Using language to include communities will be helpful.
- Developers should have more conversations with communities.
- Using more distributed communications via social media (e.g., Tik Tok) could be a way to reach a wider population.
- It was suggested that "street teams" should be utilized to get information out to communities.

Trust

- It is important to make the purpose of engagement clear and offer a meaningful connection with people.
- It would be helpful for developers to build trust building skills.
- "Human to human" authentic conversations can be ways to build trust.

- Transparency is important for building trust, especially about the developer's process, goals, and company "chain of command". Developers and communities should engage in level setting at the beginning of a process.
- Developers should legitimately invest in community engagement.
- Developers should be mindful of the fact that it can be challenging to build trust with developers and organizations still involved in fossil fuels. Another challenge is the possibility of developers pulling out of a lease when they are unable to reach their bottom line.
- Developers and agencies should participate on equal ground with communities. Organizations and authorities do not have a monopoly on knowledge.
- There should be a shared objective identified across community groups, agencies, and developers.
- It was shared that the EJFs help people communicate with government agency representatives on equal terms as fellow humans.
- It was suggested that communities are clearly communicated with about what they will get out of engaging in the forums and how their feedback is used.
- Trust can be built by working with trusted messengers in the community (e.g., CBOs).

Engagement considerations

- Agencies and developers should conduct further background research on community history, the region, environmental injustices, existing organizations, coalitions, and other relevant contexts.
- It is important to be mindful of working hours and provide multiple options for engagement.
- It is important to be mindful of misinformation on social media.
- It was noted that local regulations on clean energy have been a challenge for smaller businesses and education on clean energy.
- It is important to consider those who are not currently in the room, such as those that can't take time off or have limited funds to travel.
- Other barriers to engagement should be considered including awareness of events, language barriers, and compensation. Some solutions include holding shorter meetings, holding meetings during 3-8pm to target a wider audience, offering childcare, providing food, offering compensation, and translating materials into multiple languages.
- Participants shared that the EJP space should be continued and expanded as much as possible.
- Capacity building for a diversity of community-based organizations, particularly those that are more representative of the community and may not be knowledgeable of offshore wind, should be pursued.
- BOEM should be mindful of Tribal engagement. The EJP is not a government-to-government process, but there are ways to engage Federal and state-recognized Tribes alongside this process.
- BOEM should consider ways to integrate broader Indigenous communities within the process and recognize foundational environmental injustices towards Tribes, including the theft of land.
- Intergenerational forms of engagement should be considered.
- Local politicians should be utilized for broader engagement.
- To keep momentum, it was recommended that work continue between forums, not only engaging in discrete events.
- Community members should be invited to directly participate in the EJP.

- Agencies and organizations should be open and receptive to all feedback.
- Tangible engagement opportunities should be offered to those that work and can't step away to attend a meeting for a full day.
- It was suggested to conduct neighborhood-specific engagements, go to where people are, and utilize community hot spots.

Partnerships

- Research organizations in the community and their initiatives, and build partnerships with existing networks and coalitions.
- Agencies and developers should conduct asset mapping to determine potential gaps and opportunities for partnerships.
- It is important to move at the speed of trust and get community buy in.
- It is important to compensate people for their time and identify who can be responsible for this.
- BOEM should engage with local and state partners.
- BOEM should invest in capacity building for CBOs to inform communities about benefits and impacts of offshore wind.
- BOEM should create space for discussion around developing a shared objective in the EIJ.

Virtual Discussion Highlights

- The group began the conversation by acknowledging that the voices in the room were predominantly federal, so the points raised would reflect learnings from previous EIJ forums and personal experiences rather than any formal requests or suggestions from a community-based organization.
- The focus of the discussion was on methods to increase participation in EIJ conversations by improving accessibility for the groups agencies are trying to reach. Thinking about when meetings are being held and where meetings are being held to better accommodate the schedules of the groups the EIJ is trying to reach can go a long way. Offering a stipend when possible can be a useful way of accommodating barriers to participation and can also serve as a clear recognition of the value of the feedback being provided.
- One participant shared the insight that creating feedback loops with locally elected officials about what you're hearing from communities can go a long way since these officials often have access to other levers for making and advocating for change.

Following the World Café discussion, Miquela invited each station's facilitator to provide a short read-out of major discussion themes.

4. Announcements

The group was invited to share any announcements they may have with the group. No announcements were shared.

5. Closing Remarks

Laura Mansfield, BOEM, thanked everyone for their participation and reminded the group that BOEM will be hosting Draft PEIS public meetings in late January and early February 2024, following the Notice of Availability (NOA) release in mid-January. These meetings will provide additional opportunities to

learn more about BOEM's work on environmental justice and provide public comments on the Draft PEIS. She noted that time will be used in the January EJF discussion to discuss the Draft PEIS in more depth.

6. Next Steps

The next EJF will be held virtually in January 2024. BOEM will follow up in the coming weeks to share the exact meeting time and information.

The contact information for the EJF was shared:

- For further input and discussion, email environmental.justice@boem.gov
- New York and New Jersey offshore wind environmental justice engagement team:
 - Laura Mansfield, Laura.Mansfield@boem.gov
 - Meghan Cornelison, Meghan.Cornelison@boem.gov
 - Holly Fowler, Holly.Fowler@boem.gov
 - LJ Robertson, luka.robertson@boem.gov
 - Chloe VanderMolen, Chloe.Vandermolen@boem.gov

The facilitator closed by thanking participants for their participation and inviting participants to an optional social reception, a donation from lessees, and hosted at Sahadi's in Industry City.

The meeting adjourned at 4:30pm EST.

Appendix A: World Café Questions

Station 1: Workforce Development

There has been a lot of discussion around the importance of ensuring that communities most impacted by new OSW development, especially historically disadvantaged communities, benefit directly from workforce development opportunities.

- What kind of jobs do you think are available in this space? Are these permanent or short term? What skills are needed? What stage of OSW development are they linked to?
- How aware do you think local communities impacted by OSW are familiar with the subject/ meaning of green jobs?
- Where do groups/community members/organizations currently go to get information about green jobs? Or local jobs? What are the key channels they get job information from?
- What organizations, agencies, and resources are well suited to be connected to the jobs created by the OSW space?
- Who do you know is training people for these jobs? How are impacted communities connected to them?
- What kinds of information do impacted community members need to have to be aware of career possibilities in this industry?
- What are you finding to be the greatest challenge around connecting community members to good careers within this industry?
- What investments or partnerships need to be established? (I.e., apprenticeships, community college programs, etc.)
- Where does labor fit into the current relationships with OSW impacted communities? Are there existing partnerships? Can those (if not already) be leveraged for OSW?
- Is there anyone in the group who works in workforce development?
- Targeted question for someone who is in this work: can you share the work that you/ your organization/ a specific program has done? What have been the biggest lessons learned?
- What role do tribal nations play in informing workforce development efforts?

Station 2: PEIS Engagement

BOEM is drafting the Draft Programmatic EIS for the NY Bight Lease Areas, which will be published in early 2024. BOEM will then facilitate a 45-day public comment period where members of the public can provide feedback on the draft, including as it relates to environmental justice concerns.

- What are actionable steps BOEM can take to ensure that the PEIS is well understood by the general public, especially members of environmental justice communities?
- How can BOEM support you (other federal agencies, state agencies, CBOs) in sharing resources with your networks regarding the PEIS process?
- What do you think are the biggest barriers to people engaging with the NEPA process, and what can be done (by BOEM or others) to overcome those barriers?
- What are the ways your organizations typically get involved in public meetings when the Draft PEIS (or other environmental impact statements) are released?
- How can we best use the January EJF to prepare for the publication of the draft PEIS?

Station 3: State and Federal Partnerships Station

Federal and state permitting and regulatory processes for offshore wind are complex, nuanced, and often highly technical. Establishing a clear understanding of these processes and relationships/coordination with EJ communities is important.

- How can state and federal agencies partner together better with CBOs to streamline communications with their broader EJ networks?
 - What are the best communication channels to reach groups?
- How can governments improve communications with EJ communities?
- Are CBOs interested in sharing key project updates from State and Federal agencies with their communities? What can be done to make it easy for this information to be shared?
- Is there other broad information that agencies can be sharing about offshore wind development processes, to help provide a better foundation of knowledge for communities?
- How do CBOs want to be involved in state/federal processes for individual projects?

Station 4: Environmental Justice Best Practices

So much great community-led work is already being done to address some of these critical issues, and we have heard from community members the importance of not reinventing the wheel.

- What additional steps or activities should be taken to integrate the existing community-led work into this EJF process?
- What resources are needed to help mitigate stakeholder fatigue?
- What is most important for community organizations to receive in these forums to ensure this is a good use of your limited time and resources?
- Do you want anything else out of the EJF conversations?
- Based on what you know about the EJF Participant Guidelines – is there anything you want to revisit? Review? Adjust?
- What specific existing tools/ levers/ activities are best positioned for greater investment and collaboration?
 - How can lessees, federal agencies, state agencies, CBOs best build upon existing processes?

Appendix B: Screenshots of Virtual World Café White Board

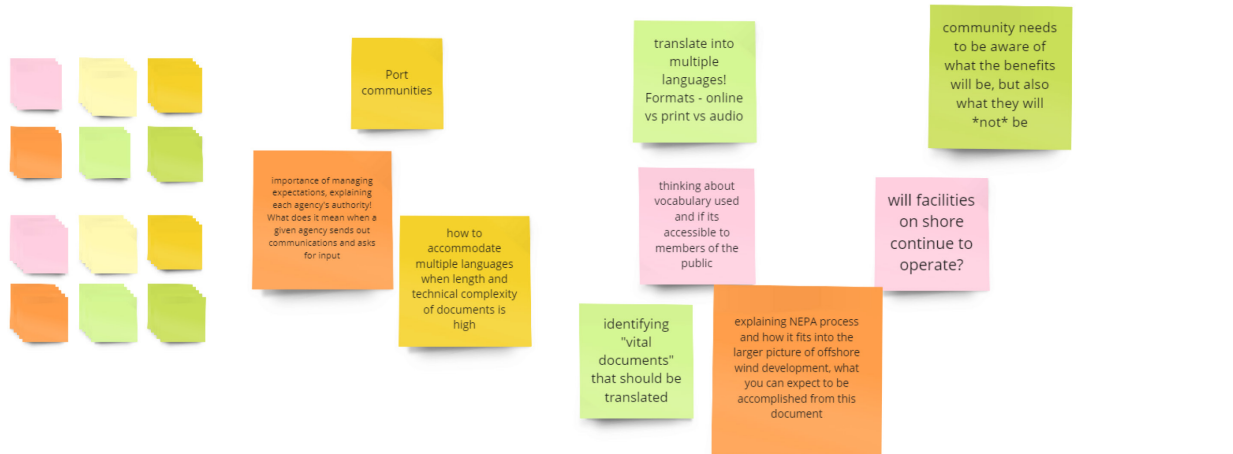
Workforce Development

There has been a lot of discussion around the importance of ensuring that communities most impacted by new OSW development, especially historically disadvantaged communities, benefit directly from workforce development opportunities.



Programmatic EIS Engagement

BOEM is drafting the Draft Programmatic EIS for the NY Bight Lease Areas, which will be published in early 2024. BOEM will then facilitate a 45-day public comment period where members of the public can provide feedback on the draft, including as it relates to environmental justice concerns.



State/Federal Partnerships

Federal and state processes for offshore wind are broad, nuanced, often highly technical, and complex, and establishing a clear understanding of the processes and relationships/coordination with EJ communities is important.



Environmental Justice Best Practices

So much great community-led work is already being done to address some of these critical issues, and we have heard from community members the importance of not reinventing the wheel.

