



Environmental Justice Council Annual Report 2023

Submitted to the
**Environmental Justice
Council**

by the
**OREGON
DEPARTMENT OF
ENERGY**



OREGON
DEPARTMENT OF
ENERGY

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EXECUTIVE SUMMARY

The Oregon Department of Energy (ODOE) is in a period of growth and evolution. In 2021, ODOE released its 2021-2024 Strategic Plan, which enabled the agency to set its direction; establish goals; prioritize work; measure progress; and allocate limited time, resources, and attention – all while fostering organizational cohesion, shared purpose, and common values. Key to this process was updating the mission, vision, and values. This work was done in collaboration with peer organizations, Tribal partners, and stakeholders, as well as ODOE staff. By writing the plan in partnership, it set the foundation for meaningful engagement throughout the process and implementation.

The Strategic Plan led to ODOE’s [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) in June 2023 — a guiding document to ensure diversity, equity, and inclusion (DEI) is embedded throughout ODOE’s practices and culturally across the agency. As ODOE prepares to receive an unprecedented amount of funding from the federal government to distribute across Oregon, we recognize the institutional power we have and the need to meaningfully engage with and prioritize environmental justice communities in our state.

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ODOE continues to build DEI capacity and has created a Community Navigator Program and established a Community Equity and Inclusion Analyst in support of this effort. With this new support, the agency will be better able to meet the needs of environmental justice communities by prioritizing outreach, resources, and technical assistance to Oregonians. While these positions continue to evolve, ODOE is also navigating ways to be in conversation with organizations that uplift environmental justice communities across the state. In partnership with the Coalition of Communities of Color, we have developed a workgroup to ensure meaningful engagement throughout the federal grant process in planning and shaping applications, reviewing implementation plans, and supporting metrics development to ensure and demonstrate that benefits flow to environmental justice communities.

ODOE is also working to provide more cohesive and intentional internal opportunities for divisions and programs to find leverage points and synergy around outreach and engagement. By creating an internal Engagement Roundtable, ODOE is working to remove silos, reduce the burden placed on environmental justice communities, and develop creative approaches to meaningful engagement. Throughout this effort, ODOE must continue to consider the statutory authority, legislative budgetary allocations, and available data in each program. This work, in combination with organizational growth and community collaboration, will inform ODOE’s engagement framework that will be broadly applicable to the entire agency.

ODOE is excited for the future. There is work to do and opportunities for growth. We appreciate that the Environmental Justice Council can provide an invaluable perspective and tools that will be a part of shaping ODOE’s progress. We are committed to participating in the process and look forward to the year to come.

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AGENCY INTRODUCTION



About the Oregon Department of Energy

Our Mission

The Oregon Department of Energy helps Oregonians make informed decisions and maintain a resilient and affordable energy system. We advance solutions to shape an equitable clean energy transition, protect the environment and public health, and responsibly balance energy needs and impacts for current and future generations.

Our Values

- We listen and aspire to be inclusive and equitable in our work.
- We are ethical and conduct our work with integrity.
- We are accountable and fiscally responsible in our work and the decisions of our agency.
- We are innovative and focus on problem-solving to address the challenges and opportunities in Oregon's energy sector.
- We conduct our agency practices and processes in a transparent and fair way.

The Oregon Department of Energy achieves its mission by providing:

- A Central Repository of Energy Data, Information, and Analysis
- A Venue for Problem-Solving Oregon's Energy Challenges
- Energy Education and Technical Assistance
- Regulation and Oversight
- Energy Programs and Activities

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Advisory Boards and Commissions

- [Energy Facility Siting Council](#)
- [Oregon Climate Action Commission](#)
- [Oregon Hanford Clean-Up Board](#)
- [Energy Advisory Work Group](#)
- [Community Renewable Energy Grant Program Advisory Committee](#)

AGENCY BUDGET AND REVENUE SOURCES

For the 2023-2025 biennium, the Oregon Department of Energy (ODOE) has an overall budget of \$170.5 million and an operating budget of \$53.1 million. The operating budget is funded as follows:

- 16.1% Federal Funds
- 27.0% General Funds
- 11.1% Other Revenues
- 9.0% Program Fees
- 3.5% Charges for Services
- 3.5% Small-Scale Energy Loan Program
- 29.7% Energy Supplier Assessment

This budget supports five agency divisions (described in more detail below):

- 32.0% Administrative Services
- 20.3% Planning & Innovation
- 30.2% Energy Development Services
- 11.0% Energy Facility Siting
- 6.5% Nuclear Safety and Emergency Preparedness

More information and infographics are available here: [How-ODOE-Funded.pdf \(oregon.gov\)](#)

In addition to ODOE’s legislatively approved budget, the agency anticipates receiving additional funding from the federal government through the Inflation Reduction Act and Infrastructure Investment and Jobs Act. This funding comes with additional guidance from the federal government directing how the agency will prioritize spending. For example, President Joe Biden issued [Executive Order 14008](#), Tackling the Climate Crisis at Home and Abroad. [The Office of Energy Justice and Equity](#) describes Section 223 of EO 14008 as establishing “...the Justice40 Initiative, which directs 40% of the overall benefits of certain Federal investments – including investments in clean energy and energy efficiency; clean transit; affordable and sustainable housing; training and workforce development; the remediation and reduction of legacy pollution; and the development of clean water infrastructure – to flow to disadvantaged communities (DACs).”

The Justice40 Initiative outlines the U.S. Department of Energy’s priorities as:

1. Decrease energy burden in disadvantaged communities (DACs).
2. Decrease environmental exposure and burdens for DACs.
3. Increase parity in clean energy technology (e.g., solar, storage) access and adoption in DACs.
4. Increase access to low-cost capital in DACs.
5. Increase clean energy enterprise creation and contracting (MBE/DBE) in DACs.
6. Increase clean energy jobs, job pipeline, and job training for individuals from DACs.
7. Increase energy resiliency in DACs.
8. Increase energy democracy in DACs.

As a beneficiary of federal funds, ODOE must ensure that 40 percent of all federal funding meets these requirements. This federal requirement is consistent with ODOE’s commitment in our strategic plan to build practices and processes to achieve more inclusive and equitable outcomes. ODOE recognizes the responsibilities it has to all Oregonians and specifically to those who have been and continue to be marginalized and excluded.

AGENCY DIVISIONS AND PROGRAMS

Administrative Services

The Administrative Services Division consists of the Director’s Office and Central Services. Central Services provides core support functions such as budget development, cash flow monitoring, contract development, grants management, financial services, purchasing, and facilities management. The Director provides operational and policy leadership and direction for the department. The Director’s Office functions include internal audit, communications, human resources, strategic engagement, and government relations. The Director’s Office led the process to establish a [2021-2024 Strategic Plan](#) for the agency in 2020, which has focus areas that include “expanding and improving stakeholder engagement” and “building practices and processes to achieve more inclusive and equitable outcomes.” The Strategic Engagement Team was established in 2021 as part of implementing this strategic plan, and this team has recently added new positions that center environmental justice communities – the Community Equity and Inclusion Analyst and the Community Navigator.

Energy Planning and Innovation

The Energy Planning and Innovation (P&I) Division provides information, analysis, technical assistance, and project management to inform policies and develop programs to achieve cost effective energy efficiency, promote an equitable energy transition, expand the use of renewable and alternative energy resources, promote sustainable transportation options, support more resilient energy infrastructure, and combat climate change. The division includes two sections: Energy Efficiency and Conservation supports the advancement of energy efficiency standards and codes and also provides analysis and technical assistance to improve energy efficiency in the public, residential, commercial, industrial, and agricultural sectors; and Energy Technology and Policy focuses on renewable energy resources, utility planning, sustainable transportation, and climate change. This division also provides technical and administrative support to the Oregon Climate Action Commission (formerly Oregon Global Warming Commission).

When the most vulnerable people and areas of the state are best served, all Oregonians will benefit.

The P&I team is made up of staff who are often tasked with analyzing or meeting federal and state energy requirements while seeking opportunities to serve Justice40 and environmental justice communities. This team cares deeply about their work and how it affects Oregonians. As they collect reporting data, it is not simply to check a box. There is constant consideration to understand how they, and the programs, can best serve Oregonians who are most impacted by energy policies and decisions. The culture and values of the Energy Planning and Innovation team prioritize EJ communities with the understanding that when the most vulnerable people and areas of the state are best served, all Oregonians will benefit.

The team conducts research, analyzes data, and writes comprehensive policy analysis and recommendations, which can be seen through various [legislatively directed studies](#) – some of which specify outreach or engagement approaches such as forming advisory committees. While there is no overarching statutory requirement to engage environmental justice communities, the P&I team continually seeks guidance, information, and feedback to center the needs of EJ communities. By intentionally seeking to include EJ communities in policy analysis, ODOE commits to centering the needs of people and places that are the most burdened which will, in turn, have the greatest impact across the state.

The importance of prioritizing environmental justice communities can be seen throughout the [2022 Biennial Energy Report](#) in the ways ODOE reports coordinated efforts with Tribal governments, key state agencies, local governments, the Environmental Justice Council, and the public. The report also demonstrates *how* data are used, whenever possible, to better understand effects on specific demographic communities based on income, race, disability, geography, and more. ODOE is seeking ways to increase awareness and collected data that demonstrates the impacts of each demographic community named in HB 4077’s definition of “environmental justice communities” through future reports.

The team consistently seeks resources and tools that demonstrate the gaps of service and needs of EJ communities through cross-agency policy and program discussions, utilizing data found through the census and other government organizations, and collaborating with other agencies and organizations. The P&I team tries to minimize the burden set on environmental justice communities to participate in multiple programs, advisory groups, councils, and informational sessions, but also recognizes that without participation, they may miss first-hand accounts, anecdotal personal stories, and the ability to follow-up with relevant conversations. It is a complex balance, which both the team and the rest of ODOE are working to achieve.

One approach the team is taking is to work closely with similar agencies to share information. The goal of the team is to analyze data to inform policy. If there are other agencies who are doing similar work, then collaborating across fields is vital to the success of individual policies and meeting the agency mission.

The P&I team maintains [Energy by the Numbers](#), a data-forward section of the agency’s Biennial Energy Report. As described in the Biennial Energy Report, the data aim to help “...Oregonians make informed decisions about their energy choices and advance solutions that will shape an equitable, clean energy transition. ODOE serves as the state’s central repository of energy data, information, and analysis, and fulfills this role through rigorous data collection, production standards, and quality assurance protocols.”

In alignment with the statutory requirements for the report, common data and analyses found in the report include:

- Energy consumption, expenditures, and costs
- Generation and transmission
- Production, imports, and exports
- Energy sectors, markets, and jobs
- Technologies and resources, including facilities

- Energy efficiency and conservation
- The effects of energy use, including greenhouse gas emissions

Beyond individual use, these data are available to organizations, municipalities, and the legislature to support policy making decisions that demonstrate demographic and geographic priorities that lead to energy efficiency and resiliency in communities who hold the greatest burden.

An example where this ethos is apparent is with the P&I team’s work to develop methods that include environmental justice communities in the planning, delivery, and reporting of soon-to-be federally funded [Home Efficiency Rebate Program \(HOMES\) and Home Electrification and Appliance Rebate \(HEAR\) Programs](#). The P&I program leads have partnered with ODOE grant experts internally to best prepare and understand how the influx of federal funding might ensure that outcomes best serve Oregonians. To better understand the needs of EJ communities throughout Oregon, the HOMES and HEAR team presented specific information about the requirements and potential opportunities to the Environmental Justice Leaders Workgroup, which is co-led by ODOE and the Coalition of Communities of Color. This workgroup is made up of representatives of organizations who are in and serve Oregon’s environmental justice communities. The goal of the presentation and discussion was to build a conversation that led to answering questions that will determine how the grant application is written – including how the funding is distributed and how ODOE can best support organizations throughout the process. It is ODOE’s intention to continue to improve upon and use this model throughout the entirety of the grant process for the HOMES and HEAR program and to replicate it as it is appropriate for other federal funding opportunities.

Energy Development Services Incentives Programs

The Energy Development Services (EDS) Division administers energy incentive programs for households, businesses, and the public sector to save energy and improve efficiency, support clean energy, and increase energy resilience for Oregonians. These programs are both legislatively directed and state funded as well as federally funded through grants from the U.S. Department of Energy and other federal agencies. While the P&I staff have been leading efforts to engage and hear feedback on program design before submitting federal grant applications, the EDS team implements and administers the federally funded programs once the funds are received and staff are hired.

The Oregon Department of Energy currently hosts five active state-funded incentive programs: the Oregon Solar + Storage Rebate Program, Energy Efficient Wildfire Rebuilding Incentive, Community Renewable Energy Grant Program, Community Heat Pump Deployment Program, and Oregon Rental Home Heat Pump Program.

Upcoming programs funded by federal grants through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act must comply with Justice40 Initiative requirements to direct 40 percent of benefits to “disadvantaged communities” as defined by the [Climate and Economic Justice Screening Tool \(CEJST\)](#). ODOE must also follow any federal guidance or legislative direction that further outlines funding allocation requirements. It is ODOE’s intention to meet and work to surpass federal requirements where possible to meet the needs of Oregon’s environmental justice communities.

Throughout ODOE’s state-funded incentive programs, staff develop outreach and engagement plans before launching a program by hosting webinars and sending written communication. Many programs were developed and launched during the pandemic, which made it difficult if not impossible to gather in person. ODOE’s new Community Navigator Program provides more of an opportunity to visit people where they are to gather information and report back to program staff. Looking to the future, ODOE would like to encourage more in-person meetings with EDS programmatic staff present. In hosting opportunities for feedback from the outset of a program, ODOE is better situated to provide appropriate and culturally relevant communications and information sharing. Additionally, the EDS team continues to find ways to reduce barriers to participation and increase incentives for environmental justice communities.

- [Oregon Solar + Storage Rebate Program \(2023-OSSRP-Legislative-Report.pdf \(oregon.gov\)\)](#) was established by ODOE at the direction of HB 2618 in 2019. The legislation directed the department to develop a program to provide rebates for the purchase, construction, or installation of solar electric systems and paired solar and storage systems. While “environmental justice” communities were not referenced, HB 2618 requires that 25 percent of rebates be reserved for low- or moderate-income residential customers and low-income service providers. In the calendar year 2022, the program reserved or rebated 2,868 projects, representing over \$8.90 million in funds. \$3.14 million, or 35 percent of the committed funding, was for projects owned by low- and medium-income owners or low-income service providers.

This program includes follow-up engagement to better understand how to serve environmental justice communities and potential gaps by sending an anonymous survey to participants to learn more about demographic data, including race or ethnicity and if someone in the household has a disability. At the time of the Oregon Solar + Storage Rebate Program 2023 Report, ODOE had received 951 responses that demonstrated that there was disproportionate participation from people who identify as white. Note that this survey was sent to more than 3000 homeowners that participated in the program and received a rebate. ODOE is exploring ways to create more inclusive communications and program outreach to ensure environmental justice communities have access and can participate in programs.

- [Energy Efficient Wildfire Rebuilding Incentive Program](#) was developed after more than 5,000 structures and over 1 million acres were burned in the 21 wildfires that devastated Oregon communities over Labor Day weekend in 2020. HB 5006 allocated about \$10.8 million in General Fund dollars to ODOE to incentivize energy efficient rebuilding of residential and commercial structures that were destroyed in this geographic area. This program prioritizes environmental justice communities by providing higher incentives for low- and moderate-income households.
- [Community Renewable Energy Grant Program](#) was developed in HB 2021 to create a \$50 million fund at ODOE to provide grants for planning and developing community renewable energy and energy resilience projects (the Legislature allocated an additional \$20 million to the program in 2023-2025). The program rules were created through feedback and support of the [Community Renewable Energy Grant Program Advisory Committee](#), which includes representatives of environmental justice organizations. The Community Renewable Energy Grant Program is open to Oregon Tribes, public bodies, and consumer owned utilities. At least 50 percent of the grant

funds must be awarded for projects that serve environmental justice communities, as defined in legislation. There were [39 awardees](#) of this grant in 2023, including multiple community colleges and governments that qualify as Justice40’s disadvantaged communities.

- [Heat Pump Incentive Programs](#) were created in response to the heat dome event of 2021, during which at least 100 Oregonians died of heat-related illness—often in their own homes. The legislature passed SB 1536, which directed ODOE to develop a \$10 million [Community Heat Pump Deployment Program](#), create a \$15 million [Oregon Rental Home Heat Pump Program](#) for installation of heat pumps by landlords, fund a \$2 million grant for a community cooling center program for extreme heat events, and conduct a [cooling needs study](#) to identify existing cooling—as well as barriers to cooling access—in government supported housing.

The heat pump programs, like other incentive and reimbursement programs, demonstrate that the non-income restricted funding is more quickly reserved, where the low- to moderate-income funding requires more community outreach. ODOE is continuing to analyze this data quantitatively and qualitatively to determine how to better support environmental justice communities in this program and all programs.

As more federal funds become available through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, ODOE continues to work to better provide front-end information and gain community feedback so that the agency can best structure programs to meet the needs of environmental justice communities and remove barriers to access.

Energy Facility Siting

The Energy Facility Siting Division works with energy developers proposing new facilities and current operators of energy facilities to meet the state’s energy needs by ensuring large electrical generating facilities, transmission lines, and natural gas pipelines and other large energy facilities are built, operated, and retired consistent with Oregon’s energy policy, as well as air, water, land use, cultural resource, natural resource, safety, and other policies. This division provides staff support to the seven-member Governor-appointed and Senate-confirmed [Energy Facility Siting Council](#) (EFSC), coordinates the energy facility siting process, oversees compliance with existing facility site certificates, and coordinates key federal energy siting projects for the state. The Division coordinates input about proposed new facilities or amendments to existing facilities from other state agencies, tribes, local governments, contractors, and the public.

The Oregon Department of Energy facilitates the Energy Facility Siting Council facility siting process, which consolidates the statutes, rules, ordinances, regulations, policies, and permits of state agencies, local governments, and Tribal governments (collectively known as Reviewing Agencies) into a single review process. Potentially affected Tribal governments are identified after consultation with the Legislative Commission on Indian Services. Reviewing Agencies are notified and requested to review and provide comments throughout the process, and they are eligible to receive reimbursement for any time spent reviewing and providing feedback.

The Review is a [standards-based process](#) that includes the following steps:

1. Notice of intent (high level overview of the proposed project) submitted by developer
 - a. Notice with public comment period
 - b. Public informational meeting in the vicinity of the project
 - c. Memo to Reviewing Agencies and a request to review and comment
2. Project order (list of the applicable requirements that must be included in the application) completed by Siting Division staff
3. Application for site certificate submitted by developer
 - a. Review of preliminary application by the Department and Reviewing Agencies
 - b. Notice to the public when application is deemed complete
 - c. Public informational meeting in the vicinity of the project
4. Draft proposed order (Department’s first recommendation of whether or not proposed project meets all requirements) completed by Siting Division Staff
 - a. Public and reviewing agency notice with comment period
 - b. Public hearing in the vicinity of the project and in front of EFSC
5. Proposed order (Department’s second recommendation of whether or not proposed project meets all requirements, taking into consideration all comments received during the Draft Proposed Order stage) completed by Siting Division staff
6. Contested case proceeding (run by an independent third-party hearing officer)
7. Final order (and site certificate if the project is approved) approved by Energy Facility Siting Council
8. Appeal to Oregon Supreme Court (who has six months to issue their final opinion)

Siting is a standards-based process which means there are formalized rules, governance, and legislation that dictates what requirements must be met. It is the applicant’s burden to prove through a preponderance of evidence that they meet all requirements. [Siting standards](#) include soil protection; land use; protected areas; fish and wildlife habitat; historical, cultural, and archaeological resources; wildfire prevention and risk mitigation, and more. Many of these standards intersect with environmental justice communities geographically as well as with environmental justice concerns at large— though at the time of the standards’ creation, ‘environmental justice’ was not a used framework.

The limitations of Siting’s substantive and procedural standards require the team to think linearly and in terms of legal obligations. While the standards are immovable, the team has found ways to engage environmental justice communities in the process with the goal of eliciting more participation and feedback from those who will be the most affected by a project. One way this may be seen is in the effort of the team to provide as much lead time as possible for community participation through public comment, information meetings, and hearing processes. While the rules dictate people must be given 21 days to comment on the Draft Proposed Order, the Siting team will set the comment period as high as 60 days for more complicated and controversial projects. Additionally, they host meetings both in-person and virtually to support multiple methods of participation, travel to project areas to reduce location barriers, and hold hearings in the evening.

While the Siting team collects information, analyzes standards, and hosts meetings, the Energy Facility Siting Council is the decision-making entity. The Council is not legally required to attend Draft Proposed Order hearings, though because they so strongly value hearing directly from affected communities, being present for these hearings is now a standard part of the process.

A goal of the Energy Facility Siting Division is to provide culturally responsible and respectful communications and opportunities for participation throughout the process.

It is the goal of the Energy Facility Siting Division to provide culturally responsible and respectful communications and opportunities for participation throughout the process – an area they are continuing to explore while still fulfilling legal standard requirements.

Nuclear Safety and Emergency Preparedness

The [Nuclear Safety & Emergency Preparedness](#) (NSEP) Division works to protect the environment and Oregonians from exposure to hazards by monitoring and engaging in radioactive waste cleanup activities at the Hanford Nuclear Site; preparing and testing nuclear emergency preparedness plans; and implementing Oregon’s radioactive waste disposal regulations. The Division also leads the agency’s work on energy emergency preparedness; in the event of a petroleum shortage, the division will implement the state’s Oregon Fuel Action Plan to manage fuel supply to emergency and essential services. Finally, the Division is developing the Oregon’s [Energy Security Plan](#), which assesses threats and risks to all energy systems in Oregon and proposes measures to mitigate identified risks.

The goal of the team is not to speak for any Tribe or environmental justice community, but to understand the needs of the communities to provide support in removing barriers and lead action.

Throughout the team’s work, an emphasis is placed on Tribal engagement and ensuring formal Tribal representation on advisory boards, councils, and commissions. The goal of the team is not to speak for any Tribe or environmental justice community, but to understand the needs of the communities to provide support in removing barriers and lead action.

The NSEP team is also responsible for representing Oregon’s interest in the clean-up of the Hanford Nuclear site. The Oregon Hanford Cleanup Board, which includes a representative of the Confederated Tribes of the Umatilla Indian Reservation, met three times in 2023. The Hanford Natural Resources Trustee Council, which is responsible for conducting the Natural Resources Damage Assessment (NRDA) and Restoration at the Hanford site, actively worked on assessment and planning activities throughout 2023. The Council membership includes the Confederated Tribes of the Umatilla Indian Reservation, the Nez Perce Tribe, and the Yakama Nation, in addition to the states of Oregon and Washington and federal agencies.

The protection of the Columbia River and surrounding land is of the utmost importance for Oregon’s Hanford cleanup policy and NRDA program. The efforts to protect this land are rooted in Indigenous and Tribal ecological and cultural practices with the goal to return the area to place where people can conduct traditional practice, as the Hanford site includes areas of religious significance in addition to hunting, fishing, and gathering practices. To meet this goal, ODOE supports and encourages US DOE, the Environmental Protection Agency, Washington State, and other partners to center cultural humility and listen to the needs of the Tribal communities who are the most impacted. Building engagement and collaboration is done by meeting with Tribal leadership, in-person whenever it is possible, to find a path

forward that brings the area to a level of remediation that supports the cultural practices of Tribes since time immemorial.

The work of the Division to collaborate with Tribes in the clean-up efforts of the Hanford Nuclear Site is a model for the team's desire to continue this level of engagement throughout all programs with all environmental justice communities. In support of the Division's work on emergency fuel preparedness and energy security planning, ODOE staff regularly meet with and engage with Tribal Government staff to share information, understand each party's needs, and work to find solutions.

Environmental Justice Highlights

- ODOE released the [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) in June 2023, which builds on ODOE's [2021-2024 Strategic Plan](#).
- ODOE convened an environmental justice roundtable in 2022 to inform legislative concept and funding ideas, which led to ODOE's bill for a Community Navigator program. The bill passed in 2023 and the new Community Navigator Program has now launched to help support environment justice communities across the state in achieving their energy goals by accessing opportunities in state-funded and federally funded programs.
- ODOE requested funding, which was approved in the 2023 session, and created a new Community Equity and Inclusion Analyst position to conduct research, collect information, and provide advice to ODOE programs and teams about environmental justice, equity, and inclusion in the energy sector with a focus on requirements and policies in HB 4077 (2022).
- In August 2023, ODOE began hosting workshops for organizations that serve environmental justice communities to share information and provide more transparency throughout the federal grant funding process. The organizations that participated found the share outs helpful and wanted more opportunities to provide feedback. ODOE formed a closer working relationship with the Coalition for Communities of Color (the Coalition), who were awarded separate foundation funding to co-host future workshops and provide \$10,000 of funding to qualifying, participating organizations who joined the workgroup. With this funding, ODOE and the Coalition formalized the approach to prioritize the voices of environmental justice communities who are the most impacted. The goal of this "Environmental Justice Leaders Workgroup" is to: (1) share information about energy-related federal funding opportunities, (2) match opportunities to needs, (3) ensure metrics and data are demonstrating benefits flowing to disadvantaged communities, and (4) create a forum to share experiences across organizations.
- ODOE performed a preliminary gap analysis to understand the regions that are least represented in the Environmental Justice Leaders Workgroup using the [Climate and Economic Justice Screening Tool](#) (CEJST), finding the need to reach out and build more relationships with Eastern Oregon and Coastal communities. Further action is being taken by ODOE to ensure there is representation that demonstrates a nexus to J40 requirements through the CEJST mapping tool.

Solar For All



On June 28, 2023, the U.S. Environmental Protection Agency (EPA) released a \$7 billion Solar for All [Notice of Funding Opportunity](#). Through a competitive process, EPA will award up to 60 Solar for All grants to states, territories, Tribal governments, municipalities, and nonprofits to expand the number of low-income and disadvantaged communities primed for residential solar investment—enabling millions of low-income households to access affordable, resilient, and clean solar energy.

The Oregon Solar for All Coalition (OSFAC) applied for this competitive award, with ODOE serving as the coalition lead and Energy Trust of Oregon and Bonneville Environmental Foundation as coalition members. ODOE submitted its Notice of Intent to the EPA on July 28, 2023 and received Oregon legislative approval to apply for the grant. The final grant application was submitted on October 11, 2023, and requested \$138,679,606 for Oregon.

The grant application describes how it will maximize access to the program for low-income and disadvantaged communities (DACs) in Oregon. The coalition-style approach allows each of the members to provide customized support within their regions and areas of expertise in five identified pathways proposed: (1) enable solar installations at single-family households with little to no upfront customer cost; (2) point of sale rebates for multifamily buildings that provide tangible benefits to low-income residents; (3) financial and technical assistance to develop community solar projects under the Oregon Community Solar Program (OCSP), a program regulated by the Oregon Public Utility Commission; (4) financial and technical assistance to develop Consumer-Owned Utility Territories' Community Solar (COUTCS) projects in areas outside of OCSP coverage; and (5) workforce development activities.

As part of application development, the OSFAC members had individual conversations with a wide range of organizations and stakeholders. The OSFAC members also held a two-hour webinar in August 2023, presenting information about the application concept and seeking feedback through an electronic portal. ODOE coordinated a meeting specifically with leaders from environmental justice and community-based organizations that work in Oregon to provide information and seek feedback on how to best structure this program.

The OSFAC will maximize the breadth and diversity of the communities served throughout Oregon, while still prioritizing low-income and DACs. Members of DACs that are not low-income may be served in specific program components. However, some aspects of the OSFAC program design will provide benefits to all Oregonians seeking to benefit from solar technologies. For example, OSFAC efforts to provide consumer education or workforce training are done so to support OSFAC objectives — but benefits will accrue to a broader base of Oregonians.

In December 2023, ODOE presented the Oregon Solar for All information to the Racial Justice Council Equity Committee to both share out and hear important feedback about the accessibility of the program and how to increase awareness amongst environmental justice communities.

*Please find further information about ODOE's commitment to environmental justice communities in the OSFAC narrative: [2023-ODOE-Solar-For-All-Narrative.pdf \(oregon.gov\)](#)

ADDRESSING ENVIRONMENTAL JUSTICE ISSUES (ORS 182.550 SECTION 1)

The Oregon Department of Energy began to develop a strategic plan in 2019. Through the process, ODOE centered diversity, equity, and inclusion (DEI) in both the research and writing of the plan as well as the implementation occurring through the end of 2024. By ensuring that DEI is rooted throughout each phase of the Strategic Plan, ODOE has a defined process for incorporating environmental justice factors into agency operations and decision-making. Throughout this work, ODOE must consider the statutory authority, legislative budgetary allocations, and available data in each program. With this knowledge, ODOE can then begin to overlap understanding where the most affected environmental justice communities are and find intersectionality to best deliver programs that meet the needs of Oregonians.

To best understand ODOE’s process for incorporating environmental justice factors into agency operations and decision-making, it is important to first recognize the concepts and commitments outlined in the strategic plan, which are further highlighted and built upon in the [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) in June 2023:

- Acknowledgement that our organization and processes do not yet fully represent the dimensions of diversity in people and viewpoints in the state.
- Recognition that it will take more resources to ensure equity in the energy sector.
- DEI needs to be integrated throughout our strategic plan and we want ODOE to be held accountable to being a better partner.
- We need to build trust and develop relationships that will enable us to meaningfully engage with diverse communities.
- ODOE will show up with a spirit of openness, learning, and humility, and will commit to following up, sharing our lessons learned, and offering support through partnerships and action.

In the strategic plan there are five “imperatives” or focus areas. One of the imperatives is to “Build Practices and Processes to Achieve More Inclusive and Equitable Outcomes.” This is further outlined in the following initiatives that are currently being implemented through 2024:

- Conduct assessment of current agency decision-making and advisory bodies to identify opportunities for more diverse representation.
- Develop a communication plan and engagement process collaboratively with historically and currently underserved populations and communities that includes actively listening, being responsive, and incorporating feedback in the development of programs, policies, and other areas of work.
- Build on existing Tribal engagement efforts by expanding internal responsibilities and resources, and reaching out to Tribes to assess and amplify shared interests and priorities.
- Enhance ODOE’s internship program to provide benefits to interns, such as paid positions and greater access to educational credits, to help build a more diverse network of ODOE and energy industry employees.
- Develop a Diversity, Equity, and Inclusion Action Plan in partnership with historically and currently underserved populations and communities.

- Create inclusive, multi-lingual communications to increase accessibility of agency program information and services.
- Conduct agency-wide DEI assessment and training to measure and increase employee knowledge, awareness, and skills.
- Collect and analyze demographic data to better inform ODOE’s work and to identify barriers to achieving equitable energy outcomes.

Additionally, ODOE must incorporate environmental justice factors into agency programs as required in Justice40 and HB 4077. HB 4077 provides a clear definition of environmental justice communities, which is also referenced in ODOE’s programs that are state funded, as “communities of color, communities experiencing low incomes, communities experiencing health inequities, Tribal communities, rural communities, remote communities, coastal communities, communities with limited infrastructure, communities traditionally underrepresented in public processes and adversely harmed by environmental and health hazards.” Justice40 uses the terminology “disadvantaged communities” for ODOE programs that are federally funded.

The Justice40 initiative is required by federal agencies in using grant funding from the Infrastructure Investment and Jobs Act (IIJA) and Inflation Reduction Act (IRA). This means that ODOE must demonstrate that at least 40 percent of the federal funding we receive for programs are benefiting communities who have been identified as “disadvantaged communities” in the Climate and Economic Justice Screening Tool. Through a strict grant and federal reporting process, all decision-making is rooted in serving Oregon’s disadvantaged communities. The Climate and Economic Justice Screen Tool (CEJST) which, “... uses datasets to identify indicators of burdens and shows these burdens in census tracts. Census tracts are small units of geography. Census tract boundaries for [statistical areas](#) are determined by the U.S. Census Bureau once every ten years.”

ODOE also recognizes that the CEJST tool is already outdated. Since 2010 when the census tracts were created and census data was collected in 2020, many communities have been devastated by wildfires and catastrophic weather events, experienced drought, suffered from economic loss, and other substantial incidents that may change the environmental impacts to their communities. A recognized challenge is the CEJST map does not completely align with environmental justice communities considered by the State.

For programs and activities that are not federally funded or do not have a specific reference to the HB 4077 definition, ODOE relies on the agency’s strategic plan focus on currently and historically underserved communities and populations, Tribal governments, and Black, Indigenous, and People of Color, and building agency practices and processes for more inclusive and equitable outcomes. To stay informed of community impacts, ODOE relies on other agency mapping tools such as the U.S. Department of Agriculture’s Rural Development [eligibility mapping tool](#) and census data as a resource, though not for decision-making.

With an evolution of guidance from the federal government and the continued efforts of the state, ODOE recognizes that this work is adaptive and ongoing. With this knowledge, ODOE requested a budget and position authority, and hired a new staff position – the Community Equity and Inclusion Analyst. This position will assist strategic plan implementation efforts and provide support throughout

the agency to build more processes and ways to track environmental justice issues that have been identified.

Internal to the agency, there are efforts to share information about environmental justice issues that have been identified through funding opportunities, community need as determined by those who are affected, and the development of new programs, reports, or other projects. This information sharing occurs within teams as well as across the agency through processes like internal engagement roundtables that center on learning about organizations and the communities they serve, internal presentations at team meetings, and providing feedback on draft reports and plans.

As noted earlier, the Energy Facility Siting division provides a look at an area of ODOE's operations where environmental justice is not an explicit statutory consideration. The statutory considerations are what the Council must use in making decisions about proposed energy projects. Developers may propose projects in rural parts of the state, which are considered environmental justice communities in HB 4077 and are also within a Justice40 disadvantaged community as determined by the CEJST map – but are not framed this way in the siting process. The siting process and information required to demonstrate compliance with the siting standards is informed by Tribes and environmental justice communities that provide input through the process. This is an example of an intersection of work rather than an intentional, legislative requirement. New energy facilities must meet standards that protect natural resources, ensure public health and safety, and protect against adverse environmental impacts. A full list and further links to siting standards can be found here: [State of Oregon: Facilities – Siting Standards](#). Throughout the siting process there are times for community input demonstrated in this infographic: [EFSC-Process-Flowchart.pdf \(oregon.gov\)](#) and further described in detail in this public guide: [EFSC-Public-Guide.pdf \(oregon.gov\)](#). By hosting multiple opportunities for public participation, the Energy Siting Division incorporates environmental justice factors into its operations where possible and in line with the siting standards.

As noted above, the Energy Facility Siting division also serves as staff to the [Energy Facility Siting Council](#). The council has [seven members](#) who are appointed by the Governor and confirmed by the Oregon Senate. Members are selected to understand, evaluate, and deliberate complex issues associated with proposed facilities and how those facilities affect people, habitat, and communities. Appointees are also selected to ensure broad geographic representation. Council meetings are open to the public, and public involvement is built into the council's review. While the Council may not always expressly name environmental justice factors, several standards of review may overlap with environmental justice and are in place to protect communities.

An example of this intersectionality is seen in 345-022-0090, Historic, Cultural, and Archaeological Resources. This standard often requires communication and collaboration with Tribal governments. Tribal governments are encouraged to enter into inter-governmental agreements with ODOE so that Tribal government staff can be compensated for their time in reviewing information about proposed projects and potential impacts. Through government-to-government communication and culturally specific practices, the Energy Facility Siting Division can work within the process to support environmental justice efforts.

At times, there may be issues identified outside the scope of work that are legally oriented and rooted in rules and statutes. At present there is no formalized tracking mechanism; however, it is a goal to provide

more opportunities for information sharing with the addition of the new position, the Community Equity and Inclusion Analyst, as well as structures like the internal engagement roundtable.

At present, ODOE is committed to building community outreach tools, methods, and practices that create root-cause solutions that prioritize environmental justice communities. Through developing communication plans and accessibility plans, for instance, we will be better situated to hear from environmental justice communities who are most affected by energy policies and decisions. By addressing barriers, ODOE will be better situated to center an inclusive and equitable engagement approach to best identify the priorities in environmental justice communities. Examples of this work have been highlighted in the [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) in June 2023:

- Develop a communication plan and engagement process collaboratively with historically and currently underserved populations. The agency’s 2021-2024 Strategic Plan includes a focus area to *Expand and Improve Stakeholder Engagement*. An initiative under that focus area is to *develop a communication plan and engagement process collaboratively with historically and currently underserved populations and communities that includes actively listening, being responsive, and incorporating feedback in the development of programs, policies, and other areas of work*. An internal action team is working on implementing this initiative and has developed a draft communications and engagement framework for ODOE staff to incorporate into their work across the agency. The action team used the Racial Equity Impact Assessment Worksheet (provided by the Racial Justice Council) that was used during the 2023-2025 budget development process to serve as a starting point for this draft communications and engagement framework. ODOE used the worksheet to guide engagement activities for several pilot projects, including federal funding activities, the Oregon Rural and Agricultural Energy Assistance Program, and the agency’s new heat pump programs, among others. The team identified best practices and approaches learned through this pilot activity to inform the draft framework and next steps include sharing it with organizations serving environmental justice communities to further refine and finalize for staff use across ODOE.
- *Create inclusive, multi-lingual communications to increase accessibility of agency program information and services* comes from another strategic plan focus area around *building practices and processes to achieve more inclusive and equitable outcomes*. An internal action team is implementing this initiative, including members of the communications team. ODOE has renewed efforts on multi-lingual communications, including ensuring program applications are translatable, translating program materials into additional languages, and translating our agency strategic plan into the four languages most often spoken in Oregon homes other than English. Our websites have built-in translation capabilities, and ODOE’s virtual meeting platforms also allow for live translation captioning. One challenging area is accessing live interpretation services for in-person meetings – available companies are limited and ODOE has not been successful in finding a consistent service yet. The agency is also considering other inclusive communication options, such as audio or video information for Oregonians with visual impairments or literacy considerations. ODOE has a podcast to share energy information, and has developed some video tutorials, including for a complex public energy facility siting process and for navigating data dashboards or other tools.

PUBLIC PARTICIPATION AND MEANINGFUL INVOLVEMENT (ORS 182.535 SECTION 2)

The [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) takes time to acknowledge that diverse communities have different communications and engagement needs—there is no one-size-fits-all approach. Some communities experience specific barriers to receiving messages from our agency or being able to engage with us. As a governmental agency, we recognize that we have power in our position and so it is our responsibility to provide space, time, and reduce barriers to meaningful engagement. Strategic planning has been important in creating a process for promoting community participation in agency decision-making processes as it leads to a root-cause analysis and lasting solutions that are embedded throughout the agency.

We have power in our position and so it is our responsibility to provide space, time, and reduce barriers to meaningful engagement.

As described above, ODOE is in the process of creating a communication and engagement framework that will be broadly applicable to the entire agency. It will intentionally leave space for each program to adapt and apply the framework for the varying types of work that are tied to statutory direction and budget. The engagement framework is currently in draft form and will be complete in 2024. The new position at ODOE, the Community Equity and Inclusion Analyst, is tasked with prioritizing community participation and will be working to finalize this engagement framework. This position will also participate in related advisory groups, councils, and workgroups to center the voices of environmental justice communities throughout all ODOE's work. Pivotal to the Community Equity and Inclusion Analyst's work is consulting internally as staff build community outreach plans to help support meaningful feedback in decision-making in ODOE's projects and programs.

Further engagement processes are being developed through the new Community Navigator Program, where the program's staff is focused on building relationships and visiting areas across the state to engage in conversations and better understand community needs with organizations serving communities, Tribal governments, and local governments. The Community Navigator Program includes a Resource Assistance for Rural Environments ([RARE](#)) Member located in Central Oregon. The RARE member is helping to develop deeper relationships in the region to fill a geographic gap for ODOE's programs and services to equitably reach Central Oregonians with a focus on the two federally recognized tribes in Central Oregon – The Confederated Tribes of Warm Springs and Klamath Tribes – and Jefferson, Deschutes, Crook, Lake, and Klamath Counties.

Through the Infrastructure Investment and Jobs Act and the Inflation Reduction Act, ODOE will receive a considerable amount of federal funding on behalf of the State of Oregon. ODOE recognized the potential positive effects of these opportunities for environmental justice communities and wanted to promote participation in developing federal grant applications. In summer of 2023, ODOE began a series of information sharing and listening workshops for representatives of organizations that are serving environmental justice communities to better understand the status of federal funding opportunities and key questions and decisions for how to design programs. These workshops were well-attended and ODOE received feedback that they were very helpful to organizations. Recently, the Coalition of Communities of Color partnered with ODOE to build on the workshops and formally establish an Environmental Justice Leader's Federal Funding Workgroup that will participate at multiple levels

throughout the federal grant process. There is a high level of quality in participation with multiple geographic regions; racial, ethnic, and cultural demographics; income status; and other environmental justice qualifying factors represented throughout the workgroup. This workgroup will provide meaningful feedback in three key areas:

- Planning and testing ODOE’s assumptions,
- Shaping federal grant applications before they are submitted, and
- Reviewing implementation and supporting metrics development to ensure and demonstrate that benefits flow to environmental justice communities.

As ODOE continues to build capacity for community outreach, we have outlined four culturally specific strategies and needs to best engage with environmental justice communities to promote participation:

- Consider Oregonians and families whose first language is not English when developing communications materials. The agency tries to provide translated or translatable materials when possible. While ODOE’s information is primarily available electronically, the agency does provide some printed brochures and flyers in our office. Our Community Navigator Program staff keeps printed brochures and flyers on-hand for in-person events and meetings. Incentive flyers are translated into Spanish regularly, as are brochures specifically about the Hanford Nuclear Site and emergency preparedness activities. Materials about Hanford are also provided to Oregon counties within the emergency planning zone for display at their on-site offices. ODOE has a general agency brochure available in English, Spanish, Vietnamese, Simplified Chinese, and Russian. Some translation barriers remain, however. As noted above, it has been challenging to secure live translation services at in-person public meetings.
- Acknowledge and address, when possible, how the energy system continues to be affected by systemic racism. Historically, energy policy decisions and programs – such as tax credit or other incentive programs – were more likely to benefit white and higher-income Oregonians. Recent programs designed by the legislature have expanded ODOE’s reach, but barriers still remain, especially for Oregonians with low or moderate incomes. Trust in government also remains a barrier, as past government decisions negatively affected certain communities. It will take time and deliberate action on the part of state government to earn back trust from racial justice and environmental justice communities.
- Continue to strengthen communication and engagement with Oregon’s Tribal governments. Systemic racism in the energy landscape particularly negatively affected Tribal communities in Oregon. For example, dams installed to generate electricity block the flow of rivers and harm salmon populations important to Tribal communities. ODOE has worked to strengthen our partnerships with Tribal governments in our communications and engagement work through a Tribal Liaison, regular communications with Tribal leadership, and participation in Legislative Commission on Indian Services meetings and events.
- Target communications toward Oregon’s rural communities to ensure they know about ODOE activities and programs. There continue to be barriers to participation among rural communities, especially for certain organizations or community groups that lack the time or capacity to engage in complex topics. ODOE’s engagement efforts are supporting this strategy through the new Community Navigator and the Resource Assistance for Rural Environments (RARE) AmeriCorps Member in the new [Community Navigator Program](#). ODOE’s Community Navigator program is

designed to empower local communities throughout the state of Oregon in their pursuit of energy solutions.

ODOE has outlined four Americans with Disability Act (ADA) compliance strategies to engage and promote participation:

- Format materials with adequate font selection and font size, as well as contrasting colors, to help those with visual impairments. A good example is the agency’s Biennial Energy Report. We produce a printed version of the book that includes readable font sizes and strategic color choices when possible. Some report sections are also available as interactive webpages, and each section is also available as downloadable PDFs that could be used with screen readers.
- Design ODOE’s website with ADA considerations in mind. ODOE’s website has ADA-compliant and ADA-friendly features but has room for improvement. The agency will be updating to the latest SharePoint template in 2024 and will be conducting an audit of web pages to meet ADA best practices for headers, font use, alt text for images, and other features.
- Offer hybrid in-person and virtual meetings and events to expand access geographically and among those needing ADA accommodation. COVID-19 led to ODOE’s public meetings going virtual. As the state recovers from the pandemic, ODOE continues to offer hybrid in-person/virtual or completely virtual meetings. A benefit of this approach has been built-in closed captioning and live translated transcription options for online meetings. The agency also posts videos to YouTube for later viewing, where users with hearing impairments can use YouTube’s closed-captioning features.
- Include language in public hearing or meeting notices about how Oregonians can request accommodations to participate.

ODOE’s Strategic Plan includes an imperative to expand and improve stakeholder engagement. When developing the strategic plan, we heard from stakeholders that they are not always aware of ODOE’s work and how it affects issues and topics that they care about. There was an opportunity for ODOE to better engage a diverse range of stakeholders to create a more inclusive and coordinated discussion about energy challenges and solutions. ODOE staff have been working on several initiatives and objectives under this imperative. One outcome of this work is the establishment of an internal engagement roundtable that creates an internal procedure and monthly forum across programs to share information about community needs and how ODOE’s programs and projects are working with organizations serving communities.

Strategic Plan Imperative: Expand and Improve Stakeholder Engagement

- Objective 1.2: Year-over-year increase in agency engagement with organizations representing historically and currently underserved populations and communities.
- Initiative 1.2: Develop a communication plan and engagement process collaboratively with historically and currently underserved populations and communities that includes actively listening, being responsive, and incorporating feedback in the development of programs, policies, and other areas of work.

- Initiative 1.3: Build on existing Tribal engagement efforts by expanding internal responsibilities and resources, and reaching out to Tribes to assess and amplify shared interests and priorities.
- Initiative 1.4: Work with external entities to assess their needs and priorities to strengthen relationships and better inform Oregon's energy policies and programs.
- Initiative 1.5: Strengthen staff capacity within ODOE to serve as liaisons and ambassadors with communities, stakeholder groups, and Tribes.

Through the Strategic Engagement Team, ODOE works to coordinate ongoing organizational analysis, stakeholder mapping, and organizational profile databases to help provide guidance to develop a measured and targeted approach that does not overwhelm stakeholder groups, especially those with limited capacity.

While ODOE has been working toward formalizing community engagement and participation in multiple ways, there is still room for improvement. As new programs and staff are hired to the ODOE team with the specific tasks to increase stakeholder analysis, the level and quality of participation, and programmatic reach will increase. It is likely that there will be more staff capacity to listen to people from environmental justice communities and bring that information back to ODOE to improve program delivery.

ODOE does not have a formal agency-wide public engagement policy, rather, teams rely on legislative or federal direction that may specify groups, advisory committees, and/or demographics of people to reach out to as well as internal procedures and checklists to support engagement. ODOE recognizes the burden placed on Tribes, organizations, individuals, and other government entities when we ask them to participate in projects and processes without cross-agency coordination and seeks to coordinate internally to determine how to engage efficiently and effectively.

As ODOE expands the way we meaningfully engage with environmental justice communities, there are times that required public participation occurs through the five advisory bodies and commissions described earlier in this report: the Oregon Climate Action Commission, the Energy Facility Siting Council, the Oregon Hanford Cleanup Board, and the Energy Advisory Work Group. Formal public participation is also triggered in legislation, such as the overall siting process or development of specific energy reports, as well as administrative rulemaking processes.

All federally funded, Justice40 covered programs are required to engage in stakeholder consultation and ensure that community stakeholders are meaningfully involved in determining program benefits. Covered programs are also required to report data on the benefits directed to disadvantaged communities.

Beyond what is required, ODOE is working to build engagement and public participation into the fabric of the work to better understand community needs, impact, and measurements of success to continually build process improvement feedback loops. This effort can be seen with the development of the new Community Navigator Program, the Community Equity and Inclusion Analyst position, the internal engagement roundtable, and the draft engagement framework.

Part of creating feedback loops is finding ways to follow-up with communities. ODOE views participation from community groups as ongoing and long-term. As an agency, we are always working to build two-way relationships that center listening to communities and then putting what we hear into practice when it is possible. If it is not possible, ODOE evaluates the barriers and provides context to community members. The goal is to constantly evolve and up-level to implement more useful and timelier evaluations.

AGENCY ENVIRONMENTAL JUSTICE IMPACTS (ORS 182.550 SECTION 3)

ODOE measures the effects of agency decisions on environmental justice in Oregon communities and is seeking to better understand them with more data. The types of agency decisions are varied and can range from funding decisions by ODOE’s Director, to ODOE’s Siting Division recommendations, to the Energy Facility Siting Council for their ultimate decision. ODOE’s Strategic Plan fleshed out the need to prioritize data collection, review, analysis, and sharing that shapes the recommendations made by the agency. There is still work to be done in this realm to better understand the intersectionality of ODOE’s work and impact on environmental justice communities. As an agency, we are working to develop more mechanisms to collect and analyze data with a holistic approach.

Not only is providing data analysis and information one of ODOE’s key statutory responsibilities, it was also identified by staff and stakeholders as an important ODOE service during outreach to inform development of our strategic plan. This is why serving as a “central repository of energy data, information, and analysis” is one of ODOE’s core position statements (what we do) identified in phase one of our plan. The agency is focused on strengthening our skills, systems, and structure for research, working with data providers, vetting analytical assumptions, and producing unbiased data and information that can serve as a foundation for the agency and for public use.

The strategic plan acknowledges the importance of data to the work that we do, both in terms of collecting that data and then turning it into information that is informative and useful. It will help us produce better reports, more quickly and accurately answer questions, and provide trusted, unbiased information to inform conversations, solve problems, provide educational resources, and administer programs.

A key element of this part of our strategic plan is to, where possible, collect demographic data to inform our work. The agency does not currently have a formal written policy or practice regarding the collection of race or ethnicity data, although where we do request this information for our programs, we include a statement about how the information will be used. For example, in our survey of existing agency advisory and decision-making bodies, our request for demographic data includes the statement:

“We are collecting demographic information to help us better understand who may be missing from energy-related conversations and decisions. Filling out this information is optional. Under state and federal law, this information may not and will not be used to discriminate against you.”

The demographic data that we voluntarily request from program and advisory body participants includes disaggregated race and ethnicity data in the following communities: Asian, Black or African American, Hispanic/Latinx, Middle Eastern or North African, Native American or Alaska Native, Native Hawaiian or

Pacific Islander, Slavic, white, or two or more races. The survey form also includes “other” category that the respondent can fill in.

It is our goal to use the demographic and community-specific data that we gather to inform policy development and program design. For our incentive programs, this information can also help us tailor our engagement strategies to better reach certain targeted populations. In addition to quantitative data about the populations we serve, ODOE seeks to use our research and analysis tools as a platform to surface energy challenges faced by communities. For example, our Biennial Energy Report includes information on energy burden, which can help inform advocacy and policy making on behalf of energy burdened communities.

During outreach and engagement to inform our strategic planning process, ODOE was reminded that we can and should use the agency’s power and position to make changes and shift narratives, even where we may not have direct control over the outcome. We recognize that we have a responsibility to lift and amplify the voices of underrepresented and marginalized communities. We are aware that the information and data we share can help others make changes and shift narratives.

AGENCY ENVIRONMENTAL JUSTICE PROGRESS (ORS 182.550 SECTION 4)

Environmental Justice is built into ODOE’s [Strategic Plan](#) by clearly outlining objectives that are rooted in increasing stakeholder engagement in historically and currently underserved populations and communities year-over-year. In phase two of the strategic plan, ODOE has outlined the imperatives, objectives, and initiatives to get focused while centering environmental justice priorities. ODOE’s strategic plan has also committed to building practices and processes to achieve more inclusive and equitable outcomes throughout all programs and services offered. ODOE maintains [progress dashboards](#) to demonstrate the efforts and actions quarterly.

Through the process of creating the Strategic Plan, ODOE identified an initiative to develop a Diversity, Equity, and Inclusion Action Plan with historically and currently underserved populations. ODOE has been working on implementing this initiative with the resources available, and in June 2023 published a [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#), in response to a request from Governor Kotek’s office. This DEI Implementation Plan and Strategic Approach further lays out how to center environmental justice communities into agency planning and action. Both of these guiding documents set a standard of culture within the agency.

ODOE deliberately considers environmental justice in policymaking, though there is not always a requirement to do so. For rulemaking, there is a statutorily required equity analysis. Additionally, ODOE is required by the Governor’s office to share an equity analysis for agency-led legislation. Rather than settle for the minimum requirements, ODOE prioritizes reaching out to partners in the environmental justice community to get input on policy and legislation. In 2022, ODOE held a roundtable with environmental justice groups and asked what they needed from our agency to better serve their communities. The direct feedback from environmental justice communities led to legislation establishing a Community Navigator Program and a full-time employee to act as the Community Navigator, who works with environmental justice communities. This roundtable conversation also provided valuable

information to ODOE to develop legislation establishing a "one-stop-shop" to help people better understand their options for energy efficiency incentives.

Consistent with the strategic plan, ODOE seeks to increase fluency of ODOE employees to build cultural humility that will lead to a greater understanding of the needs within environmental justice communities. This may require developing more in-depth community relationships, roundtable discussions, and further internal training. When employees have more knowledge of the diverse cultures of Oregonians, then they are better resourced to create inclusive policies.

ODOE's approach to program development will be better served with input from environmental justice communities. As we have increased the amount of engagement with and requests for feedback from currently and historically underserved communities, we have learned that these communities are often resource- and capacity-constrained. To support their engagement, we look for ways to compensate people for their time and involvement. Where possible, we offer stipends to participants in our processes, such as the external evaluation committees that are established to help provide a competitive review of Community Renewable Energy Program grant applications. To further develop and implement environmental justice policies at ODOE, we need community participation in the process, and the community needs to be compensated for their time, energy, expertise, and sharing their lived experiences.

To further develop and implement this type of work that informs policy to address these systemic issues, ODOE needs to continue to explore processes and seek funding to equitably fund participants through the procurement or contracting as well as continued support from the Environmental Justice Council in creating a statewide tool.

AGENCY ENVIRONMENTAL JUSTICE MAPPING TOOL INVOLVEMENT (ORS 182.550 SECTION 5)

ODOE has a dedicated staff person, the Community Equity and Inclusion Analyst, assigned to the Environmental Justice Council as a representative. The Community Equity and Inclusion Analyst attends all Environmental Justice Council sessions to understand the progress of the Council and report back to relevant ODOE staff members and offer any useful information to Council members from the perspective of ODOE. The Community Equity and Inclusion Analyst also attends relevant subcommittee meetings such as the Environmental Justice Mapping Subcommittee and the Environmental Justice Annual Report Workshop to collaborate and share information with agency partners. There are additional staff that have expertise in data and GIS mapping that have attended mapping subcommittee meetings and responded to requests as well. ODOE staff works with other natural resource agency partners to provide ODOE's data, mapping tools, and other relevant information for the Environmental Justice Council to best develop an environmental justice mapping tool.

ODOE is excited to continue working with the Environmental Justice Council and agency partners in 2024 to share ideas. Right now, ODOE is heavily reliant on the CEJST mapping tool created under Justice40. The CEJST mapping tool is not up-to-date and does not fully reflect the needs of Oregonians who are the most impacted and vulnerable within environmental justice communities. ODOE would like to continue

to share data, analysis, and gaps so that the Environmental Justice Council is able to consider the very tangible need for an accurate and present-day tool that will benefit Oregonians by providing funding and programmatic opportunities that lead to a safe, equitable, clean, and sustainable future. The Environmental Justice Council is also in a unique position to see each agency report through a de-siloed lens that will provide an opportunity to bring agencies together in this work.

Recent legislation that includes language regarding meaningful engagement for ODOE is found in: HB 3409 Section 2 (e): Consistent with applicable federal and state laws, consulting with the Oregon Global Warming Commission and the Environmental Justice Council and using, when appropriate, the environmental justice mapping tool developed under section 12, chapter 58, Oregon Laws 2022, when considering or evaluating for development or implementation the policies and actions described in this subsection.

HB 3409 Section 63: The Oregon [Climate Action] Commission shall establish a process for consultation with representatives of federally recognized Indian tribes in this state to advise the commission on the performance of its duties under sections 53 to 63 of this 2023 Act, including the identification of opportunities to support indigenous practices and knowledge from tribal nations to sequester and store carbon on natural and working lands. Nothing that meets the definition of “meaningful involvement” as defined in this document.

HB 3630, Section 1: The State Department of Energy shall establish a program to provide assistance related to energy projects and activities to environmental justice communities, as defined in ORS 469A.400. At a minimum, the program must provide environmental justice communities with information regarding: (1) Funding resources. (2) Technical assistance. (3) Other support that may be available.

In implementing this language from HB 36360, ODOE developed the Community Navigator program and Community Navigator position to purposefully work to build meaningful engagement and long-term, mutual relationships with environmental justice communities.

HB 5016, the Department of Energy agency budget bill, included funding for a relevant new position: the Community Equity and Inclusion Analyst. This bill does not specifically outline meaningful engagement; however, this position was designed to support HB 4077 and the Justice40 Initiative. Both HB 4077 and the Justice40 Initiative require direct and meaningful engagement with environmental justice and disadvantaged communities.

When multiple agencies are listed in legislation, there is usually one agency that is listed first as the lead agency. Depending on the language in the bill, the other agencies listed can act in cooperation or coordination, which may look like co-leadership or close collaboration. In most instances, agencies work in consultation with a lead agency or agencies. The level of collaboration or engagement between agencies is dependent upon each agency’s capacity to participate. When ODOE is the lead agency, we proceed mindfully and communicate from the beginning of the process to hear what will work for other agencies in either a coordination or consulting role.

LOOKING AHEAD

ODOE has worked to develop a culture that values diversity of thought, inclusivity, and equitable outcomes. There has been significant progress to guide these efforts by creating a Strategic Plan and Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach. By examining the mission and values and attaching tangible outcomes, ODOE has laid the groundwork for a meaningful future.

ODOE recognizes that there is not a one-size-fits-all approach, rather a need for a mindful approach that works to connect Oregonians to their specific energy needs, addresses concerns, and uplifts their interests.

There is a lot of work to do with an influx of federal funding that must adhere to Justice40 requirements, and ODOE wants to do more than check a box. Because time has been taken to develop an ethos of care, empathy, reflection, inclusion, curiosity, and collaboration employees are excited to fulfill the mission and build toward solutions that center equity. ODOE recognizes that there is not a one-size-fits-all approach, rather a need for a mindful approach that works to connect Oregonians to their specific energy needs, addresses concerns, and uplifts their interests.

Key to this work is ODOE’s collaboration with the Coalition of Communities of Color to ensure meaningful engagement throughout the federal grant process with environmental justice communities; supporting the new Community Navigator Program as they provide help and remove barriers to funding access; relying on the new Community Equity and Inclusion Analyst to offer programmatic support and community support; and the efforts of the ODOE Internal Roundtable to remove silos and find intersectionality.

Environmental Justice Strategic Plan

Both the 2021 – 2024 [Strategic Plan](#) and the [Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach](#) have been mentioned throughout this report as guiding documents. For a further summation of the strategic plan with infographics, please use this link: [2021-ODOE-Strategic-Plan-Summary.pdf \(oregon.gov\)](#).

The introductory letter from the director for the Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach is below.

Letter From the Director

In the summer of 2019, ODOE began work on a new strategic plan. Strategic planning enabled our organization to set direction, establish goals, prioritize work, measure progress, and allocate time, resources, and attention – all while fostering organizational cohesion, shared purpose, and common values. The agency had been through considerable change and needed to provide clarity about our work and focus on specific areas to ensure we are meeting our mission on behalf of Oregonians. Developing the strategic plan involved input from the public, stakeholder groups, Tribal partners, peer organizations, and our own staff.

Diversity, equity, and inclusion are central to ODOE’s strategic plan; these elements show up in the process we used to develop the plan as well as in the plan itself. The development of the plan began with gathering input through interviews and focus groups, and ODOE brought on a consultant specifically to help with outreach and engagement on diversity, equity, and inclusion. The consultant conducted one-on-one interviews with a small group of stakeholder and community representatives, peer organizations, and Tribes. This work informed the first phase of our plan, which involved developing clarity and a shared understanding of ODOE’s work. This led to the development of a new vision, mission, and position statement (articulation of what we do.)

Defining these clarity elements of our strategic plan was a critical first step in setting the course for the future and laying the groundwork for discussions on the second phase of the plan: the strategic focus for the agency over the next four years. ODOE’s vision is the ideal future state we are working toward — the “why” behind our work. In creating the vision, our staff took our previous mission and added “equitable.” Our vision is for a safe, equitable, clean, and sustainable future. ODOE’s mission is our purpose, the “what” of ODOE’s specific work to make the future in our vision statement happen. Grounded in the responsibilities outlined in ODOE’s authorizing statutes and informed by outreach and engagement on the strategic plan, we developed a mission statement that highlights the need to ensure our energy system is resilient and that the clean energy transition is equitable: The Oregon Department of Energy helps Oregonians make informed decisions and maintain a resilient and affordable energy system. We advance solutions to shape an equitable clean energy transition, protect the environment and public health, and responsibly balance energy needs and impacts for current and future generations.

In the second phase of our plan, we identified focus areas, objectives, and initiatives that form the basis of actions we are going to take as an agency over the plan’s four-year timeframe to improve and meet our mission more effectively. Based on the feedback during the first phase, ODOE reached out to past collaborators and partners for guidance and advice on diversity, equity, and inclusion. We also spoke with peer organizations who were focused on equity so we could listen and learn from their journeys. As part of the discussion with these diversity partners, ODOE provided a discussion guide with the following concepts and commitments:

- Acknowledgement that our organization and processes do not yet fully represent the dimensions of diversity in people and viewpoints in the state.
- Recognition that it will take more resources to ensure equity in the energy sector.
- DEI needs to be integrated throughout our strategic plan and we want ODOE to be held accountable to being a better partner.

- We need to build trust and develop relationships that will enable us to meaningfully engage with diverse communities.
- ODOE will show up with a spirit of openness, learning, and humility, and will commit to following up, sharing our lessons learned, and offering support through partnerships and action.

Diversity, equity, and inclusion are a major piece of the five imperatives, or focus areas, of ODOE’s strategic plan. These imperatives are not meant to summarize or capture the entirety of the work being done at ODOE, but instead represent a path toward us doing that work better. Each imperative includes objectives that will help us measure progress in meeting these goals. Initiatives are the specific actions we will take to achieve those objectives. This part of the strategic plan was drafted concurrently with and informed by the 2021 State of Oregon Diversity, Equity, and Inclusion Action Plan.

Consistent with the 2021 Oregon DEI Action Plan, and as will be discussed throughout this document, ODOE’s strategic plan includes key strategies to establish and maintain relationships with organizations representing currently and historically underserved Oregonians; center equity in budgeting, planning, procurement, and policymaking; strengthen public involvement; improve equitable access to services, programs, and resources; and foster an inclusive workplace culture.

Examples of where equity is highlighted in ODOE’s strategic plan include:

- One of the five main plan imperatives is to “Build Practices and Processes to Achieve More Inclusive and Equitable Outcomes”
- Initiatives related to equity and environmental justice are woven throughout all five imperatives:
 - Conduct assessment of current agency decision-making and advisory bodies to identify opportunities for more diverse representation
 - Develop a communication plan and engagement process collaboratively with historically and currently underserved populations and communities that includes actively listening, being responsive, and incorporating feedback in the development of programs, policies, and other areas of work
 - Build on existing Tribal engagement efforts by expanding internal responsibilities and resources, and reaching out to Tribes to assess and amplify shared interests and priorities
 - Enhance ODOE's internship program to provide benefits to interns, such as paid positions and greater access to educational credits, to help build a more diverse network of ODOE and energy industry employees
 - Develop a Diversity, Equity, and Inclusion Action Plan in partnership with historically and currently underserved populations and communities
 - Create inclusive, multi-lingual communications to increase accessibility of agency program information and services
 - Conduct agency-wide DEI assessment and training to measure and increase employee knowledge, awareness, and skills
 - Collect and analyze demographic data to better inform ODOE’s work and to identify barriers to achieving equitable energy outcomes

Environmental Justice Barriers

In presenting this list of barriers, ODOE hopes that the Environmental Justice Council is able to approach this work holistically by connecting agencies and offering support in overcoming these challenges.

Consistent with The Environmental Policy Innovation Center’s and Climate XChange’s report, [Delivering on Justice40: Perspectives from State Agency Staff](#), there are barriers to meeting federal requirements within the Justice40 initiative that directly affect environmental justice communities:

- Agencies need more and clearer federal and state-level guidance.
- There is not a straight-forward and easy way to pay people for their emotional labor and lived experience when providing feedback in this work.
- Some limitations and barriers to community participation exist, such as the lack of resources and employee time to dedicate to staffing energy specific programs. Additionally, many environmental justice groups have complex relationships with government entities that are rooted in mistrust in part, due to a lack of follow-through from agencies throughout history and currently. ODOE recognizes the importance of slowing down to build long-standing and ongoing relationships to demonstrate commitment to our environmental justice communities who have been and are marginalized and ignored.
- While ODOE has invested in a Community Navigator Program, it takes time to build meaningful connections with environmental justice communities. Relationship building is not always linear or fast moving; the process does not follow a governmental workflow. This can prove challenging when programs have timelines and sunset dates.
- Environmental justice communities may lack the capacity (time, funding, positions) to complete grant applications necessary to receive further funding and grants rarely provide enough administrative funding. Additionally, new energy technologies require workforce training that may not be available in environmental justice communities.
- There is a need to provide greater technical and contracting assistance to Tribal governments, environmental justice agencies, and municipal governments from the state.
- The [Climate and Economic Justice Tool](#) provided by the Justice40 Initiative has geographic gaps in that leaves out environmental justice communities. This is especially apparent in communities who have suffered from catastrophic wildfires and extreme weather events in recent years.
- Many opportunities for funding are through financial reimbursement, but it can be difficult if not impossible to initially finance a project for environmental justice communities.

Environmental Justice Opportunities

Each barrier has a corresponding opportunity. While this is not an exhaustive list, it is a list that ODOE believes is a priority and can expand in the next year.

- In 2023, ODOE created the Community Navigator Program and hired the first Community Navigator to help provide grant assistance to environmental justice communities. Key to this position is prioritizing ODOE’s commitment to establishing trust and long-term relationships with communities who are the most impacted.
- For the fiscal year 2023-2024, ODOE has an AmeriCorps fellow from the Resource Assistance for Rural Environments (RARE) through an intergovernmental agreement with the University of

Oregon. This position is nested in the Community Navigator Program, is located in Bend, Oregon, and is providing key aid and expertise in developing resources and relationships throughout the Central Oregon region. Their areas of focus are: the Confederated Tribes of the Warm Springs and Klamath Tribes, Jefferson, Crook, Deschutes, Klamath, and Lake Counties. Additionally, ODOE is working to develop a stronger partnership with the RARE program to activate the other Energy Cohort AmeriCorps members throughout the state to learn more about the goals and visions for energy programs in rural areas, such as Lake County (Lake County Resource Initiatives), Wy'East Resource Conservation and Development, Wallowa Resources, and other organizations that are hosting a RARE placement.

- ODOE recently hired the Community Equity and Inclusion Analyst who is tasked with conducting research, collecting information, and providing advice to ODOE programs and teams about environmental justice, equity, and inclusion in the energy sector with a focus on requirements and policies in HB 4077 (2022), the Environmental Justice Council, Racial Justice Council, and the agency's Strategic Plan.
- ODOE was legislatively directed to develop a "one-stop-shop model" to provide communities with more consistent and centralized information about energy efficiency funding and programs to support improvements to their homes. A goal in this process is to reduce the number of touches, therefore addressing capacity issues and other burdens to communities.
- ODOE recognizes the systemic barriers to environmental justice communities and has worked to develop a strategic plan and DEI initiatives to address opportunities to empower them.

DEFINITIONS

Environmental Justice: (ORS 182.535 Section 3)

“Environmental justice” means the equal protection from environmental and health risks, fair treatment and meaningful involvement in decision making of all people regardless of race, color, national origin, immigration status, income or other identities with respect to the development, implementation and enforcement of environmental laws, regulations and policies that affect the environment in which people live, work, learn and practice spirituality and culture.

Environmental Justice Community: (ORS 182.535 Section 4)

“Environmental justice community” includes communities of color, communities experiencing lower incomes, communities experiencing health inequities, tribal communities, rural communities, remote communities, coastal communities, communities with limited infrastructure and other communities traditionally underrepresented in public processes and adversely harmed by environmental and health hazards, including seniors, youth and persons with disabilities.

Meaningful Involvement: (ORS 182.535 Section 7)

“Meaningful involvement” means:

- (a) Members of vulnerable populations have appropriate opportunities to participate in decisions about a proposed activity that will affect their environment or health;
- (b) Public involvement can influence a decision maker’s decision;
- (c) The concerns of all participants involved are considered in the decision-making process; and
- (d) Decision makers seek out and facilitate the involvement of members of vulnerable populations

Environmental Burdens: (ORS 182.535 Section 2)

“Environmental burden” means the environmental and health risks to communities caused by the combined historic, current and projected future effects of:

- (a) Exposure to conventional pollution and toxic hazards in the air or in or on water or land;
- (b) Adverse environmental conditions caused or made worse by other contamination or pollution; and
- (c) Changes in the environment resulting from climate change, such as water insecurity, drought, flooding, wildfire, smoke and other air pollution, extreme heat, loss of traditional cultural resources or foods, ocean acidification, sea-level rise and increases in infectious disease.

APPENDIX

[House Bill 4077 \(2022\)](#)

Legislation establishing the Environmental Justice Council, the Council’s responsibility to develop an environmental justice mapping tool, develop a biannual report to the Governor, and the requirement for natural resource agencies to submit an annual report to the Environmental Justice Council.

[Senate Bill 420 \(2007\)](#)

Legislation establishing the Environmental Justice Task Force, the predecessor for the Environmental Justice Council. It also includes requirements for the Task Force to submit biannual reports to the Governor and the requirement for natural resource agencies to submit an annual report to the Environmental Justice Task Force.

[ORS 182.550 Reports by natural resource agencies](#)

All directors of natural resource agencies, and other agency directors as the Governor may designate, shall report annually to the Environmental Justice Task Force and to the Governor on the results of the agencies’ efforts to:

1. Address environmental justice issues;
2. Increase public participation of individuals and communities affected by agencies’ decisions;
3. Determine the effect of the agencies’ decisions on environmental justice communities;
4. Improve plans to further the progress of environmental justice in Oregon; and
5. Utilize the environmental justice mapping tool developed under section 12 of this 2022 Act.

ACCESSIBLE LINKS USED IN DOCUMENT:

- **Energy Facility Siting Council:** <https://www.oregon.gov/energy/facilities-safety/facilities/Pages/About-the-Council.aspx>
- **Oregon Global Warming Commission:** <https://www.oregon.gov/energy/energy-oregon/Pages/Oregon-Global-Warming-Commission.aspx>
- **Hanford Clean-Up Board:** <https://www.oregon.gov/energy/safety-resiliency/Pages/OHCB-Meetings.aspx>
- **Energy Advisory Work Group:** <https://www.oregon.gov/energy/Get-Involved/Pages/Energy-Advisory-Work-Group.aspx>
- **Oregon Department of Oregon Budget:** <https://www.oregon.gov/energy/About-Us/Pages/Budget.aspx>
- **Executive Order 14008:** <https://www.energy.gov/justice/justice40-initiative#:~:text=Section%20223%20of%20EO%2014008%20established%20the%20Justice40,infrastructure%20%E2%80%93%20to%20flow%20to%20disadvantaged%20communities%20>
- **Nuclear Safety & Emergency Preparedness:** <https://www.oregon.gov/energy/facilities-safety/safety/Pages/default.aspx>
- **ODOE Facility Siting Process:** <https://www.oregon.gov/energy/facilities-safety/facilities/Documents/Fact-Sheets/EFSC-Process-Flowchart.pdf>
- **ODOE Facility Siting standards:** <https://www.oregon.gov/energy/facilities-safety/facilities/Pages/Siting-Standards.aspx>
- **Energy by the Numbers:** <https://energyinfo.oregon.gov/energy-by-the-numbers>
- **2022 Biennial Report:** <https://www.oregon.gov/energy/Data-and-Reports/Documents/2022-Biennial-Energy-Report.pdf>
- **Oregon Solar Rebate Program:** <https://www.oregon.gov/energy/Incentives/Pages/Solar-Storage-Rebate-Program.aspx>
- **2023-OSSRP-Legislative-Report.pdf (oregon.gov):** <https://www.oregon.gov/energy/Data-and-Reports/Documents/2023-OSSRP-Legislative-Report.pdf>
- **Energy Efficient Wildfire Rebuilding Incentive:** <https://www.oregon.gov/energy/Incentives/Pages/EEWR.aspx>
- **Community Renewable Energy Grant Program:** <https://www.oregon.gov/energy/Incentives/Pages/CREP.aspx>
- **Heat Pump Incentive Programs:** <https://www.oregon.gov/energy/Incentives/Pages/heat-pumps.aspx>
- **Community Heat Pump Deployment Program:** <https://www.oregon.gov/energy/Incentives/Pages/CHPDP.aspx>
- **Oregon Rental Home Heat Pump Program:** <https://www.oregon.gov/energy/Incentives/Pages/ORHHPP.aspx>
- **Diversity, Equity, and Inclusion Implementation Plan and Strategic Approach:** <https://www.oregon.gov/energy/About-Us/Documents/2023-ODOE-DEI-Implementation-and-Approach.pdf>
- **Notice of Funding Opportunity Solar for All:** <https://www.epa.gov/newsreleases/biden-harris-administration-launches-7-billion-solar-all-grant-competition-fund>
- **2023 ODOE Solar For All Narrative:** <https://www.oregon.gov/energy/Incentives/Documents/2023-ODOE-Solar-For-All-Narrative.pdf>

- **Energy Facility Siting Council members:** <https://www.oregon.gov/energy/facilities-safety/facilities/Documents/General/EFSC-members.pdf>
- **United States Census Bureau:** <https://www.census.gov/programs-surveys/acs/geography-acs/geography-boundaries-by-year.html>
- **USDA Eligibility Mapping Tool:** <https://eligibility.sc.egov.usda.gov/eligibility/welcomeAction.do;jsessionid=OiNpkiYb1HA2YPCbVHTeelhU>
- **Climate and Economic Justice Screening Tool (CEJST):** <https://screeningtool.geoplatform.gov/en/about#3/33.47/-97.5>
- **Resource Assistance for Rural Environments (RARE):** <https://rare.uoregon.edu/>
- **ODOE Advisory and Stakeholder Groups:** <https://www.oregon.gov/energy/Get-Involved/Pages/Advisory-Stakeholder-Groups.aspx>
- **Office of Energy Efficiency and Renewable Energy:** https://www.energy.gov/sites/default/files/2021/01/f82/SEP-fact-sheet_2021.pdf#:~:text=The%20State%20Energy%20Program%20%28SEP%29%2C%20part%20of%20the,advance%20state-led%20energy%20initiatives%2C%20and%20increase%20energy%20affordability
- **Inflation Reduction Act:** <https://www.whitehouse.gov/cleanenergy/inflation-reduction-act-guidebook/>
- **Infrastructure Investment and Jobs Act:** <https://www.whitehouse.gov/briefing-room/statements-releases/2021/08/02/updated-fact-sheet-bipartisan-infrastructure-investment-and-jobs-act/>
- **Justice40 Initiative:** <https://www.energy.gov/justice/justice40-initiative>
- **ODOE Energy Info, By the Numbers:** <https://energyinfo.oregon.gov/energy-by-the-numbers>
- **2021-2024 ODOE Strategic Plan:** <https://www.oregon.gov/energy/About-Us/Pages/Strategic-Plan.aspx>
- **ODOE Strategic Plan Progress Dashboard:** <https://www.oregon.gov/energy/About-Us/Documents/2023-Q3-SP-Progress-Dashboard.pdf>
- **2021 ODOE Strategic Plan Summary:** [oregon.gov/energy/About-Us/Documents/2021-ODOE-Strategic-Plan-Summary.pdf](https://www.oregon.gov/energy/About-Us/Documents/2021-ODOE-Strategic-Plan-Summary.pdf)
- **HOMES and HEAR:** <https://www.oregon.gov/energy/energy-oregon/Documents/Federal-Home-Energy-Rebates-FAQ.pdf>
- **Community Navigator Program:** <https://www.oregon.gov/energy/resources/Pages/Community-Navigator.aspx>
- **Justice40 Initiative | Department of Energy:** [https://www.energy.gov/justice/justice40-initiative#:~:text=Section%20223%20of%20EO%2014008%20established%20the%20Justice40,infrastructure%20%E2%80%93%20to%20flow%20to%20disadvantaged%20communities%20\(DACs\)](https://www.energy.gov/justice/justice40-initiative#:~:text=Section%20223%20of%20EO%2014008%20established%20the%20Justice40,infrastructure%20%E2%80%93%20to%20flow%20to%20disadvantaged%20communities%20(DACs))

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