U.S. DEPARTMENT OF ENERGY

OFFICE OF Technology Transitions

DE-LC-000L098 TCF Base CLIMR Lab Call Diversity, Equity, Inclusion, and Accessibility (DEIA) Webinar

Informational Webinar

January 4th 2:30 pm ET

Agenda

- DEIA Requirements in the Application
- What is DEIA

Housekeeping

- All applicants are strongly encouraged to carefully read the entire lab call and adhere to the stated submission requirements.
- This presentation summarizes the contents of lab call. If there are any inconsistencies between the lab call and this presentation or statements from DOE personnel, the lab call is the controlling document and applicants should rely on the lab call language and **seek clarification from OTT at TCF@hq.doe.gov.**
- Everyone has been placed on mute.
- **Please provide your questions through the Q&A feature.** We will endeavor to answer questions at the end of webinar. All questions will go into the formal Q&A log and will be answered and publicly posted to Exchange.
- This Informational Webinar will be recorded and sent to all National Lab TTO POCs listed in Appendix C of the lab call.

Diversity Equity Inclusion and Accessibility

It is the policy of the Biden Administration that:

> "[T]he Federal Government should pursue a comprehensive approach to advancing equity[1] for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Affirmatively advancing equity, civil rights, racial justice, and equal opportunity is the responsibility of the whole of our Government. Because advancing equity requires a systematic approach to embedding fairness in decision-making processes, executive departments and agencies must recognize and work to redress inequities in their policies and programs that serve as barriers to equal opportunity.
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> By advancing equity across the Federal Government, we can create opportunities for the improvement of communities that have been historically underserved, which benefits everyone.[2]"

[1] The term "equity" means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, and Indigenous and Native American persons; Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality.

[2] Executive Order 13985, "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government" (Jan. 20, 2021).

Application Requirements

As part of this whole-of-government approach, this lab call seeks to encourage the participation of underserved communities and underrepresented groups. Applicants are highly encouraged to include individuals from groups historically underrepresented, in STEM on their project teams. Specifically, applicants are required to reference, if available, the existing laboratory DEIA plan and describe how diversity, equity, and inclusion objectives will be incorporated in the project. Specifically, applicants are required to describe the actions the applicant will take to foster a welcoming and inclusive environment, support people from underrepresented groups in STEM, advance equity, and encourage the inclusion of individuals from these groups in the project, and the extent to which the project activities will be located in or benefit underserved communities.

The term "underserved communities" refers to populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social, and civic life, as exemplified by the list in the definition of "equity." E.O. 13985. For purposes of this lab call, as applicable to geographic communities, applicants can refer to economically distressed communities identified by the Internal Revenue Service as Qualified Opportunity Zones; communities identified as disadvantaged or underserved communities by their respective states; communities identified on the Index of Deep Disadvantage referenced at https://news.umich.edu/new-index-ranks-americas-100-most-disadvantaged-communities/; and communities that otherwise meet the definition of "underserved communities" stated above.

According to the National Science Foundation's 2019 report titled "Women, Minorities and Persons with Disabilities in Science and Engineering," women, persons with disabilities, and underrepresented minority groups—blacks or African Americans, Hispanics or Latinos, and American Indians or Alaska Natives—are vastly underrepresented in the science, technology, engineering, and math (STEM) fields that drive the energy sector. That is, their representation in STEM education and STEM employment is smaller than their representation in the U.S. population (https://ncses.nsf.gov/pubs/nsf19304/digest/about-this-report). For example, in the United States, Hispanics, African Americans, and American Indians or Alaska Natives make up 24% of the overall workforce, yet only account for 9% of the country's science and engineering workforce. DOE seeks to inspire underrepresented Americans to pursue careers in energy and support their advancement into leadership positions (https://www.energy.gov/articles/introducing-minorities-energy-initiative).

Note that Congress recognized in Section 305 of the American Innovation and Competitiveness Act of 2017, Public Law 114-329:

> (1) [I]t is critical to our Nation's economic leadership and global competitiveness that the United States educate, train, and retain more scientists, engineers, and computer scientists; (2) there is currently a disconnect between the availability of and growing demand for STEM-skilled workers; (3) historically, underrepresented populations are the largest untapped STEM talent pools in the United States; and (4) given the shifting demographic landscape, the United States should encourage full participation of individuals from underrepresented populations in STEM fields.

Application Requirements

The proposed project should include at least one SMART (Specific, Measurable, Assignable, Realistic and Time-Related) milestone per budget period supported by DEIA relevant metrics to measure the success of the proposed actions. Because a diverse set of voices at the table in research, design, and execution has an illustrated positive impact on innovation, this implementation strategy for the proposed project will be evaluated as part of the application review process.

Full Application Requirements

Section 3.0 Diversity, Equity, Inclusion, and Accessibility of the full application is required to address the following.

As part of the application, applicants are required to describe how DEIA objectives will be incorporated in the project. Specifically, applicants are required to submit:

- A description of how the project will support or implement the lab wide DEIA plan and;
- Describe the actions the applicant will take to foster a welcoming and inclusive environment, support people from groups underrepresented in STEM, advance equity, and encourage the inclusion of individuals from these groups in the project, as well as;
- The extent to which the project activities will be located in or benefit underserved communities (also see the subsection on DEIA in Section I.C.).
- The plan should include at least one SMART milestone per budget period supported by metrics to measure the success of the proposed actions, which will be incorporated into the award if selected.

Full Application Requirements continued

The DEIA section should contain the following information:

- Equity Impacts: the impacts of the proposed project on underserved communities, including social and environmental impacts
- Benefits: The anticipated overall benefits of the proposed project, if funded, to underserved communities
- How DEIA objectives will be incorporated in the project.

See the non-exhaustive list of actions that can serve as examples of ways the proposed project could incorporate DEIA elements on pages 44-45 of the Lab Call