



Community Benefits Plan Template

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This template is intended to provide helpful information to assist applicants in developing a community benefits plan for Frontier offtakes. **The plan should be no more than 5 pages long.**

The rationale for developing a community benefits plan (CBP) for each relevant deployment site is threefold: 1) normative: engaging communities and designing projects that maximize societal benefits is the right thing to do; 2) instrumental: a failure to appropriately engage communities and design responsible projects can result in backlash and delayed/terminated efforts; and 3) substantive: communities often have insights into the kinds of research questions that are relevant that can escape the narrow view of experts, so early engagement can improve project design and outcomes.¹

Our expectation is not that a CBP is complete at commencement of the contract, but that a) meaningful progress has been made already, and the applicant has demonstrated both a commitment to delivering benefits to communities and a commitment to be responsive to community input; and b) the applicant has a plan to finalize a robust CBP as a deliverable for each relevant deployment site *ideally* before deployment.

Our template is very aligned with the [US Department of Energy's requirements for CBPs](#), as we expect these to be table stakes for the CDR industry. This means focusing on four pillars: 1) community and labor engagement; 2) workforce development; 3) diversity, equity, access, and inclusion (DEIA); and 4) environmental justice.

There is no universal formula for developing good CBPs that would apply to all CDR projects, but this template is meant to ensure that applicants are addressing relevant issues and have established effective processes.

1. **Community and labor engagement plan:** This section should describe plans (not ad hoc efforts) to engage with stakeholders and/or groups in the communities most impacted by the deployment of your approach. This could include host communities, labor unions representing workers, trades needed for construction and operations, community-based organizations, local residents and businesses, local governments, etc. There is no "right" way to develop an engagement plan, but some ideas include: identify impacted stakeholders; identify goals for engagement; choose methods for engagement and prepare a timeline; identify who is responsible for overseeing engagement (e.g., which staff person, organization, etc.).

Please make sure that your plan describes:

- i. How stakeholders will be identified
- ii. What methods will be used to engage stakeholders
- iii. Plans to communicate / give access on project impacts to interested parties
- iv. What methods will be used to incorporate community feedback and improve engagement
- v. Any timelines for negotiating workforce and/or community agreements
- b. Background: A brief description of previous efforts to engage communities, labor, and other stakeholder groups with a focus on those most impacted by the project.

¹ Fiorino, Daniel J. "Citizen participation and environmental risk: A survey of institutional mechanisms." *Science, Technology, & Human Values* 15.2 (1990): 226-243.



- c. Community assessment: A brief summary of the relevant current and historical social, cultural, economic, labor, and environmental landscape of the project.
 - d. Initial stakeholder analysis: A brief summary of specific stakeholder groups relevant to the project.
 - e. Engagement methods and timelines: Describe the methods and timelines for engaging with stakeholders that fit with the proposed project. This could be one chart, but should include milestones (e.g., “by month 3, host a listening session with at least 10 community-based groups).
 - f. Two-way engagement statement: Make clear that there are areas where engagement can impact project decisions or characteristics (e.g., “we will use input from listening session 1 to inform the location of proposed deployment A”).
 - g. Workforce and community agreements: describe any plans to negotiate workforce and community agreements. If there are opportunities for co-ownership or community stake, include that here.
2. **Workforce development plan**: This section should describe plans for quality job creation, inclusive recruitment and hiring, workplace safety, and investment in worker training.
 - a. Background: describe previous efforts to provide good pay and benefits to workers, support the rights of workers to have a free and fair chance to join a union, etc.
 - b. Quality jobs: describe plans to attract, train, and retain a skilled and diverse workforce.
 - c. Workforce development: describe plans to invest in workforce education, training, etc. This requires understanding local labor force and project needs.
 - d. Worker rights: describe steps to support the rights of workers, including to join a union, ensure project success, and address health and safety. Include discussion of any project labor agreements or community workforce agreements.
 - e. Timeline and milestones: describe methods and timelines for ensuring workforce development.
3. **Diversity, equity, inclusion plan**: describe plans to foster a welcoming and inclusive environment and support participation from groups underrepresented in relevant fields.
 - a. Background: describe efforts relevant to DEIA, including efforts related to suppliers, partners, etc.
 - b. Strategies, milestones, timeline: Describe targeted outcomes and implementation strategies.
4. **Environmental justice plan**: describe any plans to address energy and environmental justice. Environmental justice addresses how benefits and harms are distributed among groups (distributive justice) and whether there is meaningful involvement in decision-making (procedural justice). For definitions of disadvantaged communities, particularly in the US, see the White House Council on Environmental Quality’s Climate and Economic Justice Screening Tool. This section can draw heavily on the information/characterization in the earlier sections.
 - a. Assessment: describe all relevant impacted communities associated with the project, including which—if any—are disadvantaged. Characterize existing burdens faced (e.g., use the EPA’s EJSCREEN tool, or state-level screening tools; engage with communities to understand existing burdens). Assess benefits and where they flow (e.g., decreased environmental exposure; increased access to capital; increased jobs/job training; etc.) Assess negative impacts (ecological, aesthetic, cultural, economic, etc.). Be sure to assess how negative impacts interact with existing cumulative burdens
 - b. Implementation strategy: develop a strategy that includes steps to implement energy and environmental justice efforts, advance positive outcomes, and minimize harms. This should include milestones and timelines.