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**The Environmental Justice Scorecard has been updated.** Phase Two of the Environmental Justice Scorecard was released on July 24, 2024.

[\*\*Download the data\*\*](#)

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# General Services Administration

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**16 office(s), 11 location(s), 12,933 employees, and 1,738 new hire(s) in Fiscal Year 2023**

The mission of the General Services Administration (GSA) is to deliver the best customer experience and value in real estate, acquisition, and technology services to the government and the American people.

GSA centers and institutionalizes the principles of environmental justice within its mission of delivering the best customer experience and value in real estate, acquisition, and technology services to the government and the American people.

To learn more about environmental justice at GSA, please visit GSA's [environmental justice website](#).

Some examples of well-known GSA offices, bureaus, or agencies are:

- Public Buildings Service
- Federal Acquisition Service
- GSA IT

## Get Involved

[Check out the General Services Administration's public engagement events](#)

## Latest News & Updates

[Find out the latest news at the General Services Administration](#)

## Get Funding & Support

[Find NOFOs, grants, and technical assistance](#)

## Progress on Advancing Environmental Justice

This section demonstrates key progress on advancing environmental justice at the General Services Administration in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

### Key Highlights ([show less ^](#))



#### GSA and Grand Portage Band of Lake Superior Chippewa Working in Partnership to Protect Environmental Interests

Photo credit:  
GSA

GSA  
conducts  
consultations  
with the  
Grand

## Rule Incorporating Environmental Justice Principles into Federal Location Decisions

In FY 2023, GSA drafted a proposed rule to amend the Federal Management Regulation; Designation of Authority and Sustainable Siting. GSA proposed the rule on October 24, 2023. The objective of the rule is to direct agencies to better integrate strategic, holistic analysis into planning for agency location decisions, including consideration of economic, environmental, and cultural conditions. The rule was [finalized](#) in April 2024.

Learn more 

Portage  
Band of  
Lake  
Superior  
Chippewa  
(Band),  
regarding  
the  
modernization  
of a land  
port of  
entry. As a  
result of  
consultations  
with the  
Band, GSA  
reduced the  
modernization  
effort's  
acreage  
impact and  
established  
the Band as  
a  
cooperating  
agency in  
the  
National  
Environmental  
Policy Act  
(NEPA)  
analysis.  
GSA and  
the Band

formalized the government-to-government relationship through a Memorandum of Understanding and developed a process to conduct environmental studies. At the request of the Band, GSA adjusted its NEPA assessment from an Environmental Assessment to an Environmental Impact Statement.

[Learn more](#) 

## Environmental and Civil Rights Protection

Federal agencies are advancing environmental justice by carrying out their responsibilities under the law to identify and address disproportionate and adverse public health and environmental, climate-related, and cumulative impacts on communities with environmental justice concerns. Agencies are working to ensure that all communities experience the protection of our country's bedrock environmental laws. The following information reflects some of the environmental and civil rights work at the General Services Administration has done in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

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### National Environmental Policy Act (NEPA) and Environmental Justice [\(show less ^\)](#)

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This section demonstrates progress on environmental protections, such as the National Environmental Policy Act, at the General Services Administration in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

GSA provides guidance on how to conduct an environmental justice study in Section 9.2 of the GSA [NEPA Desk Guide](#). The

#### What is NEPA?

The National Environmental Policy Act (NEPA) requires federal agencies to

guidance includes identifying of and outreach to communities with environmental justice concerns, Tribal Nations, or other affected groups; offering opportunities for communities to provide input; and seeking to overcome linguistic, cultural, institutional, and geographic barriers to meaningful participation.

consider and disclose the environmental health and community impacts of certain decisions or actions before taking them.

## Project Modifications

- **6** project modification(s) where environmental justice concerns were raised during NEPA process, including:

[Learn more](#) 

### Alcan Land Port of Entry in Alcan, Alaska

In summer 2023, the Tanana Chiefs Conference raised concerns regarding a [Land Port of Entry](#) (LPOE) site being considered for development, citing impacts to Native allotments and subsistence practices in the area for Tribal members. In the fall of 2023 GSA eliminated the alternative site from further consideration.

### Grand Portage Land Port of Entry in Grand Portage, Minnesota

In June 2023, GSA [held](#) a formal Tribal consultation meeting with the Grand

Portage Band of Lake Superior Chippewa (Band), the Minnesota Department of Transportation, the Department of Housing and Urban Development, and the Indian Health Service. In July 2023, GSA and the Band elevated Tribal authority and engagement to the appropriate level by signing a Memorandum of Understanding that established the Band as a cooperating agency in the NEPA process. Additionally, the NEPA statement of work was revised to reflect environmental evaluation standards of the Band.

## Training

- **2** agency training(s) on how to consider environmental justice considerations during NEPA reviews
- **40** employees trained on how to consider environmental justice during NEPA reviews

For example, during the annual NEPA workshop for regional and central office NEPA practitioners, GSA conducted a training session on Executive Orders 14008 and 14096. This led to updates to various internal policies, including the GSA NEPA Desk Guide, the Floodplain Desk Guide, the Capital Investment and Leasing Program Environmental Worksheet, and GSA's Feasibility Study Scope of Work.

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## Environmental or Health Protection ([show less ^](#))

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This section demonstrates progress by the General Services Administration on environmental or health protection that also advances environmental justice in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

In FY 2023, GSA developed a priority list of site repair work and enhancement projects through the [Good Neighbor Program](#) that maximized positive community impact. In April 2024, GSA announced funding totaling \$23.8 million from the President's Inflation Reduction Act (IRA) to develop 13 site repair and enhancement projects at federal buildings in 10 states through the program. These projects advance the goals of both the IRA and President Biden's Investing in America agenda.

## Mitigate Climate and Pollutant Impacts to Communities Adjacent to Federal Property in Newark, New Jersey

The Rodino Federal Building in Newark, New Jersey, will receive \$3.6 million for stormwater management, tree planting, and building resilience and adaptation updates that will also benefit the surrounding community by reducing offsite impacts. For example, tree planting should reduce local heat island effects and stormwater management will reduce site runoff and mitigate impacts to combined sewer overflows.

## Mitigate Climate and Pollutant Impacts to Communities Adjacent to Federal Property in Baker City, Oregon

The David J. Wheeler Federal Building in Baker City, Oregon, will receive \$1,075,000 to renovate a failing parking lot and install stormwater management to alleviate runoff and pollution of the adjacent Powder River and help mitigate downstream flooding in communities. Tree planting will help address urban heat island of the area.

## Restore Public Space Access and Mitigate Climate Impacts to Communities Adjacent to Federal Property

The C. Clyde Atkins U.S. Courthouse, located in Miami, Florida, will receive \$2,408,748 to improve accessibility and improve the public streetscape through tree planting and stormwater management.

## Civil Rights and Environmental Justice ([show less ^](#))

This section demonstrates progress on civil rights related to environmental justice, for example, the Americans with Disabilities Act, the Rehabilitation Act of 1973 or relevant laws other than Title VI of the Civil Rights Act at the General Services Administration in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

GSA administers two major federal financial assistance programs. These two programs are the federal surplus personal property donation program and the disposal of federal surplus real property for public use. GSA oversees the compliance of these two programs with the applicable civil rights laws and policies. GSA is responsible for engaging in proactive, investigatory, and corrective measures to ensure programs receiving federal financial assistance through GSA are compliant with relevant laws and policies. GSA issued its internal Policy Statement on Nondiscrimination in Federal Financial Assistance Programs. This policy promotes equitable and nondiscriminatory access to federal financial assistance programs, including those that advance environmental justice.

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## Title VI and Environmental Justice ([show less ^](#))

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This section demonstrates progress on

What is

civil rights related to environmental justice, such as under Title VI of the Civil Rights Act of 1964, at the General Services Administration in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

As part of GSA's Title VI compliance reviews, GSA's Office of Civil Rights provided civil rights training, including a module on environmental justice, to 10 state agencies for surplus property and four training sessions for GSA employees on the "Fundamentals of Environmental Justice."

- **10** open Title VI investigation(s) or compliance review(s) related to environmental justice
- **10** closed Title VI investigation(s) or resolution agreement(s) related to environmental justice

## Training

- **4** agency training(s) on Title VI of the Civil Rights Act and environmental justice
- **65** employee(s) trained on Title VI of the Civil Rights Act and environmental justice

## Title VI of the Civil Rights Act of 1964?

Title VI of the Civil Rights Act of 1964 requires that no person be excluded from

participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance on account of race, color, or national origin.

## Centering Environmental Justice in Decision-Making

This section demonstrates progress on community engagement (e.g., partnerships with non-federal organizations, technical assistance, and public processes) and partnership and consultation with Tribal Nations at the General Services Administration in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

## Technical Assistance ([show less ^](#))

- **1** technical assistance outreach event(s) to improve access and information about federal programs related to environmental justice

### Thriving Communities Network

Through the Thriving Communities Network, GSA proactively facilitates alignment of community access to place-based and environmental justice technical and financial assistance from federal partners to enable communities to leverage Public Buildings Service real estate investments through their own planning or infrastructure work.

## Public Processes ([show less ^](#))

- **2** public process(es) related to environmental justice, e.g., requests for information or listening sessions, including:

### Refine Facility Location Regulation

In FY 2023, GSA drafted a [proposed rule](#) seeking public comment through the Administrative Procedures Act on an amendment to the Federal Management Regulation concerning location policy to address environmental justice, and local collaboration, among other issues. GSA revised the rule based on comments from five different groups, and the [final rule](#) was published in April 2024.

## Partnership and Consultation with Tribal Nations ([show less ^](#))

This section demonstrates progress on Tribal partnerships and consultations at the General Services Administration, including steps that agencies take to respect Tribal sovereignty and ensure government-to-government consultation on federal policies in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

GSA is refining its policies on Tribal consultation and engagement. While these policies are being developed, with the guidance of the GSA Tribal Liaison, GSA is responding to the immediate needs of Tribes through consultation strategies based on other agencies' best practices. GSA submitted three draft memoranda of understanding with two Tribal Governments and one Alaska Village Council establishing their governing bodies as Cooperating Agencies in the NEPA review process, giving them the right to represent their interests equal to other agency partners in Bipartisan Infrastructure Law-funded infrastructure border projects.

- **4** Tribal Consultation(s) related to environmental justice

### **Consultation with Grand Portage Band of Lake Superior Chippewa**

As a result of two government-to-government consultation sessions in

FY 2023 on the Grand Portage Land Port of Entry (LPOE) Modernization Project, funded by the Bipartisan Infrastructure Law (BIL), GSA revised the amount of acreage needed for the LPOE after hearing concerns and objections to site expansion from the Grand Portage Band of Lake Superior Chippewa (Band). GSA and Customs and Border Protection acknowledged that the mission could be accomplished without an expansion, minimizing GSA's overall impact to the local environment, and respecting the sovereign land ownership and management rights of the Band. Additionally, GSA and the Band established a memorandum of understanding outlining the environmental assessment decision making and permitting processes that would be conducted between GSA and the Band. GSA has elevated the study from an Environmental Assessment to an Environmental Impact Statement per Tribal policy and to follow Tribal guidelines around soil sample disposals.

## Consultation with the Kootenai Tribe of Idaho

As a result of government-to-government consultation in FY 2023, GSA and the Kootenai Tribe of Idaho entered a memorandum of understanding that established the Tribe as a Cooperating Agency in the NEPA review process of a LPOE located near their reservation and on their historical homelands.

## GSA National Tribal Consultation – Indian Energy Procurement Preference Pilot

To ensure investments in the clean energy economy reach Tribal lands, the Department of Energy coordinated with the White House Council on Native American Affairs, the Department of Defense, and GSA, to launch an initiative to increase federal agencies' use of Tribal energy through purchasing preference established by Title V of the Energy Policy Act of 2005. GSA participated in a [national Tribal consultation](#), interagency listening sessions, and conducted over 37 one-on-one meetings in its market research as part of this pilot.

- **1** Tribal listening sessions and other engagements related to environmental justice

For example, GSA conducted one virtual listening session with Tribes to inform them about Carbon Pollution-Free Electricity opportunities and hear about their successes and challenges to accessing the green energy market. This meeting led to 35 one-on-one meetings and discussions with Tribal stakeholders as GSA works to navigate

implementation of Title V of the Energy Policy Act of 2005.

## Training

- **2** agency training(s) on Tribal Consultation or working with Tribes and Indigenous Peoples to advance environmental justice
- **363** employees trained on Tribal Consultation or working with Tribes and Indigenous Peoples to advance environmental justice

For example, in upholding the Presidential Memorandum on Uniform Standards for Tribal Consultation, GSA conducted a Tribal Consultation and Historic Preservation NEPA Workshop. The workshop provided staff with the tools to make informed decisions about when a specific project or action warrants the federal government holding a Tribal listening session or a government-to-government Tribal consultation concerning environmental decisions or topics. GSA supports over 450 Tribal fleet accounts. To improve customer service to Tribes, GSA conducted a training for GSA Fleet Service Representatives and released formal Support Guidance to 348 Zonal Fleet Employees. Providing specialized training enhances the support that GSA Fleet Service Representatives can provide to Tribal entities that want to lease or purchase vehicles from GSA. GSA's work increased the

number of zero-emissions vehicles ordered by Tribes from just three in FY 2022 to over 101 in FY 2023.

## Institutionalizing Environmental Justice

This section demonstrates progress to institutionalize environmental justice at the General Services Administration including to implement

[Executive Order 14008](#) and

[Executive Order 14096](#), in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

### Overview

GSA will include environmental justice in its mission by developing programs, policies, and activities to address the negative health, environmental, climate, and economic impacts on communities with environmental justice concerns. GSA aims to achieve environmental justice and provide economic opportunities for communities disproportionately affected by pollution and underinvestment in housing transportation, water, wastewater infrastructure, and healthcare.

- 7 staff who work on environmental justice, either in a full- or part-time capacity

FY 2024  
GSA  
Sustainability  
Strategic  
Plan  
Incorporates  
Environmental  
Justice

On  
September  
1, 2023,

- **1** new or strengthened office(s) or program(s) on environmental justice

## Training

- **10** agency training(s) for staff on environmental justice
- **565** employee(s) trained on environmental justice

For example, training provided to GSA employees and community partners with information on advancing environmental justice principles.

## Advancing Environmental Justice Policy ([show less ^](#))

- **Has** issued or updated policy, guidance, or directives related to environmental justice (internal or external)

GSA submitted the FY 2024 Sustainability Strategic Plan. The plan details how GSA is integrating environmental justice into carbon pollution-free electricity procurement and into its facility project prioritization and implementation process. GSA posted a Request for Quote using the Indian Energy Purchase Preference, targeting Tribal owned

## The Capital Investment and Leasing Program

In August 2023, GSA updated the Environmental Planning Worksheet for construction and repair and alteration projects to include a section on environmental justice and community planning considerations.

## GSA P100

GSA worked on revisions to align Chapter 2 of the Public Buildings Service Facilities Standards (P100) with environmental justice and to further institutionalize consultation with local government officials during new construction and major renovation projects. GSA completed the P100 final updates in May 2024.

- **Has** assessed barriers and obstacles related to regulations, policies, or practices, including historical inequities
- Over the past four years **is working**

businesses, to provide energy attribute certificates. This resulted in multiple offers for carbon-free energy attribute certificates. GSA is currently evaluating these offers.

to create an Environmental Justice Strategic Plan pursuant to  
[Executive Order 14096](#)

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## Advancing Environmental Justice Tools or Resources ([show less ^](#))

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- **1** tool(s) or resources that advance environmental justice, including access to health, environmental or other impacts, such as:

### Multi-Asset Planning Tool

GSA's Multi-Asset Planning Tool is an internal map that helps visualize and search for building lease and client data. It also displays relevant geographic information such as flood hazard zones, seismic data, and transportation infrastructure. The tool includes information on disadvantaged census tracts from the Climate and Economic Justice Screening Tool as well as environmental justice concerns for review.

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## Advancing Institutional Partnerships or Federal

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## Advisory Committees [\(show less ^\)](#)

- **2** new or strengthened internal agency working group(s), committee(s), or partnership(s) to advance environmental justice, or new federal advisory committee(s) on environmental justice
- **1** new or existing federal advisory committee(s) related to environmental justice

### Green Building Advisory Committee

The Green Building Advisory Committee gives independent policy advice and recommendations to GSA's Office of Federal High-Performance Buildings, as required by the Energy Independence and Security Act of 2007. The advisory committee's goal is to promote federal building innovations in planning, design, and operations that reduce costs, support agency missions, improve human health and performance, and minimize environmental impacts. In FY 2023, the advisory committee's Federal Building Decarbonization Task Group held meetings and

conducted work that resulted in an [advice letter](#) sent to GSA in December 2023. This followed a [previous advice letter](#) sent in November 2022. Both letters included environmental justice considerations for GSA. After GSA received the advice letters, the advisory committee appointed two members to represent environmental justice viewpoints, both of which have been instrumental over the past two years. The advisory committee focused on decarbonization of building operations. The advisory committee linked this to benefits that support equitable and resilient communities like enhanced human health, water conservation, and improved grid reliability.

[Learn more](#) 

## GSA Acquisition Policy Federal Advisory Committee

The GSA Acquisition Policy Federal Advisory Committee (GAP FAC) advises the GSA Administrator on using GSA's acquisition tools and authorities to target the highest priority federal acquisition challenges. GSA received two [recommendation reports](#) focused on climate and sustainability. Another report, approved by the committee on [May 22, 2024](#), is in progress. The recommendations suggest empowering the federal acquisition workforce to prioritize environmental outcomes and sustainability throughout the acquisition process. They also recommend engaging a broader and more diverse supplier base to achieve the government's goals related to sustainability, environmental justice, economic equity, and a resilient domestic supply chain, leading to changes in GSA's procurement policies and practices.

## Interagency Collaboration

[Learn More](#)

## ([Show less](#) ^ )

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GSA participates in the  
[White House Environmental Justice](#)  
[Interagency Council](#)

(IAC), which President Biden established in 2021 and expanded in 2023 through executive orders on tackling the climate crisis and environmental justice.

GSA has also been participating in the Department of State's Intergovernmental Negotiating Committee for plastics treaty negotiations. These meetings discuss the impacts of plastic pollution on various communities.

The General Services Administration worked side-by-side with other federal agencies to advance a whole of government approach to environmental justice, including:

## **White House Council on Native American Affairs – Indian Energy Purchase Preference Working Committee**

Through the White House Council on Native American Affairs, GSA partners on the implementation of the Indian Energy Purchase Preference. Throughout FY 2023, the working group met bi-weekly to coordinate upcoming training, listening sessions, and procurements, and to identify the challenges and strategy for procuring energy products and by-products. The working group collaborated on a Department of Energy (DOE) training hosted by the Federal Energy Management Program aimed specifically at engaging Tribal energy companies.

## **White House Council on Native American Affairs – Electric Vehicle Initiative Committee**

On March 15, 2023, GSA participated in the Electric Vehicle Initiative Committee's joint agency webinar with DOE and the White House Council on Native American Affairs. The outcomes included increased awareness among Tribal governments about the availability of electric vehicles through GSA, including heavy-duty vehicles. This led to an increase in Tribes procuring electric vehicles in FY 2023.

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