

Strategic Plan to Advance Environmental Justice

Pursuant to Executive Order 14096,
Revitalizing Our Nation's Commitment to
Environmental Justice for All



Acting Director's Message

Restoring and protecting a healthy environment wherever people live, play, work, learn, grow, and worship is a matter of justice and a fundamental duty that the U.S. Office of Personnel Management (OPM) upholds on behalf of all people.

OPM is the Federal government's leader in workforce management. Our agency builds, strengthens, and serves the Federal workforce of 2.2 million employees. We provide agencies with policies, guidance, and best practices for supporting Federal workers so that they can best serve the American people.

OPM remains committed to upholding the values of environmental justice by providing Federal agencies with timely resources, training, and technical assistance to enable them to meaningfully engage with individuals and communities on environmental justice matters. We look forward partnering across government to implement the strategies outlined in our Environmental Justice Plan.

A handwritten signature in black ink that reads "Robert H. Shriver, III". The signature is written in a cursive style with a small "III" at the end.

Robert H. Shriver, III
Acting Director, U.S. Office of Personnel Management

Executive Summary

Executive Order 14096, *Revitalizing Our Nation's Commitment to Environmental Justice for All*, states that to fulfill our Nation's promises of justice, liberty, and equality, every person must have clean air to breathe; clean water to drink; safe and healthy foods to eat; and an environment that is healthy, sustainable, climate-resilient, and free from harmful pollution and chemical exposure. Advancing environmental justice will require investing in and supporting culturally vibrant, sustainable, and resilient communities in which every person has safe, clean, and affordable options for housing, energy, and transportation. It is also necessary to prioritize building an equitable, inclusive, and sustainable economy that offers economic opportunities, workforce training, and high-quality and well-paying jobs, including union jobs, and facilitating an equitable transition of the workforce as part of a clean energy future.¹

Pursuing the above and other objectives integral to advancing environmental justice can successfully occur only through meaningful engagement and collaboration with communities with environmental justice concerns to address the adverse conditions they experience so that they do not face additional disproportionate burdens or underinvestment. Specifically, OPM intends to focus on the following activities to advance environmental justice:

1. Adopting nature-based solutions that incorporate environmental justice with local communities. Examples include protection or conservation of natural areas; installing green roofs to insulate buildings from high temperatures and evaporate and transpire some water reducing cooling costs and emissions; and implanting urban trees and forests to capture air pollutants and cool the air, absorb water and reduce runoff reducing urban heat island effects and heat stress on people and infrastructure and reducing cooling costs and emissions.
2. Review government wide hiring, pay, advancement and labor relations protocols so that they align with the Administration's equity and environmental justice goals of removing barriers for access; providing more opportunities for all; and supporting the

¹ [Executive Order 14096](#) (2023). *Revitalizing Our Nation's Commitment to Environmental Justice for All*.

creation of high-quality and well-paying jobs, including union jobs, for people who are part of communities with environmental justice concerns.

3. Review government wide training offerings for government employees to promote the Administration's equity and environmental justice goals of removing barriers for access; providing more opportunities for all; and supporting the creation of high-quality and well-paying jobs, including union jobs, for people who are part of communities with environmental justice concerns.

Vision Statement

OPM is committed to upholding the values of environmental justice, which refers to the just treatment and meaningful involvement of all people, regardless of income, race, color, national origin, Tribal affiliation, or disability, in agency decision-making and other Federal activities that affect human health and the environment so that people: (a) are fully protected from disproportionate and adverse human health and environmental effects (including risks) and hazards, including those related to climate change, the cumulative impacts of environmental and other burdens, and the legacy of racism or other structural or systemic barriers; and (b) have equitable access to a healthy, sustainable, and resilient environment in which to live, play, work, learn, grow, worship, and engage in cultural and subsistence practices.

OPM seeks to provide Federal agencies with timely resources, training, and technical assistance to enable them to meaningfully engage with individuals and communities on environmental justice matters. In providing these resources, OPM will solicit feedback from various stakeholders and distribute information widely and in a publicly accessible manner.

Overall Approach to Advancing Environmental Justice

OPM is adopting a multifaceted approach to addressing applicable charges within EO 14096, as listed below.

Meaningful Involvement, Engagement, and Information: OPM intends to assess barriers to information as it relates to Federal sector human capital activities, as applicable, such as hiring, pay, advancement, labor relations and enabling tools and workforce data. In addition, OPM will continue to provide timely notice that allows for early public input, translate

documents into additional languages, as appropriate, to facilitate greater language access, and make documents 508-compliant so they are accessible for people with disabilities.

Just Treatment, Equitable Access, and Protection from Environmental Injustice: OPM will identify, analyze, and address disproportionate human health and environmental effects (including risks) on communities with environmental justice concerns, including those related to climate change; related to cumulative impacts of environmental and other burdens; and related to other relevant effects, risks, or hazards. In addition, OPM will integrate environmental justice principles when engaging with communities with environmental justice concerns.

Work and Partnership with Non-Federal Entities: OPM will continue to review opportunities to provide workforce training and support as well as job creation for communities with environmental justice concerns. In addition, OPM will continue to review and take steps to identify and improve collaboration and communication with State, Tribal, territorial, and local governments on environmental justice matters. Further, OPM will continue to review and take steps in advancing planning for Tribal consultation to fulfill other treaty-related obligations.

Institutionalizing Environmental Justice: OPM will review legal authorities and coordinate with applicable Federal partners to address the effects and hazards of environmental injustice related concerns, as needed. In addition, OPM will identify or assist in identifying barriers and other obstacles that may vary based on income, race, color, national origin, Tribal affiliation, or disability, related to regulations, policies, or practices, including historical inequities as applicable, such as and barriers that impair equitable access to Federal retirement, health, life, and other benefits administered by OPM. Further, OPM will review and take appropriate steps to identify mechanisms to advance professional development and training. Lastly, OPM will review and take appropriate steps to identify opportunities for interagency coordination and peer-to-peer engagement, including participating in relevant interagency councils or working groups and collaborating with other agencies.

Goals to Advance Environmental Justice

OPM identified the following goals to demonstrate our commitment to environmental justice.

Goal Elements	Response
Goal Description	<p>Goal 1 – Nature-based Solutions: Adopting nature-based solutions (i.e., actions to protect, sustainably manage, or restore natural or modified ecosystems as solutions to challenges like fighting climate change and increasing community resilience) that incorporate environmental justice. For OPM, adopting nature-based solutions may include protection or conservation of natural areas; installing green roofs to insulate buildings from high temperatures and evaporate and transpire some water reducing cooling costs and emissions; and implanting urban trees and forests to capture air pollutants and cool the air, absorb water, and reduce runoff reducing urban heat island effects and heat stress on people and infrastructure and reducing cooling costs and emissions.</p>
Objective(s) and Priority Actions	<p>Objective 1.1. Integrate procurement policies, as needed, regarding nature-based solutions that incorporate environmental justice and community resilience.</p> <ul style="list-style-type: none"> • Review and update procurement policies, as needed, regarding nature-based solutions that incorporate communities with environmental justice concerns. <p>Objective 1.2. Leverage nature-based solutions in Energy Savings Performance Contracts (ESPCs)².</p> <ul style="list-style-type: none"> • Review ESPC activity at the OPM headquarters for inclusion of nature-based solutions where practical and in accordance with Federal Acquisition Regulations.

² Federal Energy Management Program (n.d.) [Energy Savings Performance Contracts for Federal Agencies](#). U.S. Department of Energy

Goal Elements	Response
	<ul style="list-style-type: none"> • Review ESPC activity at the FEI campus for inclusion of nature-based solutions where practical and in accordance with Federal Acquisition Regulations. <p>Objective 1.3. Leverage nature-based solutions at OPM facilities where practical to address current and future risks due to hazards and climate change.</p> <ul style="list-style-type: none"> • Collaborate with Federal partners regarding the inclusion of nature-based solutions at OPM field offices. • Collaborate with GSA regarding the inclusion of nature-based solutions at OPM field offices which are owned or managed by GSA.
Performance Measure	Increase nature-based solutions at OPM-managed facilities.
Timeframe	36 Months

Goal Elements	Response
Goal Description	<p>Goal 2 – Workforce Development (Federal human capital levers): Review government wide hiring, pay, advancement, and labor relations protocols so that they align with the Administration’s equity and environmental justice goals of removing barriers for access; providing more opportunities for all; and supporting the creation of high-quality and well-paying jobs, including union jobs, for people who are part of communities with environmental justice concerns.</p>

Objective(s) and Priority Actions	<p>Objective 2.1. Assist Federal partners in applying expanded hiring, pay, advancement, labor relations and other workforce flexibilities and policies; and Assist Federal partners in attracting top talent while enabling agencies to onboard senior leaders from the private and academic sectors.</p> <ul style="list-style-type: none"> • Continue to assist Federal partners in applying workforce flexibilities and strategic human capital practices providing more opportunities for individuals with environmental justice concerns through the creation of high-quality and well-paying jobs. <p>Objective 2.2. Provide agencies with timely resources, training, and technical assistance to meaningfully engage with individuals with communities with environmental justice concerns.</p> <ul style="list-style-type: none"> • Continue to assist Federal partners in the development of positions for people who are part of communities with environmental justice concerns.
Performance Measure	Increase support to agencies in the form of training sessions, resources/guides, and listening session to support job creation.
Timeframe	36 Months

Goal Element	Response
Goal Description	<p>Goal 3 – Workforce Development (Training): Review government wide training offerings for government employees to promote the Administration’s equity and environmental justice goals of removing barriers for access; providing more opportunities for all; and supporting the creation of high-quality and well-paying jobs, including union jobs, for people who are part of communities with environmental justice concerns.</p>
Objective(s) and Priority Actions	<p>Objective 3.1. Provide agencies with timely resources, training, and technical assistance to meaningfully engage with individuals, including from communities with environmental justice concerns.</p> <ul style="list-style-type: none"> • Provide environmental justice training for executive leaders in the Leadership for a Democratic Society (LDS) resident program.
Performance Measure (metrics)	Support agencies in increasing the number of executive leaders who receive environmental justice training.
Timeframe	24 Months

Supplemental Guidance and References

- [Executive Order 14096](#) (2023). Revitalizing Our Nation's Commitment to Environmental Justice for All.
- [Executive Order 14091](#) (2023). Further Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.
- [Executive Order 13985](#) (2021). Advancing Racial Equity and Support for Underserved Communities Through the Federal Government.
- [Executive Order 14008](#) (2021). Tackling the Climate Crisis at Home and Abroad.
- [Executive Order 14052](#) (2021). Implementation of the Infrastructure Investment and Jobs Act.
- [Executive Order 14057](#) (2021). Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability.
- [Executive Order 14030](#) (2021). Climate-Related Financial Risk.
- [Public L. No. 117-58](#) (2021). Infrastructure Investment and Jobs Act.



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