

# UNLOCKING THE POTENTIAL FOR THE JUSTICE40 INITIATIVE



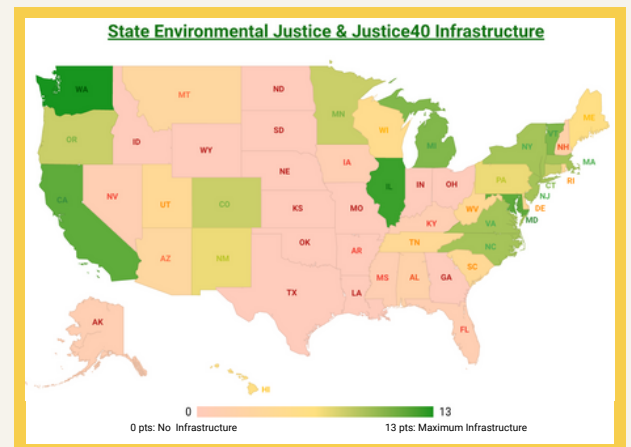
## Background & Purpose

In January 2021, the Biden Administration took a significant step toward addressing climate and environmental inequities by establishing the Justice40 Initiative through Executive Order 14008, "Tackling the Climate Crisis at Home and Abroad."

**Justice40 mandates that federal agencies with climate-related programs allocate a minimum of 40% of program benefits to disadvantaged communities (DACs).**

### ENVIRONMENTAL JUSTICE SCORECARD ANALYSIS

Agency	J40 Program Modifications	NEPA Review	Community Engagement	Tribal Consultation	Institutionalizing EJ	Total Score**
Dept. of Energy	Yes	High	High	High	High	High
Environmental Protection Agency	Yes	High	High	High	High	High
Dept. of Transportation	Yes	High	High	Medium	High	High
Dept. of Interior	Yes	High	High	High	High	High
Dept. of Health & Human Services	Yes	High	High	Medium	High	High
Dept. of Homeland Security	Yes	Medium	High	High	High	High
US Army Corps of Engineers	Yes	High	High	Medium	Medium	Medium
Dept. of Agriculture	Yes	Medium	High	Low	High	Medium
Dept. of Commerce	Yes	Medium	High	Low	High	Medium
NASA	No	Medium	High	Low	High	Medium
Dept. of Housing & Urban Development	Yes	Low	High	None	High	Medium
AmeriCorps	Yes	None	High	Medium	Medium	Medium
National Science Foundation	No	Low	High	High	Low	Medium
Dept. of Labor	No	None	Low	None	Medium	Low
Dept. of Veterans Affairs	Yes	Low	None	None	Medium	Low
Denali Commission	No	Low	Low	None	Low	Low
Delta Regional Authority	No	None	Low	Low	Low	Low
Appalachian Regional Commission	No	None	Low	None	Low	Low



Evaluation of Federal Agencies' fulfillment of the Justice40 Initiative developed by Capstone student team. Data sourced from the the White House Office of Management & Budget's "Phase One Environmental Justice Scorecards."

Team's analysis of states' EJ infrastructure. Sources: Lawyers For Good Government ("Disadvantaged Communities Report," 2022); Integral Consulting Inc. ("Environmental Justice State Compendium," 2022).

MENV students worked with Deloitte Consulting's Government and Public Services (GPS) Sustainability, Climate & Equity (SC&E) Strategic Growth Offering (SGO) team for this project. The students worked to increase Deloitte's understanding of how federal agencies currently approach the requirements of Justice40 and other environmental justice initiatives of the Biden Administration.

The project's main purpose was to provide the Deloitte team with knowledge necessary to increase assistance provided to federal agencies in fulfilling requirements of the Justice40 Initiative and incorporating equity into federal agency work more broadly.

# Process & Deliverables

## Step 1: Research

The student team started by creating a “Market Analysis” that familiarized the Deloitte team with the context of the Justice40 Initiative, as well as the status of federal agencies’ and states’ efforts to incorporate environmental justice principles into their work. The Market Analysis offered granular insight into the progress potential clients had made around environmental justice as well as what gaps and challenges still exist.



## Step 2: Synthesis

The student team then synthesized Market Analysis findings and insights from expert interviews into a “Situation Analysis” of the the Deloitte team’s ability to win & deliver on work related to the Justice40 Initiative. This report explored factors that could positively or negatively impact a pipeline of work, and it provided an overview of the Deloitte team’s current strengths, internal and external challenges, and opportunities.

## Step 3: Solutions

Next, the student team developed a proposal of potential new services that Deloitte could provide to government & public service clients related to environmental justice work. The students also drafted language to support consultants’ ability to frame their work and capabilities to clients moving forward.



## Step 4: Training

The student team concluded the project by drafting training documents for potential internal use at Deloitte. These documents included guides for incorporating equity into client work, identifying community-level barriers to accessing federal grant dollars, and pursuing equitable community engagement. Finally, the student team conducted a roundtable workshop with consultants and leaders from Deloitte Consulting demonstrating how to apply the findings to their daily work.

# Outcomes

The students’ deliverables will equip Deloitte with market research that could be leveraged to inform Deloitte’s future initiatives. This research shows that disadvantaged communities will benefit from a more equitable distribution of environmental benefits.

## Acknowledgements

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