



U.S. Department of the Interior 2022 Sustainability Plan



Table of Contents

1. DOI Sustainability Plan Summary	1
2. Priority Actions Towards Goals	1
A. 100 Percent Carbon Pollution-Free Electricity	1
B. 100 Percent Zero-Emission Vehicle (ZEV) Fleet	1
C. Net-Zero Emissions Buildings, Campuses, and Installations	2
a. Design and Construction for Net-Zero Emissions	2
b. Increasing Energy Efficiency	2
c. Increasing Water Efficiency	2
D. Reducing Waste and Pollution	2
E. Sustainable Procurement	3
F. Climate- and Sustainability-Focused Federal Workforce	3
G. Incorporating Environmental Justice	3
H. Accelerating Progress through Partnerships	4
3. Progress Examples	4
a. Zero Emission Fleet	4
b. Design and Construction for Net-Zero Emissions	5
c. Climate- and Sustainability-Focused Federal Workforce	5
d. Reducing Waste and Pollution	5
e. Environmental Justice	5
Conclusion	6

1. DOI Sustainability Plan Summary

The U.S. Department of the Interior (Department, DOI) is committed to maintaining leadership in sustainability and Scope 1, 2 and 3 greenhouse gas (GHG) emissions reductions, and will continue to integrate sustainability into all aspects of its mission to protect America's natural resources and heritage, honor cultures and Tribal communities, and supply the energy to power America's future. The Department will continue to increase efficiency and improve environmental performance through implementation of sustainability goals in *Executive Order (E.O.) 14057, Catalyzing Clean Energy Industries and Jobs Through Federal Sustainability*. The Department will ensure it has the necessary systems, processes, and objectives to protect the environment, fulfill its compliance obligations, improve environmental performance, and address the climate crisis. The Department and its Bureaus and Offices are designing, operating, and maintaining assets to use less energy, water, and other natural resources to reduce GHG emissions and prepare for anticipated climate change impacts through adaptation planning and strengthening the resilience of managed resources. To ensure GHG emissions reduction efforts receive utmost priority, the Department has made it an Agency Priority Goal associated with the FY 2022-2026 Strategic Plan, and these efforts will be socialized and tracked once metrics are established.

2. Priority Actions Towards Goals

A. 100 Percent Carbon Pollution-Free Electricity

The Department intends to lead by example in transitioning to 100% carbon pollution-free electricity (CFE) and to use its purchasing power to accelerate transition of the electricity sector to clean energy by 2035. This will require significant cross-agency collaboration, strategic energy procurement, and enhancements to existing capabilities to measure and track CFE consumption by:

- Focusing FY 2022 activities on gathering existing Energy Attribute Certificates (EACs) which provide information about environmental attributes (including the type of generator [e.g., wind, solar, hydropower]) that produced the power for one megawatt hour of electricity and grid supplied CFE, to assess the current agency CFE electricity consumption profile.
- Assessing progress toward the net annual CFE goal which will include grid-supplied and purchased CFE, onsite CFE generation, and purchased EACs.
- Setting goals of increasing the CFE portion of the 24/7 electricity profile to 50% by 2030.

B. 100 Percent Zero-Emission Vehicle (ZEV) Fleet

Investment in zero-emission vehicles (ZEVs) and related charging infrastructure supports the Administration's government-wide goal to enable a clean transportation future, including 100% light duty vehicle acquisitions as ZEV by 2027 and 100% total fleet acquisitions as ZEV by 2035. To ensure effective and efficient deployment of ZEVs, the Department will undertake preparation and planning for arriving ZEVs at its facilities, prioritizing transition where it is simplest and to allow time for planning where mission demands pose greater challenges. Integral to this preparation is growth in the number of agency-accessible vehicle charging stations. This action is important because tailpipe emissions are currently a leading source of GHG emissions that threaten the planet and harm U.S. communities. The Department's ZEV strategy focuses on three priority areas listed below.

- **Fleet Replacement** – In the near term, focus on converting sedans to ZEV (target 20% per year). Over the following seven to 10 years, target replacement of light to medium duty vehicles with commercially available ZEVs. In the long term, explore viability of ZEV solutions for heavy duty vehicles.
- **Charging Infrastructure** – In the near term, focus on education, coordination, planning and evaluation of sites for electric vehicle supply equipment (EVSE). Target further development of priority sites, including those that align with sedans. Partner with local utilities for infrastructure build-out and financing options.
- **Fleet and Infrastructure Integration** – Invest in coordinator resources across the Department and focus on aligning infrastructure investments with fleet acquisition; coordinate across Bureaus for optimal EVSE locations.

Priority actions in FY 2022 include:

- Requiring evaluation of ZEV for replacement vehicles during acquisition phase where appropriate and available.
- Convening technical working groups for ZEV and EVSE to identify best practices and share resources available to bureaus and offices for planning, acquisition, and installation.
- Integrating objectives and annual targets into the Department's ZEV Strategic Plan and documenting progress to date and the glide path to meeting the Administration's long-term goal.

C. Net-Zero Emissions Buildings, Campuses, and Installations

a. Design and Construction for Net-Zero Emissions

The Department is committed to reducing GHG emissions from operations and striving toward a net-zero emissions building portfolio by 2045. In FY 2022, the Department is updating its Asset Lifecycle Investment Planning Guidance to incorporate new sustainability requirements into major capital investments. Priority actions include:

- Requiring new construction and modernization projects greater than 25,000 gross square feet (GSF) to be designed to be net-zero emissions by 2030 and seeking to achieve net-zero ready energy use intensity (EUI) in existing buildings greater than 25,000 GSF.
- Prioritizing building electrification and replacement of fossil fuel consuming equipment with carbon pollution-free energy technologies in capital planning and retrofit projects.
- Following the Guiding Principles for Sustainable Federal Buildings (Guiding Principles), or an approved third-party green building rating system, in all new construction and renovation projects greater than 25,000 GSF and increasing compliance in existing buildings through sustainability assessments.

b. Increasing Energy Efficiency

The Department is implementing energy conserving measures including lighting upgrades, controls optimization, increasing insulation, equipment upgrades.

c. Increasing Water Efficiency

The Department is implementing water conserving measures including installation of high efficiency plumbing fixtures, advanced irrigation controls and landscape maintenance practices, advanced cooling tower controls, and equipment replacements of water intensive applications (e.g., kitchen, medical, and laboratories).

D. Reducing Waste and Pollution

The Department is committed to pollution prevention and advancing waste minimization and waste diversion. In FY 2021, the Department achieved a waste diversion rate of 67% for construction and demolition (C&D) waste and 33% for municipal solid waste. The total diversion rate for C&D and municipal solid waste was 57%, exceeding the 50% target. Priority actions in FY 2022 include:

- Tracking facility level waste management practices through the Department Solid Waste Management Database.
- Identifying areas of improvement, including reductions in the sale and acquisition of single-use plastics, increasing compostable material, and improving waste management practices by the park and with concessioners and in-park partners.
- Conducting a waste management assessment at Grand Canyon and Big Bend National Parks (NP) that will be followed by efforts to implement best practices at these parks; including infrastructure improvements, training for staff, concessions, and in-park partner collaboration to implement waste reduction practices in their operations, and identification of improved practices that can be shared across the service and integrated into future contracts and agreements.

E. Sustainable Procurement

To help facilitate the goals of the E.O., the Department's overall strategy for sustainable acquisition is to purchase products and services as outlined, consistent with statutory requirements, and process purchase requests (PRs) to support efficient protection of our natural resources and environment. Secretary Haaland issued an Order on June 8, 2022, directing DOI's Bureaus and Offices to develop sustainable procurement plans that will reduce the procurement, sale, and distribution of single-use plastic products from current levels with a goal of phasing out single-use plastic products by 2032.

- The Department will continue to promote sustainable acquisition training via the government-wide Federal Acquisition Institute (FAI) website for contracting officers and other relevant staff on sustainable acquisition policy, practices, and reporting requirements, including energy performance contracting. In addition, existing tools enhancements and brown bag sessions will be developed to address specific sustainable acquisition challenges for each Bureau. The Department will continue to promote, monitor, track, and report progress for this training.
- Purchase card holders are required to complete General Services Administration (GSA) purchase card training which includes sustainability topics such as Buy Green, Buying Recycled Content Products, Buying Energy Efficient Products, Buying Biobased Products, Buying Water Efficient Products, Buying Environmentally Preferable Products, and Buying Alternatives to Ozone Depleting Substances.
- The Department will use Category Management solutions and Office of Management and Budget-mandated, best-in-class solutions. These resources developed by GSA assist agencies in buying smarter for common goods and services by identifying core areas of purchase (categories of spend).

F. Climate- and Sustainability-Focused Federal Workforce

The Department is dedicated to institutionalizing the use and consideration of climate science into its decision-making process and ensuring a climate- and sustainability-focused Federal workforce. The Department recognizes that climate science information is complicated and voluminous. To ensure a climate-literate workforce that is empowered to bolster resilience and tackle the climate crisis, the Department is working to provide its employees with consistent messaging and training on best practices to make climate-informed decisions.

- The Department developed a Climate Training Working Group with representation from curriculum managers and training specialists across multiple Bureaus. The goal is to produce:
 - o A Department-wide, broad scale climate change training for all Department employees.
 - o A tailorable training framework that will inform natural resource decision-making with the most current and appropriate climate science intended for natural resource managers. Elements of this framework will incorporate sustainability principles and adapted for facilities managers.
- To foster a culture of knowledge and practice, the Department hosts a monthly [Policy Seminar Series](#) open to all employees and the public. These seminars bring experts across the Department and beyond to highlight important work that is being done related directly to the Department's mission, such as climate adaptation and resilience. Recent seminars have highlighted topics such as renewable energy on the Outer Continental Shelf, science and decision-making, wildfire and invasive species, and drought affecting the Colorado River.

G. Incorporating Environmental Justice

The Department is committed to working with other Federal agencies, Tribes, insular areas, Native Hawaiian people, states, local communities, and public and private partners to incorporate environmental justice throughout our mission. The Department is integrating issues of environmental justice and equity into decision-making to ensure adaptation efforts are sustainable and account for the impacts on all populations, including low-income communities, communities of color, insular areas, and Tribes.

- The Department is working to make screening and analyzing Justice40 Covered Programs easier and more consistent by developing geospatial approaches, based on availability of funding, which may include

creating a geographic information system (GIS) environment that leverages several screening tools and the Department-managed Geoplatform.

- The Department is also developing a best practices toolkit for local community engagement to show how involving communities and students can help develop location-specific knowledge and approaches. This is in partnership with the National Park Service (NPS) Stewardship Institute and leverages partnerships with Historically Black Colleges and Universities (HBCUs), Tribal universities, and other academic institutions.
- The Department hosted its first Environmental Justice Symposium in May 2022, which in part highlighted many intersections between climate, sustainability, and environmental justice. The symposium will contribute to new training and provide feedback on the Environmental Justice Strategic Goals and Action Plan.

H. Accelerating Progress through Partnerships

The Department is committed to working with other Federal agencies, Tribes, insular areas, Native Hawaiian people, states, local communities, and public and private partners, domestically and abroad, to promote sustainability and prepare for and respond to the impacts of climate change. Because sustainability and climate change span jurisdictions, borders, and mission areas, the Department is committed to growing these partnerships to establish a whole-of-government approach to tackle these issues. Priority actions in FY 2022 include the following:

- Department Bureaus and Offices continue to implement the [National Seed Strategy](#) with the Department of Agriculture, Department of Defense, as well as Tribes, states, and private sector partners in the [Plant Conservation Alliance](#). The Department was allocated \$70 million for the National Seed Strategy in the *Bipartisan Infrastructure Law* and will significantly increase the diversity and quantities of commercially available native seed for resilient restoration across Federal and non-Federal lands.
- Continue the Grand Teton NP, Denali NP, Yosemite NP Zero Landfill Project: A partnership between the National Parks Conservation Association and Subaru of America, NPS launched Zero Landfill Initiative, encouraging increased waste generation awareness, and involving stakeholders inside and outside of the parks to grow composting and recycling programs, resulting in an average 7% reduction in waste disposal and saving approximately \$1.2 million. Identify best practices from the project that can be promoted at other park units.
- Don't Feed the Landfills Partnership - A partnership between the National Parks Conservation Association and Subaru of America, NPS will launch a Don't Feed the Landfill project at Grand Canyon and Big Bend National Parks. Encouraging increased waste generation awareness and involving stakeholders inside and outside of the parks to implement best management practices. Identify best practices from the project that can be promoted at other park units.
- Continue NPS' Food Waste Project with a concessioner, at the Grand Canyon NP - The concessioner has a food waste prevention program aimed at reducing food scraps from entering the landfill through food preparation practices, and collecting and donating excess edible food by partnering with the Grand Canyon community food pantry.

3. Progress Examples

a. Zero Emission Fleet

Golden Gate National Recreation Area in CA (NPS) partnered with the U.S. Department of Energy Federal Energy Management Program / National Renewable Energy Laboratory Tiger Team to evaluate ZEV as a component of their fleet plan, identify opportunities, and develop a deployment plan for charging infrastructure. Options for Fort Mason and Fort Cronkhite were developed, including identification of resource requirements for implementation and agency next steps for improving existing electrical supply service and coordination with the utility provider.

Zion NP in UT received \$33 million from the U.S. Department of Transportation (USDOT) to begin replacing its aged shuttle bus fleet with new battery-electric transit buses. The project will couple funding through USDOT's Nationally Significant Lands and Tribal Program with contributions from the NPS and several partners. The new fleet will include 30 battery-electric buses and 27 charging stations to replace the current propane-powered transit

fleet. Delivery of new buses will occur over several years.

b. Design and Construction for Net-Zero Emissions

The U.S. Fish and Wildlife Service (FWS) completed construction on a net-zero ready multi-purpose facility at the Potomac River National Wildlife Refuge (NWR) Complex, Virginia, in FY 2021. The 5,400 GSF building's efficient all-electric system will accept a future solar photovoltaic (PV) system that can bring the building to net-zero energy use in the future. The building consolidates two facilities into one more compact facility. Also, in FY 2021, Modoc NWR, California, installed eight additional kW of PV panels expected to take the headquarters compound, bunkhouse, and residence to net-zero for electricity usage.

c. Climate- and Sustainability-Focused Federal Workforce

DOI Bureaus have training available to all staff. In FY 2022, they offered courses focused on using science to make climate- and sustainability-focused decisions.

- FWS' National Conservation Training Center and U.S. Geological Survey's [Climate Adaptation Science Centers](#) partnered to integrate climate adaptation into seven climate change courses. *Climate Fundamentals* provides basic facts on climate, its current changes and impacts, and their role in programmatic responsibilities.
- NPS training includes baseline orientation to climate change for all employees and in-depth training for occupations that promote on-the-ground efforts. One course designed for communicators, interpreters, and educators provides an overview of how to develop effective climate change programming for natural and cultural sites.
- The Bureau of Reclamation and the University Corporation for Atmospheric Research developed training that covers climate change in water resource management including variability and principles related to sea-level rise.

d. Reducing Waste and Pollution

The following provides examples of the Department's efforts to reduce waste and pollution:

- The Secretary issued Order 3407, *Department-Wide Approach to Reducing Plastic Pollution*, providing a department-wide approach to reducing plastic pollution in support of E.O. 14057. The order requires the Chief Sustainability Officer to issue guidance to Bureaus and Offices on development of a process to account for single-use plastic products procurement and distribution, create a plan to phase out the use of these products by the end of 2032, and provide annual reporting on progress.
- The FWS developed a *Pollution Prevention and Recycling* fact sheet reminding employees to prevent pollution through sustainable practices, and to recycle appropriate non-hazardous waste. Emphasis is placed on reducing the use of one-use plastics, and field stations are reminded that they can use proceeds from recycling for sustainability-related products and activities.

e. Environmental Justice

DOI has on-going environmental justice initiatives. Examples include the following:

- The National Bison Range in Montana was managed by the FWS as part of the NWR System. On December 27, 2020, the President signed the Consolidated Appropriations Act of 2021, restoring the range to the Confederated Salish and Kootenai Tribes (CSKT). The FWS range staff have been instrumental in continuing to build and maintain vital tribal relationships and helping ensure a positive outcome for the wildlife and habitat, and that the transition to tribal management would be a success. The transition period was completed at the beginning of 2022, and the Bison Range is now fully and successfully managed by the CSKT.
- Valle de Oro NWR became the first national wildlife refuge in the country to have its own site-specific Environmental and Economic Justice Strategic Plan in 2017. The first version spanned 2017-2020 and was based on the DOI's Environmental Justice Strategic Plan. The plan incorporated community input and needs and was written collaboratively by the Valle de Oro NWR Environmental and Economic Justice

Leadership Team made up of FWS/Valle de Oro NWR, the Friends of Valle de Oro NWR, and the Los Jardines Institute. In 2020, the Team began to update the plan for 2021-2025. Local community members and over 20 community groups were invited to take part in the process. Furthering their environmental justice work, the Team received funding in 2020 from the U.S. Environmental Protection Agency through their Environmental Justice Small Grants. Using these funds, in 2021, the Team hired an Environmental Justice Coordinator employed through the Friends of Valle de Oro to assist the Team with carrying out plan activities.

Conclusion

DOI will use this plan to implement the goals of E.O. 14057 and related Departmental priorities to help address the climate crisis. The Department's efforts will extend beyond continual improvement of environmental and sustainability performance to help strengthen communities, protect public health, and advance environmental justice. DOI will work with Federal partners in this whole-of-government approach to support the transformation of operations and procurement to clean energy and sustainable technologies, to achieve E.O. goals, and to further instill the culture of sustainability across all functions.