

 An official website of the United States government [Here's how you know](#)


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

## [Download the data](#)

[Scorecard](#)[Agencies](#)[About](#)[Contact](#)

1400 Defense  
Pentagon  
Washington, DC  
20301  
(703) 545-6700

<https://www.defense.gov/> 

<https://www.defense.gov/Contact/Help-Center/> 

# Department of Defense

**15 office(s), 4,800 location(s), and 3,400,000 employees** in Fiscal Year 2023


The Department of Defense (DoD or the Department) is America's largest government agency. With our military tracing its roots back to pre-Revolutionary times, DoD has grown and evolved with our nation. DoD's mission is to provide the military forces needed to deter war and ensure our nation's security.

Environmental justice is closely related to DoD's mission sustainment and maintaining national security. Ensuring

## Get Involved

[Check out the Department of Defense's public engagement events](#) 

## Latest News & Updates

[Find out the latest news at the Department of Defense](#) 

## Get Funding & Support

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

resilient DoD installations (e.g., military bases, camps, stations, etc.) is key to the Department's ability to fully meet mission objectives, protect military personnel health, and build community resilience. DoD addresses environmental justice under its planning and cleanup programs. The Department's environmental justice efforts focus on ensuring safe, thriving conditions for military families, strengthening alliances and coordination with Native and Indigenous populations, reducing climate change risks to military installations, and integrating environmental justice into adjacent defense communities.

[assistance](#) 

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

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

- Department of the Army
- Department of the Navy
- Department of the Air Force

---

## Progress on Advancing Environmental Justice

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

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

### Investigating Opportunities to Integrate Geospatial Information Systems and Related Tools

The DoD Climate Adaptation Plan recognizes the importance of environmental justice to progress the Department's climate adaptation goals. DoD's Climate Action Team is using the Climate and Economic Justice Screening Tool (CEJST) to analyze data about communities that have been historically disadvantaged and are near DoD installations. Results from these analyses will inform the agency's environmental justice strategic planning and climate adaptation measures.

[Learn more](#) 

### DoD-Wide Efforts to Advance Environmental Justice

DoD is working across the Military Departments, Combatant Commands, and other Components to advance its environmental justice efforts. The Department is updating its Environmental Justice

## Engaging with Local Communities in Alaska

In August 2023, the Department and several other federal agencies attended the Justice40rward Tour in Alaska, organized by non-governmental organizations. Discussion topics included military contamination, closing of Formerly Used Defense Sites, and Tribal consultation practices.

Strategic Plan. The updated DoD Environmental Justice Strategic Plan will focus on key Department goals, such as building community trust, strengthening engagement, and improving the Department's capacity to conduct meaningful environmental justice work. The updated Environmental Justice Strategic Plan will be publicly available

## The Army's Incorporation of Environmental Justice into Its Work

The Army integrates environmental justice considerations into several of its programs, while carrying out all legal obligations and advancing its mission. For example, the Army incorporates environmental justice considerations into the NEPA review process and documents. The Army's environmental programs also ensure the equitable implementation of initiatives concerning clean air and water, pollution prevention, greenhouse gas reductions, carbon-pollution free electricity, clean transportation, and other environmental initiatives.

once  
finalized.

[Learn more](#) 

### **The Defense Logistics Agency's Incorporation of Environmental Justice in Environmental Program Reviews**

The Defense Logistics Agency (DLA) Headquarters' environmental program reviews include an assessment of how DLA host installations and other field activities implement environmental justice practices.

### **The Department of Air Force's Instruction on Environmental Justice Screening Tools**

The Department of the Air Force established an instruction discussing how individual installations can use environmental justice screening tools in their restoration activities.

## **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 Department of Defense has done in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

---

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

---

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

DoD and the Military Departments provide policies and guidance to address environmental justice. 32 CFR Part 651 includes the Army's policy. 32 CFR Part 775 contains the Department of the Navy's

### **What is NEPA?**

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

policy. 32 CFR Part 989 includes the Department of the Air Force's policy. Environmental justice is also accounted for in DoD's NEPA processes. Each Military Department may issue additional policies and guidance, as needed and depending on operational and management needs. The Army incorporates environmental justice into its NEPA process, including the NEPA review, community outreach, and environmental assessments and environmental impact statement procedures. Further, the Department of the Navy and the Department of the Air Force memorialized environmental justice in their NEPA policies and guidance materials. The Defense Logistics Agency's NEPA staff also uses available environmental justice tools to identify potentially impacted communities as part of the environmental review process.

## Training

- **14** agency training(s) on how to consider environmental justice considerations during NEPA reviews
- **Over 400** employees trained on how to consider environmental justice during NEPA reviews

For example, Across the Military Departments, agency personnel have attended trainings that include discussions on environmental justice.

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

[Learn more](#) 



Recent Army trainings have an increased focus on assessing the social costs of carbon emissions and relative climate impacts to communities with environmental justice concerns during Army's NEPA reviews. In FY 2023, the Army hosted several trainings, including ones on environmental compliance, environmental justice, cultural resources, and Tribal consultations. Army personnel also attended Civil Engineer Corps Officers School (CECOS) trainings and the Advance Historic Preservation Course, which can cover environmental justice-related topics. Further, in May 2023, the Department of the Navy trained over 200 employees at the biennial Department of the Navy NEPA symposium held in San Diego, California. At the symposium, the Department of the Navy conducted several sessions on addressing environmental justice in the environmental planning process, shared best practices and lessons learned, and provided updates on the latest environmental justice guidance. Department of the Navy personnel also attended CECOS trainings and the Advance Historic Preservation Course, which can cover environmental justice-related topics. Over 200 Air Force personnel attended the 2023 Annual Air Force NEPA Workshop, which included environmental justice topics and

discussions.

---

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

---

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

DoD makes investments to ensure it meets and exceeds what is needed to assure compliance with applicable statutes. For example, the Army invests in and uses research and data collection efforts related to human and environmental health to support access to clean water and air and environmental justice for local communities, including disadvantaged communities. The Department of the Air Force also developed business rules and guidance to assist installation personnel in implementing environmental justice considerations in public engagement and planning activities.

## **Updating the Army's 2021 Environmental Justice Policy**

The Army is currently revising its January 19, 2021, Environmental Justice Policy. The updated policy will include references to guidance and best management practices and will consider how to address greenhouse gas emissions and other considerations in NEPA reviews. Further, various environmental programs advance environmental justice through the Army's Environmental Safety and Occupational Health Program.

## **Army's Innovative Reserve Component Support**

The following documents support the Army's Innovative Reserve Component in addressing community needs, as defined in the U.S. Code (U.S.C.): 10 U.S.C. § 2012 "Support and services for eligible organizations and activities outside Department of Defense;" DoD Directive 1100.20, "Support and Services for Eligible Organizations and Activities Outside the Department of Defense;" and 32 U.S.C. § 508, "Assistance for certain youth and charitable organizations."

## **81st Readiness Division Protocols to Communicate with Tribal Government 81st Readiness Division Protocols to Communicate with Tribal Governments**

On January 23, 2023, during Safety and Occupational Health Week, the 81st Readiness Division (RD) Environmental Division provided instruction on the proper protocols for communicating with Tribal governments. The RD also provided a lecture on laws and executive orders that shape the relationship between federal agencies and Federally Recognized Tribes. The 81st RD Environmental Division will continue to participate in safety week and provide instruction on Tribal outreach and consultation.

---

## **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 Department of Defense in Fiscal Year (FY) 2023, which is from October 2022 to September

which is from October 2022 to September 2023.

DoD is committed to ensuring non-discrimination and civil rights protection with respect to its federal activities. For example, through existing policies, the Department of the Navy works with Tribal partners to provide access to treaty resources and to sites of religious and cultural importance. The Department of the Navy has managed public access programs on many installations, in line with public safety and security, to support access to important cultural sites, recreational opportunities, and subsistence resources.

## 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 Department of Defense in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

DoD partners with non-governmental organizations, local municipalities, and state agencies on land protection, natural resources management, climate resilience, and cleanup activities through the Readiness and Environmental Protection Integration Program, Sentinel Landscapes Partnerships,

and many other conservation and/or preservation partnerships. For example, the Defense Logistics Agency's Defense Supply Center in Columbus, Ohio was awarded funding to construct wetlands to improve water quality, reduce flooding and erosion risks, and create endangered and/or threatened species habitats. The Defense Logistics Agency anticipates the project will provide benefits to a downstream community that has been historically disadvantaged.

DoD is committed to increasing environmental and human health awareness in all communities, including working with environmental justice groups to determine community needs. For example, the Army's Innovative Readiness Training Program trains Army National Guard and Reserve members to provide no-cost medical, dental, nutrition, behavioral, and other health services to eligible communities, including Federally Recognized Tribes. DoD has also historically integrated environmental justice in the NEPA review process. For example, the Department of the Navy shares information on major actions undergoing NEPA review through multiple sources, local media, libraries, and websites. The Department of the Navy also holds public scoping to hear from the public, including in communities with environmental justice concerns, on its actions. The Department of the Air Force engages with communities by sending letters, providing

public listening sessions, and posting documents in languages other than English both online and in newspapers. The Defense Logistics Agency prepares environmental planning documents and uses the scoping process to solicit information from the public and potentially-impacted communities. The Defense Logistics Agency also uses local newspaper ads and places copies of the environmental planning documents in local libraries.

---

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

---

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



## Naval Air Station Fallon Small Business Training

In April 2023, Naval Air Station (NAS) Fallon hosted a Native American-owned Small Business Training event. Attendees included representatives from two local Tribes, 10 local Native American-owned businesses, and the Human Resources & Native American Affairs Workforce. From this training, one company successfully applied for and was awarded a contract for a construction project on NAS Fallon.

---

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

---

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

### **Army's Public Input Process under NEPA**

Public input is crucial for the Army's Restoration Program and informs remedy selections for removal and remedial actions. The Army uses and is strengthening its public input collection through the NEPA process, which may include environmental justice considerations.

### **Department of the Navy's Intergovernmental Executive Committee**

The Department of the Navy established an Intergovernmental Executive Committee (IEC) at Fallon, Nevada to exchange information related to natural, cultural, and recreational resources. The Department of the Navy is communicating and coordinating with the Department of the Interior, State of Nevada, six neighboring counties, and 17 Indian Tribes through the IEC.

## **Department of the Air Force's Florida Panhandle and Carolina Optimized Remediation Contracts Remedial Project Manager Community Engagement**

The Department of the Air Force's Remedial Project Managers (RPMs) inform communities of installation environmental restoration via questionnaires. The Department of the Air Force's questionnaires ask about community interests, knowledge, and preferred communication methods. The Department of the Air Force's RPMs also integrate questionnaire findings with the Climate and Economic Justice Screening Tool and the Environmental Protection Agency's EJScreen into Community Involvement Plans.

---

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

---

This section demonstrates progress on Tribal partnerships and consultations at the Department of Defense, including steps that 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.

The Office of the Secretary of Defense issues [several policies](#) concerning consultations and interactions with Federally Recognized Tribes. The Military Departments may also issue their own policies and guidance. For example, the Army issued its “Army Policy Guidance for implementing American Indian and Alaska Native Policy” (July 10, 2014), to aid Army installations’ Tribal consultations and compliance with other Army and DoD policies and instructions. Additionally, the Department of the Navy addresses Tribal consultations through Secretary of the Navy Instruction 11010.14B, January 2019. The Department of the Air Force Instruction 90-2002 also discusses Tribal consultations within the Department of the Air Force. The Defense Logistics Agency also offers Federally Recognized Tribes consultation opportunities during the NEPA process.

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

## **Army National Guard Consults with Tribal Communities**

All 50 State Army National Guards (ARNGs) consult with Tribes, Natives Hawaiian Organizations, and/or Alaska Native Tribal Entities (Villages, Tribes, Communities). 37 traditional culture properties (e.g., places of cultural or spiritual significance to Federally Recognized Tribes) are distributed across six state ARNGs. ARNG has consulted on 312 activities with Tribal Nations. During FY 2023, Indiana ARNG's consultation addressed the burial and repatriation of objects and ancestors associated with the Miami Tribe. After Tribal consultations in Pennsylvania, concerning the remains of 11 Native American children who died more than a century ago at a government-run Indian boarding school in Pennsylvania, ARNG will be repatriating the remains to their closest living relatives in fall 2024.

## **Office of Army Cemeteries Consultations**

The Office of Army consulted 24 times with 17 Federally Recognized Tribes nationwide by hosting 24 meetings regarding the Carlisle Barracks Disinterment Project. 17 of the consultations were virtual and seven were hybrid meetings where individuals could participate in-person or virtually.

## Department of the Navy's and Department of the Air Force's FY 2023 Tribal Consultations

In FY 2023, the Department of the Navy conducted 247 consultation and outreach efforts with 243 Federally Recognized Tribes on environmental and related matters. In FY 2023, the Department of the Air Force conducted 40 consultations that were related to environmental justice. The Department of the Air Force conducts Tribal Consultations for each NEPA environmental impact statement and environmental assessment as well as during Section 106 project reviews under the National Historic Preservation Act.

- **Over 287** Tribal listening sessions and other engagements related to environmental justice

For example, the Army continues to take important steps to implement the policies and directives of Executive Order 13175, "Consultation and Coordination with Indian Tribal Governments." The Army has stable and enduring government-to-government relations with Federally Recognized Tribes and fully recognizes that the government-to-government relationship is based on the

acknowledgement of Tribal sovereignty. The Army respects and takes into consideration the significance that both Federally Recognized Tribes and Native Hawaiian Organizations (NHOs) ascribe to cultural and natural resources when undertaking military readiness mission activities and when managing Army lands. The Army fully integrates the principles of meaningful consultation and communication with Federally Recognized Tribes and NHOs at all organizational levels, including staff officers and civilian officials. The Army considers the unique qualities of individual Federally Recognized Tribes and NHOs when applying these principles. The Army recognizes the importance of understanding and addressing the concerns of Federally Recognized Tribes prior to reaching decisions on matters that may affect Tribal rights, Tribal lands, or protected Tribal resources. The government-to-government relationship between the Army, as a representative of the United States, and Federally Recognized Tribes sustains the Army's military readiness mission while minimizing effects on protected Tribal resources.

## Training

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



- **Over 550** employees trained on Tribal Consultation or working with Tribes and Indigenous Peoples to advance environmental justice

For example, the Department of the Navy's installations routinely provide training that includes topics related to the histories, cultures, and interests of local Tribes and Native Hawaiian communities to all new staff, both military and civilian, as well as to units using installation training ranges. The Department of the Air Force's training includes information on compliance with DoD Instruction 4710.02 and Department of the Air Force Instruction 90-2002, the purpose and legal framework for Tribal Consultations, and best practices for government-to-government relationship building.

## Institutionalizing Environmental Justice

This section demonstrates progress to institutionalize environmental justice at the Department of Defense including to implement [Executive Order 14008](#) and [Executive Order 14096](#) , in Fiscal Year (FY) 2023, which is from October 2022 to September 2023.

### Overview

The Military Departments may advance

environmental justice institutionally through their own methods. The Army is advancing environmental justice through best management practices designed to guide activities that promote environmental justice and environmental stewardship. The Army has identified opportunities to advance environmental justice by integrating it in NEPA documentation, Environmental Restoration Activities, Master Planning, Program Management, community involvement plans, restoration advisory boards, Strategic Planning documents, and the Army's Climate Strategy. The Department of the Navy has traditionally addressed environmental justice through its NEPA procedures. The Department of the Air Force institutionalizes environmental justice in its Environmental Restoration Program via Business Rules. The Department of the Air Force's Business Rules provide best practices for the Department of the Air Force installation personnel to conduct public outreach, develop communication techniques, use various media platforms, and ensure inequities are mitigated as much as possible during Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) cleanup activities. The Department of the Air Force is also updating its NEPA environmental justice guidance.

## **Environmental Justice in the Department of the Air Force Environmental Restoration Program**

Efforts to institutionalize environmental justice in the Department of the Air Force's Environmental Restoration Program include: 1) Integrating recommendations to identify communities with environmental justice concerns that may be disproportionately impacted

- **642** staff who work on environmental justice, either in a full- or part-time capacity
- **1** new or strengthened office(s) or program(s) on environmental justice

## Training

- **24** agency training(s) for staff on environmental justice
- **Over 1,048** employee(s) trained on environmental justice

For example, environmental justice training is incorporated into existing NEPA, Comprehensive Environmental Response, Compensation, and Liability Act, and Resource Conservation and Recovery Act trainings. DoD Component-specific trainings may also improve military personnel's ability to use environmental justice screening tools to identify communities with environmental justice concerns.

---

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

---

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

by Department of the Air Force actions using available tools. 2) Analyzing needs and/or gaps pertaining to both community engagement and protection. 3) Identifying ways to improve engagement and refine the Department of the Air Force's understanding of potential risks and disproportionate impacts so that they can be

### **Army National Guard Updated NEPA Handbook**

In December 2023, the Army National Guard updated its NEPA Handbook to include environmental justice analysis guidance and the Climate and Economic Justice Screening Tool.

### **Department of the Air Force Action Officer Environmental Justice Working Panel**

The Department of the Air Force established an internal Action Officer panel to improve coordination and guidance on environmental justice issues.

- **Has** assessed barriers and obstacles related to regulations, policies, or practices, including historical inequities
- Over the past four years **is working** to create an Environmental Justice Strategic Plan pursuant to [Executive Order 14096](#)

addressed through cleanup actions. 4) Compiling suggestions on how to document environmental justice implementation within the existing CERCLA framework.

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

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

### DoD Tribal Engagement Guidebook

Released in July 2023, the DoD Tribal Engagement Guidebook assists DoD personnel while engaging with Federally Recognized Tribes. Specifically, the Guidebook offers methods to establishing and maintaining relationships, consistency in engagement methods, and effective management strategies of Tribal resources on DoD-managed lands.

[Learn more](#) 

---

## Advancing Institutional Partnerships or Federal Advisory Committees ([show less](#) ^)

---

- **Over 14** 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

---

## Interagency Collaboration ([show less](#) ^)

---

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

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

DoD also participates in the National Science and Technology Council's Environmental Justice Subcommittee, launched in 2023 as provided by President Biden's executive order on environmental justice. The purpose of the Environmental Justice Subcommittee is to address the need for a coordinated federal strategy to identify and address gaps in science, data, and research related

to environmental justice.

DoD and the Environmental Protection Agency's (EPA's) Federal Facilities Superfund program piloted a systematic process to integrate environmental justice considerations into federal facilities Comprehensive Environmental Response, Compensation, and Liability Act investigations. The team included representatives from: Three military bases (i.e., Tobyhanna Army Depot, Dover Air Force Base and Naval Station Norfolk); Pennsylvania, Delaware, and Virginia; and EPA Headquarters and Region 3 staff.

In summer 2023, DoD and the EPA published the [Environmental Justice Pilot Report](#) summarizing the outcome of the collaborative project, along with two short guides explaining a [six-step process](#) for incorporating environmental justice considerations and available [tools](#) for planning and screening. Year 2 of the project will focus on developing targeted outreach strategies at these sites.

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

## **Military Department's Coordination with the Environmental Protection Agency's Federal Facilities Superfund Program**

The Military Departments and the Environmental Protection Agency's Federal Facilities Superfund program piloted a systematic process to integrate environmental justice considerations into federal facilities Comprehensive Environmental Response, Compensation, and Liability Act investigations.



## Department of the Air Force's Collaboration with the Environmental Protection Agency's Federal Facilities Restoration and Reuse Office

The Department of the Air Force's Environmental Restoration personnel collaborate with the Environmental Protection Agency's (EPA) environmental justice personnel in the Federal Facilities Restoration and Reuse Office to advance environmental justice goals and mitigate inequalities.

[Return to top](#)

### Contact

Council on Environmental Quality

730 Jackson Place NW  
Washington, DC 20506  
(202) 395-5750

Office of Management and Budget

725 17th Street NW  
Washington, DC 20503  
(202) 395-3080

### More information

[Whitehouse.gov](#)

[Freedom of Information Act \(FOIA\)](#)

[Privacy Policy](#)

### Additional government services

[Find a contact at USA.gov](#)

[Grants.gov](#)

[EnvironmentalJustice.gov](#)

[Environmental Justice Clearinghouse](#)



## **The Office of Management and Budget and the Council on Environmental Quality**