



Office of Energy & Business Utility

CEJA Ecosystem Utilization Plan (CEUP)

The Equitable Energy Future’s grant was developed as part of the Jobs & Environmental Justice Grant Program under the Climate and Equitable Jobs Act. In alignment with the CEJA legislation, Equitable Energy Futures prioritizes diversity, equity, inclusion, and accessibility in all funded projects. This plan is required for all applicants submitting materials for the Equitable Energy Futures grant opportunity and will be evaluated as part of the merit review process. For applicants who are not Equity Eligible Contractors, this plan will also be used to evaluate the applicant’s eligibility and if they meet the equity building criteria as outlined in paragraph [\(9.5\) of subsection \(g\) of Section 8-103B of the Public Utilities Act](#). The following definitions were utilized in the development of this form and sourced from the [Illinois Toward Equity Framework](#). (Note: Hover over underlined words to access a definition of that term/phrase)

Business/Organization Name:				Is the organization a certified <u>Equity Eligible Contractor</u> through the Illinois Power Agency?		<input type="checkbox"/> Yes, the business/organization is a certified EEC <input type="checkbox"/> No, the business/organization is not a certified EEC, but has a pending application with the IPA <input type="checkbox"/> No, the business/organization is not a certified EEC and is not eligible to be an EEC			
Employee Demographics									
Race/Ethnicity	Number of Employees	Gender Identity	Number of Employees	Age	Number of Employees	Equity Eligible Designation	Number of Employees	Number of Employees with Disabilities	Total Number of Employees
American Indian/ Native Alaskan		Female		18- 24		<u>Equity Eligible Person (EEP)</u>			
Asian		Male		25- 34		<u>Equity Eligible Contractor (EEC)</u>			
Black/African American		Transgender Woman		35- 50		CEJA/FEJA Workforce Graduates			
Hawaiian/Pacific Islander		Transgender Man		50 +		CEJA/FEJA Contractor Graduates			
Hispanic/Latino		Non-Binary/ Gender Queer				Other State Workforce Program: _____			
White, Non-Hispanic		None of These							

Lead Applicant Leadership and Certification Information

Does your business/organization have any of the following certifications?	<input type="checkbox"/> Minority-owned business enterprise (MBE) <input type="checkbox"/> Women-owned business enterprise (WBE) <input type="checkbox"/> Disadvantaged business enterprise (DBE) <input type="checkbox"/> Veteran-owned business enterprise (VBE) <input type="checkbox"/> Other: _____.		
For lead applicants, please list the names of the shareholders, owners, proprietors, or board members and the equity-eligible person criteria the individuals meet if any.			
Name of shareholder, owners, proprietors, or board member	Equity Eligible Persons Criteria	Designation	For-profit entities only
	<input type="checkbox"/> Current/Former Participants in the CEJA / FEJA Workforce Programs <input type="checkbox"/> Graduates or currently enrolled in the foster care system <input type="checkbox"/> Formerly incarcerated <input type="checkbox"/> Primary residence in an equity-eligible community <input type="checkbox"/> None of them apply	<input type="checkbox"/> Shareholder <input type="checkbox"/> Owner <input type="checkbox"/> Proprietor <input type="checkbox"/> Board Member <input type="checkbox"/> None of them apply	What is the percentage of ownership this person holds if any?
			%
	<input type="checkbox"/> Current/Former Participants in the CEJA / FEJA Workforce Programs <input type="checkbox"/> Graduates or currently enrolled in the foster care system <input type="checkbox"/> Formerly incarcerated <input type="checkbox"/> Primary residence in an equity-eligible community <input type="checkbox"/> None of them apply	<input type="checkbox"/> Shareholder <input type="checkbox"/> Owner <input type="checkbox"/> Proprietor <input type="checkbox"/> Board Member <input type="checkbox"/> None of them apply	What is the percentage of ownership this person holds if any?
			%
	<input type="checkbox"/> Current/Former Participants in the CEJA / FEJA Workforce Programs <input type="checkbox"/> Graduates or currently enrolled in the foster care system <input type="checkbox"/> Formerly incarcerated <input type="checkbox"/> Primary residence in an equity-eligible community <input type="checkbox"/> None of them apply	<input type="checkbox"/> Shareholder <input type="checkbox"/> Owner <input type="checkbox"/> Proprietor <input type="checkbox"/> Board Member <input type="checkbox"/> None of them apply	What is the percentage of ownership this person holds if any?
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			%

Project Vendor(s), Contractor(s), Collaborating Organization(s) Information

Vendor, Contractor, Project Collaborating Organization Name	Type of Collaborator <i>Check all that apply:</i>	Equity Eligible Designation <i>Check all that apply:</i>	Does an MOU/Contract exist between this party and the lead applicant?	Role in the Project
	<div><input type="checkbox"/> Contractor</div> <div><input type="checkbox"/> Vendor</div> <div><input type="checkbox"/> Project Collaborating Org.</div> <div><input type="checkbox"/> Other: _____</div> <div><input type="checkbox"/> None of the above</div>	<div><input type="checkbox"/> Equity Eligible Contractor (EEC)</div> <div><input type="checkbox"/> Equity Eligible Person (EEP)</div> <div><input type="checkbox"/> Located in/serves an Equity Eligible Investment Community (EJ/R3)</div> <div><input type="checkbox"/> CEJA/FEJA Workforce Program Graduate (Link)</div> <div><input type="checkbox"/> CEJA/FEJA Contractor Program (Link)</div> <div><input type="checkbox"/> Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE), or Veteran-Owned Business Enterprise (VBE) or very small business (VSB)</div> <div><input type="checkbox"/> None of the above apply</div> <div><input type="checkbox"/> Other: _____</div>	<div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><i>If yes, attach the MOU/contract with other application documents</i></div>	
	<div><input type="checkbox"/> Contractor</div> <div><input type="checkbox"/> Vendor</div> <div><input type="checkbox"/> Project Collaborating Org.</div> <div><input type="checkbox"/> Other: _____</div> <div><input type="checkbox"/> None of the above</div>	<div><input type="checkbox"/> Equity Eligible Contractor (EEC)</div> <div><input type="checkbox"/> Equity Eligible Person (EEP)</div> <div><input type="checkbox"/> Located in/serves an Equity Eligible Investment Community (EJ/R3)</div> <div><input type="checkbox"/> CEJA/FEJA Workforce Program Graduate (Link)</div> <div><input type="checkbox"/> CEJA/FEJA Contractor Program (Link)</div> <div><input type="checkbox"/> Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE), or Veteran-Owned Business Enterprise (VBE) or very small business (VSB)</div> <div><input type="checkbox"/> None of the above apply</div> <div><input type="checkbox"/> Other: _____</div>	<div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><i>If yes, attach the MOU/contract with other application documents</i></div>	
	<div><input type="checkbox"/> Contractor</div> <div><input type="checkbox"/> Vendor</div> <div><input type="checkbox"/> Project Collaborating Org.</div> <div><input type="checkbox"/> Other: _____</div> <div><input type="checkbox"/> None of the above</div>	<div><input type="checkbox"/> Equity Eligible Contractor (EEC)</div> <div><input type="checkbox"/> Equity Eligible Person (EEP)</div> <div><input type="checkbox"/> Located in/serves an Equity Eligible Investment Community (EJ/R3)</div> <div><input type="checkbox"/> CEJA/FEJA Workforce Program Graduate (Link)</div> <div><input type="checkbox"/> CEJA/FEJA Contractor Program (Link)</div> <div><input type="checkbox"/> Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE), or Veteran-Owned Business Enterprise (VBE) or very small business (VSB)</div> <div><input type="checkbox"/> None of the above apply</div> <div><input type="checkbox"/> Other: _____</div>	<div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div><i>If yes, attach the MOU/contract with other application documents</i></div>	

	<div><input type="checkbox"/> Contractor</div> <div><input type="checkbox"/> Vendor</div> <div><input type="checkbox"/> Project Collaborating Org.</div> <div><input type="checkbox"/> Other: _____</div> <div><input type="checkbox"/> None of the above</div>	<div><input type="checkbox"/> Equity Eligible Contractor (EEC)</div> <div><input type="checkbox"/> Equity Eligible Person (EEP)</div> <div><input type="checkbox"/> Located in/serves an Equity Eligible Investment Community (EJ/R3)</div> <div><input type="checkbox"/> CEJA/FEJA Workforce Program Graduate (Link)</div> <div><input type="checkbox"/> CEJA/FEJA Contractor Program (Link)</div> <div><input type="checkbox"/> Minority-Owned Business Enterprise (MBE), Woman-Owned Business Enterprise (WBE), Disadvantaged Business Enterprise (DBE), or Veteran-Owned Business Enterprise (VBE) or very small business (VSB)</div> <div><input type="checkbox"/> None of the above apply</div> <div><input type="checkbox"/> Other: _____</div>	<div><input type="checkbox"/> Yes</div> <div><input type="checkbox"/> No</div> <div>If yes, attach the MOU/contract with other application documents</div>	
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SMARTIE Goals

Many people are familiar with SMART (Strategic, Measurable, Action-Oriented, Realistic, Timebound) goals. SMARTIE goals go beyond SMART goals to include Inclusive and Equitable aspects to goals. Below outline the top three goals of this project and include the timeline to achieve each goal.

Goal	<u>Strategic</u> <i>(What is being achieved? Why is this the goal? Who is involved? Where it take place?, When?)</i>	<u>Measurable</u> <i>(How will this goal be measured? What metrics will be collected?)</i>	<u>Action-Oriented</u> <i>(What actions will be taken to achieve this goal?)</i>	<u>Realistic</u> <i>(What results are realistic based on the actions identified?)</i>	<u>Timebound</u> <i>(What is the timeline / relevant deadlines for this goal?)</i>	<u>Inclusive</u> <i>(How will individuals from EIECs/groups that are traditionally marginalized be included in the project processes, actions, decision making etc.?)</i>	<u>Equitable</u> <i>(How will the goal include elements like fairness and justice in processes, actions, decision making, etc.?)</i>	Final Goal
Example	Engage with employees through 4 specific focus groups and distribute a survey (mail & digital, in English & Spanish) to gather input on needs and barriers to effective and efficient work productivity.	90% of employees engaged in focus groups, demographics of focus group attendees; 90% of employees responded to the survey, Compile a list of 10 unique and actionable employee needs are identified.	Senior leadership and volunteer/selected employees will prioritize 4 out of the 10 actionable needs on the list. Develop a working group made of employees and leadership to develop; solutions and a project implementation plan.	Identify the breadth of the project’s impact and additional needs that the project could address. Develop a timeline to implement solutions and assign roles.	The survey will be sent in early Fall 2024 and be available for 2 months. Focus groups will take place over the same 2-month span. Results will be compiled, and analysis prepared by end of 2024.	Feedback will be integrated into the project plans. A community member will serve on the project implementation committee. Several employees will volunteer and/or be selected to participate on the project implementation team.	Surveys, focus groups, and progress of the implementation plan will be available in several languages, information shared across departments and shifts...	Employer identified and addressed 4 major challenges faced by employees. Employees participated in identifying, developing, and implementing the solution.
Goal #1								

Goal #2								
Goal #3								

Accessibility Efforts/Mechanisms

Provide details on the lead applicant’s current and/or planned efforts and mechanisms that ensure accessibility for all employees. Specifically, discuss how the applicant has developed financial, technological, and linguistically accessible systems, resources, and services for all employees regardless of disability status. (up to 500 words). If additional documentation is available to outline this plan, please submit those.
(Example: All media materials for prospective and enrolled participants are printed in Spanish & Polish)

What barriers, if any, has the lead applicant experienced regarding access to seed capital and/or pre-development funds? (up to 500 words)

Authorized Signatory Name (Printed): _____ Authorized Signatory Title (Printed): _____

Date: _____ Authorized Signatory Signature: _____

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Applicant Eligibility: ☐ Equity Eligible Contractor ☐ Meets equity building criteria based on DEIA plan

Administrative Review Conducted By: _____

Administrative Review Date: _____