

## **Mora-San Miguel Electric Cooperative (MSMEC) Three-Part Wildfire Damage Mitigation Project Community Benefits Plan**

Electric cooperatives across the country are community-based organizations at their core and this is reflected in MSMEC's Mission and Vision Statements:

Mission Statement: ***MSMEC established in 1940 is dedicated to improving the lives of its Member Owners, while investing in our communities, we deliver safe, reliable and affordable electricity with a focus on excellent member service, and clean renewable energy.***

Vision Statement: ***MSMEC will support its communities by developing partnerships with its Members/Consumers, implementing new technology, monitoring and delivering smart, clean and affordable electric power in its expanding service territory.***

MSMEC is a democratic organization run by member-owners. The elected Board of Trustees must live in the district they represent and demonstrate commitment to MSMEC's mission and vision. As a nonprofit electric cooperative, MSMEC pays member-owners profit shares in the form of capital credit retirements. MSMEC's last payout to member-owners was in 2021 with capital credit retirements from 2001-2008.

MSMEC was established in 1940 to serve the rural farming and ranchland communities located on the eastern slopes of the Sangre de Cristo Mountains, a subrange of the Rocky Mountains, and the vast desert grasslands of northeastern New Mexico. Headquartered in the unincorporated mountain town of Mora, MSMEC is a small utility selling less than 4,000,000 megawatt-hours (MWh) of electricity per year; qualifying it as a small utility by the Department of Energy. At the end of 2022, MSMEC's MWh sales were 80,909. MSMEC's service area covers nearly 2,000 miles of line with just seven meters per mile.

MSMEC serves approximately 11,400 members consisting of 87% residential, 15% seasonal residential, and 2% commercial accounts. 93% of MSMEC's members live in areas designated as disadvantaged per the Climate and Economic Justice Screening Tool (see table, page 9). Of MSMEC's employees, 95% MSMEC are minority and 52% are female.

The Three-Part Wildfire Damage Mitigation Project (Project) will significantly benefit the community by reducing the likelihood of disruptive events. Accelerating and enhancing vegetation management and grid modernization will lead to better power quality and support a move toward beneficial electrification using clean energy. The Project will increase the number of well-paid, highly-skilled positions offered by MSMEC. Additionally, area businesses will benefit from the patronage of contractors working on the Project. Throughout the Project performance, MSMEC will utilize existing labor agreements and seek opportunities to enter into new agreements with labor unions, local governments, and community-based organizations.

For the Project, MSMEC will engage Transmission & Distribution Services, LLC (T&D) as a vendor to perform engineering and surveying services. T&D will also provide MSMEC with contractor bidding and construction inspection support. T&D has vast familiarity with MSMEC's electric distribution system and has worked with the cooperative for 15 years. Additionally, T&D's lead engineer, GIS analyst/drone pilot and line inspector were born, raised, and own/owned property in Mora County and the surrounding area. T&D's staff is knowledgeable of the community, MSMEC's service area, and the terrain. T&D specializes in performing work for rural cooperatives and its field crews are highly skilled in identifying right of way in remote areas, determining structural as well as electrical damage, and performing data collection in harsh environments.

T&D is also experienced working with the federal, state, and local agencies involved in client projects such as emergency restoration, regular system expansion, and renovation or modification. T&D has assisted MSMEC in repairing and/or rebuilding damage caused by the Calf Canyon/Hermit's Peak wildfire. T&D worked to assist in restoring power to MSMEC consumers and assisted MSMEC in addressing damaged and destroyed areas from: Early Assessment and Debris Removal; to Emergency Protective Measures to safely restore services immediately after conditions permit; to Permanent Work to repair, restore, reconstruct, or replace damaged facilities; to Section 406 Mitigation projects, all as defined by FEMA.

## **Community and Labor Engagement**

With grant funding, MSMEC will leverage existing relationships with the International Brotherhood of Electrical Workers (IBEW), New Mexico State Forestry Division, New Mexico Highlands University Forestry Department, HELP NM, Mora County, Mora County Economic Development Corporation, North East Economic Development Organization, Inc., Tri-State Generation and Transmission Association, San Miguel County, United States Forest Service and New Mexico Rural Electric Cooperative Association (NMRECA) to bring reliable, affordable electricity to MSMEC members and to foster community economic development through direct and indirect investments in local employment and businesses. MSMEC will communicate with the community and foster buy-in for the Project through its monthly board meetings, annual member meetings, employee and community meetings and roundtable discussions, and website and written publications.

### **Community Engagement**

MSMEC adheres to the seven cooperative principle as an electric nonprofit cooperative. Principle seven is concern for community and MSMEC invests in its community in many ways, such as:

1. directly engaging with economic development organizations,
2. participating in an annual youth leadership camp,
3. providing college scholarships,
4. attending high school career day functions,

5. conducting safety demonstrations at the local elementary and middle schools,
6. holding an annual member meeting,
7. giving financial and in-kind donations, and
8. holding office on the boards of community-based organizations

MSMEC encourages active participation in civic and community programs by all of its employees. Fostering relationships with the community will identify opportunities for MSMEC to engage and employ the local workforce. The Project will also enable MSMEC to act as the catalyst to bring highly-skilled, high paying technical jobs to the community. Jobs in local forestry management, forest preservation, and harvesting forest products (using timber cleared by MSMEC), and advanced electric distribution technology may become available as the Project is performed. Rebuilding efforts after the Hermit's Peak/Calf Canyon wildfire have already brought in contractors that have proven to be a springboard for economic development.

### **Current Community-Based Activities**

MSMEC engages in several community benefit activities as demonstrated by the following examples.

**Annual Member Meetings:** Every June, MSMEC holds its annual member meeting in the beautiful Mora Valley and utilizes local vendors to provide food for this well-attended event. The annual meeting provides a priceless venue to engage with the community. Cooperative members review MSMEC's yearly financial standing and its accomplishments and goals. MSMEC has reached quorum at the meeting each year which has allowed members in attendance to have direct input on the cooperative's by-laws and operations. Strong member engagement has led to the cooperative's stability and assisted it in surviving the recent natural wildfire disaster.

**Youth Programs:** MSMEC has a number of programs and initiatives to cultivate area youth. MSMEC's Education Foundation provides approximately 18 \$1,000 annual scholarships to graduating high school seniors with good grades, enrolled to attend a college or university, and whose parents are MSMEC members. MSMEC partners with Tri-State Generation and Transmission Association to bring additional scholarships to children of MSMEC members. MSMEC staff is present at high school career days to encourage students to consider careers in the electric industry. As keeping community children safe is vital, MSMEC provides regular electrical safety demonstrations to elementary and middle school students and an annual electric safety coloring contest for elementary students further supports youth safety with electricity. NMRECA and National Rural Electric Cooperative Association (NRECA) work with MSMEC and area schools to educate area youth in the importance of democracy. High school students compete to attend MSMEC Board Meetings to observe democracy in practice by seeing board members advocate for their members. The students then travel to Washington, D.C. through the Youth Tour program. Recently, MSMEC linemen repaired Pecos High School's broken stadium lights and speakers as a donation of time and equipment. In addition, MSMEC provides financial donations for high school events and activities.

Local Government: Partnerships with local government and agencies are vital to the longevity of MSMEC. MSMEC donates time and equipment to Mora County and Mora Main Street for projects such as repairing street lights and hanging Christmas lights and special event banners. MSMEC regularly contributes to local entities to allow them to provide benefits to the community that would otherwise be cost-prohibitive. for the benefit the community and would otherwise be cost prohibitive for those entities to accomplish. Serving on local economic development boards is something MSMEC's General Manager has served on local economic development boards for years. MSMEC also works with the New Mexico State Forestry Division, Santa Fe National Forest Pecos District (SFNF) staff and contractors when they perform forest thinning and watershed restoration around powerlines. MSMEC is currently working on a Special Use Permit with SFNF and will be incorporating the enhanced vegetation management and grid modernization into the permit renewal. 2022's wildfires strengthened MSMEC's relationships with local government and those relationships continue to develop as damages still felt throughout MSMEC service area are mitigated. A grant award will allow additional opportunities for MSMEC and local entities to work together.

Los de Mora Local Growers' Cooperative and Local Churches: MSMEC contributed to Mora Main Street's effort to bring businesses to Mora by securing a planning grant of \$5,000 for a grocery store feasibility study. MSMEC installed the new grocery store's marquee sign and split the costs of the sign with Co-Bank, MSMEC's lender. MSMEC also assisted a local church with hanging a church bell.

Energy Efficiency and Beneficial Electrification: Partnering with Tri-State, MSMEC members have access to energy star rebates when they purchase energy efficient appliances and light fixtures. MSMEC supports the integration of electric vehicles by investing in the first local Level III fast charger that will be located in downtown Mora near the grocery store and restaurants.

Documentation of Community Commitment: MSMEC has met with local governments, educational institutions and community-based organizations. Attendance by the community organizations at the meetings was overwhelming and demonstrated the organizations' commitment to collaborate with MSMEC to ensure the Project's success. MSMEC has also reached out to arrange for consultation with the Pueblo of Jemez, which has a small tract of ancestral lands located in MSMEC's service area. MSMEC will continue to follow up with the Pueblo throughout the Project.

MSMEC has received letters from the following organizations:

Transmission & Distribution Services LLC

United States Forest Service, Santa Fe National Forest

State of New Mexico Energy, Minerals and Natural Resources Department, Forestry Division  
County of Mora

San Miguel County

Mora County Economic Development Cooperation

North East Economic Development Organization, Inc.

Mora-San Miguel Long-Term Recovery Group  
New Mexico Rural Electric Cooperative Association  
Tri-State Generation and Transmission Association

### **Labor Engagement**

Under a Collective Bargaining Agreement, MSMEC employs workers who are members of the IBEW Local 611, a labor union specializing in the electric industry. IBEW and MSMEC collaborate to equip community members with the skills necessary to perform electrical work at MSMEC through on-the-job training opportunities. MSMEC management works closely with the local union hall to ensure contracts are current, negotiated in good faith, and mutually beneficial. MSMEC will strive to utilize IBEW union members as Project contractors when possible.

MSMEC has enlisted the assistance of HELP NM, an affiliate of UnidosUS, the largest national Latino civil rights and advocacy organization in the United States. HELP NM, through the Workforce Innovation and Opportunity Act Adult Program and the Community Employment Program, has found candidates and paid for the first six months of on-the-job training for several MSMEC Apprentice Linemen and other MSMEC key positions. MSMEC will utilize HELP NM to find local qualified workers and applicants willing to be trained to perform Project goals and will refer Project contractors to do the same.

Documentation of Community Commitment from Labor Organizations: MSMEC has received a letter of support from IBEW Union Local 611 and a letter of commitment from Help NM.

### **SMART Metrics and Milestones for Community and Labor Engagement**

1. Project updates will be provided at monthly board meetings open to MSMEC's members and the general public from the notice of award through the completion of the Project
2. Project updates will be provided at annual member meetings and in annual reports from the start of the Project through its completion
3. MSMEC will schedule and document employee/contractor monthly Project roundtable discussions from the notice of award through the completion of the Project
4. Project will have a dedicated MSMEC webpage and be updated at least quarterly
5. MSMEC will meet individually with each organization that has provided a letter of proposed commitment to explore potential agreements and/or partnerships.
6. The Project plan and status updates will be shared with New Mexico Rural Electric Cooperative Association at the monthly manager and board meetings so that it can be used as a template for other cooperatives from the start of the Project through its completion

### **Investment in the American Workforce**

Electric cooperative jobs include positions, such as engineers, journeyman linemen, and financial and management personnel that require experience, college degrees and/or specialized training. In most cases, as is the case for MSMEC, electric cooperatives are one of the highest paying employers in the communities they serve and rates paid to employees are highly competitive within the industry. As these quality jobs are so valued, occupational longevity is very common in the rural electric cooperative world. MSMEC works to bring in and retain the most talented local residents as employees. MSMEC accomplishes this goal through high wages, training and career advancement opportunities, excellent insurance and retirement benefits, stable and supportive leadership, and investment in the community. With the grant, MSMEC will add vital positions and invest in employee training on distribution modernization which will bolster employee retention and aid in succession planning.

### **Employee Education**

On the job training is directly provided to all employees by MSMEC for every position in the cooperative. Educational job enrichment programs are also taken advantage of through MSMEC's memberships with NMRECA and NRECA. Through a pool of industry experts and established best practices, NMRECA and NRECA provide state and nationwide training programs and employee associations for all types of electric cooperative workers, including working groups for managers, engineers, line workers, accountants, member services, and human resources personnel. NMRECA and NRECA also cost share in industry specific training from successful counterparts, industry experts and regulatory bodies such as local Professional Engineers, Certified Public Accountants, the United States Department of Agriculture Rural Utility Service (RUS) and the State Public Regulation Commission. MSMEC participates in the training that NRECA provides online, on-site, in-person and events for board governance, leadership, safety, and other job specific programs. One of the most impactful and imperative trainings that NMRECA provides is a safety program specifically tailored to those in direct contact with electricity to include linemen, apprentices, tree trimmers and meter readers and attendance in this program is a requirement for MSMEC employees. This program is also open to other cooperative employees so they can have a better understanding of the dangers of electric line work and be better informed to promote safety in the workplace. This program also provides training for relevant topics, including required OSHA, for every employee of the member cooperatives in New Mexico. Another training program that MSMEC participates in is the Merchant's Powerline Job Training & Safety Program. This federally recognized apprenticeship program provides a four-year journeyman lineman apprenticeship program that prepares entry level participants to become electric journeyman linemen. This program combines mandatory on-the-job training with a journeyman lineman in the field with classroom education and periodic testing administered by proctors, requiring a 70% passing grade on each test.<sup>1</sup> Only after passing each course and reporting the logged hours of field training verified by

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<sup>1</sup> <http://www.mjts.com/lineman-program>

their supervisor does an apprentice become a journeyman lineman. This program is designed to take four years and is widely used in the electric industry.

MSMEC has included training expenses in the grant application for a new system operator, line personnel, and manager of the operation and maintenance of the map, distribution automation, outage management systems, and implementation of results of the coordination study. Training is also included for the two new journeyman lineman apprentice positions for the Merchant Powerline Job Training & Safety Program and Commercial Drivers License.

### **Job Investment and Continuity**

MSMEC provides quality jobs for employees. With higher-than-average living wages, medical, life, and dental insurance, paid training, 401k employer match, and consistent leadership that encourages job advancement and community involvement, MSMEC has a fair and engaging workplace. For example, MSMEC recently deployed an Automated Metering Infrastructure (AMI) system. Instead of laying off the meter readers, MSMEC worked with them to transition to a higher job classification that included an increase in pay. As a United States Department of Agriculture's Rural Utility Service (RUS) loan recipient, MSMEC is bound by its loan covenants to adhere to the guidelines provided by RUS in the form of regulations, rules, guidance documents, bulletins, and the advice of local General Field Representatives. MSMEC must comply and report to RUS on nearly every aspect of its business. Power line construction, financial accounting, reliability indices, democratic activity, and non-discrimination adherence are just a few of the items that RUS sets standards for and requires compliance reporting on for electric utilities across the nation. This sets the bar for MSMEC to produce quality work and service to its members while providing continuity to the operation of its workforce.

With the grant award, MSMEC plans to hire additional union employees to accelerate maintenance efforts consisting of two journeymen and two journeymen apprentices. Additional training for existing employees will be provided to operate and maintain the OMS and DA systems and modernized equipment. MSMEC will also need to hire and train for the position of Distribution Management Systems Administrator to help with the installation and upkeep of the systems and ensure they are integrated with the Automated Metering Infrastructure (AMI) already in place.

### **SMART Metrics and Milestones for Investment in the American Workforce**

1. Upon notice of award, MSMEC will work with the IBEW and Help NM to advertise for and hire two journeymen linemen, two apprentice linemen and one OMS/AMI manager
2. Track and reward employee training, report annually to the board of trustees
3. Before the end of the Project's first year, re-evaluate succession plan needs and hire, promote and/or train personnel as necessary

### **Advancing Diversity, Equity, Inclusion and Accessibility**

The electric cooperative model founded by the Rural Electric Act (REA) and the RUS has always advanced diversity, equity, inclusion and accessibility (DEIA) not just in the communities they serve, but collectively across the nation. RUS requires borrowers like MSMEC to follow RUS

guidelines including eliminating barriers like language and economic status. RUS also requires that cooperatives prohibit discrimination based on race, color, national origin, religion, sex, gender identity, sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs or reprisal or retaliation for prior civil rights activities and publicly post a non-discrimination statement that includes the added protection against discrimination by providing instructions for filing a complaint with the U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights and publicly posting the non-discrimination notice and statement, "This institution is an equal opportunity provider". DEIA activity is further demonstrated in the very bylaws of MSMEC<sup>2</sup>. In Section 1. Requirements for membership; Any person, firm association, corporation or body politic or subdivisions thereof may become a member in the Mora-San Miguel Electric Cooperative, Inc., (hereinafter called the "Cooperative") by:

- a) filing a written application for membership therein;
- b) agreeing to purchase from the cooperative electric energy as hereinafter specified;
- c) agreeing to comply with and be bound by the articles of incorporation and by-laws of the Cooperative and any rules and regulations adopted by the Board of Trustees; and,
- d) paying the membership fee hereinafter specified, provided however, that no person, firm association, corporation or body politic or subdivision thereof shall become a member unless and until the applicant has been accepted by the Board of Trustees. No Member may hold more than one (1) membership in the cooperative for each active meter owned by the member to whom electric service is being delivered ("active meter"), and no membership in the Cooperative shall be transferable.

In other words, **no one can be turned away** and all can be afforded the vital service of electricity no matter who they are or where they live in MSMEC's service area. MSMEC serves a widely diverse membership equally, whether it is restoring power, applying rates, and every member is encouraged to voice their opinions, share ideas and vote.

Rural electric cooperatives in New Mexico support DEIA by providing electric service and community benefits to remote areas that are typically economically depressed, have mostly minority populations, and which for-profit utilities refuse to serve because of low population density and often difficult terrain. Another way MSMEC supports DEIA is through expanded office hours four days a week, making the offices, voting venues and annual meeting place handicap accessible, and providing assistance for non-English speaking members.

### **SMART Metrics and Milestones for DEIA**

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<sup>2</sup> <https://morasanmiguel.coop/sites/msmec/files/downloads/board/MSMEC-Bylaws-6.28.2017.pdf>



1. Measure DEIA requirements with member and employee surveys each year starting at the end of the first Project year, identify opportunities for improvement, and develop an action plan to address deficiencies
2. Report at the annual members meeting

## Project Contribution to the Justice40 Initiative

### Identification of Disadvantaged Communities to Which Anticipated Project Benefits Will Flow

The Project contributes to the Justice40 Initiative in that MSMEC and its members are located in identified disadvantaged areas. The service area extends in South Eastern Mora County, Eastern San Miguel County, the Northwest tip of Guadalupe County and a very small portion of Southeast Santa Fe County. All of the census tracts in MSMEC service are 100% identified as disadvantaged except for the tract in Santa Fe County that is currently serving only 749 members, representing 6.% of MSMEC membership. Both Mora and San Miguel Counties, where the Project is located, are designated as 100% disadvantaged tracts by the Climate and Economic Justice Screening Tool. Thus 100% of the benefits of this Project would flow to disadvantaged communities.

### Climate and Economic Justice Screening Tool Designation Downloaded Data<sup>3</sup>

Census tract 2010 ID	County Name	State/ Territory	Total threshold criteria exceeded	Total categories exceeded	Identified as disadvantaged	Percentage of tract that is disadvantaged by area	Is low income ?
35033955200 <sup>4</sup>	Mora County	New Mexico	4	3	TRUE	100%	TRUE
35047957500 <sup>5</sup>	San Miguel County	New Mexico	7	5	TRUE	100%	TRUE
35047957600 <sup>6</sup>	San Miguel County	New Mexico	4	2	TRUE	100%	TRUE
35019961600 <sup>7</sup>	Guadalupe County	New Mexico	2	1	TRUE	100%	FALSE
35049010800 <sup>8</sup>	Santa Fe County	New Mexico	0	0	FALSE	1%	FALSE

### Identification of Applicable Benefits that are Quantifiable, Measurable, and Trackable

1. Decrease in energy burden: MSMEC operates on a nonprofit basis and rates are regulated with the New Mexico Public Regulation Commission with oversight by its lenders. In modernizing the grid and enhancing the vegetation management plan,

<sup>3</sup> <https://screeningtool.geoplatform.gov/en/downloads>, Communities list data (.xlsx 35.6MB)

<sup>4</sup> <https://screeningtool.geoplatform.gov/en/#8/36.009/-104.912> Map link click on tract 35033955200

<sup>5</sup> <https://screeningtool.geoplatform.gov/en/#7.68/35.655/-104.766> Map link click on tract 35047957500

<sup>6</sup> <https://screeningtool.geoplatform.gov/en/#9.08/35.6551/-105.5819> Map link click on tract 35047957600

<sup>7</sup> <https://screeningtool.geoplatform.gov/en/#9.12/35.0461/-105.0217> Map link click on tract 35019961600

<sup>8</sup> <https://screeningtool.geoplatform.gov/en/#9.08/35.6551/-105.5819> Map link click on tract 35049010800

MSMEC will over time increase efficiencies and decrease expenses. MSMEC last rate cost-of-service analysis was performed in 2018 that reflect the rate in effect today. MSMEC is currently conducting a cost-of-service analysis that will be used as a baseline to measure against the next cost-of-service study on how the Project has improved efficiencies and reduced expenses to determine if the grant and subsequent effects would allow for a rate decrease, reducing the energy burden for members.

2. Decrease in environmental exposure and burdens: Much of MSMEC's service territory is located in the 70<sup>th</sup>-100<sup>th</sup> percentile for wildfire risk to structures<sup>9</sup>. The Project specifically addresses wildfire damage mitigation from the past fire and puts protections in place for the area especially in the 90-100<sup>th</sup> percentile of risk to mitigate damage and protect the system.
3. Increase in access to low-cost capital: Whereas the Project does not generate low-cost capital, if funded, the grant will give MSMEC access to capital that will be a catalyst to the resiliency investments made to the grid and provide additional investments to employees and community.
4. Increase in high-quality job creation, the clean energy job pipeline, and job training for individuals: MSMEC will add five positions that are high-quality jobs: two journeyman linemen, two apprentice journeyman lineman; and one systems operator/administrator. MSMEC will invest in the education and training of these personnel. The Project will also bring in highly specialized contract workers that will support local businesses and provide an educational opportunity for local workers.
5. Increases in clean energy enterprise creation and contracting (e.g., minority-owned or disadvantaged business enterprises): MSMEC employees are 95% minority and 52% female. The vast majority of the service area population is minority so there is 100% direct benefit to disadvantaged business enterprises.
6. Increases in energy democracy, including community ownership: MSMEC is member owned and democratically operated.
7. Increased parity in clean energy technology access and adoption: Implementing the Project and expanding it system wide will give MSMEC the tools to project increases in load as members move to electrification, electric transportation, manage local clean member-owned distributed generation and capitalize on future local utility scale renewable energy projects. The Project will provide opportunities to bring MSMEC into parity with larger utilities.

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<sup>9</sup> OCED Rural or Remote Area Geospatial Dashboard - Beta Version Climate Risk and Infrastructure, Wildfire risk to structures <https://experience.arcgis.com/experience/3183956268db4613be473fd5c8576d38/page/Dashboard/>

8. Increase in energy resilience: The Project will increase MSMEC's energy resilience by hardening the system and applying grid modernization technologies, not just for the Project area, but for its entire system as MSMEC expands the programs.

### **SMART Metrics and Milestones for Project Contribution to the Justice40 Initiative**

1. Use the cost-of-service study results currently under way as a baseline and before the end of the Project, if not sooner, and periodically thereafter, MSMEC will perform a cost-of-service analysis to compare and determine if through improved efficiencies and decreased expenses MSMEC will be able to lower the rates for members.

### **Conclusion**

The Project's goal is to avoid, withstand, and recover more quickly from power disruptions, including those due to wildfires and other climatic events, and accelerate and enhance current investments in vegetation management and grid hardening to promote better power quality and transformation of the grid through innovative modernization technologies.

The community will benefit from the Project reaching this goal. MSMEC will become equipped to easily respond to increases in power demand from the community due to the advancement of electrification. For example, as electric vehicles (EV) become widely used, public, home, and business EV charging stations will be necessary. MSMEC will also be able to accept more renewable energy generation from local sources, both utility scale and member-owned.

Furthermore, the Project will increase the number of well-paid, highly-skilled positions offered by MSMEC and benefit area businesses who will receive patronage from the contractors working on the Project. MSMEC will utilize existing labor agreements and enter into new agreements with labor unions, local governments, and community-based organizations.

Finally, the Project will advance diversity, equity, inclusion, and accessibility to electricity by MSMEC members, 94% of which reside and have business in census tracts that are designated in the Climate and Economic Justice Screening Tool as disadvantaged, thereby supporting the President's Justice40 initiative.