Climate Adaptation and Resilience Plan
2022 Progress Report

Agency	U.S. Department of State
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Agency Climate Adaptation Webpage	https://www.state.gov/office-of-management-strategy-and-solutions/reports-and-scorecards/

SECTION 1: UPDATES ON PRIORITY ACTIONS

1. Priority action progress summary

Priority Action Progress			
Action	**Current Status**	**Estimated date**	**Brief Description of**
Enhancing Mobility and Remote Access for Diplomats and Citizens	In Progress	Ongoing	New hoteling workspaces opened; laptop pilot program implemented; pilot implementation of online passport renewal.
Emergency Preparedness/Action Assessments and Updates	In Progress	Ongoing	Review of overseas emergency action plans. development of climate-related emergency preparedness trainings (air quality and severe storms).
Program Building to Support Climate-Ready Sites and Facilities	In Progress	Ongoing	Finalization of an initial overseas climate hazards dashboard and screened the overseas portfolio for climate and natural hazard exposure and risks; began Strategic Asset Management Plans for 3 domestic locations.
Supply Chain and Procurement Evaluation	In Progress	Ongoing	Evaluation of major contracts and procurement actions by cost to identify critical supply chains.
Improving Local Infrastructure Through Host Country Engagement	In Progress	Ongoing	Engagement of 46+ countries in the Greening Government Initiative; Coordination of PREPARE implementation to enhance global climate resilience.

2. Priority Action Progress Examples

Enhancing Mobility and Remote Access for Diplomats and Citizens: In 2021, the Department developed and launched the Mobility Assessment Tool (MAT), which evaluated 13,345 (84%) of the Department's domestic, encumbered U.S. Direct Hire positions. This assessment increased the number of domestic positions eligible for core telework from 17% in 2019 to 71% in 2022. Of the Department's domestic positions, 58% are eligible for some level of hybrid work (20-80%), and 29% are eligible for ad-hoc, situational telework only. The Department has also established a situational telework policy for all overseas posts to provide maximum workplace agility. The Department also established a "Laptop First" policy, which will replace most desktops with laptops in the next three years and prioritizes the issuance of laptops to employees based on their amount of telework. The Department will issue an additional 9,000 laptops to employees by the end of CY 2022 and will increase the number of mobile classified devices by 500 by the end of CY 2022. The Department opened two enterprise-level hoteling areas in the headquarters building to provide conference rooms, small huddle rooms, WiFi enabled lounges, private phone booths, and 50 seats with desktops, docking stations, or Wifi for laptops that are open to the entire Department to reserve as part of its efforts to showcase flexible workspaces to support reducing our space footprint. Each of these actions supports greater workforce flexibility and enhances climate resilience by enabling continuity of operations in the event of climate-related disasters, such as major storms.

Program Building to Support Climate-Ready Sites and Facilities: The Department's Climate Security & Resilience Program completed its preliminary overseas baseline portfolio screening assessment. The screening assessment reviewed all overseas diplomatic posts and their exposure and risk to eight climate and natural hazards, including coastal and riverine flooding, extreme heat, extreme wind, earthquake, tsunami, landslide, and water stress. The screening will support identification and planning of, initially, two in-person pilot studies (to be completed by the end of FY23) to evaluate adaptation strategies for enhancing mission resilience.

Domestically, the Department began Strategic Asset Management Plans (SAMPs) of three of its major compounds in Charleston, South Carolina, Rosslyn, Virginia, and Blackstone, Virginia. Pending resources, the plans will be complete in Q4 FY 2022 and will inform future resource requests and facility improvements to increase climate resilience.

Emergency Preparedness/Action Assessments and Updates: Overseas emergency action plans were reviewed and screened for five acute-onset climate and natural hazards (earthquake, extreme wind, tsunami, landslide and flooding [riverine and coastal only]). While different aspects of post's response to climate hazards are addressed in existing Emergency Action Plan content, the analysis indicates that approximately a quarter of all overseas posts do not have a custom annex for at least one acute-onset climate or natural hazard for which they are highly susceptible. This analysis does not yet account for posts that may have low-to-moderate risk but for which a custom annex may be warranted. Such insight will inform future engagements with diplomatic posts.

Supply Chain and Procurement Evaluation: The Department also completed a preliminary evaluation of its critical supply chains leveraging the General Services Administration's Framework for Managing Climate Risks to Federal Agency Supply Chains.

The supply chains evaluated included local consumables (food, electricity, fuel), at post medical supplies, IT equipment, and construction materials. Through this review, the Department identified several challenges to assessing its supply chain on a global scale, particularly as many mission critical supplies are often procured at the local level, it is difficult to determine risks at each location.

Improving Local Infrastructure Through Host Country Engagement: Working in tandem with the U.S. Agency for International Development and other government agencies, the Department, led by the Office of the Special Presidential Envoy for Climate Change, is implementing the President's Emergency Plan for Adaptation and Resilience (PREPARE). PREPARE's goal is to bring together U.S. diplomatic, development, and technical expertise to support more than half a billion people in developing countries adapt to and manage the impacts of climate change by 2030. This plan focuses on improving global knowledge on climate impacts and increasing information availability and accuracy; developing plans and programs to mainstream and integrate adaptation and build relationships; and mobilize finance and private capital to implement adaptation projects. The draft PREPARE Action Plan identifies climate-resilient infrastructure needs as one of the priority focus areas.

Many of these efforts are also connected to the Secretary's Modernization Agenda, including workforce agility, improving climate literacy and identifying critical skills gaps, enhancing data availability and accessibility for decision-making, and assessing and developing further risk analysis policies and tools.

SECTION 2: UPDATES ON OTHER INITIAL PLAN TOPICS

1. Climate-Risk Reduction

The Department of State uses a structured method for assessing operating risk to climate-related hazards. Domestically, the Department is conducting SAMPs for all owned and delegated facilities, which includes identification of potential climate and environmental hazards. The Department is evaluating the development of a domestic Climate Hazards Dashboard that overlays climate projection data from the NOAA Climate Explorer with domestic real property data. The first of the Department's domestic SAMPs will be finalized in Q4 FY 2022 and integrated into long-term resource requirements. For overseas properties, the Department developed a dashboard to overlay various global exposure data sets for eight climate and natural hazards (earthquake, tsunami, landslide, extreme wind, coastal and riverine flooding, extreme heat, and water stress) on top of its real property portfolio. This data informed an initial baseline portfolio-wide screening, which assigns risk scores to each post for each hazard to allow for an assessment of relative risk amongst the posts. The Department intends to use this assessment, along with future updates as more information becomes available, to identify and prioritize posts for future in-person studies to define adaptation requirements, and to inform prioritization of long-term adaptation efforts. These efforts will help mitigate climate and natural hazards risk to our facilities in a long-term systematic manner, which play a significant impact on the Department's ability to meet its mission, however the implementation efforts of these efforts will also need to be resourced appropriately to realize risk reduction.

The Department did not use a method to assess fiscal risk exposure from climate change. Per Executive Order 14030, the Department is awaiting further guidance from the Office of Management and Budget and Department of the Treasury on measuring, assessing, mitigating, and disclosing climate-related financial risk to its programs, assets, and liabilities. Once released, the Department will integrate these regulations and policies into existing working processes.

2. Climate Vulnerability Assessments

The Department is in the process of assessing climate vulnerabilities for its three priority areas: supply chain, emergency preparedness, and facilities. The Office of the Procurement Executive is leveraging the GSA Framework for Managing Climate Risks to Federal Supply Chains to assess critical supply chains, including local consumables (food, electricity, fuel) at posts, medical supplies, IT equipment and construction materials. This effort is anticipated to be complete in Q1 FY 2023. The initial overseas baseline facility risk screening is complete; the domestic has not yet been started. The Department has reviewed all Emergency Action Plans for overseas posts to identify whether there exists climate and natural hazard-specific annexes.

Domestically, the Department is evaluating compounds individually to identify climate-related risks and opportunities to maximize operational efficiency. While the Department has not completed a vulnerability assessment for domestic facilities yet, climate resilience is a component of a draft domestic Real Property Strategy, which will be reviewed by senior Department officials later this year. Additionally, pending assessment results, the Department will review contracts for mission critical supplies to incorporate findings into the Business Process Analysis and Business Impact Analysis for major procurements. The Department intends to use the initial overseas portfolio screening, along with future updates as more information becomes available, to identify and prioritize posts for future in-person studies to define adaptation requirements, and to inform prioritization of long-term adaptation efforts (i.e., to enhance infrastructure resilience and enhance emergency preparedness).

3. Climate Literacy

Building a culture of climate resilience requires integration at all levels of planning. At the enterprise planning level, the Department included climate adaptation in its FY 2022-2026 Joint Strategic Plan, with objectives for both management and policy. The Department's Learning Agenda, as required by the Evidence Act of 2020, includes both operational and policy climate resilience activities to integrate and improve our overall efforts to reduce global vulnerabilities to climate change. Activities include conducting pilot case studies for two diplomatic posts to define adaptation requirements, assessing posts' awareness and readiness to natural hazards, and quarterly reporting on climate adaptation engagement.

The first cohort of 10 Regional Climate Officers will begin arriving to their posts in Summer 2022 and will be the front-line resource for our overseas Missions on climate policy and information related needs. The Department of State has begun to develop climate training programs across both management and policy personnel training platforms. The Foreign Service Institute now offers basic training courses and workshops with modules addressing climate resilience, sustainability, and U.S. climate policy. These trainings highlight how overseas personnel can leverage our operations and global footprint to highlight U.S. leadership in climate. FSI has also led several exercises and trainings on climate-related emergencies, including an extreme heat exercise for Embassy Baghdad, extreme cold exercise for Embassy Ulaanbaatar, and a webinar on preparing for extreme air pollution events for all overseas posts. An upcoming resource-focused blog will highlight severe storm preparedness. Additionally, FSI has also developed the FSI Climate Learning Hub, combining internal and external informational and training resources to be more accessible for personnel.

The Department has also established a Climate@State internal information portal and a "Climate 101" webinar series, which will feature episodes on climate adaptation and resilience. Pending FY 2023 funding, FSI will continue to build its training capacity via its Climate Center, which will support policy and management personnel.

The Secretary's Office of Global Women's Issues has launched an educational lunch-and-learn series with U.S. academic experts on the gender-climate nexus and has also created the "Gender & Climate Change" SharePoint page, complete with myriad educational and training resources.

These resources are supplemented by the already existing Greening Diplomacy Initiative internal website which provides information and updates for and about Green Teams advancing climate resilience and sustainability both domestically and abroad.

While there has been significant progress on developing content for climate literacy, there continue to be critical skills gaps, such as in data analysis, risk analysis and mitigation, and adaptation implementation, that need to be addressed to ensure long-term integration into Department work as outlined in the Secretary's modernization fund.

4. Tribal Engagement

The Department's Climate Adaptation and Resilience Plan did not consider Tribal Treaty Rights and Indigenous Traditional Ecological Knowledge. Over the next year, the Department will plan to consult with U.S. and host country indigenous peoples to discuss the impact of climate change on their communities and how it can reflect Indigenous Traditional Ecological Knowledge in its overseas climate change diplomacy, including in implementing PREPARE. The Department will look for opportunities to leverage lessons learned in the design and management of our facilities and landscapes as necessary. The Department will also identify and/or develop training on Indigenous Traditional Ecological Knowledge for Department personnel, in particular Climate and Environmental Officers.

5. Environmental Justice

International climate justice is a key component of the Department's host country engagement efforts. Countries that are the least responsible for contributing to climate change, generally developing countries, are some of the most susceptible to the impacts of climate change, such as sea level rise, extreme heat, and severe storms. A key platform for the Department's engagement on environmental justice, PREPARE, is focused on delivering climate adaptation and resilience support to developing countries. The whole-of-government mobilization in this plan will build capacity and finance projects that address both the primary effects of climate change that impact water, food, physical safety, and economic security, and the secondary effects including displacement, loss of livelihoods, weakened governments, and political instability and conflict.

The Department will also evaluate potential policy and process updates to integrate environmental justice concepts, such as the inclusion of green spaces and high albedo materials to reduce urban heat islands, into new facilities or modernization updates. Green Teams will also be encouraged to work with their Diversity, Equity, Inclusion, and Accessibility Councils to plan local events and engagements with underserved communities.

6. Partnerships

Since October 2021, the Department has expanded already existing partnerships on climate adaptation. Collaboration with the U.S. Agency for International Development (USAID) has increased with both policy and management personnel. On climate resilient management operations, State and USAID have established regular cadence of meetings to coordinate and share best practices. Following COP26, USAID and State have worked closely to establish and institutionalize PREPARE. The Department continues to consult with the Department of Defense on understanding available best practices for evaluating climate exposure and risk at its overseas posts. Partnerships with the National Academies of Sciences, Engineering, and Medicine, the American Association for the Advancement of Science, and other scientific societies and academic organizations enable the Department to expand access to climate and environmental scientists and engineers, particularly through their fellowship programs. The Department also works with the U.S. Environmental Protection Agency to recruit and place U.S. air quality experts to support data analysis, preparedness, and engagement on air pollution issues, a significant climate and health risk to USG personnel, families, and local citizens. In 2021, more than 40 fellows were matched with 60 diplomatic posts.

At COP26, the Department officially announced several new public-private partnerships, facilitated by the Office of Global Partnerships, including the Clean Energy Demand Initiative (CEDI), the First Movers Coalition (FMC), and the Connecting Climate Entrepreneurs (CCE) initiative.

- CEDI works with corporations and countries to increase corporate investment and procurement of clean energy around the world. This initiative could unlock nearly $100 billion of private sector investment in clean energy and support global resilience to fluctuating energy prices.
- Developed in partnership with the World Economic Forum, FMC is a new platform for companies to harness their purchasing power and supply chains to create early markets for innovative clean energy technologies that are key for tackling the climate crisis. Since the United States launched FMC in Glasgow, more than 50 leading companies from a wide range of industries around the world – representing 8.5 trillion of collective market cap (10% of the Fortune 2000) – have made commitments to spur the commercialization of emerging technologies this decade across several hard-to-abate sectors, including shipping, aviation, trucking, steel, aluminum, and carbon dioxide removal. In May at the World Economic Forum, Denmark, India, Italy, Japan, Norway, Singapore, Sweden, and the United Kingdom joined the United States as government partners to create early markets for clean technologies through policy measures and private sector engagement.
- The CCE initiative aims to address the climate crisis and contribute to economic development by nurturing entrepreneurial climate solutions. Current private-sector partners include General Electric, LinkedIn, and Salesforce, and the Department intends to bring on board ten more private sector partners in July 2022.

SECTION 3: NEW TOPICS FROM E.O. 14057

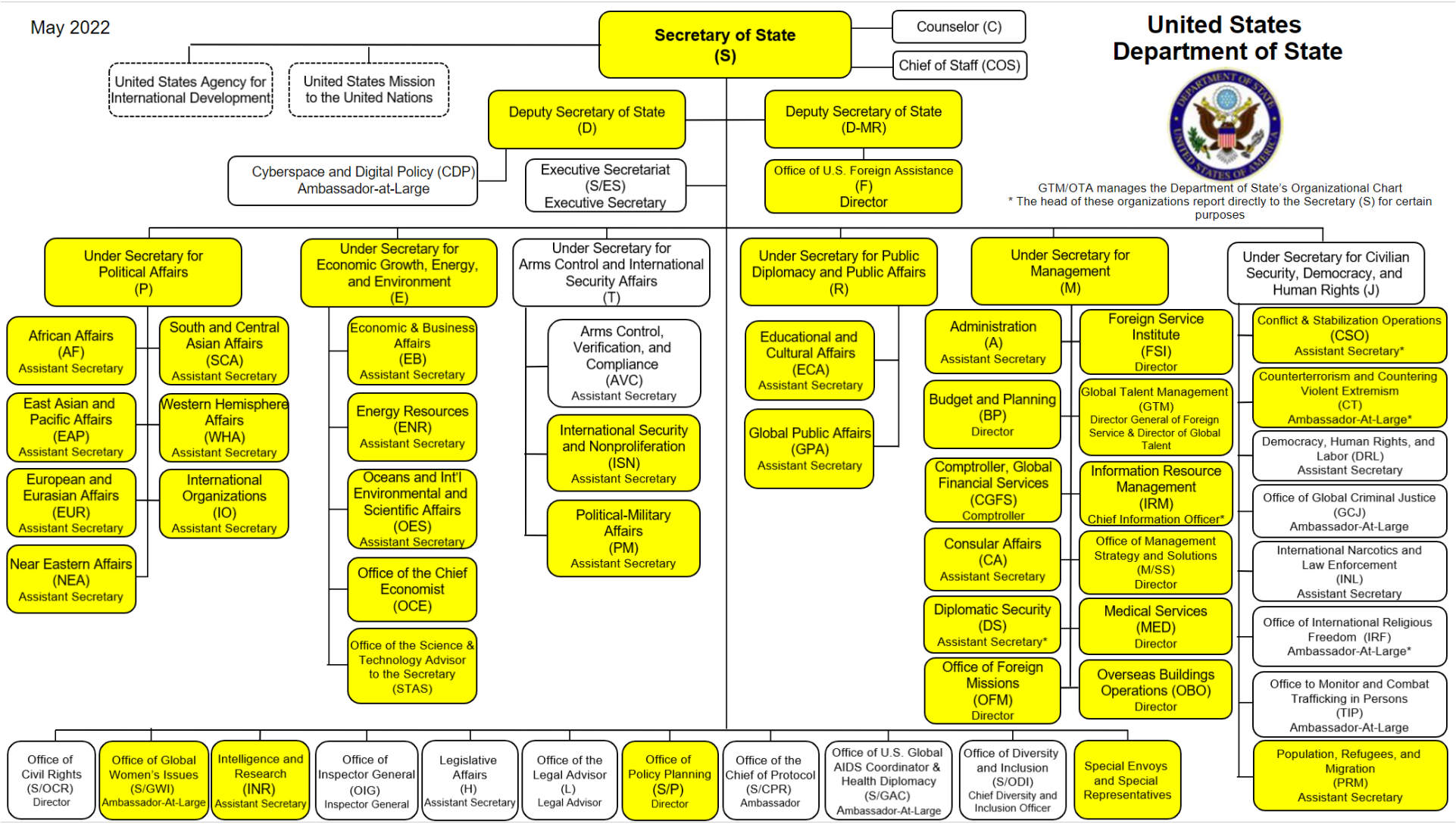
1. Policy Review

The Department is beginning to identify policies relating to its building portfolio, emergency preparedness, and procurement to identify opportunities to improve climate resilience in these areas. The Department anticipates the release of updates to the Federal Acquisition Regulation (FAR) Part 23 (environment, Energy and Water Efficiency, Renewable Energy Technologies, Occupational Safety, and Drug-Free Workplace), which will provide implementing guidance for the execution of E.O. 14057. Additionally, the Department recently updated its risk management policies, a key component of how personnel identify and mitigate risk, including those associated with climate change.

The primary hindrance to completing a policy review is a lack of personnel with expertise or experience in implementing climate-resilient investment policies, assessing the effectiveness of those policies, or identifying maladaptive policies and programs.

1. Climate Scenario Analysis

For the overseas portfolio, the Department's baseline portfolio screening of natural hazard risk does account for future projections, as available, out to approximately 80 years in the future. To-date, the global datasets being considered are largely those that are publicly available. How the results of this portfolio screening inform major real-property project prioritization is currently being explored. Two post-specific pilot adaptation studies (to be completed by end of FY 2023) intended to define adaptation requirements using the Navy's Climate Change Planning Handbook as a basis, will consider future climate scenarios. These pilot studies are intended to form the basis by which such future post-specific studies will be conducted to define adaptation requirements and better inform real-property project prioritization. On a project-by-project basis, detailed flood studies (by private consultants) and tsunami analyses (conducted by NOAA) already consider future climate projections.

Due to the expansive and international nature of the Department of State's footprint, reliable and granular climate data and information for its global operations and policy decision making (particularly, outside of the U.S.) is difficult to access and in some cases is not accessible or non-existent. For example, the current global datasets for portfolio-level assessments are coarse (not appropriate for detailed, building/site-specific design) and contain some gaps in hazard coverage (e.g., pluvial flooding). Funding will be required for regular future updates of this information to keep up to date with evolving climate science and to acquire enhanced hazard layers as they are available to further improve portfolio-level screening/assessments. On a project-by-project basis, the Department is already developing time/resource-intensive site-specific detailed information utilizing private contractors, and working with other agencies (e.g., private firms for detailed flood studies), NOAA for tsunami studies, and USGS and DoD for updates to global seismicity information). Additional detailed studies will be required going forward to continue informing planning and project efforts, emergency preparedness plans, and to inform decision-making and strategic engagement, but will need to be resourced appropriately to assess and implement.

Organizational Chart of Department of State Bureaus Incorporating Climate Information into Decision-Making