

## 4.08.000-P Diversity, Equity, and Inclusion Policy

<b>History</b>			
Source	Date	Action/Notes	Next Review Date
Board Decision	May 22, 2002	Approved (R104)	May 2005
Policy Committee	March 5, 2005	Postpone review	11/05
Board Decision	September 7, 2005	Revised (R352)	September 2008
Policy Committee	December 2, 2008	Replaced references to numerical electric and gas goals	September 2011
Board Decision	October 5, 2011	Revised (R595)	October 2014
Board Decision	October 1, 2014	Revised (R714)	October 2017
Board Decision	December 15, 2017	Revised (R828) Name updated from Equity Policy to Diversity, Equity and Inclusion Policy	October 2018
Board Decision	December 14, 2018	Revised (R862)	October 2019
Board Decision	December 2019	Revised R885)	December 2020

### ***Introduction***

Energy Trust envisions clean, efficient, affordable energy for everyone. Energy Trust recognizes that to achieve this vision, all utility customers must benefit from our programs, including customers who may be underserved by our programs such as communities of color, rural communities, and low-income customers.

Energy Trust commits to enhancing diversity, equity and inclusion in our programs and in internal operations in order to work to serve all communities and reach critical Energy Trust goals. We will advance diversity, equity and inclusion in our programs and internal operations through meaningful collaboration with our utility funders, trade allies, program allies, and customers and with geographic and culturally specific communities, organizations and businesses.

### ***Policy***

- Energy Trust will make programs available to all eligible electricity and gas customer classes by implementing programs in the residential, commercial, and industrial sectors.
- Energy Trust will monitor participation rates for all programs and adjust them as needed to ensure that all investor-owned utility electricity and gas customer classes in Energy Trust territory are being served.
- In addition to providing programs to reach all customer groups, Energy Trust will design and implement program strategies specifically to reach customers who have been underserved by Energy Trust programs, including rural customers, communities of color, and low-income communities in Energy Trust service territory.

- Energy Trust will use a diversity, equity and inclusion lens through which to:
  - a. strategize and plan for Energy Trust program delivery
  - b. deliver programs and services
  - c. partner and collaborate
  - d. allocate resources
  - e. communicate and market
  - f. build our workforce
  - g. evaluate our work
  
- Energy Trust will maintain a diversity, equity and inclusion operations plan that:
  - includes goals, objectives and activities
  - assesses and measures progress
  - learns from mistakes and successes
  - shares progress publicly on no less than an annual basis
  
- Energy Trust has established and will maintain a Diversity Advisory Council to provide advice and resources to the board of directors to support Energy Trust's diversity, equity and inclusion operations plan and to advise the board of directors on assessing and measuring progress toward goals of such plan.
  
- Energy Trust will enhance diversity, equity and inclusion on the board of directors. In order to enhance diversity, equity and inclusion on the board of directors, the Nominating Committee of the board of directors shall identify diversity, equity and inclusion goals and objectives, such goals and objectives to be submitted to the board of directors for approval.

For the first three years after adoption of these 2017 changes, the Energy Trust Policy Committee will review this policy annually to take account of new information and experience to take account of new information and experience.

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