Diversity Advisory Council Meeting Notes

September 15, 2020

Attending from the council:
Susan Badger-Jones, special projects consultant
Shane Davis, City of Portland
Indika Sugathadasa, PDX HIVE
Oswaldo Bernal, OBL Media
Charity Fain, Community Energy Project
Cheryl Roberts, African American Alliance for Homeownership
Kheoshi Owens, Empress Rules
Dolores Martinez, EUVALCREE
Sherry Tran, Bend small business owner

Attending from Energy Trust:

Michael Colgrove	Wendy Gibson
Cherye Easton	Karl Whinnery
Greg Stokes	Kathleen Belkayat
Wendy Bredemeyer	Cameron Starr
Matt Getchell	Hannah Cruz
Alex Novie	Julianne Thacher
Tryone Henry	Abby Spegman
Debbie Goldberg Menashe	Andy Griguhn
Ryan Crews	Shelley Beaulieu
Lizzie Rubado	MacKenzie Kurtzner
Elizabeth Fox	Peter Schaffer
Alma Pinto	Amanda Potter
Phil Degens	Melanie Bissonnett
Sue Fletcher	Jeni Hall
Jackie Goss	Jay Ward
Susan Jowaiszas	Adam Bartini
Kelly Ellmer	Chris Holloway
Ashley Bartels	Samuel Girma
Amber Cole	Naomi Cole
Jessica Kramer	

Others attending:

Mark Kendall, Energy Trust board	Marci Sanders, Resource Innovations
Tina Brooks	Ben Crandall, CLEAResult
Anna Kim, Oregon Public Utility Commission	Nancy Morales, Oregon State University student
Danyel Kahumoku, ICF	Jenn Latu, PGE
Greg Harr, Evergreen	Christan Salgado, Pacific Power
Ulrike Mengelberg, Cascade Energy	Sushanah Boston, ICF
Tamara Falls, Pacific Power	Whitney Miller, CLEAResult
Joe Marcotte, TRC	

1. Welcome and Tribute to Kaeti Namba

Tyrone Henry, Energy Trust's diversity, equity and inclusion lead, convened the meeting at 10:00 a.m. The agenda, notes and presentation materials are available at Energy Trust's website at
https://www.energytrust.org/about/public-meetings/diversity-advisory-council-meetings/.

Kaeti Namba, a founding member of the council, recently passed away. The meeting started with council members and Energy Trust staff sharing memories of her. Members said she acted like a bridge in conversations, connecting people who were saying things that were in conflict (Shane Davis), and that she was a great listener and host for early council discussions (Charity Fain). Staff said she helped set the tone of the council, treating its members like family and turning attention to where it was needed.

2. Discussion of March Survey Results
Topic summary
Tyrone Henry explained at the council's retreat in March, members voted on discussion topics for the year. Today's conversation was a chance to discuss how members can work with others at Energy Trust, including the board of directors, to make progress on those topics.

Discussion
Council members asked staff to share information on the 10 goals in the Diversity, Equity and Inclusion Operations Plan (Susan Badger-Jones). Staff gave an overview of the plan, noting it is focused on metrics and reporting, while an internal staff diversity, equity and inclusion committee promotes mentality, training and culture at Energy Trust.

Mark Kendall from the Energy Trust board said board leadership is central to success in diversity, equity and inclusion and that board members need knowledge and help with cross-cultural competency. Council members asked how board members feel about diversity, equity and inclusion and what percentage of the board is supportive of this work (Kheoshi Owens, Shane Davis). Mark Kendall said it is a bell curve; there are champions of it while others don't see the necessity. He estimated 70% of the board is interested and engaged in learning. Council members discussed the need to work with board members to build relationships and establish connections to support teamwork (Kheoshi Owens, Shane Davis).

Next steps
Tyrone Henry said he would work to facilitate a meeting between the council and the board.

The council took a five-minute break

3. DEI Metrics Development Plan
Topic summary
Mark Kendall, chair of the board's Strategic Planning Committee, explained that committee is looking at ways to measure progress against Energy Trust's 2020-2024 Strategic Plan. Before settling on metrics, leaders want to first get a better understanding of diversity, equity and inclusion and consider if there is a better way to measure progress. Energy Trust's Lizzie Rubado gave a presentation on new thinking about metrics and asked for reaction from the council and how members want to engage in this process.

Discussion
Council members reiterated a desire to build relationships with board members (Shane Davis). Tyrone Henry suggested council members could inform contracting decisions related to this work. Council members said when the council charter was created, the council was meant to be involved in planning and co-creating, not consulting around the edges or at the end of processes and decisions, which is what's happening (Charity Fain). The DAC should be focused on governance and policy changes, not on operational activities, and public meetings may not be the right setting for difficult conversations or building trust (Charity Fain). Council members said they are available to do more (Susan Badger-Jones) and that they are afraid there will be no meaningful change or action (Oswaldo Bernal). Members also asked for more time to continue this conversation.

Mark Kendall and Tyrone Henry agreed with those comments and suggested getting the council and the board together sooner rather than later.

Next steps
The board will form an ad hoc committee and engage a consultant or facilitator to support this work. Its first workshop is scheduled for October 13.

4. Announcements
Tyrone Henry announced Energy Trust has decided to contract with TRC and CLEAResult for commercial and lighting programs starting in 2021. The organization is also starting to host diversity-related events on the first Thursday of every month and council members are invited to participate.

Kheoshi Owens announced she is stating a 15-month program on decolonizing and exposing systemic inequities.

5. Public comment
There was no public comment.

6. Adjournment
The meeting adjourned at 11:31 a.m. The next council meeting is scheduled for October 14, 2020 to be held on Zoom.