

Diversity Advisory Council Virtual Meeting Agenda

Tuesday, November 16, 2021, from 9:00 a.m. – 11:30 a.m.

Register in advance for this meeting:

https://us06web.zoom.us/join/zoom-join?from=addon&addon=register/tZAqcumhqDkvGdwWK39F4vbTLRW7occx_V3a

- 9:00 Welcome...** This is an opportunity to reflect and share what today's Diversity quote means to you. Starting our DAC meetings with a Diversity quote helps us maintain focus on relevant social issues of the day.

"We cannot change the past, but we can change our attitude toward it. Uproot guilt and plant forgiveness. Tear out arrogance and seed humility. Exchange love for hate - thereby, making the present comfortable and the future promising."

Maya Angelou

- 9:20 In-progress Diversity, Equity and Inclusion Plan for 2022...** (Tracy Scott and Mike Colgrove will provide an update and request input into development of Energy Trust's DEI Plan for 2022. The plan builds from the organization's 2021 DEI operations plan, found [here](#).)

- 9:50 Supplier Diversity Initiative Key points presented by...** (Greg Stokes, Debbie Menashe, Tyrone Henry, and Michael Colgrove)

- 10:25 Staff Liaison to the Energy Trust Board...** (Greg Stokes is here to talk about the two available board vacancies)

- 10:35 Break...** (10 minutes)

- 10:45 2022 Residential Program Management Contract Request for Proposals...** (Energy Trust's Marshall Johnson will present information and will be seeking feedback on the 2022 request for proposals for the Residential program)

- 11:15 For the Good of the Order.** (Announcements???)

- 11:30 Meeting Adjourned.**



Materials (agendas, presentations and notes) will be available [online](#).



Diversity, Equity and Inclusion Plan for 2022
Diversity Advisory Council
November 16, 2021

Agenda

- Intention for today
- New approach for Diversity, Equity and Inclusion Plan in 2022
- Discussion
- Additional information:
 - [2021 Diversity, Equity and Inclusion Plan](#)
 - [Progress to 2021 Plan](#)
 - [2018-2020 DEI Plan](#)
 - [2020 Results](#)

Intention for today

- Share how this new plan will differ from the previous plans
- Get your thoughts on:
 - The development of the DEI Plan
 - Community engagement as a key focus area of the plan and accountability
 - Communicating and managing a plan that can evolve
 - DAC Member interest in working with team to draft plan



DEI Plan Update

- Current DEI Operations Plan concludes end of 2021
- Kicked off new plan development this summer with a series of summits
- Feedback leading to focus for 2022 on community engagement
- New plan will identify learnings from current plan, gaps and efforts that will continue
- Engagement over the next two months as we draft plan
- Plan will guide additional engagement in 2022 and be open to change based on what is learned

New Approach for DEI Plan

- Current plan defined where we would focus and set specific benchmarks to achieve
- Our initial ideas for new plan:
 - It should focus efforts on engagement and participation by community members and allow goals to be set based on community needs
 - It should focus on building trust and relationships with community members, community-based organizations, and other stakeholders so that we can work together toward mutually beneficial goals
 - It should offer flexibility so that input from communities, stakeholders and customers allows us to assess progress, and be willing to adjust when needed

Initial Outline for Plan

- Why this plan
- How it came together (acknowledgements) and will be used
- History of DEI initiative and past plans
- Lessons so far
- Gaps that remain
- 2021 summit findings
- Community engagement principles
- Who we will engage with and how
- Metrics, including those not related to engagement, e.g. internal staffing and retention, Supplier Diversity, etc.
- Timeline
- Reporting



Discussion: Engagement Plan Development

- We are seeking your input on....
 - How can we be most impactful?
 - How do we know our engagement is successful?
 - How do we hold ourselves accountable and role of DAC?
 - Where should we aim to be by the end of 2022?
 - How do we develop community-informed or led programs or activities?
 - Interest in working with our internal team as we draft plan?

Timeline

- Summer 2021 – Residential, Business, Tribal and Workforce Summits
- November 2021 – January 2022 - Engagement to develop the plan
- February 2022 – Approval of plan by Board
- 2022:
 - Engagement guided by plan, coordination with utilities and OPUC
- 2023:
 - DEI Plan updated to reflect 2022 engagement results and establish new goals and accountability for 2023 and beyond





Thank You

2022 DEI Plan Team

Michael Colgrove and Tracy Scott – Sponsors

Quinn Parker – Project Manager

Team Members:

- Tyrone Henry – Diversity, Equity and Inclusion Lead
- Sue Fletcher – Outreach and Policy Manager
- Emma Clark – Outreach Manager, Communities of Color
- Abby Spegman – Communications Specialist
- Ryan Crews – Residential Program Manager
- Kate Wellington – Commercial Program Manager
- Matt Getchell – Renewables Project Manager
- Kirstin Pinit – Industrial and Agriculture Program Manager
- Alex Novie – Measure Development Manager

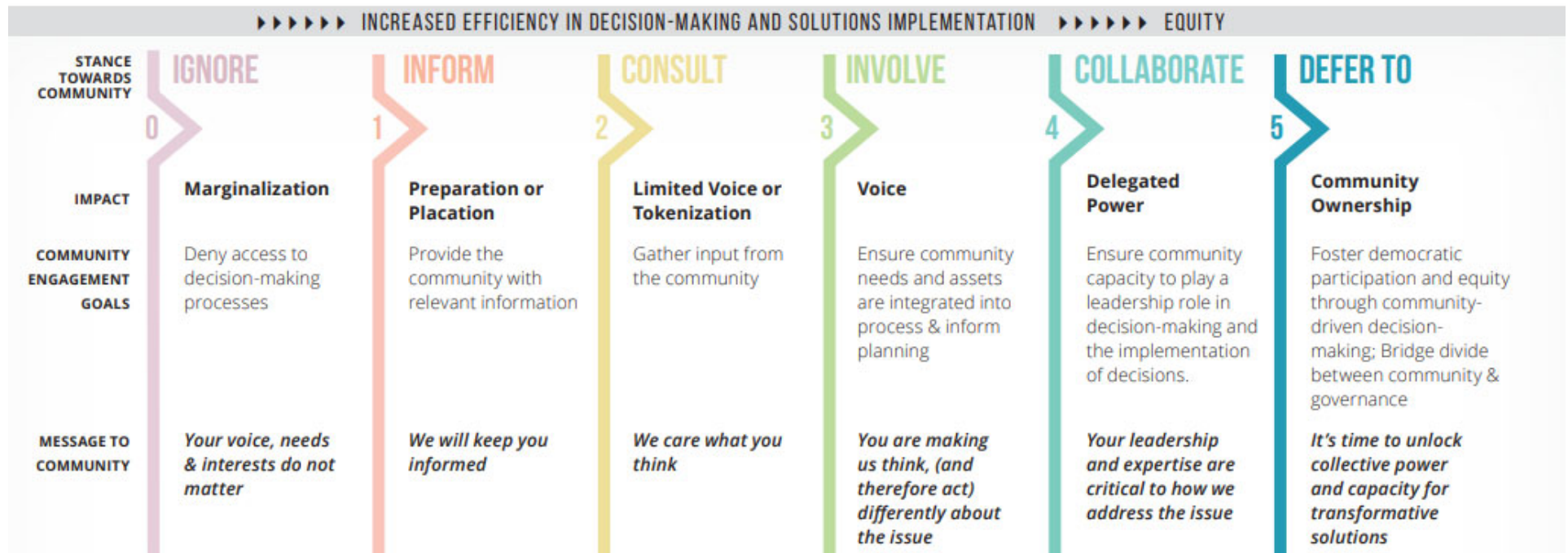
Appendix

Community Engagement Spectrum

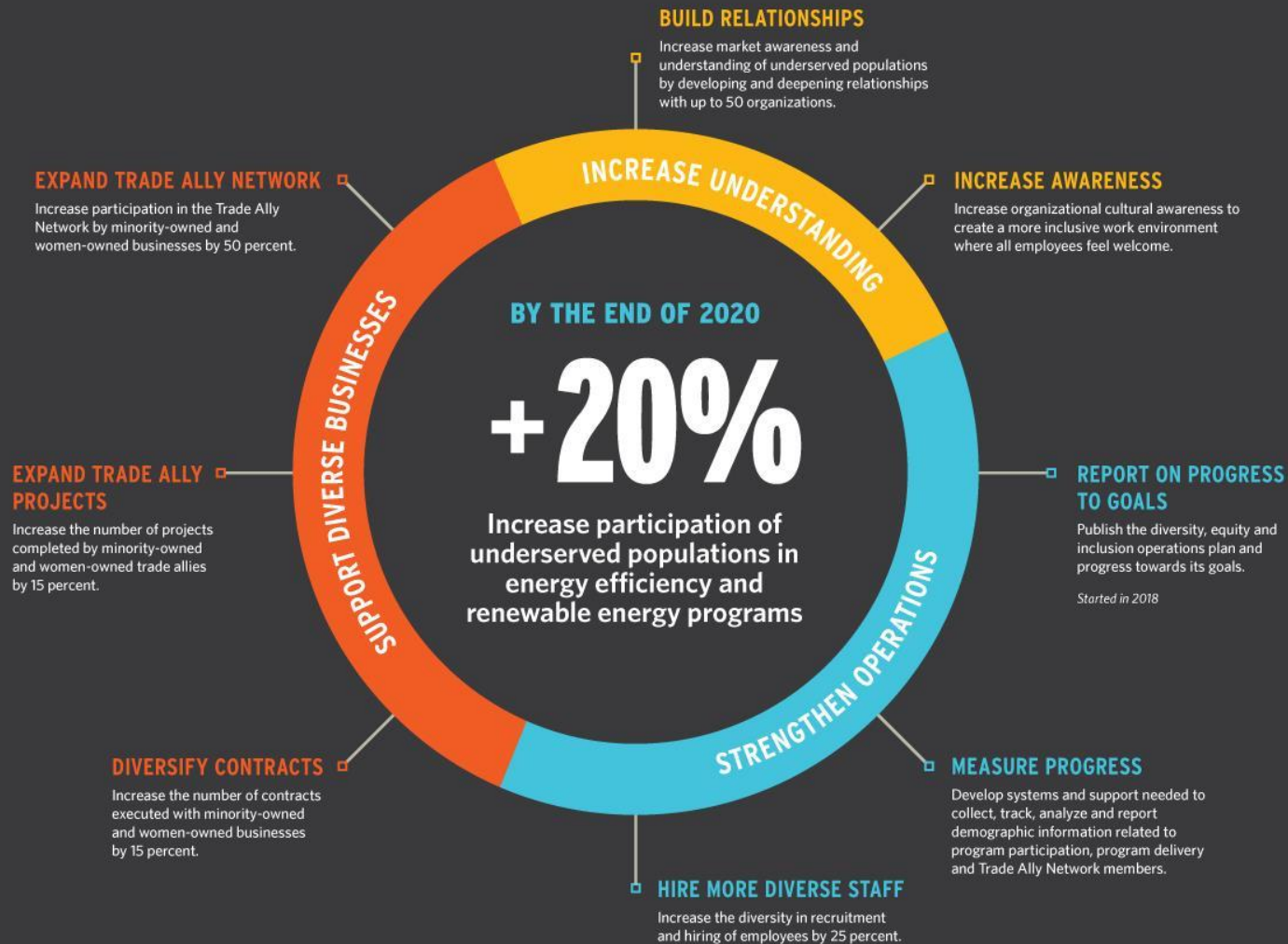
THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP



2



MAKING A COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION



2021 DEI Goals – Targets Established for Each Goal

1. Increase customer participation in energy efficiency.
 - a) Increase residential participation of people of color
 - b) Support participation of small and medium commercial business customers and commercial business customers in rural areas
 - c) Increase participation of small and medium industrial and agricultural businesses in rural areas
2. Increase the adoption of solar projects benefitting low-income customers, rural communities and communities of color
3. Increase participation in the Trade Ally Network by minority-owned and women-owned businesses
4. Increase the number of projects completed by minority-owned and women owned-trade allies
5. Increase the number of contracts with Black-owned, minority-owned and women-owned businesses and improve contract tracking systems to support increased supplier diversity
6. Build relationships with community-based organizations
7. Increase representation of staff identifying as people of color
8. Determine new ways to track participation among communities of color, low-income households and rural customers
9. Increase the ability of staff and board to work across cultures and be more inclusive through structural organizational change and continuous staff learning
10. Increase awareness and understanding of the Diversity, Equity and Inclusion goals and progress

Diversity, Equity and Inclusion Plan Results

2020

- Met 50% of goals in 2018-2020 DEI Operations Plan

2021 (Q2 progress)

- On track to meet 18 of 22 targets
- Serving more residential customers with efficiency and affordable solar
- Learning from relationships with community-based organizations
- Launched summit series to hear from communities, customers and contractors
- Finalized Supplier Diversity Policy Statement and working on procuring a tracking system

