

## Diversity Advisory Council Virtual Meeting Agenda

June 11, 2024, from 9:00-11:30 a.m.

Register in advance for this webinar:

[https://us06web.zoom.us/webinar/register/WN\\_gngloHNzQR6WXFJ6roJ5Ng](https://us06web.zoom.us/webinar/register/WN_gngloHNzQR6WXFJ6roJ5Ng)

9:00am	Welcome – Michael Colgrove
9:05am	Introductions Alicia Moore, Director of DEI Services DAC members introductions
10:05am	Overview of OPUC Grant Process & Updated Timeline – Debbie Menashe
10:35am	Review of 2023 Annual Report Public Comment – Michael Colgrove
<p>We are accepting public comment on our 2023 annual report until 6/15 through this link:  <a href="https://www.energytrust.org/about/our-impact/reports-financials/documents/?type=reports">https://www.energytrust.org/about/our-impact/reports-financials/documents/?type=reports</a></p>	
10:40am	Strategic Planning Update – (Greg Stokes/Amber Cole)
10:55am	Multi-Year Planning Transition Update – Melanie Bissonnette
11:10am	
11:30am	Adjourn

### **DIVERSITY ADVISORY COUNCIL GROUND RULES**

- Listen to understand
- Tell and ask “why” more often
- Assume good intent and also acknowledge impact
- Respect everyone’s background and differences within and across cultures
- Don’t make assumptions
- Move up and move back to ensure all are heard. DAC members will be sensitive to varying levels of participation in DAC meetings, with the objective that everyone has a chance to be heard and contribute meaningfully.
- Observe and challenge how the privilege in the room is working
- Be mindful that we speak from experience and not for community
- Ground rules and six conditions from Courageous Conversations
  - Ground rules
    - Stay engaged
    - Experience discomfort
    - Speak your truth
    - Expect/accept non-closure
  - Six conditions
    - Focus on personal, local and immediate
    - Isolate race
    - Normalize social construction and multiple perspectives
    - Monitor agreements and conditions and establish parameters
    - Use a working definition of race
    - Examine the presence and role, and challenge the supremacy of whiteness