

Diversity Advisory Council Virtual Meeting Agenda

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

Register in advance for this webinar:

https://us06web.zoom.us/webinar/register/WN_Hf7mFXPrTkuZ95Vl8yAq_w

- 9:00am Welcome – Michael Colgrove
- 9:05am Energy Trust Board of Directors DEI Activity – Ashnie Butler, Inner Work Outer Play
- 9:40am Tribal Working Group – Caryn Appler/Mia Deonate/Kate Wellington
- What We Do
 - What We are Working On
- 10:10am Small Business Resource Network and Contractor Development Pathway – Cameron Starr
- 10:40am Energy Trust Legislative Update – Hannah Cruz/Chris Lyons/Natalia Ojeda
- 11:00am Director of DEI Services Update – Michael Colgrove
- 11:15am 2023 Annual Report – Seeking Public Comments - Michael Colgrove

Energy Trust's 2023 Annual Report will be distributed on April 15, 2024. This year, Energy Trust will be seeking public comment on its Annual Report and will be actively engaging Energy Trust's advisory councils for feedback at upcoming meetings. We will also invite public comment when we post the report on our web site at www.energytrust.org/reports.

- 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

STANDING AGENDA TOPIC: DAC external members share their organization's activities