

Diversity Advisory Council Meeting Notes

July 9, 2024

Attending from the council:

Indika Sugathadasa, PDX HIVE
Dolores Martinez, EUVALCREE
Susan Badger-Jones, special projects consultant
Christopher Banks, Urban League of Portland
Rebecca Descombes

Attending from Energy Trust:

Michael Colgrove
Alicia Moore
Emily Findley
Elizabeth Fox
Danielle Rhodes
Shelly Carlton
Carolyn Rice
Chris Lyons
Adam Bartini
Themba Mutepfa
Jason Sullivan
Robin Brown
Erin Roach-Alberts
Adam Schick

Sue Fletcher
Amanda Zuniga
Ashley Bartels
Akanksha Rawal
Kenji Spielman
Betsy Kauffman
Lindsey Diercksen
Cody Kleinsmith
Kate Wellington
Michael Hoch
Andi Nix
Maddy Otto
Maddie Norman

Others attending:

Ezell Watson, Oregon Public Utility
Commission
Benedikt Springer, Oregon Public Utility
Commission
Jonathan Farmer, Bonneville Power
Association

Steph Berkland, TRC
Alder Miller, CLEAResult
Jessica Dover, AlmaLuna LLC
Ivonne Saed, Saedgraphic

1. Welcome

Alicia Moore, Energy Trust's director of DEI services, convened the meeting at 9:05 a.m. The agenda, notes and presentation materials are available on Energy Trust's website at <https://www.energytrust.org/about/public-meetings/diversity-advisory-council-meetings/>.

Alicia reviewed the agenda and led a round of introductions among council members and attendees.

2. DEI services infrastructure

Topic summary

Director of DEI services Alicia Moore provided an update on the infrastructure of Energy Trust's Diversity, Equity and Inclusion services group, which is in the process of being formed. She reviewed the areas of work the group will contribute to, including community engagement, policy development, training and education, data collection and more. The group is currently staffed by Alicia and a project

manager assigned part time to support DEI efforts. Two additional staff members will be hired in 2024 and 2025.

Discussion

The council asked for more detail on the two new positions (Christopher Banks). A senior program manager will be hired in the third quarter of 2024 and a specialist will be hired in the first quarter of 2025. The council asked for more detail about what work each role entails (Susan Badger-Jones). The program manager will be primarily external facing, working directly with community-based organizations. The specialist will support the work of the program manager. The existing project manager leads planning and facilitation for Energy Trust's DEI internal staff committee.

Next steps

None.

3. Urban League of Portland Electrical Pre-Apprenticeship Program with IBEW

Topic summary

Diversity Advisory Council member Christopher Banks shared an overview of Urban League of Portland's new pre-apprenticeship program with the International Brotherhood of Electrical Workers (IBEW). Urban League is one of the oldest African American organizations in the nation; it focuses on social service support for African Americans and has 68 affiliate offices throughout the country. With 165 members, its Portland location is one of the largest offices. Urban League of Portland was founded in 1945 in the Albina neighborhood.

Urban League of Portland is launching a new electrical pre-apprenticeship program, which will be the first statewide workforce program focused on increasing the number of African American journeyman working in the trades. The number of Americans going into journeyman trades has been in decline since the 1970s, and Oregon has been a leader in making efforts to rebalance by promoting participation in the trades and other green careers. The electrical specialty for the pre-apprenticeship complements Urban League's existing work and is a good fit with Oregon's economic trajectory due to its affiliation with green energy practices and technologies.

To implement the pre-apprenticeship program, Urban League is partnering with IBEW Local 48 and Portland Community College, which are supporting needs around curriculum and other educational resources. For example, the curriculum will include math coursework provided by Portland Community College and approved by IBEW in advance. Participants can access training stipends and rental assistance from Urban League. The program is accepting applicants for its first cohort of up to 20 participants; the 10-week program will begin on September 3, 2024.

After graduating from the program, participants will receive state-approved certification and be first in line to be considered for IBEW's apprenticeship program. The average wage for journeyman is \$42.50 per hour, with starting salaries ranging from \$41,000 to \$71,000 per year.

Discussion

Alicia Moore asked if all Portland Community College campuses are included in the program. Christopher Banks said all campuses are welcome to participate, but the program will primarily use the Swan Island Trade Center, where they will have exclusive use of certain rooms and workspaces.

The council asked how long it took to set up the program (Susan Badger-Jones). Christopher responded it took around seven months. He added many of the program's instructors are African American journeyman provided by Urban League who each have around 4,000 hours of training themselves. Other instructors are provided by Portland Community College.

The council asked if there was a pre-apprenticeship model for rural areas (Susan Badger-Jones). Christopher Banks provided a website to locate rural pre-apprenticeship programs and noted there are quarterly meetings to coordinate with other pre-apprenticeship programs in Oregon, including in Central and Eastern regions.

The council asked what licensing tests were being used (Indika Sugathadasa). Christopher Banks clarified that state regulation requires all pre-apprenticeship programs to use a standard licensing test, including this program.

Next steps

Council members are invited to promote the pre-apprenticeship program through their networks.

4. Council vacancies and introductions

Topic summary

Alicia Moore provided an update on recruitment to fill positions on the Diversity Advisory Council. There will be four vacancies this year due to two members rotating off the council in 2024. This is an opportunity for new potential members from across Oregon to join, and Energy Trust will engage in active recruitment to fill the vacancies.

Alicia Moore also welcomed Benedikt Springer, an Oregon Public Utility Commission staff member, who will be joining future council meetings. Benedikt introduced himself, explaining he will be representing board member and OPUC Commissioner Letha Tawney. He will mainly be participating as a listener to gain awareness but is happy to be a resource to answer questions related to OPUC.

Discussion

No discussion.

Next steps

Council members are encouraged to share the recruitment opportunity with their contacts.

5. Member updates and adjournment

Alicia Moore invited attendees to provide general updates from their organizations.

Energy Trust Executive Director Mike Colgrove announced Director of Energy Programs Tracy Scott was recently confirmed to serve on the City of Portland's Portland Clean Energy Community Benefits Fund (PCEF) committee. PCEF advances community-led projects that reduce carbon emissions, create economic opportunity and improve people's resiliency to a changing climate, with a focus on priority populations.

The meeting adjourned at 9:40 a.m.