

Workshop | How to Create an Industry that Reflects and Serves Diverse Communities

Demographics of the Energy Efficiency Industry

Utilities and stakeholders in the EE industry have worked to diversify their workforce and be more inclusive of all communities that they represent. While positive steps have been taken, the energy efficiency industry is largely homogeneous. Important actions could be taken to identify and engage traditionally underserved populations throughout the energy efficiency sector.

As an industry, we need to provide a wider distribution of contract awards to include:

- Women-owned
- Minority-owned
- Veteran-owned
- LGBTQ-owned
- Small businesses

This will create a workforce pipeline that reflects the entire community and help ensure EE programs are equitably provided to all.

3 Areas to Improve Diversity & Inclusion

1. Supplier Diversity

Supplier diversity is the contracting of businesses that are owned by historically marginalized persons.

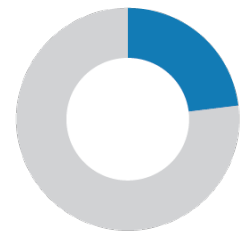
Illinois recently passed the Future Energy Jobs Act (FEJA), which aims to better serve and better involve disenfranchised communities by expanding the state's already established supplier diversity initiative. Several utilities across the region are voluntarily directing significant resources towards internal supplier diversity goals.

2. Workforce Development

Utilities across the Midwest have invested billions of dollars in energy efficiency programs over the past several years and as a result of these investments, energy efficiency continues to dominate the clean energy economy with a growing workforce. We must pursue a workforce that is diverse to ensure that additional voices and skills are included in the clean energy sector.

3. Program Delivery

Overwhelmingly, communities of color face a higher energy burden. However, with increased utility outreach and engagement to communities of color, energy efficiency can help ease this disparity and foster more equitable participation in programs throughout all communities.



Only **23%** of EE employees are women



78% of the EE workforce is white



11% of EE workers are veterans - nearly **2x** the national workforce avg.

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Workshop Description

The energy efficiency sector has been grappling with fostering a more diverse and inclusive industry, but the workforce remains largely homogenous. Diversity and inclusion efforts are on the rise as businesses and organizations re-examine workforce development, supplier diversity and how to better serve traditionally underserved communities. This interactive workshop will focus on sharing best practices and tips to increase diversity that participants can bring back to their organizations.

Agenda

1. Introductions and workshop framework: 15 minutes
2. Small table discussions: 20 minutes
3. Group rotations: 20 minutes (10 minutes each)
4. Report out: 20 minutes
5. Wrap up: 5 minutes

Facilitators

Moderator: Delmar Gillus, Elevate Energy

Table Leads:

Supplier Diversity

Selena Worster-Walde	Erthe Energy Solutions	swwalde@ertheenergysolutions.com
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Workforce Development

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Program Delivery

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