



# DEI Advisory Committee

March 5, 2025

# **Welcome In!**

**Please, take a moment to arrive.**

# Our Time Today

1. Entering In
2. Update from the Bureau
3. Reflections from the EAS
4. EEC Stakeholder Feedback Process
5. Topic Generation
6. Closing



# Introductions



- **Name**
- **Pronouns**
- **Organization**
- **Top of Mind:** Thinking about your work and our shared intersections, what's foremost in your mind for this space?

## Working Agreements

<p><b>Focus on Systems:</b> Move out of the individual focus and zoom out to consider systemic cause for barriers or burdens felt by individuals.</p>	<p><b>Move up/Move up:</b> Be aware of one's own contributions. If you find yourself talking more, move up your listening. If you find yourself listening more, work to move up your contributions.</p>	<p><b>With and not for:</b> We are representatives in this space and we are tasked with advocating for perspectives and turning back to our spheres to bring them along with us in this space.</p>	<p><b>Confidentiality within this space:</b> Maintain confidentiality of what committee members share. Allow members to speak their minds.</p>	<p><b>Agree to Disagree:</b> We may not always agree. There may be non-closure and we can expect and work to accept that.</p>
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## 2025 Starting Strong!

### Agency Updates:

- Welcoming in Ebony Scott-Anderson, IPA's DEI Partnerships Manager!
- Racial Disparity Study RFP Update
- [EAS Assessment Part II](#) was published last month
  - Reflections from the Assessment

# Reflections from the EAS Assessment

## Progress:

- MES and accountability framework established, encouraging stakeholders to prioritize equity
  - Compliance in first year of MES implementation at 78%, with 18% workforce in Illinois Shines qualifying as EEPs
- EEC category supports emerging EECs
- Energy Workforce Equity Portal serves as a resource hub, connecting clean energy companies and job seekers

## Challenges:

- Administrative burdens regarding compliance
- Ambiguity of statutory language
- Disparities in program participation across geographic locations

# Reflections from the EAS Assessment

## Lessons Learned:

- Importance of clarity and consistency in program design and communication
- Critical role of stakeholder engagement and feedback plays in guiding the work
- Need for robust data collection and analysis to evaluate progress and guide decision-making



# EEC Stakeholder Feedback Process

- **Objective:** Identify enhancements to the EEC certification process.
- **Focus Areas:**
  - Demonstrating EEP control/management of EECs.
  - Assessing socio-economic status of majority-owner EEP(s)
  - Preventing EEC category manipulation without undue burdens
- **Stakeholder Audience:**
  - EEPs/EECs, Approved Vendors, Designees, Clean Energy Small Businesses, Community-Based Organizations.
- **Feedback Methods:**
  - Written Stakeholder Feedback (All Audiences)
  - DEI Advisory Committee (EECs, AVs/Designees, CBOs, unions)
  - Targeted Interviews (EEPs/EECs, clean energy small businesses, IL Shines Mentorship Program Participants)
- **Timeline:** March – April 2025
- **Outcome:** Informs recommendations for the 2026 Long-Term Renewable Resources Procurement Plan.



# **EEC Certification Process Discussion**

## **Ensuring Meaningful EEP Involvement**

**How can the Agency ensure that majority-owner EEPs are genuinely engaged in managing their businesses while keeping the certification process fair and accessible?**

**If the Agency were to introduce additional verification requirements (e.g., governance documents, socio-economic status), what should be considered to balance equity goals with administrative feasibility?**

## **Strengthening the EEC Category & Preventing Manipulation**

**What steps should the Agency take to prevent misuse of the EEC category (e.g., sleeving or pass-through arrangements) while maintaining a fair and accessible EEC certification process?**

**How can we better support EECs in taking on substantive roles in project development and operations rather than being limited to procurement or administrative roles?**

## **Additional Enhancements to EEC Certification**

**What other improvements to the EEC certification process would help advance equity in the clean energy economy?**

**Are there any best practices from other industries or programs that could serve as a model for strengthening the EEC certification process?**

# Topic Generation

**What additional topics or priorities would you like to explore with the DEI Advisory Committee?**

# Closing

Our Gratitude

Feedback Forms to Follow

Next Steps:

- All Materials will be sent to you, and posted on the Website
- Next Meeting in Q2 of 2025
- Agenda and Meeting Invitation

