

**Illinois Power Agency**  
**DEI Advisory Committee**  
**Minutes 11/14/24**

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**Attendance**

- Tanvi Shah
- Kina Askew
- Ella Johnson-McGowan
- Kate Clifford
- Chynna Hampton
- Marcus Jordan
- Robert Pletcher
- Jessica Wagner
- David Husemoller
- Shon Harris
- Denise Moore
- Esther Kim
- Ky Ajayi
- Lesley McCain
- Laurel Passera
- Chris Edwards
- Andrew Wells
- Christina Castillo

- 1) **Welcome In**
- 2) **Introductions**
- 3) **DEI Advisory Committee Background and Context**

<ul style="list-style-type: none"><li>• Objective and Scope</li></ul>	This effort is our DEI-focused feedback mechanism for inclusive stakeholder perspective sharing. The aim of this effort is to invite everyone's collective efforts to share the aspirations of this committee.
<ul style="list-style-type: none"><li>• Operational Considerations<ul style="list-style-type: none"><li>○ Meeting Frequency</li><li>○ Attendance</li><li>○ Committee members</li><li>○ Record Keeping</li><li>○ Meeting Norms</li></ul></li></ul>	This committee will convene quarterly, with more time to plan and co-create agendas than this initial meeting had. If representatives are unable to attend, they may bring a proxy within their organization to ensure perspectives are shared. There is no recording of these meetings, but meeting minutes will be shared on the DEI

Advisory Committee website, along with agendas and any resources shared in the meeting.

If there are perspectives that are not in the room, please let us know. Kate will send a follow up feedback form after every meeting to solicit feedback on what's missing, what we noticed in our conversations and for co-agenda creation.

We want to spend time intentionally forming this community. In order for us to have the most productive and effective conversations, what are the agreements we want to see reflected in the space?

We've offered a few to start:

- **Focus on Systems:** Move out of the individual focus and zoom out to consider systemic cause for barriers or burdens felt by individuals.
- **Move up/Move up:** 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.
- **With and not for:** 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.

What are other Meeting Norms that hold productive, impactful, and effective spaces?

- Confidentiality within this space – Maintain confidentiality of what committee members share. Allow members to speak their minds.
- Agenda sent out prior to meetings. Will we be encouraged to add to the agenda?
- Parking Lot Agenda – If not enough time to cover all topics, create a parking lot to move topics to subsequent meetings.
- Using the chat to continue conversations. Allow individuals to share in different ways.
- Being mindful of our own perspectives and biases.

	<ul style="list-style-type: none"> <li>• Agree to disagree. We may not always agree. There may be non-closure and we can expect and work to accept that.</li> </ul>
<ul style="list-style-type: none"> <li>• Overview of IPA's Equity Initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• CEJA legislation enhanced the commitment to equitable advancement which established IPA's DEI Bureau to steward in the equitable outcomes of the legislation.</li> <li>• DEI Initiatives: <ul style="list-style-type: none"> <li>• EAS</li> <li>• Data Transparency and Accountability</li> <li>• Energy Workforce Equity Portal</li> <li>• Outreach and Stakeholder Engagement &amp; Partnership Development</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Overview Current Priorities <ul style="list-style-type: none"> <li>• Equity Portal</li> <li>• SEB Hub</li> <li>• EEC Ownership Stakeholder Feedback</li> <li>• Outreach and Partnership Development</li> <li>• Racial Disparity Study</li> </ul> </li> </ul>	<p>Could we share a list of acronyms related to the clean energy space and/or IPA's work?</p> <p>Agreed this will be helpful, will see if there is an existing resource we can share on this.</p> <p>Is there any representation from Elevate? Governor's Energy Advisory Council?</p> <p>IPA has existing collaborations with DCEO, Elevate, and others and will be sharing learnings from this space with those partners.</p> <p>We have members with us who are a part of the Governor's Council and part of Elevate's Justice40.</p>
<ul style="list-style-type: none"> <li>• Topic Generation</li> </ul>	<p>What would you like to see this space hold? What are the priorities you are bringing from your spheres and how can this group ideate on best practices?</p> <p>Is interested in discussing how to hold AV and Designees more accountable to hiring.</p> <p>Plugging the holes. We believe there are some folks taking advantage of the EEC program. Putting some additional watches around the program so that</p>

	<p>everyone who is in it is working towards the spirit of the program.</p> <p>Better understanding the pathways for training. ComEd managed first and now DCEO. There are a lot of programs they are responsible for managing. Better understanding the training pipeline will be helpful.</p> <p>Identify where are all the current trainings happening. Develop a living document.</p> <p>Stakeholders have been working on developing something like this. Reaching out to the hubs to understand when they are graduating, when they are doing hiring, etc. Share with employers. Toughest task is trying to track down and get in touch with the point people at the Hubs. Reached out to DCEO to see if they can support this effort. Not enough AVs engaging with the training programs and attending the hiring events.</p> <p>Communication is important. Installers are sometimes not aware of these opportunities.</p> <p>People are motivated. Disconnect might be about getting the word out. Navigators might help this effort.</p> <p>I'd like to learn more about diversity of training programs that are running.</p> <p>Explore the idea of subcommittees.</p>
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#### 4) Current Priorities

##### a) Skipped due to timing

<ul style="list-style-type: none"> <li>• Equity Portal</li> </ul>	
<ul style="list-style-type: none"> <li>• SEB Hub</li> </ul>	
<ul style="list-style-type: none"> <li>• EEC Ownership Stakeholder Feedback</li> </ul>	

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## 5) Closing

<ul style="list-style-type: none"><li>• Gratitude</li></ul>	
<ul style="list-style-type: none"><li>• Feedback</li></ul>	A follow up survey will be sent to stakeholders to solicit their feedback on the first meeting.
<ul style="list-style-type: none"><li>• Agenda and Minutes posted on the website</li></ul>	Meeting notes will be posted on the website within two weeks.