



## DEI Advisory Committee Quarterly Meeting

**Meeting Date:** Wednesday, February 25th

**Meeting Time:** 2:00pm to 3:30pm

### Welcome

- Housekeeping
- Review Agenda

### Attendees:

- Chris Warland
- Jessica Wagner
- Denise Moore
- Ky Ajayi
- Lesley McCain
- Marcus Jordan
- David M.
- Stephanie Burgos-Veras
- Shon Harris
- Brady Briska
- Kate Clifford
- Esther Kim
- Ella Johnson-McGowan
- Catherine O'Carroll
- Julie Pascoe
- Tanvi Shah
- Jess Blue
- K.C. Doyle

### Introductions

- Reflection Prompt:
  - What word best captures how you're prioritizing equity in your work this year?
    - Compassion
    - Evolution/Growth
    - Disrupt
    - Compound
    - Collaboration



## DEI Advisory Committee Quarterly Meeting

- Accessibility
- Action
- Intentional
- Measurable
- Participation
- Determined
- Difficulty
- Forefront
- Partnership / Leadership

### Review of Norms

### Updates from Bureau Chief

- Welcome in Esther Kim, DEI Partnerships Manager!
  - Please look for a follow up from Esther who will be following up with One-on-Ones from Partnerships
- Racial Disparity Study Update
  - Public Hearing Sessions will be held on May 5th and 6th
- Annual Report was released
  - [LINK](#)

**1<sup>st</sup> Equity Learning Series Overview:** The inaugural session of the Equity Learning Series was held on Feb 3<sup>rd</sup>. Held virtually, the webinar welcomed 56 attendees, provided background on the intent of the ELS series, purpose of Minimum Equity Standard, and shared success stories for recruiting and retaining EEPs.

Some of the feedback gathered from the session:

- Attendees preferred breakrooms, but would like more time
- More resources for rural and small businesses to meet the MES
- An interest for more information regarding the status of the Racial Disparity Study

### Equity Learning Series (ELS) Proposal: Building Genuine Relationship with EECs

- Energy Solutions shared proposal for next Equity Learning Series Training
- Committee Feedback
  - Focus Area Suggestions:
    - Business Case: **Dedicated Capacity Blocks:** A specific portion of the program's total capacity is reserved exclusively for EECs. This

## DEI Advisory Committee Quarterly Meeting

means EEC projects often avoid the long waitlists that traditional developers face.

- **Advance of Capital:** This is the most significant financial boost. EEC-certified Approved Vendors can request an advance of up to 50% of the total REC contract value prior to the project being energized (completed). Non-EEC developers typically only receive payment after the project is finished and verified.
- **Lower Collateral Requirements:** EECs often benefit from reduced upfront collateral or fees, lowering the barrier to entry for potentially smaller or minority-owned firms.
- **Scoring Bonuses:** In categories like Community-Driven Community Solar, having an EEC as the primary developer or partner often earns the project more points, making it more likely to be selected for a contract.

### Social Impact and Brand Value

- Beyond the "carrots and sticks" of the program, there is a clear CSR (Corporate Social Responsibility) case:
  - **Localized Economic Growth:** EECs are often based in Environmental Justice (EJ) communities or R3 areas (Restorative Reinvestment to Renew). Hiring them ensures that the financial benefits of the "green transition" stay within the local economy rather than flowing to out-of-state national installers.
  - **Workforce Development:** EECs frequently hire from state-funded training programs (like the Clean Jobs Workforce Network), meaning your project is directly supporting the professional development of formerly incarcerated individuals, foster care alumni, and residents of historically underserved areas.
  - **Labor Standpoint** – partnering with EECs is a good way to meet the MES percentages.
- Committee recommends considering having a developer or operator join the panel discussion. Committee members volunteered to be present as panelists.
  - The committee did caution on the growth of EECs without foundation of training/mentorship, as this could be:
    - Costly to the developers
    - EECs have been thinking about how to mentor and share knowledge within the field, this would be great for existing EECs to provide guidance to new and forming EECs
    - Mentorship needs to be compensated, as it is a costly and worthy allocation of time, energy, and effort.



## DEI Advisory Committee Quarterly Meeting

- The formation of the Joint EECs was meant to encourage participation to smaller EECs

Best Practices for genuine and sustained relationships with EECs:

- Fair and transactional partnerships
- Skill sharing mentorship
- Access to additional resources

### Future Meeting Topic Generation

- Storytelling:
  - Success stories and growth advancement
- Transportation issues for both workforce training and job site attendance
  - Suggestion for a third party or onsite training in tandem with Workforce programs, a way for students to participate with live construction.
  - Workforce hub to provide extended training and rideshare options.
    - Transportation is a big issue. The distance is quite large for some training programs
      - Makes students nervous for applying for jobs who don't have onsite experience
  - Can IPA help facilitate a bridge program to help more job placement post training?

### Closing

- In the future: Resource Mapping with partners
- Will include the link to the Racial Disparity Study and Annual Report
- Next Steps:
  - Agenda, attendee list, and meeting notes will be emailed and posted on the website.