



November 2025 DEI Advisory Committee Meeting

Illinois Power Agency | November 12, 2025 | 2:00 PM – 3:30
PM

Welcome In!

Please, take a moment to arrive.

Housekeeping



- Mind the mic
- Use the chat
- Ask for tech support if needed

Working Agreements

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.	Confidentiality within this space: Maintain confidentiality of what committee members share. Allow members to speak their minds.	Agree to Disagree: We may not always agree. There may be non-closure and we can expect and work to accept that.
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Agenda

1. **Welcome**
2. **Introductions**
3. **Updates from the Bureau Chief**
4. **Equity Learning Series Conversation**
5. **Topic Generation**
6. **Closing**



Introductions

- IPA Staff: Name, Pronouns, Title, Areas of work
- Committee Members: Name, Pronouns, Organization
- Reflection Prompt:

What are the most pressing needs in your communities right now?

Please Note:

- The IPA's 2026 Long-Term Plan is currently under consideration by the Illinois Commerce Commission (ICC) in Docket No. [25-0945](#). The ICC is expected to issue a final order approving the Plan and any changes to it on or before February 17, 2026.
- As the Long-Term Plan is presently under consideration in an open docketed proceeding before the ICC, any communications with the IPA or its Program Administrator regarding the substance of the Plan are considered ex parte in nature and will be memorialized and filed as part of the record in that proceeding consistent with Section 5-50 of the Illinois State Officials and Employees Ethics Act (5 ILCS 430/). To participate in the docket, you may intervene in the proceeding before the ICC, consistent with the process outlined in the Commission's Rules of Practice, or file a [Public Comment on the ICC's eDocket](#).

Updates from the Bureau Chief



- Long-Term Plan
- Racial Disparity Study
 - Informational Meeting – November 19, 2025 at 6:00 PM (CST)
 - Data Assessment Meetings
 - Case Law Review
 - Policy Review
 - Anecdotal Interviews
- DEI Data Dashboard
 - MES Year-End Report Summary

ILLINOIS POWER AGENCY
2026 RACIAL DISPARITY & AVAILABILITY STUDY

INFORMATIONAL MEETING
NOVEMBER 19, 2025 6PM CT

The Illinois Power Agency has partnered with Griffin & Strong to conduct a Racial Disparity and Availability Study to measure the presence and impact of discrimination on minority and women businesses and workers in Illinois' clean energy economy.

CLICK HERE OR SCAN TO REGISTER

REGISTRATION NOT REQUIRED, BUT STRONGLY ENCOURAGED

YOU WILL HAVE THE OPPORTUNITY TO:

- ✓ Learn More About the Study
- ✓ Ask Questions
- ✓ Hear Ways to Participate

This session will be recorded and any comments made may be included in the final Study

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Equity Learning Series Overview

Objective: Engage participants with the context for the spirit of the law, identify opportunities to enhance their business model through diversification, and equip participants with holistic recruitment and retention strategies which lead to sustainable employment of EEPs in the IL clean energy sector.

Overview from K.C. Doyle, Strategy/DEI Team Lead, Energy Solutions

Equity Learning Series Overview

- Welcome & Logistics (Energy Solutions) (*approx. 5 minutes*)
 - Participants are encouraged to share their name, company, and location in the chat.
 - Icebreaker: Does your name hold any significance or family history? (Participants can share their response in the webinar chat)
 - During the presentation section all participants will be muted. Participants will be able to utilize the chat or “raise hand” feature for the Training Section 1 discussion. Break-out rooms will be utilized for the Training Section 2 discussion.
- Background & Opening Remarks (IPA) (*approx. 5 minutes*)
 - The Illinois Shines Equity Accountability System Learning Series aims to highlight the importance of equity in the clean energy economy and the Program through a series of virtual trainings and resources.
 - This training will cover:
 - The purpose of the Climate and Equitable Jobs Act (CEJA), why equity matters for Illinois, and why Approved Vendors stand to benefit from a diverse workforce.
 - The purpose and vision of the Minimum Equity Standard (MES) requirement as an equity-focused recruitment strategy.
 - The business case for embracing an equitable workforce and practical steps Approved Vendors can take for inclusive recruitment and retention of Equity Eligible Persons (“EEPs”).

Equity Learning Series Overview

Training Section 1 (Energy Solutions) (approx. 15 minutes – 5 minutes for presentation/10 minutes for discussion)

- Building a Diverse Clean Energy Workforce in Illinois
 - The Climate and Equitable Jobs Act (“CEJA”) was purposefully designed to place equity at the center of the state's transition to a clean energy economy.
 - Equitable Workforce & Business Development:
 - CEJA centers Illinois businesses and workers that were historically excluded from Illinois' clean energy economy – “expanding access from communities that have been excluded from economic opportunities in the energy sector, have been subject to disproportionate levels of pollution, and have disproportionately experienced negative public health outcomes.”
 - CEJA invests \$82 million/yr in workforce development and contractor equity programs. Additionally, 40% of the benefits and investments in solar power, electric vehicles, and the grid must go to equity investment for eligible communities and persons.
 - Illinois Power Agency Act:
 - CEJA directed the Illinois Power Agency (“IPA” or “Agency”) and Illinois Department of Commerce and Economic Opportunity (“DCEO”) to help historically underserved communities participate in and benefit from the growing clean energy economy in Illinois.
 - To advance that objective, the Act directed the Agency to establish an Equity Accountability System (EAS), which includes the following:
 - Minimum Equity Standard (“MES”) applicable to all applicants to the Agency's renewable energy procurements, both through Illinois Shines and the Agency's competitive procurements.
 - Establishes the Equity Eligible Contractor category with Illinois Shines.
 - Additionally, the IPA is required to create and maintain the Energy Workforce Equity Portal in consultation with DCEO:
 - A public-facing tool that connects clean energy companies and developers with equity eligible persons looking to work in the clean energy sector in Illinois.

Equity Learning Series Overview

- Purpose and Vision of the Minimum Equity Standard (MES)
 - The Minimum Equity Standard (MES) requirement in the Illinois Shines Program helps ensure that the growing clean energy economy is accessible to everyone.
 - The MES requirement is an equity-focused recruitment strategy – mandating that an increasing percentage of the Illinois Shines project workforce meets baseline equity requirements. Meeting this hiring percentage requires intentional workforce recruitment efforts by Approved Vendors and Designees.
 - By 2030: At least 30% of the project workforce for each entity must be comprised of EEPs. Currently, 17% of the reported Illinois Shines Program workforce is made up of EEPs
 - 67.4% of EEPs live in an Equity Investment Eligible Community
 - 13.6% of EEPs self-registered in the Energy Workforce Equity Portal, or otherwise their eligibility criteria was unknown to the AV/Designee
 - 10.2% of EEPs graduated from or are current participants in a qualifying workforce training program
 - 7.6% of EEPs were formerly incarcerated
 - 1.2% of EEPs are foster care graduates
- Poll Question: *Where have you seen the Climate and Equitable Jobs Act (CEJA) in action?*
 - *Participating in new workforce development opportunities.*
 - *Increased Equity Eligible Persons (EEP) participation in your organization.*
 - *Becoming an Equity Eligible Contractor (EECs) in the Illinois Shines Program.*
 - *Partnering with an Equity Eligible Contractor (EECs) in the Illinois Shines Program.*
 - *Minimum Equity Standard reporting for the Illinois Shines Program.*
 - *Other – Write in*
- Discussion: *Use poll responses to prompt additional discussion.*
 - *Participants can utilize the raise hand feature to come off mute or provide answers in the chat.*

Equity Learning Series Overview

Training Section 2 (Energy Solutions) (approx. 20 minutes – 5 minutes presentation/15 minutes for discussion)

- Embracing an Equitable Workforce
 - The Illinois Power Agency (IPA) and the Illinois Shines Program Administrator (Energy Solutions) is committed to Diversity, Equity, and Inclusion (DEI) -- which includes strengthening and advancing equity in the clean energy industry by increasing access to the growing clean energy economy for communities that have been historically excluded from economic opportunities with the energy sector.
 - We encourage Illinois Shines Approved Vendors and Designees to embrace building a diverse clean energy workforce, with a focus on inclusive recruitment and retention of Equitable Eligible Persons (EEPs).
- Business Case for an Equitable Workforce
 - There's a strong business case for embracing an equitable workforce, especially within the clean energy sector. Diverse and inclusive workforces can benefit Approved Vendors and Designees by:
 - Bringing new perspectives which can improve decision-making and problem-solving within the Approved Vendor/Designee's organization.
 - Providing opportunities to connect with new communities and enhance community partnerships for solar development.
 - Providing innovation within Approved Vendor/Designee companies and in their partnerships.
 - Helping to bring in a new customer base, ensuring historically underserved communities benefit from solar while creating additional opportunities for Approved Vendors/Designees.

Equity Learning Series Overview

- Recruitment and Retention of Equitable Eligible Persons (EEPs)
 - Approved Vendors/Designees are encouraged to utilize recruitment resources such as:
 - Energy Workforce Equity Portal, DCEO Workforce Hubs, local educational and job training workshops, job fairs, trade schools and community colleges.
 - New official certificate of recognition for EEPs and EEP resumes are now available on the Energy Workforce Equity Portal.
 - Best practices for recruitment and retention of EEPs:
 - Ensure EEPs are highly involved in multiple aspects of solar project development.
 - Introduce EEPs to all project partners, include them on regular project communications, and develop opportunities for involvement in other projects.
 - Highlight the value that EEPs bring to the Approved Vendors project team and other key stakeholders within the company.
 - Provide job-training opportunities to EEPs to encourage growth within Approved Vendor companies.
- *Break-out Room Introduction (IPA DEI team)*
 - *Break-out rooms will be co-facilitated by Energy Solutions and the IPA DEI team. Community agreements will be introduced to all participants.*
- *Break-out Room Discussion Prompts (same questions for each breakout room): How have you or your business been able to embrace an equitable workforce? What are other ways that Approved Vendors and EEPs can build lasting partnerships? Are there other resources that the Program could provide that would be helpful in the recruitment and retention of EEPs?*
- Closing & Feedback Survey Launch (*approx. 10 minutes*)
 - Breakout Room share-out from facilitators
 - The IPA DEI team or another selected external stakeholder will share closing remarks.
 - During this time a feedback survey for participants will be launched.

Group Discussion

- What are other topics you'd like to engage the marketplace with this Learning Series?
 - *What are the conversations that move the needle of our shared work?*
- Would the Equity Series benefit from being a part of a formalized LMS process?
 - *Live webinar to engage stakeholders **and** recordings in the LMS to demonstrate engagement with equity foundation of the MES*

Future Topic Generation

- What emerging equity topics or gaps should we discuss next?
- Any intersectional issues (e.g. workforce, policy, small business) we should elevate?
- Ideas for speakers, research, or data to inform upcoming agendas?

Closing & Next Steps

- Gratitude for your continued insight and partnership.
- Meeting notes and materials will be posted on the website.
- Please complete the short feedback form after the meeting.
- Next meeting: TBD