

Thursday, October 1 SAG Meeting: Equity Hiring and Workforce Development
Joint with IQ North and IQ South EE Advisory Committees
Final (9/18/2020)

Equity Hiring Panel Discussion Questions – for Panelists:

1. **Defining Equity Hiring:** What does equity hiring mean to you? How does your company or organization define equity hiring or diverse hiring?
2. **Business Goals:** Does your company or organization have equity or diversity business goals or targets? If so, please explain.
3. **Barriers:** What are 2-3 barriers that currently exist in equity hiring or diverse hiring from an implementation contractor perspective, either with utilities or within other key players in the EE industry?
4. **Solutions:** What are potential solutions to overcome existing barriers?
5. **Business Opportunities:** How can the EE industry further support equity hiring and diverse hiring?
6. **Success Stories:** Can you share a success story that you have experienced as a diverse supplier?
7. **Future of Equity Hiring for EE in Illinois:** Do you have a recommendation or a best practice to share on equity hiring that should be considered for the 2022-2025 EE Portfolios in Illinois?

Discussion Questions for Small Group Breakout Rooms:

Equity Hiring

1. What are strategies to increase the number of diverse vendors and subcontractors that deliver EE programs in Illinois?
2. What barriers and potential solutions exist for companies seeking contracts with utilities?
3. What barriers and potential solutions exist for utilities in equity hiring?
4. How can EE implementers / vendors / evaluators / others also be committed to equity hiring?

Metrics and Reporting

1. What type of information sharing on EE equity hiring would be useful from utilities and others working in the EE industry? How often and in what format?
2. What metrics or goals should be considered for IL utilities on equity hiring for the 2022-2025 EE Portfolios? *[For example: dollars, individuals, avg dollars per individual, per company, per Chicago Community Area]*

Hiring Processes

1. How can Illinois utilities and others with EE work available in IL equalize the playing field to black/brown vendors or contractors?
2. How can Requests for Proposal (RFP) processes + bidding opportunities be made more accessible?
3. How can training opportunities be made more accessible?

Open Question: Do you have any innovative ideas or suggestions on how equity hiring or workforce development can be supported during the 2022-2025 EE Portfolios in Illinois?