



MEEA Diversity & Inclusion Initiative

Tuesday, May 14, 2019
IL Stakeholder Advisory Group



MEEA D&I Initiative

How we got started

- MEEA Board Retreat – August 2016
 - Establishment of D&I Board WG
 - D&I training – MEEA Board (Aug 2016)
 - D&I training – MEEA Staff (Jan 2017)
- 2017 Midwest Energy Solutions Conference
 - Plenary session – Our Industry is an Economic Generator: How Can we Use this Advantage to Support Diversity
 - Expert to develop mission and vision
- 2018 Midwest Energy Solutions Conference
 - Workshop – Diversity Opportunities within EE
- April 2018 – MEEA Member Survey
 - Designed diversity and inclusion demographic feedback survey for MEEA membership
 - Identified key data points for Diversity Working Group to track
 - Organizational D&I policies
 - Diverse program participation
 - Organizational hiring

MEEA D&I Initiative

Current Definitions

Diversity Definition

A recognition and an awareness of systemic biases that result in a proactive commitment to seek out, engage and include people of diverse backgrounds, identities and ideas, especially those traditionally under-represented in the utility and energy efficiency industry

Vision

MEEA's Diversity and Inclusion Initiative provides best practices in leveraging diversity and inclusion policies and practices at MEEA, for our members and the larger energy efficiency community.

Mission

Supporting the advancement of workforce development within MEEA as an organization and within the greater energy efficiency industry. An increase in workforce development initiatives across the industry can lead to an improvement in other diversity initiatives outside workforce development, such as supplier diversity and program delivery to traditionally under-represented customers.



MEEA Membership D&I Survey Results

June 2018



Quick Facts

Purpose: to take the first step to begin to understand what is happening with diversity and inclusion amongst members.

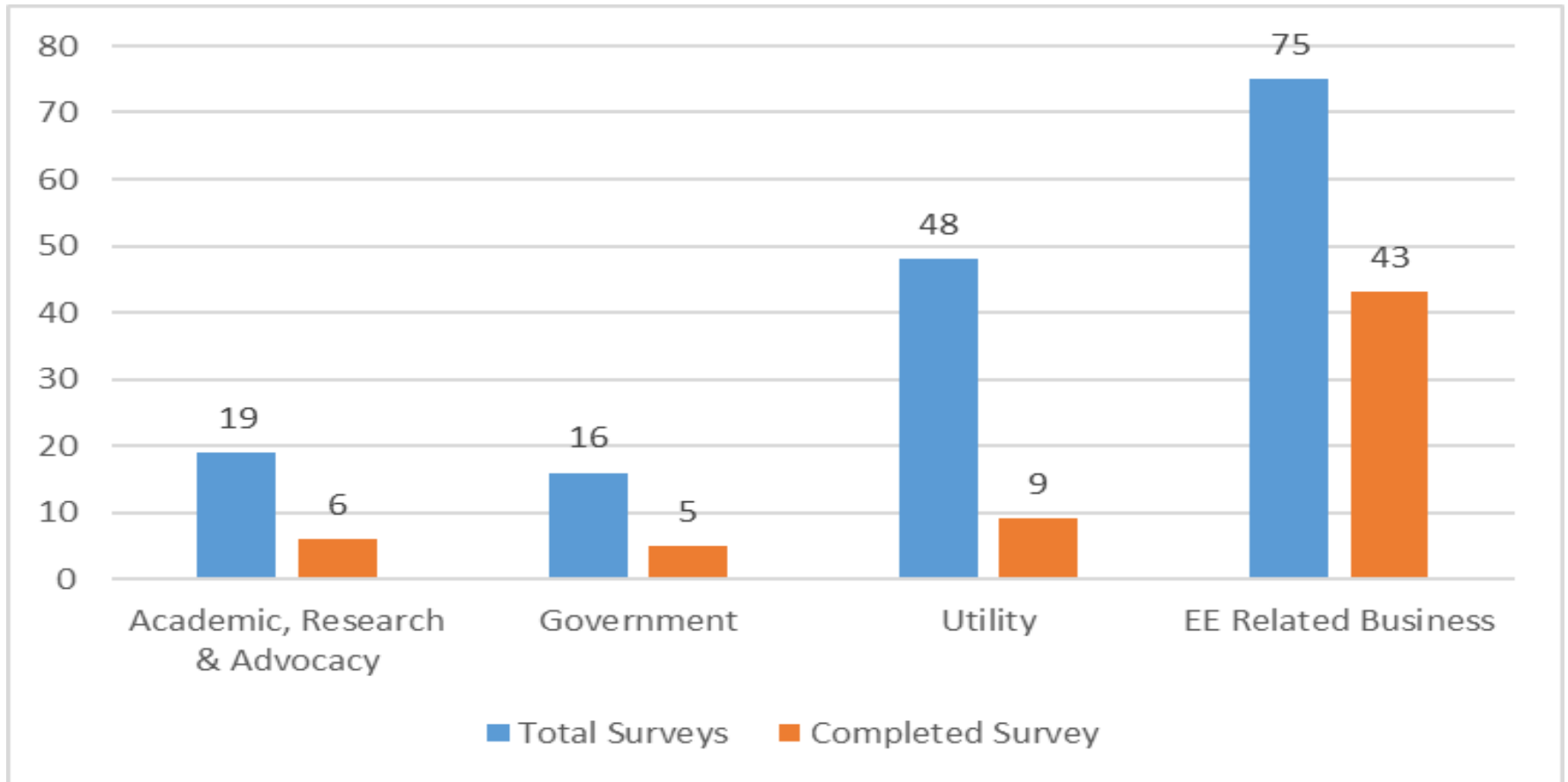
158 surveys emailed to MEEA Members

63 usable responses / 40% response rate

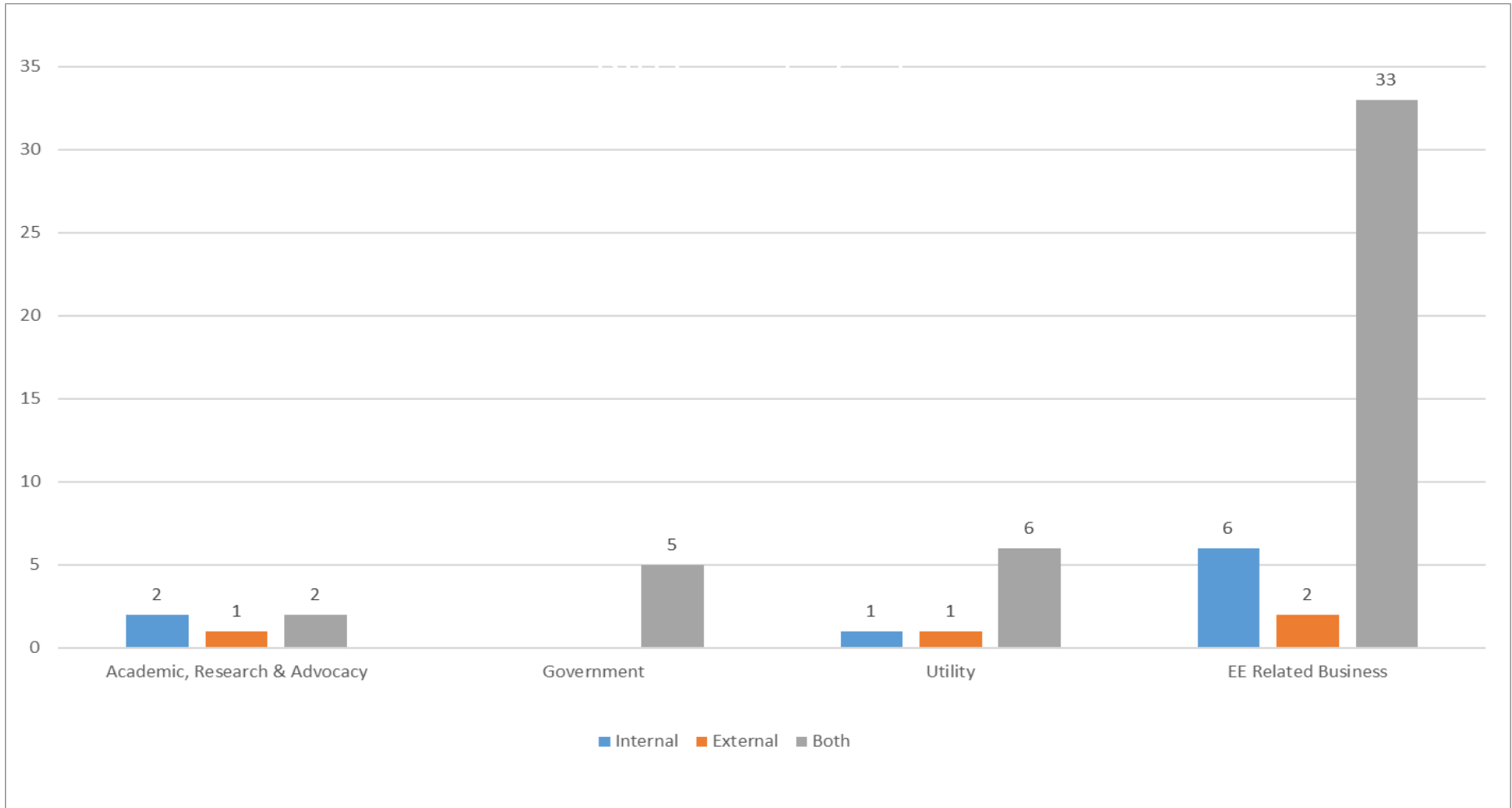
26 of the 63 respondents identified as part of the Utility sector; 17 respondents identified as Implementer

Smallest respondent had 2 employees; largest had 14,000

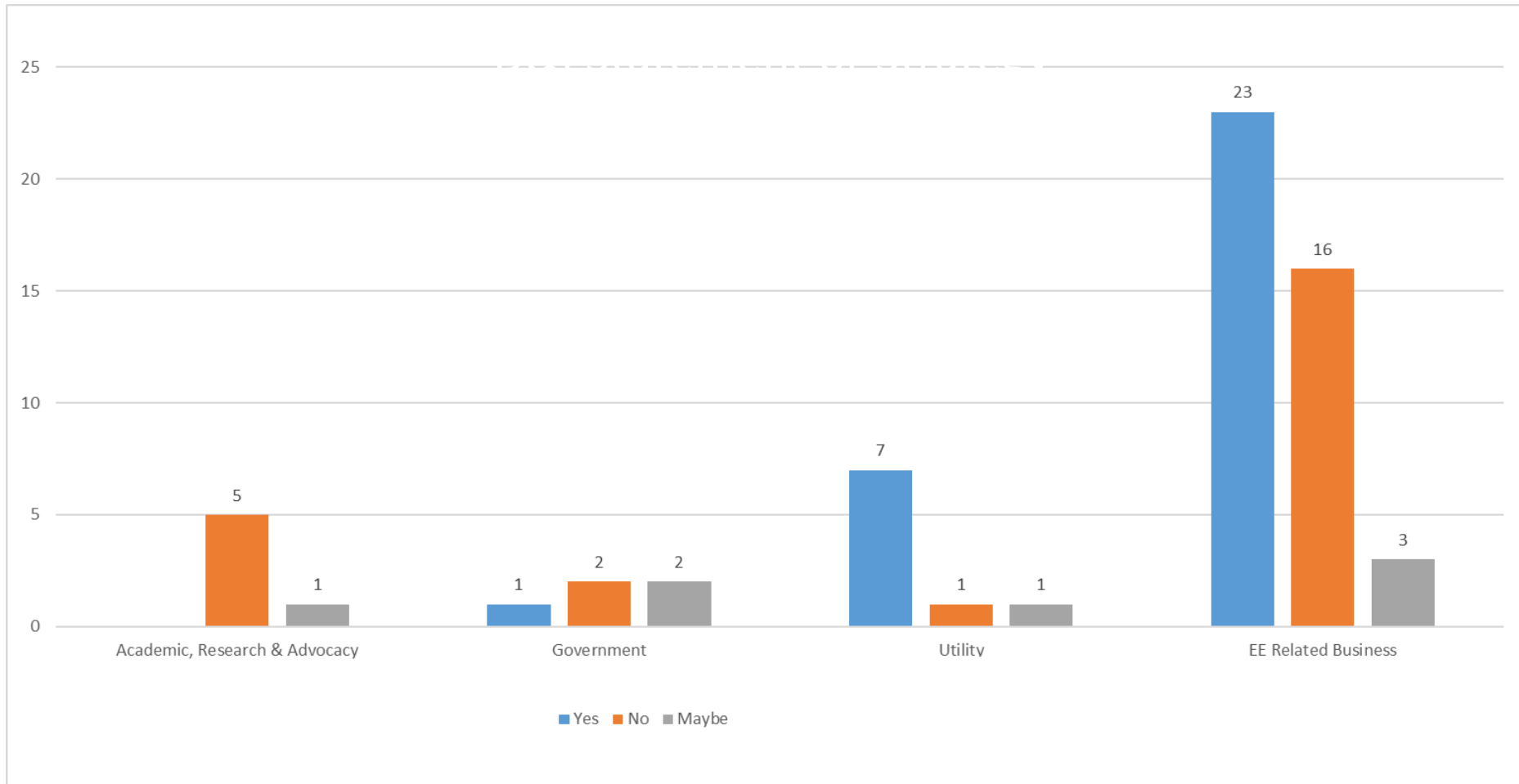
Total Survey Responses and Completed by Sector



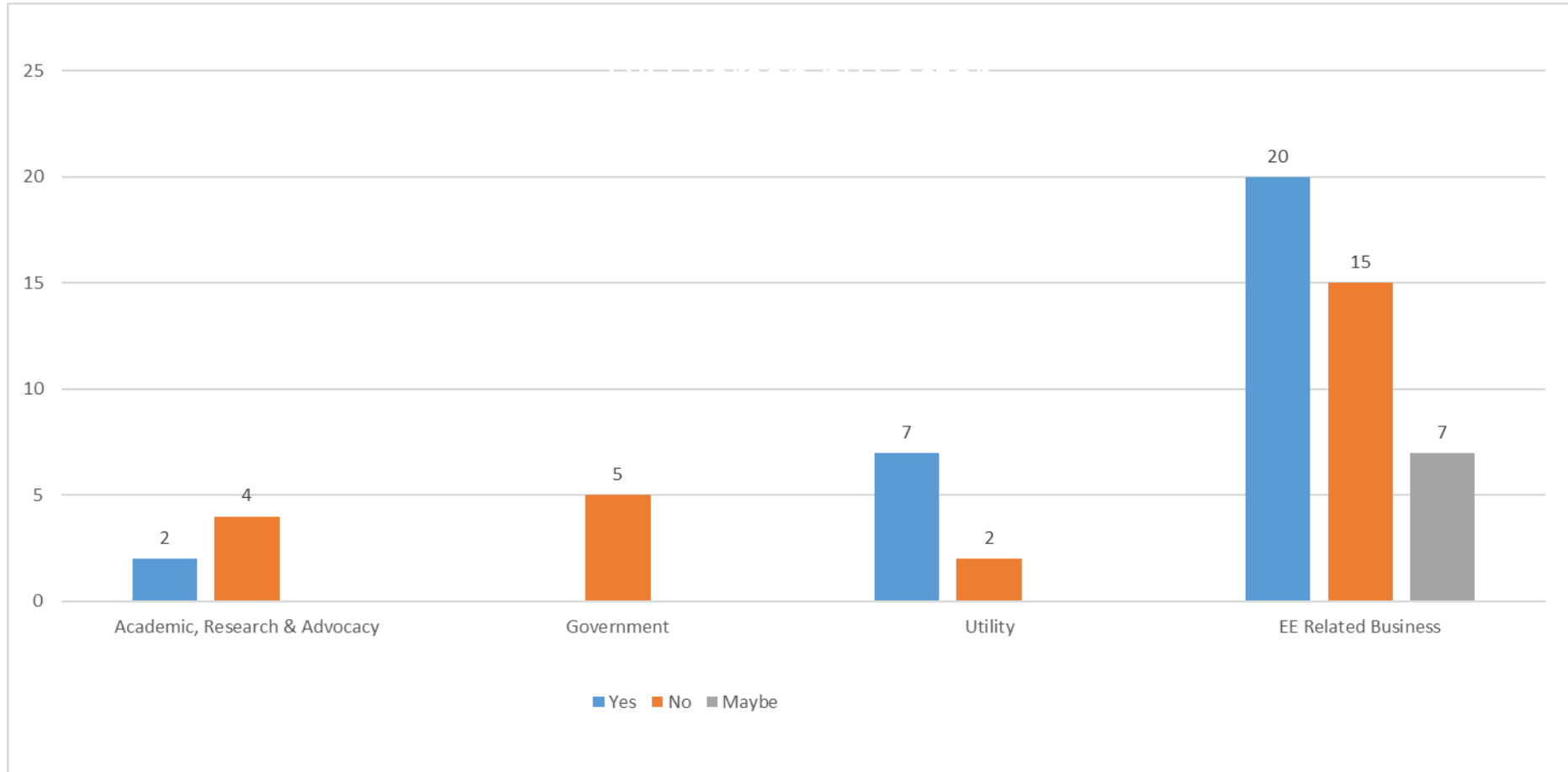
D&I Focus by Sector



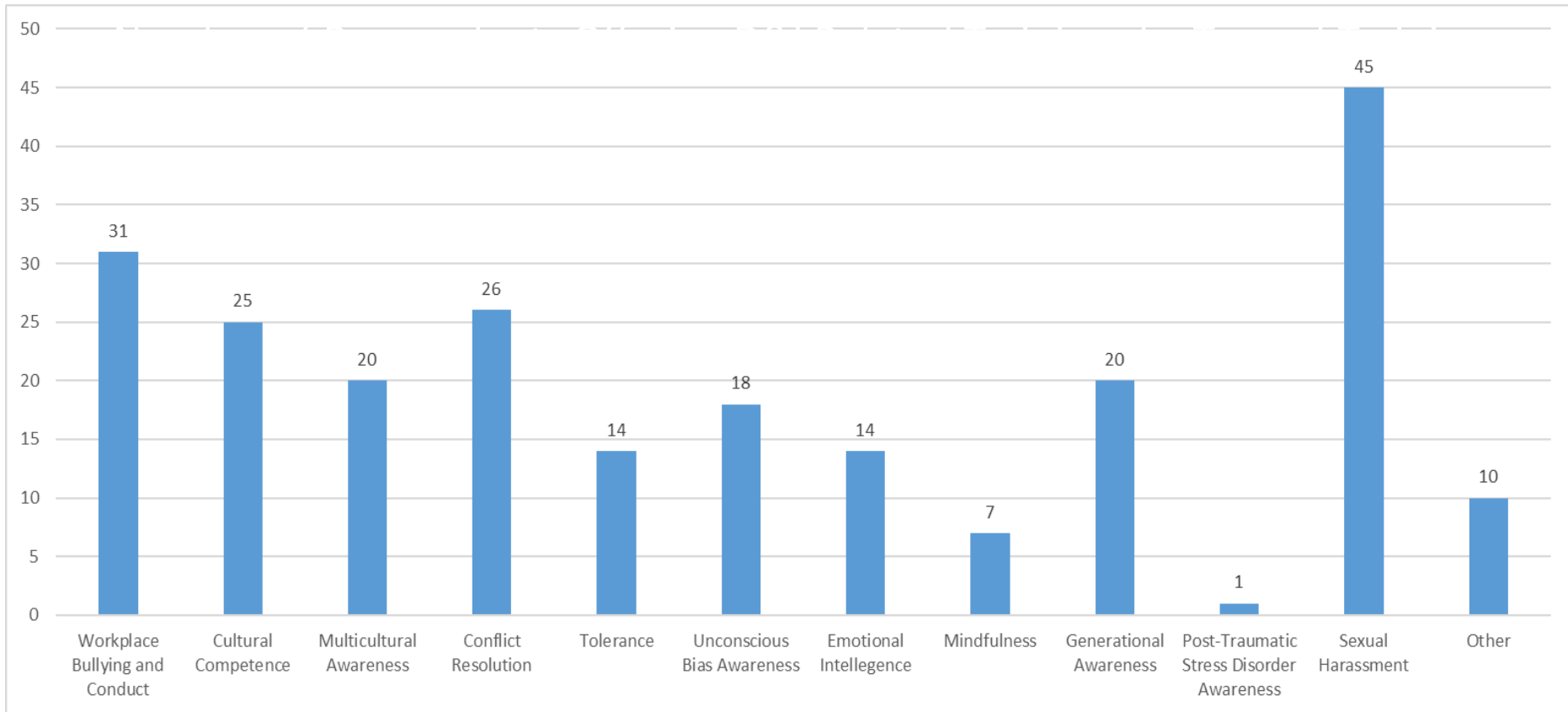
D&I Statement or Strategy



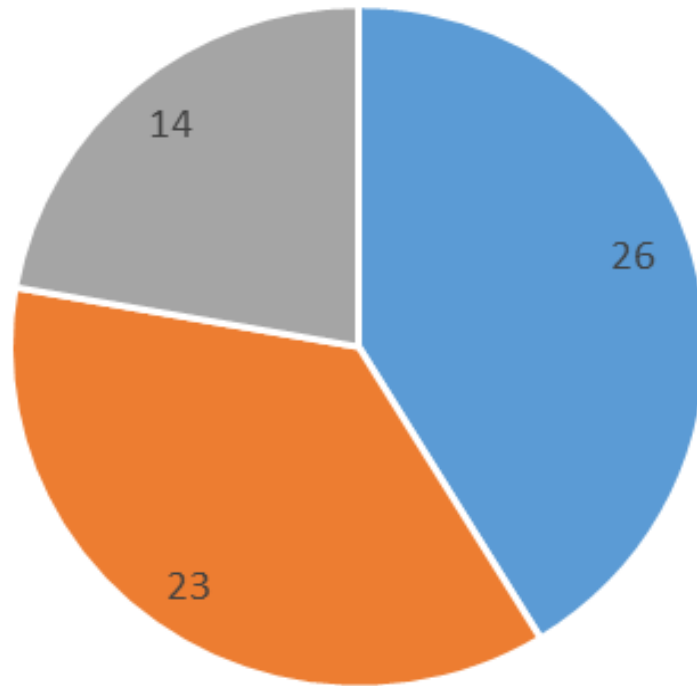
D&I Person by Sector



Number and Type of D&I Trainings Offered

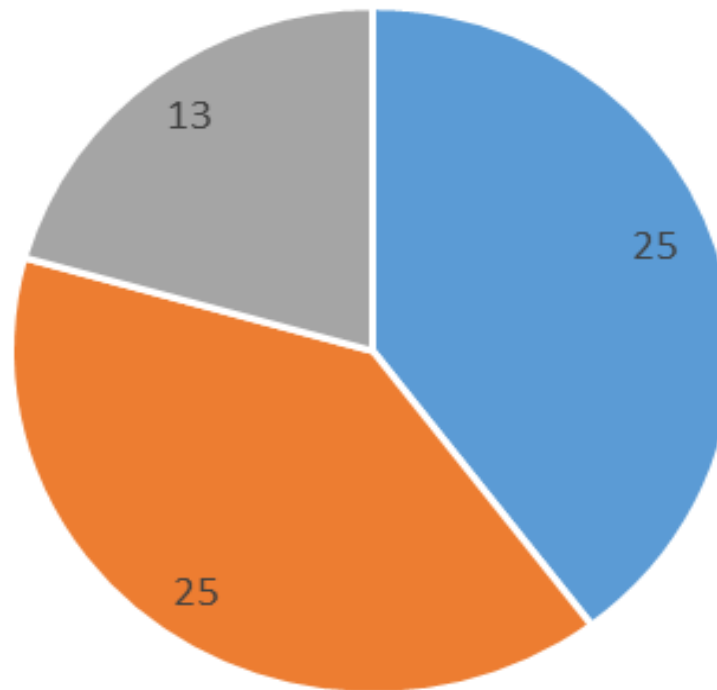


Number of Respondents with a List of MWVS Business Enterprises



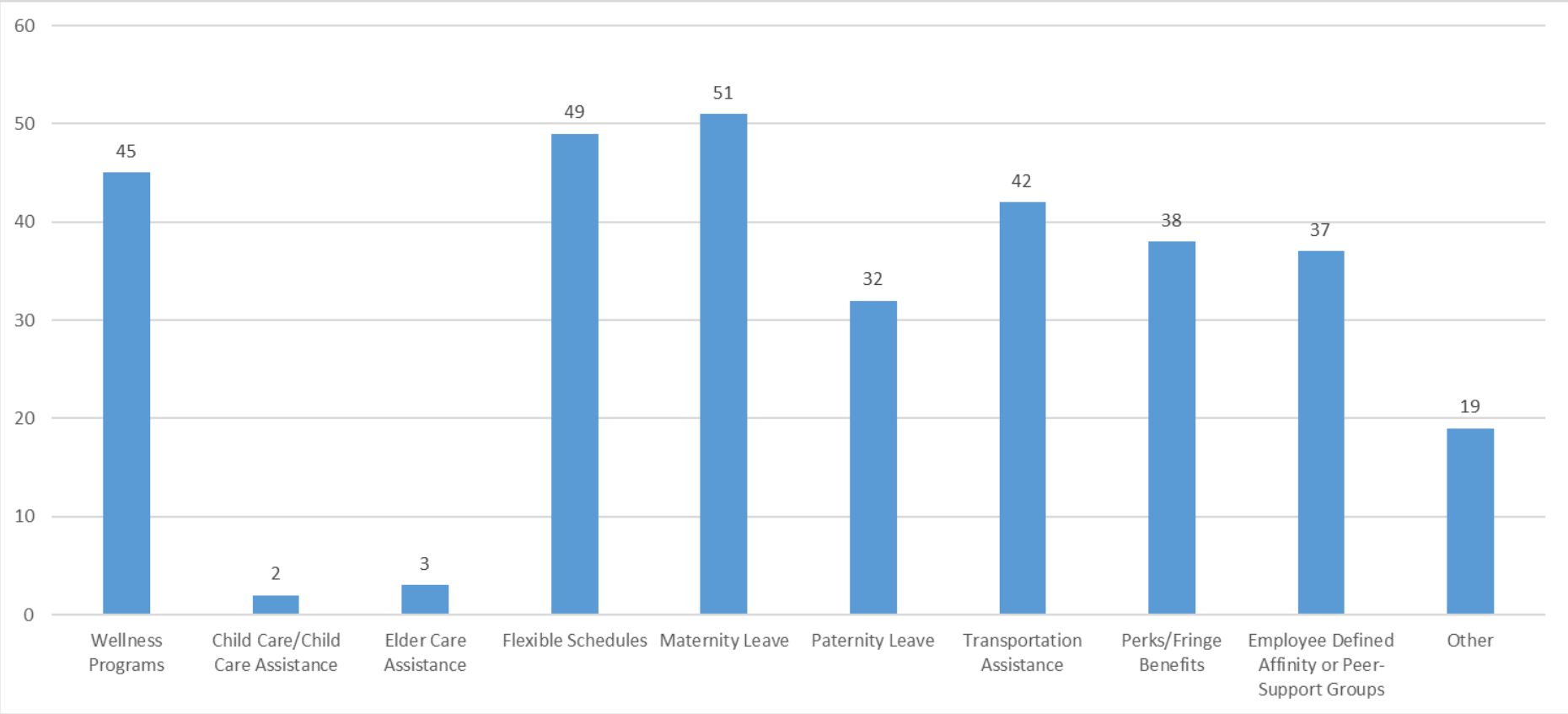
■ Yes ■ No ■ Maybe

Number of
Respondents
with a Certified
List of MWVS
Business
Enterprises



■ Yes ■ No ■ Maybe

D&I Related Benefits by Type



MEEA D&I Initiative

Post Survey Actions

- 2018 MEEA Annual Meeting
 - Income-Qualified Program Delivery Workshop
- 2019 Midwest Energy Solutions Conference
 - Sharing the Load: Best Practices in Energy Equity
 - How to Create an Industry that Reflects & Serves Diverse Communities
- MEEA D&I Initiative workplan
- MEEA 2020 Strategic Action Plan

MEEA D&I Initiative

MEEA to become the D&I Resource

Diversity & Inclusion

- What are the resources to provide a pathway to a more diverse community
 - Job descriptions, postings, hiring questions
- Organizational Commitments
 - Internal and external policies on D&I, supply chain, contracting, hiring and certifications

Energy Equity

- EE program design, development and implementation
- Job training and business development in targeted communities, outreach and engagement strategies, tracking issues and impact

MEEA D&I Initiative

Next steps 2019 - 2020

- MEEA to develop 18 month workplan
 - What policies and how to catalogue
 - Educational and communication outreach planning
- Identify additional resources to support our efforts
 - National Utilities Diversity Council
- Finalize definition, mission, vision and workplan with MEEA's D&I working group

MEEA Strategic Action Plan

FY2020 – FY2025

- Approval for MEEA Strategic Goals for FY2020 – FY2025
- Staff review SAP Objectives and identify KPIs annually each May
- MEEA Board would approve at June Board Meeting
 - SAP Goals and KPIs would be built into MEEA budget for the following year
- SAP KPIs would also be included in annual staff performance reviews

MEEA Strategic Action Plan

D&I Strategic Goal

- Help the EE industry promote energy equity and expand opportunities within under-served communities and markets through innovative programs and policies.

Thank you!

Stacey Paradis

Midwest Energy Efficiency Alliance

sparadis@mwalliance.org

