



walker•miller

Energy Services

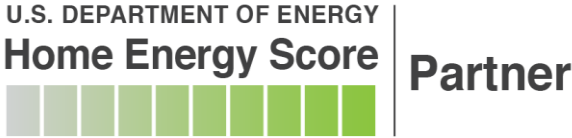
Illinois Energy Efficiency Stakeholder Advisory Group

Carla Walker-Miller
May 14, 2019

Corporate Timeline



Diversity & Inclusion in EE



TEST CENTER



EMPOWERING PEOPLE
ENRICHING
COMMUNITIES



Services



Energy Waste Reduction (EWR) / Energy Efficiency (EE) Program Implementer



U. S. Department of Energy (DOE) Home Energy Score Partner



Community Engagement Experts



Building Performance Institute (BPI) Energy Auditor Certification Training



Transmission and Distribution Product Procurement Specialists

CHANGING LIVES THROUGH ENERGY WASTE REDUCTION

Our inclusive strategies help communities by creating local energy industry jobs, driving the participation of hard to engage families, delivering equitable energy savings for all customer classes, and engaging diverse local businesses.

CORE VALUES



Diversity & Inclusion in EE



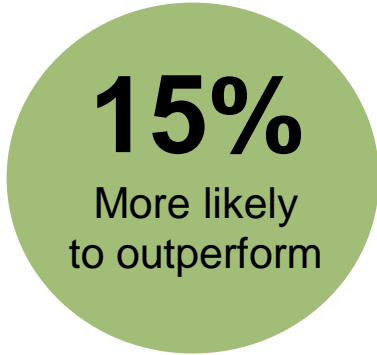
Diversity's Dividend

What's the likelihood that companies in the top quartile for diversity financially outperform those in the bottom quartile?

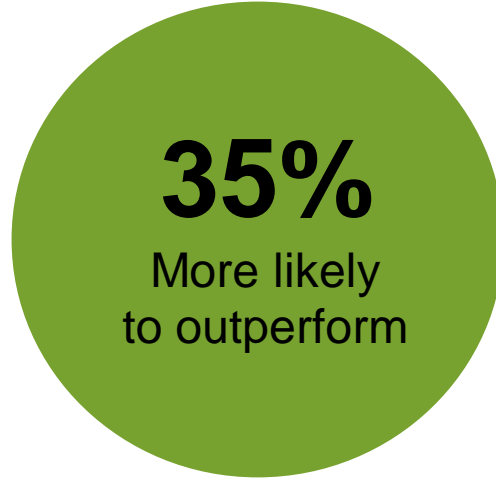
*Results show likelihood of financial performance above the national industry median. Analysis is based on composite data for all countries in the data set.

Results vary by individual country.

Source: Mckinsey Analysis



**Gender-diverse
companies**



**Ethnically-diverse
companies**

Diversity & Inclusion in EE

The 30% Club

Research has suggested that 30 percent is the proportion when a critical mass is reached, in a group setting, where the voices of the **minority group** become heard – in their own right- rather than simply representing the minority.

www.30percentclub.org

Our Diverse Team

We Celebrate, Support, and Thrive on Our Differences

Team Demographics - Total

- 78% African American
- 40% Women
- 15% Caucasian
- 5% Other Minorities
- 5% Veterans



Team Demographics - Illinois

- 55% Caucasian
- 40% Women
- 30% African American
- 15% Other Minorities
- 0% Veterans

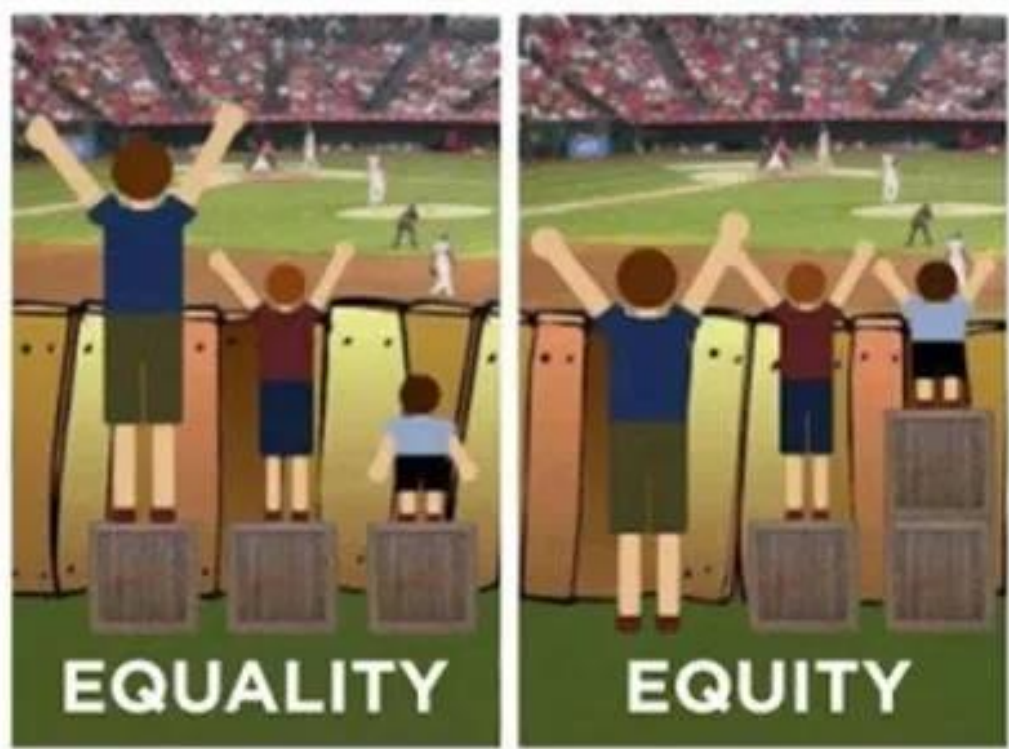
Diversity & Inclusion in EE

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another.

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

Equity is the fair treatment, access, opportunity, and advancement. It requires identifying and eliminate barriers that have prevented the full participation of some groups.

Diversity & Inclusion in EE



Diversity & Inclusion in EE

- Create Inclusive Utility and Regulatory EE Policies
- Seek Committed Implementation Contractors
 - Recruit Diverse Residents and Business Participants
 - Procure Resources from Local and Diverse Businesses
 - Track Flowback \$'s Returned to the Local Economy
- Recruit and Train a Diverse Workforce

Diversity & Inclusion in EE

Understand Energy Efficiency as Economic Development

Deliver Meaningful Experiences.

Recognize the Impacts of EE Programs:

Economic
Health
Educational

- Meet Families Where They Are
- Align with other Service Orgs
- Address health and safety concerns (Wrap Around Services)
- Incorporate Customer Education

Diversity & Inclusion in EE

- In late 2017, the Illinois Commerce Commission approved Ameren Illinois' energy efficiency plan (Docket # 17-0311). The plan will: » Invest \$114 million per year for the next four years in electric and gas efficiency programs. » **Fund initiatives aimed at developing a best-in-class model to engage diverse and economically challenged communities, businesses and individuals through energy efficiency investments.** » Offer energy efficiency opportunities tailored to deliver meaningful energy savings to all eligible Ameren Illinois' customers who participate. Our primary goal is to ensure all of our customers, regardless of income, have an opportunity to receive real and meaningful savings from the programs they are paying for.

Diversity & Inclusion in EE



Illinois Black Chamber
Of Commerce



Springfield
Urban League, Inc.



TEST CENTER

EMPOWERING PEOPLE
ENRICHING
COMMUNITIES

walker-miller
Energy Services

Targeted & Impactful Outreach Strategies

- Community Engagement and Partnerships
 - Tribal Councils
 - Agricultural Cooperatives
 - Local business councils
- Social Service Organizations
- Providing unique Neighborhood involvement opportunities
 - Front Porch Initiative
 - Captain's Clubs (Neighborhood association)
 - Faith Based Organization Kit Distribution



Diversity & Inclusion in EE - Tracking

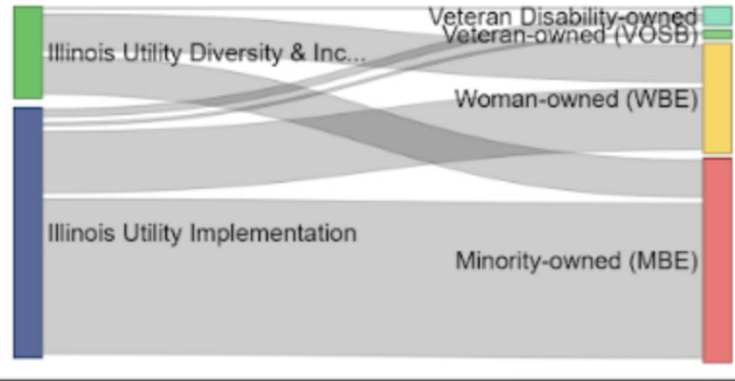
\$311K

Total Spend with DBEs YTD

Reporting Period:
1/1/2018 thru 10/17/2018

DBE Name	Invoice Amount
Urban Partnership Bank	\$50.00
United Power Services, Inc	\$229.00
Twanna Tidwell	\$337.50
THE GARDEN THEATER	\$253.00
Sun Charles, LLC	\$13,750.00
Strive Financial LLC	\$11,817.00
Special Projects, MAK LLC	\$15,326.01
Shamshoom Fuel LLC	\$1,906.93
Sensational Cleaners	\$1,200.00
Savannah Bika	\$70.42
Rockford Signs, Inc.	\$918.00
Renaissance Environmental Consulting, LLC	\$2,400.00
Perfect Impressions	\$22,320.88
Peggy Young & Associates, INC.	\$1,500.00
Naturally Flyy Detroit	\$1,500.00
Motorcity Office Solutions	\$9,763.74
MODEL Financial & Consulting Services LLC	\$25,700.00
Mexican Village	\$195.97
Maurice's Hi-Tech Automotive Service LLC	\$4,194.85
Leslie Curtis	\$9,540.00

Flow of Spend with [Utility X] to DBEs by Business Type



339

DBE vendors paid

in 14 cities across 5 states

of DBEs by Business Type

Minority-owned (MBE)

38

Woman-owned (WBE)

26

Veteran-owned (VOSB)

2

Veteran Disability-owned

1

Identities of Minority business owners

African American

33

Other

3

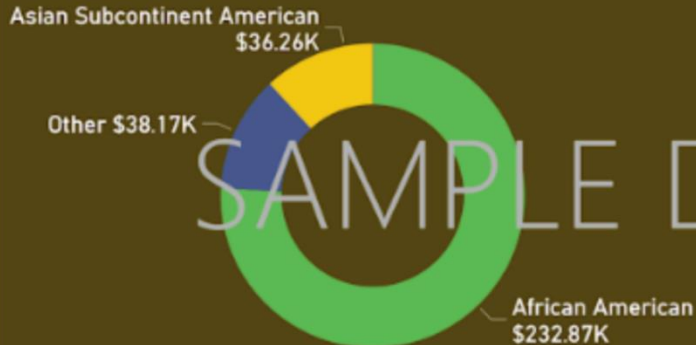
Asian Subcontinent American

2

Indian

2

Flow of Spend to Minority-owned DBEs by Owner's identity



SAMPLE DATA



QUESTIONS?



WalkerMillerEnergyServices



Walker Miller Energy Services LLC



www.wmenergy.com

THANK YOU

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Energy Services

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