

Diversity, Equity, & Inclusion

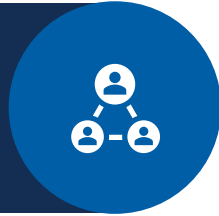
2023 Progress Report to Staff

CEE's Diversity, Equity, and Inclusion (DEI) Council reports to staff on progress and ongoing opportunities related to DEI efforts.

This overview summarizes key developments from winter 2022 through winter 2023.

DEI Engagement

Committed to making progress, CEE



- Creates and enforces inclusive operational practices
- Shares resources and hosts guest speakers on relevant topics
- Encourages team conversations
- Promotes practices that foster authentic self-expression
- Invites staff feedback and engagement



Anyone looking to engage can

- Participate in hosted discussions
- Share their own lived experience and values with coworkers
- Help promote inclusive recruitment, learning, and discussion on their own team
- Use and share DEI resources
- Strive every day to be authentic, kind, curious, and respectful

2023 PROGRAMS PRIORITIZING INCLUSION



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Workforce Development Program

In partnership with Xcel, CenterPoint, and Ramsey County, CEE's **workforce development programs** trained more than 50 people of color and women in 2023 to pursue clean energy careers. This program benefits from meaningful strategic relationships with culturally specific organizations such as CAPI USA, Migizi, Hmong American Partnership, Emerge, Urban Roots, and other community anchors.



2023 PROGRAMS PRIORITIZING INCLUSION

Tribal Communities

CEE continues to nurture relationships with **Tribal communities**. CEE's research staff supported efforts of the Upper Midwest Inter-tribal EV Charging Community Network project to extend EV charging in Tribal communities in the Upper Midwest. Local community organizations will manage the chargers so accrued funds can be invested back into the communities.

In a separate project, our researchers are working to evaluate barriers and opportunities to electrification of heating and cooling services of Tribal communities in rural northern areas of Wisconsin, Minnesota, and Michigan. That team will consider energy justice pathways for heating and cooling, as well as the expansion of renewable energy and energy storage.



2023 PROGRAMS PRIORITIZING INCLUSION



Broadly, we continue to deepen **inclusive community relationships** with a growing variety of organizations. We published case studies about CEE's new construction support for Hillcrest Village, an all-electric supportive housing community in Northfield, and about our work on lighting upgrades at Arc's Value Village, which provides funding for people with intellectual and developmental disabilities. On the research side, a new project to install and test exterior insulation will benefit from partnering with Wonderwoman Construction, a woman-owned construction company.



Several city-sponsored CEE **loan programs** prioritize seniors and low-income families who are often marginalized. In 2023, more than **473 loans** went to households earning at or below 80% of area median income, significantly below our region's income midpoint. And more than **244 loans** went to residents who are 62 years of age or older. (Note: It is illegal to base lending decisions on applicant race, gender, or religion.)

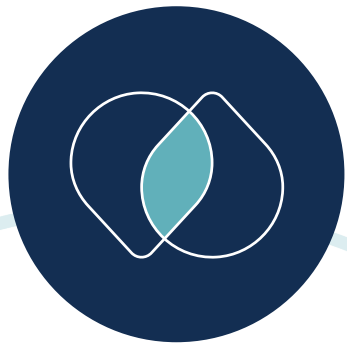


Our **policy team** advocates for more utility funding for efficiency work in multifamily buildings that would especially reduce energy cost burdens for Black, Indigenous, and people of color who rent. Our team led efforts to meaningfully broaden the definition of "low income" in Minnesota Energy Conservation and Optimization (ECO) policy and extend access to more families in need.

ORGANIZATION CULTURE & ENGAGEMENT

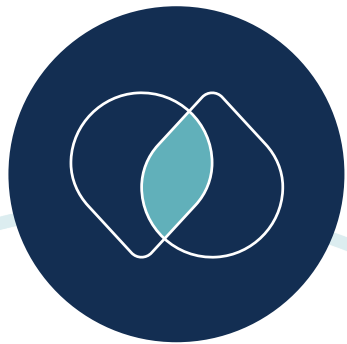


Organization Culture & Engagement



- **Equity is a core CEE value** with an ongoing operational and programmatic emphasis. Internally and externally, across programs and operations, CEE's communications are guided by inclusive imagery, diverse perspectives, and our organizational DEI statement.
- In 2023, DEI Council members who are Black, Indigenous, or people of color (BIPOC) hosted **BIPOC Staff Listening Sessions** to communicate directly about their working experience at CEE. Results were discussed and analyzed by the Council and BIPOC staff and shared with leadership to consider steps to maintain or improve positive staff experiences.
- Through organization-wide collaboration, we developed a new multiyear **Strategic Plan** for CEE that explicitly centers our work on equity for all, incorporating equitable outcomes into program, policy, and research goals and CEE's internal policies and practices.

Organization Culture & Engagement



- We offered **resources and staff breakouts** to encourage learning for Black History Month, Women’s History Month, AAPI Heritage Month, LGBTQ+ Pride, Juneteenth, Hispanic Heritage Month, and Native American Heritage Month.
- CEE hosted **guest speakers** from CAPI, a nonprofit that serves immigrants, refugees, and others, and from Migizi, a nonprofit that nurtures the development of American Indian youth. Each talked about their strategies to address community needs, as well as their crucial partnerships with CEE’s workforce development program.
- Twice monthly in Watt’s Up, we **introduce new colleagues** to promote inclusive relationships staff-wide. In the past year, we’ve learned about more than 30 new coworkers via Watt’s Up.
- For staff-wide transparency and inclusion, we share **monthly meeting recaps** from DEI Council (on the UKG homepage) and Leadership Team (staffwide email). Representing teams across CEE, Staff Council members are also asked to share council news monthly with their teams.

OPERATIONS



Operations

- **DEI Council** drives, supports, and reports on DEI efforts. Current membership includes 10 staff who voluntarily applied to participate and CEE's chief operations officer, HR director, and communications director. In 2023, the Council updated its charter and set key goals for 2024.
- Our **procurement form** and **vendor survey** encourage diverse contracting. In 2023, 52 of CEE's contracted partners have provided demographic data through our vendor survey.
- **Annual performance reviews** and **team workplans** embrace DEI-related efforts. Each year, employees and teams are asked to consider their plans and actions to support inclusion at CEE.
- Organization-wide meeting invitations offer an **accessibility inquiry** so virtual event attendees can tell us if they need specific supports to fully engage.
- By the end of 2023, **CEE's staff of 206** was strengthened by 23% of employees who identify as BIPOC, compared to 10% in 2019. Our staff makeup includes 45% women and 0.5% nonbinary people. About 11% of our supervisors are BIPOC, 46% are women, and 7% are BIPOC women.

DEI COUNCIL'S 2024 FOCUS AREAS



In 2024, DEI council will:

- Identify and distribute 2024 Council goals to encourage transparency and accountability.
- Undertake a Council pilot of the Intercultural Development Inventory, a cross-cultural assessment and exploration tool that is widely used to build cultural competence.
- Program a suite of four DEI-related trainings for staff.
- Post and promote DEI Council meeting recaps for staff on MS Teams.
- Research and program up to two guest speakers for staff on DEI-related issues or identities.
- Program three rounds of a new Identity Series for staff to shed light on lived experiences that may reflect or differ from our own.



THANK YOU

✉ DEICouncil@mncee.org

🌐 www.mncee.org/equity-inclusion