**California Energy Efficiency Coordinating Committee-Hosted Meeting for**

**Composition, Diversity, Equity & Inclusion Working Group (CDEI WG)**

**Summary of 5th Meeting**

**March 18, 2022 10:00am-12:00pm**

*See Supporting Documents on* [*Meeting Page*](https://www.caeecc.org/fifth-cdei-wg-mtg)

Facilitator: Katie Abrams, SESC

On March 18, 2022, the CAEECC hosted its fifth meeting for the Composition, Diversity, Equity & Inclusion Working Group (CDEI WG). The meeting was held via Zoom. 23 representatives attended from 17 WG Member organizations (including Leads, Alternates and Ex Officio). A full list of meeting attendees is provided in Appendix A.

This meeting summary is a high-level overview of the meeting. It does not capture the discussion of concerns and alternative options for recommendations, as that is captured in the report. The report itself serves as the ultimate record going forward. Next Steps, at the end of this document, list all next steps discussed at the meeting.

**Meeting materials, including the redline changes made during the meeting, are provided on the CAEECC website at:** [**https://www.caeecc.org/fifth-cdei-wg-mtg**](https://www.caeecc.org/fifth-cdei-wg-mtg)

**Housekeeping**

Facilitator Katie Abrams provided general reminders and went over meeting goals: finalize all outstanding recommendations and develop a game plan for what CAEEECC needs to approve to advance recommendations.

COMPENSATION and COMPETENCY BUILDING

* Compensation
  + Recommendation #3
    - Jim and Fabi added to the problem statement and the barriers piece in the overview and context area.
    - Changes to make language consistent
    - What is the hesitation about the CPUC staff language? *Hesitancy is that the recommendation directing CPUC staff to do work, there’s no confirmation that it would go through. CAEECC can’t direct CPUC staff work. CPUC can’t direct budget, that’s the Commission’s role.*
      * Some WG members noted they’re still not clear on the difference between "CPUC staff" and "the Commission". *Commission indicates that Commissioners and the whole regulatory agency that adopt the decisions. CPUC staff work in Divisions like Energy Division (not directly for a Commissioner) and are an advisory body to the Commissioners, but do not have the policy making authority that a Commissioner has. For instance, if there was a decision on compensation, we would provide recommendations to the Commissioners, but would not write the decision or have any say on how the Commissioners vote. Does that make sense?*
    - Add Outline and Options.
    - Katie noted she would followup with Alice and Annette offline since this recommendation was not able to get solved during the meeting, yet their hands were still raised. Annette shared that she’s open to the suggested change of “The Commission should” instead of “CPUC staff shall”. Alice spoke to the perceived need to identify "what entity" can even identify all the options (CPUC, Commissioners, representative from the Governor’s office, etc). Alice and Alison followup up offline on this topic.
  + Recommendation #4
    - Only changes made were for consistency in language across recommendations discussed Tuesday 3/15
    - CONSENSUS
  + Recommendation #5
    - Changed “sub-WG” to “working group” since CDEI WG decided this would be its own WG, not within Restructuring
    - Some members expressed confusion with the sequencing
    - Removed “previous” because it is limiting
    - CONSENSUS
* Competency
  + Recommendation #5
    - Cost Impact, clarification → internal to whom? *CAECCC*
    - Clarifications to the “how”
    - Rephrased the recommendation title
    - CONSENSUS

Katie summarized that the WG reached consensus on all Compensation recommendations #4-5 but #3 still needs work; and the WG reached consensus on Competency Building recommendation #5. For Compensation recommendation #3, she proposed working offline with mini team volunteers and members who raised their hands to either bridge or have proponents develop alternative/option language that members would review as part of a sign-up process.

**Recruitment & Retention**

Annette Beitel presented the recommendations the mini team developed, and noted the redline document that Katie shared on screen included the team’s efforts to clarify recommendations.

Summary of WG Member questions and feedback:

* Recommendation #1:
  + Reach out to CBOs and CAAs to get new members
  + CAA’s were set up during Johnson administration. Manage LIHEAP, WAP, etc.
  + Added EJ communities and Community leaders because Communities themselves are missing
  + Lot of non-CBO and for profit that work in EJ and work with utilities that are missing
  + What is Build relationships → needs assessment.
  + Added Implementers/Trade professionals
  + CONSENSUS
* Recommendation #2
  + Added EJ, Rural, and Low Income
  + Removed deficit language
    - What’s income qualified? *Low Income, CARE, FERA, ESAP*
  + Added Farm workers/agricultural communities
  + CONSENSUS
* Recommendation #3
  + Added Indigenous Communities
  + Added Implementers, EJ, farm workers, public education
  + Discussed Advocates for Undocumented
  + Discussed Title 1 majority public K-14 school districts, some WG Members expressed concern over wealthy school districts getting priority funding
  + CONSENSUS
* Recommendation #4
  + Trade Allies is subjective; changed to Service Providers with explanatory footnote
  + CONSENSUS

Katie summarized that the WG reached consensus on all 4 Recruitment & Retention recommendations.

**Restructuring**

Summary of WG Member questions and feedback:

* Added reference to other mini teams and glossary under “categories proposed to be in scope”
* Compensation needs a pilot first (so restructuring CAEECC team gets compensated), and then another mini team of compensation. Discussed a 2 phased Restructuring WG such that compensation is put in place before full Restructuring WG launches.
  + Can compensation be retroactively applied?
  + Should restructuring be held up until there’s compensation? Compensation will need time to organize and finalize funding streams
  + One idea is for Compensation to be under the Restructuring WG, but the first to launch
  + Or use an already existing framework from a respected entity so people get paid in the interim
    - *The only thing that really "already exists" is the Intervenor Compensation Program....which doesn't work for many/most entities*
* Some noted the timeline includes internally conflicted statements; this was flagged but not resolved in the report
* Consensus for the idea, not the how (compensation)
  + Two options to bring to CAEECC
    - Compensation pilot/WG/task force and then Restructuring WG
    - Restructuring WG with Compensation sub-WG first

**Facilitation**

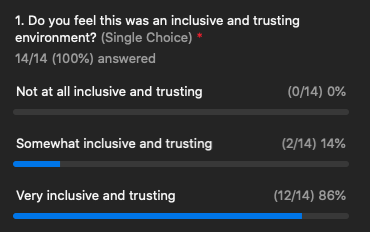
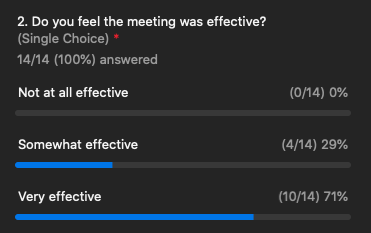
Katie Abrams explained that in the absence of mini team volunteers, it is inappropriate for her as Facilitator or for the CPUC as Ex-Officio to propose recommendations. Thus the report does not include any formal Facilitation recommendations, though it links to the brainstormed and prioritized list of Facilitation ideas for CAEECC’s consideration (as part of the Restructuring WG or other means).

**Wrap-Up and Next Steps**

* Process for finalizing reports
  + need to address Compensation #3 (non-consensus), and either bridge or have proponents develop alternative/option language that members would review as part of a sign-up process
* Final report review 3/31 - 4/1; shared with Full CAEECC 4/5 in preparation for 4/12 meeting
* April 12 Meeting overview
  + mini-team presentations, plus lead proponents for Compensation #3 if non-consensus
  + Katie to provide WG overview, mini team volunteers to lead presentations, q&A by Full CAEECC members

Katie requested feedback on the meeting via Zoom poll (results below), and noted Members can also email her, Lara Ettenson, or Fabi Lao.

**Poll Results**

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**Appendix A: Attendance**

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| **Attendance for March 18, 2022 CDEI Working Group Meeting #5** | | |
| **Working Group Member Representatives & Alternates** | | |
| **Organization** | **First** | **Last** |
| 3C-REN | Alejandra | Tellez |
| CEE | Bernie | Kotlier |
| CEE (alternate) | Alex | Lantsberg |
| CSE | Fabi | Lao |
| Don Arambula Consulting | Don | Arambula |
| Don Arambula Consulting (alternate) | Elizabeth | Lowe |
| Energy Efficiency Council | Allan | Rago |
| Future Energy Enterprises | Annette | Beitel |
| Greenbank Associates | Alice | Sung |
| ICF | Dany | Kahumoku |
| La Cooperativa Campesina de California | Robert | Castaneda |
| NRDC | Lara | Ettenson |
| SCE | Patty | Neri |
| SEI | Jake | Pollack |
| Silent Running LLC | James | Dodenhoff |
| SJVCEO | Kelsey | Jones |
| The Energy Coalition | Genaro | Bugarin |
| Viridis Consulting, LLC | Mabell | Garcia Paine |
| **Ex-Officio** | | |
| CPUC | Nicole | Cropper |
| CPUC | Peter | Franzese |
| CPUC | Alison | LaBonte |
| CPUC | Yeshi | Lemma |
| CPUC | Nils | Strindberg |