

Evolving CAEECC Meeting #4 Prep Survey Results

What is this Survey?

The Huddle #2 Participants requested a survey be distributed to the Working Group for input on the proposed [Draft Recommendations](#) the Huddle #2 developed.

Suhaila Sikand (Facilitator) organized the survey results based on the recommendation each response correlated to with no changes except grammatical ones. The [raw responses](#) are available in the Appendix. The Appendix also displays all [Huddle Feedback](#) responses.

Two responses were received after the survey deadline passed. Since one does not follow the same questions, it are included after Question #4 and unedited. The other is included in General Responses per question and noted.

Survey Responses organized by Recommendation

Question 1: What do you think about the 5 recommendations?

a) CAEECC to be reorganized to focus on equity

1. Generally agree
2. Regarding the definition of equity, as outlined in the details under a), we should look at what's in the CPUC's Environmental and Social Justice Action Plan as a starting point. We shouldn't have to reinvent the wheel when there have already been many intentional/deliberate efforts prioritizing community feedback.
3. Reorganizing CAEECC to include equity in the suggested areas is something I would support, but because of all the additional things that are important in this area, I would disagree that equity should be the focus of CAEECC.
4. First all, of I want to thank those of us who have taken the initiative to begin to define Equity through Communities eyes. We would also like for this Framing of Equity to be our adopted usage; "In the Interests of Equity, Inclusivity, Diversity, Transparency, and Accountability". We feel that by adopting this framework of Equity we are stating that the use/idea of the word Equity should be accompanied with the principles/actions that define what Equity looks like and feels like to us in every step of the process where we are not included or accounted for. I would also like for us to define Inclusivity, Diversity,

Transparency, and Accountability maybe through bullet points? Example;
Transparency- Open and honest sharing of requested or need to know information in a timely fashion- Inclusivity- Members of COC (Communities of Concern) should be involved in every step of the process- etc.

5. ALL ACTIONS AND PROCESSES MUST be structured in the interests of Equity, Inclusivity, Diversity Transparency and Accountability,
 - Equity should be embedded in the following ways:
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program design/development of Equity.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in overall distribution of funds for programs.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program implementation.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in workforce/supplier diversity
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program participation.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in benefits/outcome of programs.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in evaluation, measurement, and verification.
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in the accountability of CAEECC (Actively evaluate, measure and hold accountability of CAEECC's equity practices).
 - Details need to be addressed, such as:
 - Definition of equity The principles of Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in defining Equity.
 - Where and when should CAEECC focus on equity (is it only in the energy efficiency proceeding or does it expand to decarbonization efforts at the CPUC, financing, and implementation of programs? In the interests of Equity, Inclusivity, Diversity, Transparency and Accountability, all activities, processes, membership and product MUST
 - What does this work it include in terms of proceedings, priorities, etc? In the interests of Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in determining actions taken by CAEECC.
6. A) agree, but would also like to better understand the delineation between what is CAEECC's, DACAG's and LIOB's purview, how they intersect etc. Do not need to create redundancy if that makes sense.

b) CAEECC membership to reflect diversity in CA

1. Generally agree
2. For b), I highly support referring to the CDEI Final Report. Thank you for pointing pg. 50 as a starting point. This report has a lot of great information. There are

some member of the ECWG that were also part of the CDEI Working Group, so their feedback was also captured in the CDEI Final Report.

3. I do support having the membership reflect diversity and working in conjunction with other groups if that is determined to be beneficial.
4. b) CAEECC membership to reflect diversity in CA
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to ensure compensation for eligible participants/members
 - Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to make sure we have compensation for individuals and/or non-profits that don't have sufficient funding to be actively engaged
 - When evaluating the Composition, Diversity, Equity, and Inclusion Final Report for positions on membership, including balance of power (e.g., CAEECC membership, Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to ensure that the composition should not
5. Add to b) transparency on who is recommended into membership
6. B) yes
7. On item B, it is unclear whether the intent is to have CAEECC only be D, E, & I entities or it also includes people with program and policy knowledge. I think it is critical to have a balance of these three skill sets. The most equitable policy changes may not fit the business models of the implementation community. So, that is where program experts can work with community members to adjust to maximize the impacts. Similarly, policy experts are important to navigate the CPUC policy to achieve the changes.

c) CAEECC to be able to influence policy/regulation.

1. Generally agree
2. For c), I don't think CAEECC needs to be party to any proceeding. There's already a way for non-party entities to submit public comments to any CPUC proceeding. On any proceeding's main webpage, there's a button that says "Add Public Comment." There are many bureaucratic steps and requirements to being a party, and if CAEECC would like to have more flexibility in the future as it does its work, submitting comments as a non-party would allow for this flexibility.
3. I think items (c) requires considerably more discussion. Being able to influence policy/becoming a party would dramatically change the structure of CAEECC and could limit its usefulness as a vehicle for bringing disparate voices together. I would argue that in its current role CAEECC has been very productive in influencing policy and has become a primary player in the discussions that have occurred in this space and played out at the CPUC as policy and regulation.
4. For c) I think CAEECC is in a position to elevate voices to influence policy/regulation through its stakeholder engagement processes by prioritizing

topics through an equity lens and reevaluating methods of how CAEECC members can provide feedback on business plans and implementation plans.

5. C) YES!
6. Recommendation C could be folded into A. However, Recommendation C is critical. Program design adheres to policy and business cost effective (for profit) strategies are developed with this in mind. Change the policy to put more emphasis on equity and the programs will address the sector.
7. Specific to C, becoming a party could be one way but it doesn't have to be the only way. Perhaps there's an annual resolution that CAEECC develops with CPUC Staff addressing policies that impact equity. There already is the DEER resolution on a specific timeframe (currently every 2 years but was previously annually). I think there probably would need to be a CPUC Decision to start this. The other way policies are instituted is CPUC Staff interpretation of Decision/Resolution language. CAEECC can play a role in reviewing and/or drafting memos on policies that impact equity.
8. I would love to learn more about (c) in terms of what policy/regulations this may be targeting and what sort of changes can be done (ie. what legal or legislative barriers exist here). When thinking about equity, we can have a broad and robust engagement but if it's not leveraging any processes for change (with support for ALJ and commissioners), then it may fall flat in overall impact.
9. [moved from Question #3] Also, making caeecc a party should be taken off the table and not waste time discussing it. It's not functional nor do I think legally sound. We should focus instead on our best touch points for influence (like joint meetings with Shiroma) and focus so we can be effective.

d) CAEECC shall work in conjunction with Low-income Oversight Board (LIOB)/Disadvantaged Communities Advisory Group (DACAG) and other oversight/advisory groups.

1. Generally agree
2. For d), I support the language "striving to/working toward" because it acknowledges the reality of the DACAG and LIOB's limited capacity and bandwidth to collaboration. It's not a "may face" situation, they're already experience capacity and bandwidth issues to just even collaborate amongst themselves.
3. I particularly think that item "d" is a great collaborative avenue to embark on and help guide our work.
4. d) Could CAEECC designate representatives from these other groups to participate in meetings? How are these groups already being represented?
5. d) Yes, please see my response to A about understanding the differences.
6. Especially for d), I would only support this as a bilateral relationship.

e) Propose CAEECC have a wide purview to allow for future flexibility.

1. Generally agree
2. For e), I support allowing for future flexibility, and I agree that we'll need to figure out what we mean by purview and how it interacts with the scope.
3. I think items (e) requires considerably more discussion.
4. E) yes

General Responses

1. I think we should focus on the first three and limit the scope to market rate efficiency first, prove out the concepts, and create space to expand at a later date.
2. I agree with the five recommendations. After reviewing the definitions and notes, I think it is valid for us as a collective to shift our priorities and focus on addressing these. All hold a lot of value and will only strengthen the future of this group.
3. I am in agreement of the points proposed. Would like to have further discussion in the upcoming meeting.
4. I think these recommendations are a solid foundation for our work moving forward.
5. Supportive of the recommendations but want to share the concern that a majority of the EE portfolio still has a primary objective of delivering cost-effective avoided cost benefits to the electricity and natural gas systems. It does not seem as though that was considered when discussing the future of CAEECC.
6. Love it
7. I think that the recommendation are sound in nature, but the devil will be in the detail.
8. I support these fully.
9. I feel that these recommendations are strong but do question the ability to influence policy/regulation without knowing laws or history.
10. [Received via email after survey closed] I see these as more topic areas/"Suggestions" to be discussed in more detail and added to, rather than serving as a primary (and limited) listing of "Recommendations" that might appear in any final Recommendations Report deliverable of our ECWG. I caution use of the summary language (a-e) that can easily be meaningless generalities, (NOT SMART goals), fungible or misinterpreted or utilized to check off a box with no transparency and no accountability .

11. [Received via email after survey closed] 2. I thought in Huddle #2 it was suggested that the ECWG could start to operate as a model for CAEECC. The composition and power structure of both the ECWG (in the future) and full CAEECC needs to address Equity, balance of power, distributional equity/Targeted Universalism, and more, and thus these 5 "Suggestions" (Not completed "Recommendations" in themselves) as detailed further above , and MORE , need to be reckoned with.
12. [Received via email after survey closed] 3. I agree with some of the sub-bullets above , and thus would like to see the membership /"composition" (with no potential conflict of interest: financial, relational, org or self-benefitting) of any such body to advance Equity be completely restructured and it may be very different from current stakeholders group that has held and continues to hold power over and wealth supremacy. I daresay, in order to address suggestion #1 above-CAEECC (or any new evolved body) in order to be reorganized to focus on equity needs to start with this bringing together of the right people whose shared purpose is equity, with no other conflicts or self-interests are a part of the new decision-making/recommendation influencer body. The rest of my comment relating to a), c), d) and e) and future suggestions are all dependent on this new CAEECC structure/composition/reorganization.
13. [Received via email after survey closed] AS for "Details need to be addressed, such as: • Definition of equity • Where and when should CAEECC focus on equity (is it only in the energy efficiency proceeding or does it expand to decarbonization efforts at the CPUC, financing, and implementation of programs? • What does this work include in terms of proceedings, priorities, etc?"
 - a. I think this is too complex of a series of questions to be captured in a written response here—but it implies our ECWG consideration that "environmental and social justice and equity" are not to be a siloed, line itemized activity or attribute or "segment" of the Energy sector unto itself—But NECESSITATES foundational embedment nto every core aspect of our Energy system that the CPUC /CEC/State of CA regulates; Distribution and allocation of investments (especially the whole of the public purpose charges—our ratepayer funds,) policies, law/regulations, transparent energy data, program design, administration and implementation , EM&V, the grid and utility infrastructure operations, procurement, community benefits, and just transition aspects. Have I left anything out?

Question 2. What do you think about these other ideas (f-h) that weren't fully discussed at Huddle #2?

f) CAEECC collect demographic information from programs

1. For f), my understanding is that PAs already collect some demographic information from their programs, such as income, but I don't think they're

collecting information such as race/ethnicity. Maybe they're collecting it, but they're not reporting it. It would be helpful to see this information as it'd give more granular insights as to who the PA programs are helping, as well as if there are any gaps. I think they're already collecting information as to whether a customer is in a disadvantaged community, but if they're not, they should report on this information at a minimum as a proxy to racial/ethnicity information. The agency responsible for developing and updating CalEnviroScreen, which shows in a map where the disadvantaged communities are located, has supplementary information on how CalEnviroScreen data overlays with racial/ethnicity information.

2. (f) depends on how (c) is resolved. As a party, CAEECC would have to do this through data requests in a proceeding. Very limiting.
3. We can't make well thought out decisions w/out the proper data, and demographics help discern who is and isn't being beneficially impacted.
4. f) CAEECC collect demographic information from programs Privacy concerns are critical here. Although it is helpful to know if CAEECC's work is reaching its intended target audiences, there should be an option to not supply these if privacy is asked for by a customer.
5. Don't think caeccc should collect data but could be helpful in a process to improve transparency and/or have members on the cpuc data project coordination groups (pcg) to work within existing opportunities vs. create an additional layer. Part of caeccc purview should be to influence policy, programs, and enable inclusive participation
6. F) maybe, but can be burdensome potentially for program administrators
7. I do not believe (f) is currently collected or available but would be helpful for CAEECC to support guidance for collecting and sharing.
8. Item F, it is unclear how this information would be used and what the benefits might be. Some of this information is likely already tracked but I doubt anybody is doing any broad analysis.
9. I do think (f) is an interesting idea that I would love to explore more.
10. f) if CAEECC collects data it should not be limited to program participation demographic data, but also include participation geographic data, as well as marketing and outreach targeting data.
11. F) Without compensation to programs/PAs, this will be additive to the already significant reporting burden which impacts program economics and cost effectiveness. This is good, but is has to come along with funding otherwise a known unintended consequence would be even less services to those who need it the most as this issue, is fundamentally, an economic issue, businesses need to at minimum, cover costs.

g) CAEECC help provide recommendations of programs to be created that are missed by income-qualified and market-rate programs

1. For g), I think we first need to get more clarity as to whether/how the equity segment of the market-rate programs helps address a gap between the income-qualified programs and the other market-rate programs (including the resource adequacy segment). This assessment should happen first so that we can get a clear understanding of the landscape. This will then help CAEECC determine whether there's a need for recommendations for programs to be created, and if so, how these would look like.
2. (g) also depends on the answer to c).
3. In regards to g) I would think that this would automatically be folded into and accounted for under the Equity framework that we defined as our proposed adopted language.
4. g) Equity, Inclusivity, Diversity, Transparency, and Accountability, must be used by CAEECC to help provide recommendations of programs to be created that are missed by income-qualified and market-rate programs. This can be very beneficial in linking resources (supportive organizations, companies, non-profits) that can improve the outcomes of CAEECC activities.
5. g) I think CAEECC should be providing feedback on policy, business plans, and implementation plans to help ensure programs take these customers into account.
6. G) Yes
7. Item G, this is a good idea and where the cross section of the program experts are important.
8. I do think (g) is an interesting idea that I would love to explore more.
9. g) I don't think this is a role for CAEECC.
10. G) Support but CAEECC shouldn't be recommending programs, but rather underserved sectors and program structures that will support a market based response that effectively serves those identified sectors.

h) CAEECC be a forum for community engagement in CPUC processes re: energy & equity

1. For h), I think this recommendation should be more focused so it says "CPUC processes re: non-income qualified energy efficiency and equity". The DACAG is already the forum for all the non-efficiency energy topics/programs under the CPUC. For example, the DACAG has provided the CPUC feedback on its new Microgrid Incentive Project, the Equity and Access Grant Program, and a myriad of other energy programs and proceedings. The LIOB covers all the

income-qualified energy efficiency programs under CPUC's jurisdiction, so CAEECC should be complementary to these efforts, not duplicative.

2. I would argue that CAEECC is already a forum for community engagement in CPUC processes, but maybe the request here is to broaden the "community." I would be open to redefining that.
3. h) Using the principles of Equity, Inclusivity, Diversity, Transparency, and Accountability CAEECC be a forum for community engagement in CPUC processes re: energy & equity.
4. Also, community engagement is significant. Often, this field has a lot of technical information so I find value in increasing community engagement on the topics of energy and equity to address the best practices to engage with communities that we serve in a way that is not too technical but relatively digestible.
5. I would like to unpack more on the community engagement piece and how this can possibly connect to the current CPUC Equity & Access Grant Program. CAEECC can possibly connect with awardees from this grant program to partner on direct engagement efforts?
6. h) 100%
7. H) yes, again want to understand CAEECC's role here vs. DACAG and LIOB
8. Item H, I like this idea.
9. I wasn't a part of Huddle #2 but reading through the notes, I don't know if CAEECC is the best forum for community engagement in CPUC processes. Energy and equity can encompass much more than the current portfolio of CAEECC work -- ie. perhaps drawing from DACAG work in this area.
10. h) I think CAEECC could be a forum for engagement around equity in decarbonization and EE programs, but should stay well away from conversations around rates, tariffs, ect...
11. H) Support
12. I especially like h

General Responses

1. Generally agree
2. The additional ideas (f-h) are also just as important. Especially when considering underserved populations, data is very important in order to make decisions as a collective.
3. I think they should become officially incorporated into the proposal
4. These would be beneficial.
5. Important

6. [Received via email after survey closed] I don't resonate necessarily with any of these as written, and don't recognize that any of these came from any ECWG member with BIPOC/ communities of concern lived experience in our Huddles exactly. CAEECC (in its current formation and composition and structure) is NOT the entity for any meaningful community engagement. Let us formulate (write out and discuss for any shared Recommendations) --please do not ask us merely to respond to something we (BIPOC folks/individual community member ratepayers) did not voice ourselves; especially those actions that perpetuate the power imbalance and extractive or exploitative practices that do not serve to address inequities and may only deflect attention from meaningful actions that materially level the playing field and serve the real world needs of communities of concern.

Question 3: Any other ideas/recommendations?

1. Once we settle on broad overarching policies, we can have a discussion about how they can work within the **existing practices of the CPUC** and identify any that need to be changed.
2. When we think of **Workforce Development** we need to adopt the specific language of 'Educating, Training, and Employing people from COC' as a way to define "Inclusivity within our definition of Equity".
3. CAEECC needs a **Mission Statement**. One that can guide all of its actions.
4. Our near term recommendations should be to **provide the top 4 items caeecc should evolve to be plus what needs to happen as a next stage to do that**. Perhaps we can get through some of it but I would be surprised if we could create a consensus recommendation on all keys parts by march. We could also make this an interim report to see if we could then **ask for addition time** and assess the compensation pilot to see if we could get additional funding.
5. I shared at the Huddles to **create** what we currently have.
6. Address how the priority of IOUs/CCAs to deliver cost effective savings will be addressed in **balance** of these other items
7. **Identify parallel equity and engagement processes** at other state-level agencies (what are lessons learned there?) both in California and in other states.
8. Seems like Huddle 1 and Huddle 2 conversations were quite a bit different in content - Was there any sort of feedback from Huddle 2 on Huddle 1?
9. [Received via email after survey closed] (0) Recognizing the power dynamics and various interests in the room, let's identify our ECWG shared purpose--and , as suggested in the Huddle and I think in the Homework also (?), as well as visions for the ultimate outcome we want to see in the world in making [energy] equity manifest?

10. [Received via email after survey closed] (1) Take some time to consider the option that was mentioned by some folks in the Huddle # 2 – what was meant by Lara by "blowing it(CAEECC) up?" and what would that look like? It could be a viable direction for us to stop working on incremental changes tinkering with CAEECC and to really address the full breadth of potential of our Prospectus as intended by the CDEI report in reating a new model for the EE rolling portfolio, and as funded by the Public Purpose charge monies. This would allow us a framework to understand both our ECWG power and full CAEECC transformation in the landscape of centering Equity and Social Justice in EE to meet the intent of the CPUC ESJ Action Plan goals and intentions through implementation that addresses the existing INequalities.
11. [Received via email after survey closed] (2.) WE as the ECWG need to establish more trust and openly discuss any personal and/or organizational conflicts of interest, and power dynamics, -I think Fabi suggested power mapping the current CAEECC/EE landscape --How to do this over each session if some do not voice positions or participate meaningfully in homework/huddles, and just “reflect on others’ contributions? (Potentially: review Community Agreements, and agree upon decision-making process and daylight pros and cons and "equity" of any process. (1 person 1 vote with majority rules or 2/3s majority or ? keep CAEECC consensus/non-consensus process? or Gradients of Agreement (If using scale of 1-5, then all must be 1- 2 to rule? or 1-3 to rule?) AND OR –let’s ask everyone?)
12. [Received via email after survey closed] (3.)Towards this I recommend alternative options be considered for our future agendas and tasks are outlined by the Leadership Team and Facilitators through soliciting input on the organization and any topics or specific questions from the group at the end of each meeting. (Facilitation team may be doing some semblance of this , but perhaps not as transparently and inclusively as could be without filtering?) The hope is that involves less "presentations" or guided line of questioning for us to react to but more productive/ voices heard discussion and concrete work together in the ECWG from members themselves for our set of Final recommendations in Spring of 2024 , whether end of March or April. We need to aim for statements/recommendations that are clear, transparent, SMART goals, that can be measured, are inclusive, and meet accountability and actually materially benefit the communities of concern through Just Transition to achieve "equity."

Question 4: Are there additional resources resources you'd like to offer or suggest for others to lean on?

Huddle #2 identified the following resources:

- A) Membership: refer to Composition, Diversity, Equity, and Inclusion Final Report (p.50)
- B) Refer to Facilitator Synthesis of Homework C for more ideas

1. I think it might be helpful to provide a **quick overview of what's on page 50 of the CDEI Final Report** during the next ECWG meeting. I'm sure there'll be plenty of people who have not read it, and at least one slide on the top points from that page, would help folks get a better sense of what things other ECWG members are thinking about and considering. There's a lot of good stuff on page 50, and I worry that if we don't spend some time going over those recommendations, people will start talking about the same recommendations during Meeting #4 without realizing those have already been put into writing. We don't need to start from scratch and reinvent the wheel. We should be improving of the solid ideas that are out there already. We should also try to **cover the main points from the Facilitator Synthesis of Homework C**, especially the parts that Huddle participants added at the end of the Huddle #2 document. I know the agenda for Meeting #4 is probably a bit packed already, but just like with page 50, I worry that if we don't bring this content to the front of people's mind during the meeting, that some folks might start talking about some of this stuff as if it hadn't been discussed before. This will make us move backwards instead of forward as a Working Group.
2. I would hope that we can **use the Composition, Diversity, Equity, and Inclusion report** as a basis to support our definition of Equity, Inclusion, diversity, transparency and accountability.
3. **Enviro and social justice action plan. Workforce mou** with cpuc.
4. Yes, these are great resources to reference.
5. I think every member should **participate in an equity building workshop**. I can offer more details and suggest specific workshops if interested.
6. [Received via email after survey closed] I'd like to see us provided with the actual program descriptions/contract scope of investments (\$) from past EE portfolios (the +/- \$1 B/year), per Administrator/implementer(s) by : Resource Acquisition, market support and Equity Support. This will more transparently account for a baseline of expenditures, and the actual gaps or perpetuation of inequities. This aligns with transparency, such that we can all see whose pockets those dollars ended/will end up in (including administrators, any 3rd party implementers, any installers (contractors) of EE equipment/appliances, manufacturers/distributors of equipment, other outside "contracts" to organizations (non-profit and private for-profit) and actual carbon, therms, and KWh (energy) reductions and customer energy bills reduction performance of past years (rolling portfolios by 3 yr or whatever timeframe) impacts were and if any of these are attributable to BIPOC/small business owners and/or frontline ratepayers in communities of concern. Please also share both the current CPUC Market-rate EE Budget Breakdown (2024-2031?) that shows over \$1 B. /yr. planned allocations and also the last 2 (10 yr.?) EE budget breakdowns, which may or may not have an "Equity" per se segment, as a starting point.

7. [Received via email after survey closed] Since we can't manage what we don't measure and in order to measure progress (for accountability and EM&V) we need to know what actions/activities /practices programs with performance have already taken place in the past that addresses "Equity." For example- in addition to above, please share performance metrics and summary EM&V for past years of CARE and FERA type programs, thanks.
8. [Received via email after survey closed] Also, I'd like a summary or links to existing docs that voice the concerns or Recommendations coming out of any other (now siloed) equity related Working group or committee,—such as the LIOB, DACAG, any other CPUC or CEC ESJ group, and the market and equity support Metrics WG.
9. [Received via email after survey closed] Please also share out any Energy Equity resources and Racial Equity resources/websites, resources or books the Facilitation team is aware of that others in the ECWG who might not have dived deeper into the topic of the false narrative of a hierarchy of human value, Racial equity/White supremacy, or Social justice and even the Social Determinants of Health (including last year's CPUC report on the Social Cost of Carbon.)

Additional Responses

- [Received via email after survey closed] Principles of Unity/Purpose: existing agreement on "equity focus". Need to define equity in terms that will help act as a guideline for future ECWG/CAEECC discussions
- [Received via email after survey closed] CAEECC Scope: Clarify how it will influence policy/regulation
 - Becoming an intervener?
 - CAEECC as implementer of Equity for all Public Purpose Funds not just market rate EE
 - CAEECC in collaboration with LIBO, DACAG, REN's?
 - consider empowering the new CAEECC to engage in all rulemaking/proceeding of the communities we are targeting?
 - How will the technical/less equity relevant pieces of CAEECC's current work be addressed?
- [Received via email after survey closed] CAEECC Membership Composition
 - Conflict of interest reassessed to prevent the "wolves from guarding the henhouse". Accountability process accompanying disclosures
 - Membership reflect diversity of CA
 - Even balance of power in voting CAEECC members

- Member compensation including financial support for smaller implementer org participation
- Member training (in JEDI approaches to collaborative decision making addressing needs of multiple learning/communicating styles; training in CPUC proceeding and industry literacy)
- Review CDEI membership discussion pg 50
- [Received via email after survey closed] As these topics become fleshed out, develop sub-topics needing dedicated Huddles and/or Homework discussions.
 - We could post the schedule of Huddles and assign specific topics so that WG members are aware and can attend the ones they are most interested in.

Draft Recommendations from Huddle #2

Huddle #2 Participants developed the following set of Draft Recommendations:

a) CAEECC to be reorganized to focus on equity

- Equity should be embedded in the following ways:
 - Equity in program design/development
 - Equity in overall distribution of funds for programs
 - Equity in program implementation
 - Equity in [workforce/supplier diversity](#)
 - Equity in program participation
 - Equity in benefits/outcome of programs
 - Equity in evaluation, measurement, and verification
 - Equity in accountability of CAEECC (Actively evaluate, measure and hold accountability of CAEECC's equity practices)
- Details need to be addressed, such as:
 - Definition of equity
 - Where and when should CAEECC focus on equity (is it only in the energy efficiency proceeding or does it expand to decarbonization efforts at the CPUC, financing, and implementation of programs?)
 - What does this work include in terms of proceedings, priorities, etc?

b) CAEECC membership to reflect diversity in CA

- Ensure compensation for eligible participants/members
- Make sure we have compensation for individuals and/or non-profits that don't have sufficient funding to be actively engaged
- See Composition, Diversity, Equity, and Inclusion Final Report for positions on membership, including balance of power (e.g., CAEECC membership composition should not have entities with conflicts-of interest, profit from the "market" or contracts or program administration, or at least not have dominance in majority of membership)
- Revisit Conflict of interest / disclosures
- Details need to be addressed. Refer to the [Composition, Diversity, Equity, and Inclusion Final Report](#) for recommendations (start on page 50) as helpful.

c) CAEECC to be able to influence policy/regulation.

- Details need to be addressed: A definition of “influence”; Does this mean being a party vs. other ways?

d) CAEECC shall work in conjunction with Low-income Oversight Board (LIOB)/Disadvantaged Communities Advisory Group (DACAG) and other oversight/advisory groups.

- Details need to be addressed: Evolving CAEECC WG is striving to/working toward this collaboration acknowledging that these groups may face capacity barriers to collaboration.

e) Propose CAEECC have a wide purview to allow for future flexibility.

- Details need to be addressed: a definition of purview and how this interacts with the scope

Raw Responses

What do you think about the 5 recommendations?

a) CAEECC to be reorganized to focus on equity

b) CAEECC membership to reflect diversity in CA

c) CAEECC to be able to influence policy/regulation.

d) CAEECC shall work in conjunction with Low-income Oversight Board (LIOB)/Disadvantaged Communities Advisory Group (DACAG) and other oversight/advisory groups.

e) Propose CAEECC have a wide purview to allow for future flexibility.

1. Generally agree
2. Regarding the definition of equity, as outlined in the details under a), we should look at what's in the CPUC's Environmental and Social Justice Action Plan as a starting point. We shouldn't have to reinvent the wheel when there have already been many intentional/deliberate efforts prioritizing community feedback. For b), I highly support referring to the CDEI Final Report. Thank you for pointing pg. 50 as a starting point. This report has a lot of great information. There are some member of the ECWG that were also part of the CDEI Working Group, so their feedback was also captured in the CDEI Final Report. For c), I don't think CAEECC needs to be party to any proceeding. There's already a way for non-party entities to submit public comments to any CPUC proceeding. On any proceeding's main webpage, there's a button that says "Add Public Comment." There are many bureaucratic steps and requirements to being a party, and if CAEECC would like to have more flexibility in the future as it does its work, submitting comments as a non-party would allow for this flexibility. For d), I support the language "striving to/working toward" because it acknowledges the reality of the DACAG and LIOB's limited capacity and bandwidth to collaboration. It's not a "may face" situation, they're already experience capacity and bandwidth issues to just even collaborate amongst themselves. For e), I support allowing for future flexibility, and I agree that we'll need to figure out what we mean by purview and how it interacts with the scope.
3. Reorganizing CAEECC to include equity in the suggested areas is something I would support, but because of all the additional things that are important in this area, I would disagree that equity should be the focus of CAEECC. I do support having the membership reflect diversity and working in conjunction with other groups if that is determined to be beneficial. I think items (c) and (e) require considerably more discussion. Being able to influence policy/becoming a party would dramatically change the structure of CAEECC and could limit its usefulness as a vehicle for bringing disparate voices together. I would argue that

in its current role CAEECC has been very productive in influencing policy and has become a primary player in the discussions that have occurred in this space and played out at the CPUC as policy and regulation.

4. First all, of I want to thank those of us who have taken the initiative to begin to define Equity through Communities eyes. We would also like for this Framing of Equity to be our adopted usage; "In the Interests of Equity, Inclusivity, Diversity, Transparency, and Accountability". We feel that by adopting this framework of Equity we are stating that the use/idea of the word Equity should be accompanied with the principles/actions that define what Equity looks like and feels like to us in every step of the process where we are not included or accounted for. I would also like for us to define Inclusivity, Diversity, Transparency, and Accountability maybe through bullet points? Example; Transparency- Open and honest sharing of requested or need to know information in a timely fashion- Inclusivity- Members of COC (Communities of Concern) should be involved in every step of the process- etc.
5. "ALL ACTIONS AND PROCESSES MUST be structured in the interests of Equity, Inclusivity, Diversity Transparency and Accountability, A. Equity should be embedded in the following ways: • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program design/development of Equity. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in overall distribution of funds for programs. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program implementation. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in workforce/supplier diversity • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in program participation. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in benefits/outcome of programs. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in evaluation, measurement, and verification. • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in the accountability of CAEECC (Actively evaluate, measure and hold accountability of CAEECC's equity practices). • Details need to be addressed, such as: • Definition of equity The principles of Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in defining Equity. • Where and when should CAEECC focus on equity (is it only in the energy efficiency proceeding or does it expand to decarbonization efforts at the CPUC, financing, and implementation of programs? In the interests of Equity, Inclusivity, Diversity, Transparency and Accountability, all activities, processes, membership and product MUST • What does this work it include in terms of proceedings, priorities, etc? In the interests of Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used in determining actions taken by CAEECC. b) CAEECC membership to reflect diversity in CA • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to ensure compensation for eligible participants/members • Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to make sure we have compensation for individuals and/or non-profits that don't

have sufficient funding to be actively engaged • When evaluating the Composition, Diversity, Equity, and Inclusion Final Report for positions on membership, including balance of power (e.g., CAEECC membership, Equity, Inclusivity, Diversity, Transparency and Accountability MUST be used to ensure that the composition should not "

6. I think we should focus on the first three and limit the scope to market rate efficiency first, prove out the concepts, and create space to expand at a later date.
7. I agree with the five recommendations. After reviewing the definitions and notes, I think it is valid for us as a collective to shift our priorities and focus on addressing these. All hold a lot of value and will only strengthen the future of this group.
8. I am in agreement of the points proposed. Would like to have further discussion in the upcoming meeting.
9. I think these recommendations are a solid foundation for our work moving forward. I particularly think that item "d" is a great collaborative avenue to embark on and help guide our work.
10. For c) I think CAEECC is in a position to elevate voices to influence policy/regulation through its stakeholder engagement processes by prioritizing topics through an equity lens and reevaluating methods of how CAEECC members can provide feedback on business plans and implementation plans. d) Could CAEECC designate representatives from these other groups to participate in meetings? How are these groups already being represented?
11. Add to b) transparency on who is recommended into membership
12. A) agree, but would also like to better understand the delineation between what is CAEECC's, DACAG's and LIOB's purview, how they intersect etc. Do not need to create redundancy if that makes sense. B) yes C) YES! d) Yes, please see my response to A about understanding the differences. E) yes C)
13. Supportive of the recommendations but want to share the concern that a majority of the EE portfolio still has a primary objective of delivering cost-effective avoided cost benefits to the electricity and natural gas systems. It does not seem as though that was considered when discussing the future of CAEECC.
14. Recommendation C could be folded into A. However, Recommendation C is critical. Program design adheres to policy and business cost effective (for profit) strategies are developed with this in mind. Change the policy to put more emphasis on equity and the programs will address the sector. On item B, it is unclear whether the intent is to have CAEECC only be D, E, & I entities or it also includes people with program and policy knowledge. I think it is critical to have a balance of these three skill sets. The most equitable policy changes may not fit the business models of the implementation community. So, that is where program experts can work with community members to adjust to maximize the impacts. Similarly, policy experts are important to navigate the CPUC policy to achieve the changes. Specific to C, becoming a party could be one way but it

doesn't have to be the only way. Perhaps there's an annual resolution that CAEECC develops with CPUC Staff addressing policies that impact equity. There already is the DEER resolution on a specific timeframe (currently every 2 years but was previously annually). I think there probably would need to be a CPUC Decision to start this. The other way policies are instituted is CPUC Staff interpretation of Decision/Resolution language. CAEECC can play a role in reviewing and/or drafting memos on policies that impact equity.

15. I would love to learn more about (c) in terms of what policy/regulations this may be targeting and what sort of changes can be done (ie. what legal or legislative barriers exist here). When thinking about equity, we can have a broad and robust engagement but if it's not leveraging any processes for change (with support for ALJ and commissioners), then it may fall flat in overall impact.
16. Love it
17. I think that the recommendation are sound in nature, but the devil will be in the detail. Especially for d), I would only support this as a bilateral relationship.
18. I support these fully.
19. I feel that these recommendations are strong but do question the ability to influence policy/regulation without knowing laws or history.

What do you think about these other ideas (f-h) that weren't fully discussed at Huddle #2?

f) CAEECC collect demographic information from programs

g) CAEECC help provide recommendations of programs to be created that are missed by income-qualified and market-rate programs

h) CAEECC be a forum for community engagement in CPUC processes re: energy & equity

7. Generally agree
8. For f), my understanding is that PAs already collect some demographic information from their programs, such as income, but I don't think they're collecting information such as race/ethnicity. Maybe they're collecting it, but they're not reporting it. It would be helpful to see this information as it'd give more granular insights as to who the PA programs are helping, as well as if there are any gaps. I think they're already collecting information as to whether a customer is in a disadvantaged community, but if they're not, they should report on this information at a minimum as a proxy to racial/ethnicity information. The agency responsible for developing and updating CalEnviroScreen, which shows in a map where the disadvantaged communities are located, has supplementary information on how CalEnviroScreen data overlays with racial/ethnicity information. For g), I think we first need to get more clarity as to whether/how the equity segment of the market-rate programs helps address a gap between the income-qualified programs and the other market-rate programs (including the resource adequacy segment). This assessment should happen first so that we

can get a clear understanding of the landscape. This will then help CAEECC determine whether there's a need for recommendations for programs to be created, and if so, how these would look like. For h), I think this recommendation should be more focused so it says "CPUC processes re: non-income qualified energy efficiency and equity". The DACAG is already the forum for all the non-efficiency energy topics/programs under the CPUC. For example, the DACAG has provided the CPUC feedback on its new Microgrid Incentive Project, the Equity and Access Grant Program, and a myriad of other energy programs and proceedings. The LIOB covers all the income-qualified energy efficiency programs under CPUC's jurisdiction, so CAEECC should be complementary to these efforts, not duplicative.

9. (f) depends on how (c) is resolved. As a party, CAEECC would have to do this through data requests in a proceeding. Very limiting. (g) also depends on the answer to c). I would argue that CAEECC is already a forum for community engagement in CPUC processes, but maybe the request here is to broaden the "community." I would be open to redefining that.
10. We can't make well thought out decisions w/out the proper data, and demographics help discern who is and isn't being beneficially impacted. In regards to g) I would think that this would automatically be folded into and accounted for under the Equity framework that we defined as our proposed adopted language.
11. f) CAEECC collect demographic information from programs Privacy concerns are critical here. Although it is helpful to know if CAEECC's work is reaching its intended target audiences, there should be an option to not supply these if privacy is asked for by a customer. g) Equity, Inclusivity, Diversity, Transparency, and Accountability, must be used by CAEECC to help provide recommendations of programs to be created that are missed by income-qualified and market-rate programs. This can be very beneficial in linking resources (supportive organizations, companies, non-profits) that can improve the outcomes of CAEECC activities. h) Using the principles of Equity, Inclusivity, Diversity, Transparency, and Accountability CAEECC be a forum for community engagement in CPUC processes re: energy & equity.
12. Don't think caeecc should collect data but could be helpful in a process to improve transparency and/or have members on the cpuc data project coordination groups (pcg) to work within existing opportunities vs. create an additional layer. Part of caeecc purview should be to influence policy, programs, and enable inclusive participation.
13. The additional ideas (f-h) are also just as important. Especially when considering underserved populations, data is very important in order to make decisions as a collective. Also, community engagement is significant. Often, this field has a lot of technical information so I find value in increasing community engagement on the topics of energy and equity to address the best practices to engage with communities that we serve in a way that is not too technical but relatively digestible.

14. I would like to unpack more on the community engagement piece and how this can possibly connect to the current CPUC Equity & Access Grant Program. CAEECC can possibly connect with awardees from this grant program to partner on direct engagement efforts?
15. g) I think CAEECC should be providing feedback on policy, business plans, and implementation plans to help ensure programs take these customers into account. h) 100%
16. I think they should become officially incorporated into the proposal
17. F) maybe, but can be burdensome potentially for program administrators. G) Yes H) yes, again want to understand CAEECCS role here vs. DACAG and LIOB
18. - These would be beneficial. I do not believe (f) is currently collected or available but would be helpful for CAEECC to support guidance for collecting and sharing.
19. Item F, it is unclear how this information would be used and what the benefits might be. Some of this information is likely already tracked but I doubt anybody is doing any broad analysis. Item G, this is a good idea and where the cross section of the program experts are important. Item H, I like this idea.
20. I wasn't a part of Huddle #2 but reading through the notes, I don't know if CAEECC is the best forum for community engagement in CPUC processes. Energy and equity can encompass much more than the current portfolio of CAEECC work -- ie. perhaps drawing from DACAG work in this area. I do think (f) and (g) are interesting ideas that I would love to explore more.
21. Important
22. f) if CAEECC collects data it should not be limited to program participation demographic data, but also include participation geographic data, as well as marketing and outreach targeting data. g) I don't think this is a role for CAEECC. h) I think CAEECC could be a forum for engagement around equity in decarbonization and EE programs, but should stay well away from conversations around rates, tariffs, ect...
23. F) Without compensation to programs/PAs, this will be additive to the already significant reporting burden which impacts program economics and cost effectiveness. This is good, but is has to come along with funding otherwise a known unintended consequence would be even less services to those who need it the most as this issue, is fundamentally, an economic issue, businesses need to at minimum, cover costs. G) Support but CAEECC shouldn't be recommending programs, but rather underserved sectors and program structures that will support a market based response that effectively serves those identified sectors. H) Support
24. I especially like h

Any other ideas/recommendations?

13. Once we settle on broad overarching policies, we can have a discussion about how they can work within the existing practices of the CPUC and identify any that need to be changed.
14. None at this time

15. When we think of Workforce Development we need to adopt the specific language of 'Educating, Training, and Employing people from COC' as a way to define "Inclusivity within our definition of Equity".
16. CAEECC needs a Mission Statement. One that can guide all of its actions.
17. Our near term recommendations should be to provide the top 4 items caeecc should evolve to be plus what needs to happen as a next stage to do that. Perhaps we can get through some of it but I would be surprised if we could create a consensus recommendation on all keys parts by march. We could also make this an interim report to see if we could then ask for addition time and assess the compensation pilot to see if we could get additional funding. Also, making caeecc a party should be taken off the table and not waste time discussing it. It's not functional nor do I think legally sound. We should focus instead on our best touch points for influence)like joint meetings with Shiroma) and focus so we can be effective.
18. At this time, I don't have any other ideas and recommendations.
19. Not at the moment.
20. I shared at the Huddles to create what we currently have.
21. Not at this time
22. Address how the priority of IOUs/CCAs to deliver cost effective savings will be addressed in balance of these other items
23. no
24. Identify parallel equity and engagement processes at other state-level agencies (what are lessons learned there?) both in California and in other states.
25. No.
26. Seems like Huddle 1 and Huddle 2 conversations were quite a bit different in content - Was there any sort of feedback from Huddle 2 on Huddle 1?

Are there additional resources resources you'd like to offer or suggest for others to lean on?

Huddle #2 identified the following resources:

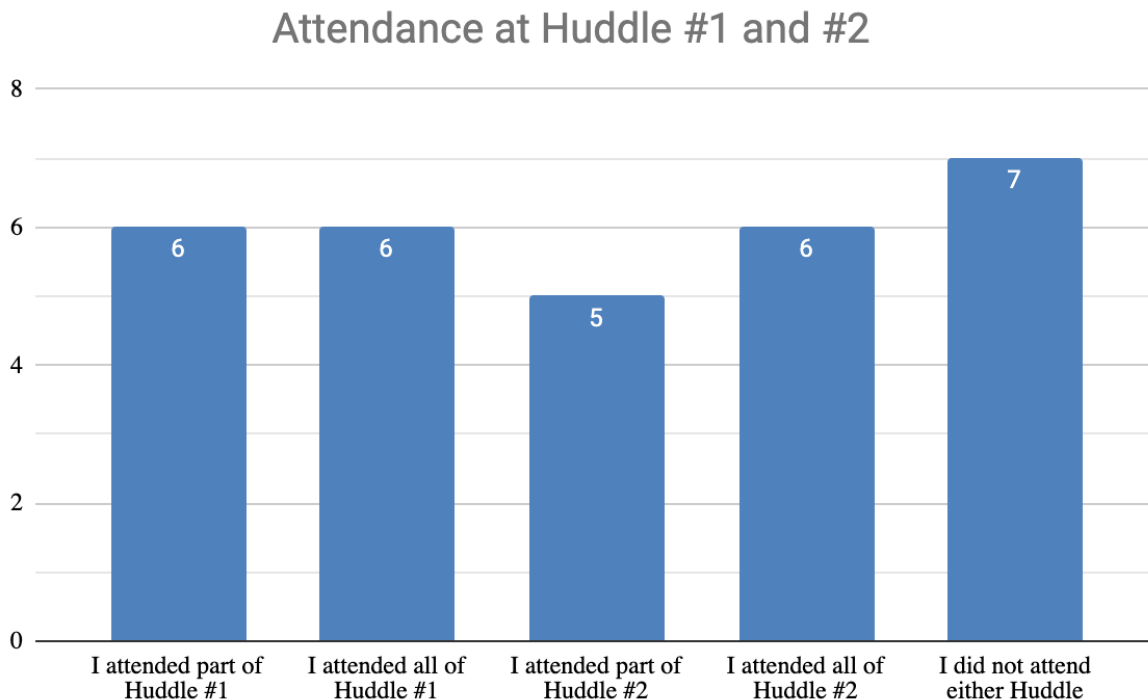
- A) Membership: refer to Composition, Diversity, Equity, and Inclusion Final Report (p.50)
- B) Refer to Facilitator Synthesis of Homework C for more ideas

10. I think it might be helpful to provide a quick overview of what's on page 50 of the CDEI Final Report during the next ECWG meeting. I'm sure there'll be plenty of people who have not read it, and at least one slide on the top points from that page, would help folks get a better sense of what things other ECWG members are thinking about and considering. There's a lot of good stuff on page 50, and I worry that if we don't spend some time going over those recommendations, people will start talking about the same recommendations during Meeting #4 without realizing those have already been put into writing. We don't need to start from scratch and reinvent the wheel. We should be improving of the solid ideas

that are out there already. We should also try to cover the main points from the Facilitator Synthesis of Homework C, especially the parts that Huddle participants added at the end of the Huddle #2 document. I know the agenda for Meeting #4 is probably a bit packed already, but just like with page 50, I worry that if we don't bring this content to the front of people's mind during the meeting, that some folks might start talking about some of this stuff as if it hadn't been discussed before. This will make us move backwards instead of forward as a Working Group.

- 11. None at this time
- 12. I would hope that we can use the Composition, Diversity, Equity, and Inclusion report as a basis to support our definition of Equity, Inclusion, diversity, transparency and accountability.
- 13. Enviro and social justice action plan. Workforce mou with cpuc.
- 14. Yes, these are great resources to reference.
- 15. I think every member should participate in an equity building workshop. I can offer more details and suggest specific workshops if interested.
- 16. no
- 17. No.

Did you attend a Huddle?



Please elaborate on your experience at the Huddle(s).

1. I felt that the second one was much more effective and productive than the first one. There was a clear sense that progress needed to be made and that's exactly what happened. There was also a tangible sense of people being less frustrated with the task at hand.
2. I feel like we all want to be progressive and productive at the meetings, however it is taking a long time to get to a point of agreement to move forward. I commend Suhalia as our facilitator for her patience and allowing the group to take lead in conversations while making sure to confirm what is being said is documented correctly.
3. Good. I felt that people were able to speak more freely than the larger working group meeting. We began focusing on how to move the needle further. very good overall.
4. Continued conversation on details of the workings of the CAEECC, ECWG and CPUC. Started a conversation
5. Because of the apparent lack of structure and frustration with previous efforts when a few voices spoke for the entire effort, we chose to sit this one out. Other folks have more at stake here. We are participating to learn and contribute where we can but feel the larger working group efforts are better suited to that at this point. It appears the huddles were productive for the group though.
6. I would like to point out another definition of Transparency from a Concerned Community Servants point of view. After the first huddle, we as a group w/full knowledge of the facilitation staff decided that we would go into huddle 2 to define our unifying principles. The day of our 2nd huddle w/out any prior heads up leading up to the meeting we felt ambushed when Suhaila declared that they felt under pressure for us to come up with something TODAY more substantive than Unifying Principles before the next meeting or the facilitators would be presenting their own plan to the ECWG . Some of us felt that if the facilitators have already developed a work plan in the contingency that we as a WG can't adhere to the timeline, then in the 'Interests of Transparency' ALL of that should have been laid out to us from the beginning. This was a slap in the face to learn that The Facilitation staff already has a plan to institute according to their pre-determined timeline that excluded COC being included in the development of that timeline.
7. I really felt like Huddle 1 wasn't productive and that questioning the participants in a group that had already been vetted made no sense.
8. I found the Huddles to be terribly inadequate. The facilitators forced a last minute jam session in Huddle 2 to get answers. This prevented many from adequately participating. Disorganization, disrespect and a lack of letting the group do it's work caused this. Listening to the facilitators in Huddle 1 babble for 2.5 hours at the beginning, led us to have to force our hand to take control of the Huddle after

the lunch break so we could speak and get work done. That is shameful. This same practice of not letting us speak our needs and thoughts is what happened in Huddle 2. I sincerely hope that ALL of our answers will be posted as written and NOT synthesized.

9. Facilitation but letting the group lead was the most effective.
10. No comment. I will attend future huddles.
11. My work schedule has been very jammed pack and I was unable to attend none of the huddles.
12. I was unavailable to participate in any of the huddles.
13. It sounds like some progress is being made in these huddles and I'm sorry I haven't been able to join.
14. Huddles start off a little clunky but then turned productive. I think that recap should be very high level. Each person should do their due diligence to read up on material they missed so that the group can pick up where they left off.
15. Huddle #1 was similar to the working group experience. The group seemed to find it challenging to work towards compromise and consensus. Huddle #2 was very effective. I think partly because the group was smaller and had built a bit more trust from Huddle #1. I also believe huddle #2 was more effective because we were told we were working on a clock and if we did not find a path forward, the option would be removed.
16. [Received via email after survey closed]
 - a. In general I was appreciative that Huddles offered a space for more discussion, albeit, I was not present for the whole of them all, and I will say for Huddle #1, it did not seem many folks attended for the first hour when I was there. I felt the questions or topics posed to be somewhat missing the point or were being skewed or dominated by reiteration of the status quo rather than being open to evolution of CAEECC, gap analysis, and even more generative discussion. I thought that one "guiding principle" that came out of Huddle #1 (from Sumi and Kate?) was that we should center equity by thinking of "what outcomes we want and how we want to achieve those Outcomes and FOR WHOM?" with the Public Purpose Charge monies as a whole. I hope our Agenda for meeting #4 can share this concept out so we can identify what our shared purpose/outcome(s) for whom is or are? And how will we know we are successful?
 - b. As for the second Huddle #2, I did the first hour and then came back last 30 minutes or so, where it seemed that Lou's comments that there should be "Equity in this , Equity in that..." got rushed into being interpreted as some sort of consensus of "Recommendations" or maybe "Principles." Whereas I feel they were really only very general statements in the context of "things that should be taken into consideration "WHEN considering

HOW to approach implementing equity and in what ASPECTS. To me Principles are things that must be actively embodied in practice that guides everyone's behaviors, and relationships in how we work with each other, and that reflect our values such as the Jemez principles for democratic organizing, and the 17 EJ Principles.

- c. My experience of the Huddles, somewhat leading from the last meeting #3, is somewhat mixed. There were good moments, some very encouraging moments, and some more puzzling. I felt like we were being given ultimatums and a bit bullied or rushed, unnecessarily so, when I would think the opposite would have been the appropriate space and tone to solicit the generative approaches and solutions required for this important and complex work in creating "Equity" and social justice. This potentially round-breaking work in California's energy efficiency space, which includes re-examining the structure of funding, segmentation, program design, implementation and evaluation as a system, of which the CPUC and CAEEC is a part, is too important to be done hurriedly or in any performative manner to fulfill a pre-planned agenda (whose purpose may be to "incrementally improve upon inequities," but in reality, perpetuate the system that has produced the environmental injustices and social inequities.)
- d. It felt as though there was some unseen/unknown pressure from powers above that did not want to allow us even the time allotted in currently planned and "on budget" meeting/huddles between now and March to proceed as planned, not because we weren't making progress (and there has been progress these issue take time and great emotional labor!—but you did not ask me this question,) but for reasons not shared with us other than the Facilitation team's funding was inadequately allocated to this innovative effort or has simply run out. Please note I don't think this state of "money to do the work has run out, thus we are out of time for you," is not a fault of the ECWG nor the compensation pilot participants, and thus the ECWG members and this ECWG effort should not be punished for it by disbanding our work together.
- e. We were not informed that there was an expectation of some intermediate "draft Recommendations" to be "presented " at the full CAEECC Nov. meeting until meeting #3. Why? This underlying pressure causes the all-too-familiar experience of lack of transparent oppressive systems at work that have unrealistic expectations of what it takes to hold these conversations, engage diverse communities, face and resolve conflict and conflict of interests, just to do this extraordinary work of making anything "equitable and just."