

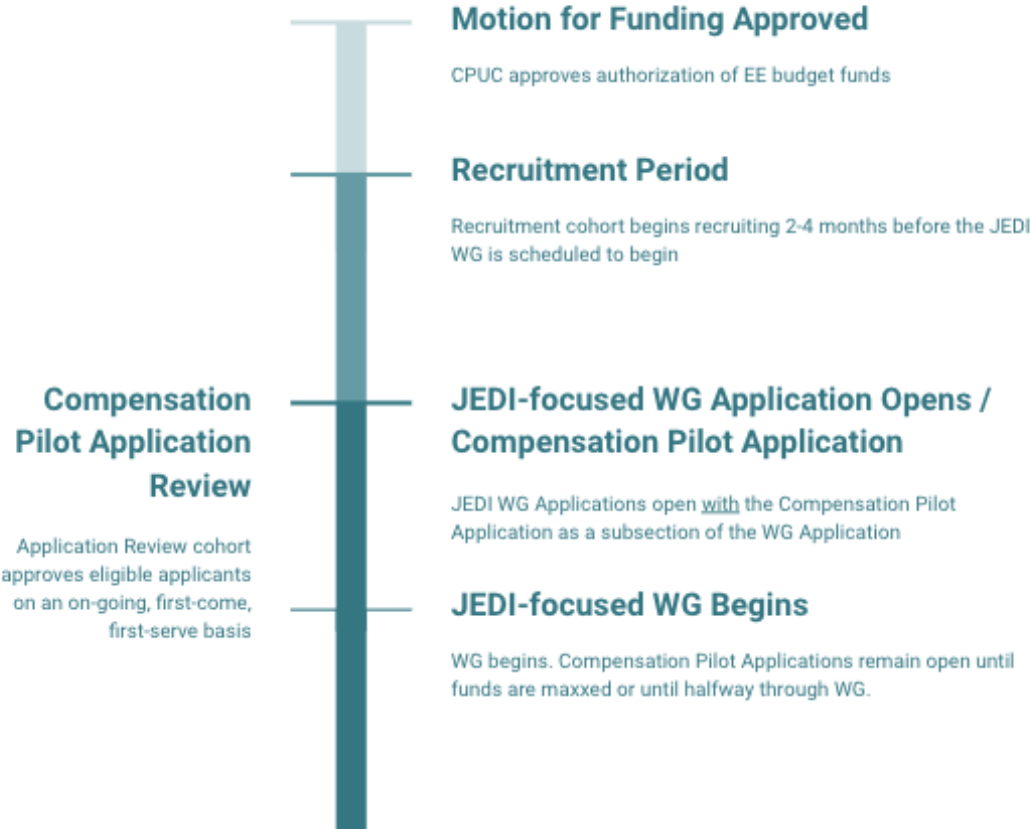
Compensation TF Homework#2 Facilitator Synthesis

At Compensation TF Meeting #2, participants identified critical questions related to:

- 1. Application Review Process
- 2. Recruitment Strategies
- 3. Evaluation and Metrics
- 4. Application (the form/document itself)

For Homework #2, Compensation TF Members redlined and added thoughts on these topics. This document serves as the Facilitator’s analysis and synthesis of the homework as well as a draft proposal recommendations on these four topics.

For visual aid, the facilitator has compiled the following graphic to represent the sequence of tasks and events for the recommendations below:



Application Review Process

The following section includes recommendations regarding how applications for the Compensation Pilot should be reviewed.

Application Review Recommendation #1 | Reviewer: The Compensation Pilot Applications will be reviewed by a cohort consisting of: the facilitation team, voluntary members of the CPUC ESJ Team, voluntary members of the Compensation TF, and voluntary members of CAEECC (*who will not be applying to participate in the JEDI-focused WG*).

Application Review Recommendation #2 | Timing: Applications will be invited ahead of the launch of the working group and will be open to be submitted on a rolling basis and reviewed/approved in the order they were submitted. Reviewers should aim to complete reviews within 14 business days of application submission. *Note: Reviewer committee may choose to meet on a predetermined frequency (similar to how the WG application review committee meets) or deliberate over ad hoc meetings or email.*

Application Review Recommendation #3 | Acceptance: Compensation will be granted on a first-come-first-serve basis to eligible parties until the WG funding cap has been reached. Eligible applicants must meet all eligibility criteria.

Strategy for Recruitment

The following section recommends recruiting strategies to reach organizations/individuals from historically non-represented groups in CAEECC.

Recruitment Strategy Recommendation #1 | Recruiters: A voluntary cohort of the Compensation TF members, CAEECC members, and the CPUC ESJ Team, with the coordination support of the Facilitation Team shall conduct outreach to raise awareness of the Compensation Pilot.

Recruitment Strategy Recommendation #2 | Outreach Process: Outreach (e.g. emails and meetings) shall begin with groups identified below. The Facilitation team will provide a template for outreach. Additional work to identify individuals and their contact information will be needed to facilitate outreach.

- From the *Pre-identified List of Prospective JEDI-focused WG Participants* included in the CDEI WG Final Report
 - Trade allies
 - Unions (work/work implementation groups)
 - Authorized Agents of IOU's and Implementers
 - Youth, universities, and emerging professionals (including respective diversity groups)
 - Consumer advocates like CalPA and TURN

- Environmental, Racial, and Social Justice groups like Greenlining, Rising Sun, and California Environmental Justice Alliance (CEJA)
- Other experts (e.g., other agencies)
- Advocacy groups whose mission is to promote and establish diversity in EE (similar to E2, ACEEE, etc.)
- A representative sample of customers
- Local Government Coalitions
- Community Based Organizations and/or aggregations of Community Based Organizations
- Local Government Climate Action Organizations
- Tenant right groups
- BIPOC specific groups
- Community Service District Latino Service Providers
- Additional outreach ideas may also come from (beyond the *Pre-Identified List* above):
 - Ted Howard mentioned providing a list of CBOs involved in state energy matters, and Facilitation team will follow up
 - Others?

Facilitators Note: Need to define the amount of hours expected for outreach to be able to utilize the Facilitator's contract effectively. We currently estimate 30 hours over four months.

Recruitment Strategy Recommendation #3 | Timeline: Begin outreach efforts upon adoption of these recommendations until all of the Compensation Pilot funds have been allocated or the JEDI-focused WG is beyond the halfway point of its charge.

Compensation Pilot Evaluation Criteria

The following section recommends criteria to evaluate the success of the Compensation Pilot.

Evaluation Criteria Recommendation #1 | Indicators: The Compensation Pilot shall be evaluated based on the following indicators:

- Number of Compensation Pilot applicants
- How quickly Pilot funds are used
- Ease of application process via applicant survey
- Outreach effectiveness via diversity and volume of Pilot applicants
- Diversity of perspectives shared in JEDI-focused WG

Evaluation Criteria Recommendation #2 | Measurement: The Compensation Pilot indicators shall be evaluated based on the following measurements: *For example, number of under-represented perspectives in WG, number of those under-represented perspectives supported via the Compensation Pilot.*

- Percentage of JEDI-focused WG that is/represents a new stakeholder to CAEECC¹
- Percentage of JEDI-focused WG that is/represents a CPUC ESJ identified DAC community
- Percentage of members of JEDI-focused WG from a DAC community that is receiving Compensation Pilot funds
- Percentage of members of JEDI-focused WG that is new/represents a new stakeholder that is receiving Compensation Pilot funds
- Number of applicants for the Compensation Pilot
- Compensation Pilot acceptance rate
- Percentage of Compensation Pilot recipients from direct outreach efforts

Evaluation Criteria Recommendation #3 | Not for Measurement: The following criteria shall not be considered for evaluation of the Compensation Pilot:

- The outcome of a Working Group
- A set of predefined *productive contributions*

Preliminary Application

Application Recommendation #1 | Adopt Sample Application: Adopt the Sample Application (below) as a subsection of the JEDI-focused WG Member Application.

Sample application for the Compensation Pilot.

This application is for the Compensation Pilot specifically for prospective members of the JEDI-focused Working Group of the California Energy Efficiency Coordinating Committee (CAEECC). The Compensation Pilot is a funding mechanism to welcome burdened individuals or organizations and alleviate the barrier of ‘participation without compensation’. The intent, principles, and eligibility criteria of Compensation Pilot are located in the Application Appendix. The Compensation Pilot (and JEDI-focused WG) will adhere to the CAEECC Ground Rules and Meeting Norms (see Appendix).

The deadline to apply for the Compensation Pilot is rolling pending available funds. Applications will be reviewed in the order they are submitted and granted compensation until funding is maxed out. Interviews *may* be requested with compensation applicants. Please fill out the following application form.

** Connotes a required field below.*

¹ Has not participated or engaged with CAEECC in the past 5 years

*Would you like to apply for the Compensation Pilot? Yes ▾

Contact Information

*Primary Contact Name (First and Last); Primary Contact Pronouns; Primary Contact Email; Primary Contact Phone

Proxy Contact Name (First and Last); Proxy Contact Pronouns; Proxy Contact Email; Proxy Contact Phone

*Will you be representing: Yourself ▾

**If responded 'An Organization' above, required* | Name of Organization:

Identifying Eligibility

*Do you present a financial need to participate in the JEDI-focused WG that funding through the Compensation Pilot can mitigate? Yes ▾

*Do you represent a community that has historically been underrepresented by CAEECC²? If yes, please describe what perspective(s), representation(s), or community/ies with which you identify. Yes ▾

*Are you committed to make meaningful contributions to this working group by participating in the pre-work, meeting attendance and active engagement, and meeting follow-up or homework?³ Yes ▾

*Please upload one of the following documents as proof of financial need:

- a statement from a State taxing body, State Attorney General, or other appropriate State Official certifying that the applicant organization has a nonprofit status and that none of the net earnings accrue to any private shareholders or individuals
- Customer's gross and net monthly income, monthly expenses, cash and assets, including equity in real estate, and any other relevant financial information⁴
- Other statement or demonstration of financial need.

² See CPUC Environmental and Social Justice Action Plan (page___)

³ Meaningful contributions include: participation in meetings, participation in interactive meeting elements, completion of homework/pre-work.

⁴ CPUC ICOMP Guide p. 14 [Intervenor Compensation Program Guide](#)

CAEECC Policies and Interest

*Do you agree to abide by the Ground Rules and Meeting Norms for CAEECC and CAEECC working groups?⁵ Yes ▾

Describe specific prior experience (if any) working collaboratively in other stakeholder processes: _____

Version 2: Principles, Intentions, and Eligibility Criteria

Principles Recommendation #1 | Adopt Principles: Adopt the Principles identified below.

Modified Set of Principles (Version 2)

1. Keep it simple to administer and operationalize.
2. Make it flexible (both in terms of access and process for reimbursement).
3. Be open to and value diverse skill sets, including lived/living experiences.
4. Strive for ~~replicability and scalability~~ **scalability and learning (through evaluation)** for the whole of CAEECC.
5. Be empathetic to existing barriers for participation in CAEECC and identify easy-entry, accessible solutions.
6. Compensate for **pre- and post-**meeting work, and time that is spent on CAEECC-related activities, based on past CAEECC norms for pre and post-meeting work.
7. Both individuals and representatives of organizations may apply. It is important that it is clear whether someone is representing themselves, or whether they are a representative on behalf of an organization (e.g. Community-Based Organization). Eligibility rules might be tailored differently for individuals and organizations.

⁵ See JEDI-focused WG Scope of Work Appendix

Intentions Recommendation #1 | Adopt Principles: Adopt the Intentions identified below.

Modified Set of Intentions (Version 2)

1. Provide compensation to organizations/individuals who present financial need as a barrier to meaningful participation and contribution to CAEECC
2. Allow organizations/individuals to self-determine their financial need for compensation. Applicants will need to demonstrate financial need, but ~~meet that requirement without cumbersome documentation~~ **should have flexibility in how to document and demonstrate financial need.**
 - a. **Documentation for application and upon disbursement of funds needs to be sufficient to meet fiscal reporting requirements by the PAs contributing funds from their budgets, and according to any CPUC requirements on pilot funds.***
3. Compensate at a standardized rate for each individual/organization that considers value of time, subject matter expertise (including lived and living experience and perspective) **for a specified duration of activity, e.g., for the duration of a Working Group process/defined series of meetings.**
 - a. Recognize that some individuals may require financial support including but not limited to lodging, travel, food, family-care.^{6**}
 - b. **Establish a list of disallowed costs / _____ are disallowed costs.**
4. Not requiring baseline knowledge of energy efficiency to participate in the JEDI-related WG compensation program; however, applying participants ~~must engage in on-boarding energy efficiency training to be provided by CAEECC~~ **are encouraged to review background information EE (self-guided orientation through resources provided) and the CAEECC orientation in order to support meaningful participation. (Meaningful contribution will likely but may not require baseline knowledge of energy efficiency.)**

* Documentation will depend on funding source requirements. Since participation may manifest in different ways (i.e., active participation, verbal comments, or silently learning and contributing via homework) documentation of contribution should be broad and flexible. Consider the use of polls, and other opportunities to document a base level of participation.

Eligibility Criteria Recommendation #1 | Adopt Eligibility Criteria: Adopt the Eligibility Criteria identified below.

⁶ Family-care is inclusive of elder, child, or self-determined family care

Modified Set of Eligibility Criteria (Version 2)

- ~~1. Not presently using Intervenor Compensation (I-Comp) funding; or for whom I-Comp Funding is not a feasible option.~~
2. Not currently and/or have historically not been members of CAEECC
 - a. ~~The intentions of this pilot seek~~ individuals/organizations that can bring historically underrepresented perspectives, specifically those of DAC, LI households, LI communities/census tracts, tribal lands, HTR customers, and those with “lived experience” to inform the justice, equity, diversity, and inclusion principles of CAEECC. This intention does not require an individual be formally engaged in an organization that does this work, only that they can contribute such perspectives
3. With a demonstrated financial need in order to meaningfully participate. E.g. Participation would expose the individual/organization to financial hardship.
- ~~4. Are non-financially interested parties (facilitator note: need to define?).~~
5. Are committed to a WG or stated engagement process and make meaningful contribution(s). Standard expectations of commitment and proxy representation apply.

August 31, 2022: The Facilitation team proposes that the above Eligibility Criteria #2 get modified to exclude the text in blue (below) for clarity and inclusivity. The prior language could inadvertently disqualify a past participant of CAEECC that meets all other criteria from pursuing needed compensation.

Remove “Not currently and/or have historically not been members of CAEECC. The intentions of this pilot seek “