DEI Kickoff Summary

Date: Wednesday February 22, 2023
Time: 9:30am - 11:15am PT

In lieu of an in-depth Meeting Summary, this document serves as a high-level overview of the DEI Kickoff Meeting. There were 37 participants, including representatives from 18 CAEECC Member organizations, and 2 Ex-Officio organizations, and the full CAEECC Facilitation staff *(see Attendees section for details)*.

Objectives

1. Understand and support DEI Training Plan and what's expected
2. Understand general context of why the convo is happening
3. Understand 'today's reality' of energy efficiency and equitable practices
4. Introduce how equity can accelerate energy efficiency
5. Surface questions and what seems challenging about equity and energy efficiency

Agenda

- **Introductions & Ice Breaker:** Introductions and objective setting
- **Background and Overview of DEI Training:** Why we are having this conversation
- **Today's Reality:** Setting the stage of the state of energy efficiency and equitable practices
- **Breakout Discussion:** Setting our collective stage – Breakout + Share back
- **Equity to Accelerate a Clean Energy Future:** Centering equity in clean energy
- **Round Robin:** Discussing what's challenging and remaining questions*
- **Next Steps:** Outlining the Training Plan

*The section below summarizes the responses to the round robin.

Summary of Responses to Round Robin on "What questions do you still have? What is still challenging?"

These questions will be used to inform the remainder of the DEI Training Plan. Below are key themes from the discussion in no particular order:

- **Data access challenges** - Explores questions related to data collection, inclusion of race in data, and legal concerns that limit the use of racial dimensions.
- **Equity segment & program reflections/questions** - Explores questions related to embedding equity and timing, building off racially-relevant data for program design strategies, and non-racial equity gaps that may be present programmatically.
- **Partnerships** - Considers the relationships between community-based organizations (CBOs) and CAEECC members.
- **Suggestions for the CPUC -** Urges the CPUC to host a workshop to better quantify the added value of EE for underserved customers and provide more guidance on balancing objectives between metrics, cost-effectiveness, and equity.
- **Low Income vs Market Rate** - Explores questions related to the current system and how it may or may not be a just energy transition.
- **DEI training** - Suggests inclusion of unconscious bias training and the centering of equity in EE.

Attendees

Organization	Name
CAEECC Members/Alternates	
3C-REN	Alejandra Tellez
3C-REN	Erica Helson
BayREN	Yeymi Rivas
Code Cycle	Dan Suyeyasu
CSE	Fabiola Lao
LGSEC	Garrett Wong
IREN/WRCOG	Benjamin Druyon
MCE	Alice Havenar-Daughton
NRDC	Lara Ettenson
NRDC	Julia de Lamare
PG&E	Rachel Allen
Redwood Coast Energy Authority	Aisha Cissna
SBUA	Ted Howard
SCE	Kellvin Anaya
SDG&E	Vanessa Garcia
SJVCEO	Kelsey Jones
SMW Local 104	Randy Young
SMW Local 104	David Vincent

SoCalGas	Sebastian Garza
SoCalREN	Lujuana Medina
The Energy Coalition	Laurel Rothschild
Ex-Officio	
CARB	Emma Tome
CPUC Energy Division	Peter Franzese
CPUC Energy Division	Ely Jacobsohn
CPUC Energy Division	Jen Kalafut
CPUC Energy Division	Alison LaBonte
CPUC Energy Division	Jessie Levine
CPUC Energy Division	Lisa Paulo
CPUC Energy Division	Jason Symonds
CPUC Energy Division	Yeshi Lemme
Facilitation Team and Select Stakeholders	
Birch Road Consulting	Katie Abrams
Common Spark	Suhaila Sikind
Common Spark	Michelle Vigen Ralston
Gemini Energy Solutions	Anthony Kinslow II
Raab Associates	Jonathan Raab
Raab Associates	Susan Rivo
Select Invited Stakeholders	
CalPA	Michael Campbell
Silent Running	James Dodenhoff
Not in Attendance	
CEDMC	Clark McIsaac/Joe Desmond
CEE	Bernie Kotlier/Alex Lantsberg
CEC	Brian Samuelson
City & County of SF Dept of Environment	Lowell Chu/Cara Bautista-Rao

Those members who were unable to attend are being asked to engage with the material in a followup activity. Membership commitment remains critical to the training process.