**Diversity Advisory Council Meeting Notes**

September 15, 2020

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### Attending from the council:
- Susan Badger-Jones, special projects consultant
- Shane Davis, City of Portland
- Indika Sugathadasa, PDX HIVE
- Oswaldo Bernal, OBL Media
- Charity Fain, Community Energy Project
- Cheryl Roberts, African American Alliance for Homeownership
- Kheoshi Owens, Empress Rules
- Dolores Martinez, EUVALCREE
- Sherry Tran, Bend small business owner

### Attending from Energy Trust:
- Michael Colgrove
- Cherye Easton
- Greg Stokes
- Wendy Bredemeeyer
- Matt Getchell
- Alex Novie
- Tryone Henry
- Debbie Goldberg Menashe
- Ryan Crews
- Lizzie Rubado
- Elizabeth Fox
- Alma Pinto
- Phil Degens
- Sue Fletcher
- Jackie Goss
- Susan Jowaiszas
- Kelly Ellmer
- Ashley Bartels
- Amber Cole
- Jessica Kramer

### Others attending:
- Mark Kendall, Energy Trust board
- Tina Brooks
- Anna Kim, Oregon Public Utility Commission
- Danyel Kahumoku, ICF
- Greg Harr, Evergreen
- Ulrike Mengelberg, Cascade Energy
- Tamara Falls, Pacific Power
- Joe Marcotte, TRC

- Wendy Gibson
- Karl Whinnery
- Kathleen Belkayat
- Cameron Starr
- Hannah Cruz
- Julianne Thacher
- Abby Spegman
- Andy Griguhn
- Shelley Beaulieu
- MacKenzie Kurtzner
- Peter Schaffer
- Amanda Potter
- Melanie Bissonnett
- Jeni Hall
- Jay Ward
- Adam Bartini
- Chris Holloway
- Samuel Girma
- Naomi Cole

- Marci Sanders, Resource Innovations
- Ben Crandall, CLEAResult
- Nancy Morales, Oregon State University student
- Jenn Latu, PGE
- Christian Salgado, Pacific Power
- Sushanah Boston, ICF
- Whitney Miller, CLEAResult
1. **Welcome and Tribute to Kaeti Namba**

Tyrone Henry, Energy Trust’s diversity, equity and inclusion lead, convened the meeting at 10:00 a.m. The agenda, notes and presentation materials are available at Energy Trust’s website at https://www.energytrust.org/about/public-meetings/diversity-advisory-council-meetings/.

Kaeti Namba, a founding member of the council, recently passed away. The meeting started with council members and Energy Trust staff sharing memories of her. Members said she acted like a bridge in conversations, connecting people who were saying things that were in conflict (Shane Davis), and that she was a great listener and host for early council discussions (Charity Fain). Staff said she helped set the tone of the council, treating its members like family and turning attention to where it was needed.

2. **Discussion of March Survey Results**

   **Topic summary**

Tyrone Henry explained at the council’s retreat in March, members voted on discussion topics for the year. Today’s conversation was a chance to discuss how members can work with others at Energy Trust, including the board of directors, to make progress on those topics.

   **Discussion**

Council members asked staff to share information on the 10 goals in the Diversity, Equity and Inclusion Operations Plan (Susan Badger-Jones). Staff gave an overview of the plan, noting it is focused on metrics and reporting, while an internal staff diversity, equity and inclusion committee promotes mentality, training and culture at Energy Trust.

Mark Kendall from the Energy Trust board said board leadership is central to success in diversity, equity and inclusion and that board members need knowledge and help with cross-cultural competency. Council members asked how board members feel about diversity, equity and inclusion and what percentage of the board is supportive of this work (Kheoshi Owens, Shane Davis). Mark Kendall said it is a bell curve; there are champions of it while others don’t see the necessity. He estimated 70% of the board is interested and engaged in learning. Council members discussed the need to work with board members to build relationships and establish connections to support teamwork (Kheoshi Owens, Shane Davis).

   **Next steps**

Tyrone Henry said he would work to facilitate a meeting between the council and the board.

The council took a five-minute break

3. **DEI Metrics Development Plan**

   **Topic summary**

Mark Kendall, chair of the board’s Strategic Planning Committee, explained that committee is looking at ways to measure progress against Energy Trust’s 2020-2024 Strategic Plan. Before settling on metrics, leaders want to first get a better understanding of diversity, equity and inclusion and consider if there is a better way to measure progress. Energy Trust’s Lizzie Rubado gave a presentation on new thinking about metrics and asked for reaction from the council and how members want to engage in this process.
Discussion
Council members reiterated a desire to build relationships with board members (Shane Davis). Tyrone Henry suggested council members could inform contracting decisions related to this work. Council members said when the council charter was created, the council was meant to be involved in planning and co-creating, not consulting around the edges or at the end of processes and decisions, which is what's happening (Charity Fain). The DAC should be focused on governance and policy changes, not on operational activities, and public meetings may not be the right setting for difficult conversations or building trust (Charity Fain). Council members said they are available to do more (Susan Badger-Jones) and that they are afraid there will be no meaningful change or action (Oswaldo Bernal). Members also asked for more time to continue this conversation.

Mark Kendall and Tyrone Henry agreed with those comments and suggested getting the council and the board together sooner rather than later.

Next steps
The board will form an ad hoc committee and engage a consultant or facilitator to support this work. Its first workshop is scheduled for October 13.

4. Announcements
Tyrone Henry announced Energy Trust has decided to contract with TRC and CLEAResult for commercial and lighting programs starting in 2021. The organization is also starting to host diversity-related events on the first Thursday of every month and council members are invited to participate.

Kheoshi Owens announced she is stating a 15-month program on decolonizing and exposing systemic inequities.

5. Public comment
There was no public comment.

6. Adjournment
The meeting adjourned at 11:31 a.m. The next council meeting is scheduled for October 14, 2020 to be held on Zoom.