

Board Workshop Minutes—195th Meeting

February 24, 2022

Board members present: Anne Haworth Root, Elee Jen, Eric Hayes, Henry Lorenzen, Melissa Cribbins, Peter Therkelsen, Roland Risser, Susan Brodahl, Janine Benner (Oregon Department of Energy special advisor, ex officio), Letha Tawney (Oregon Public Utility Commission, ex officio)

Board members absent: Alexia Kelly, Erik Andersson, Ernesto Fonseca, Silvia Tanner

Staff attending: Amber Cole, Bayoan Ware, Cameron Starr, Cheryle Easton, Debbie Menashe, Elaine Dado, Elizabeth Fox, Emma Clark, Emily Findley, Fred Gordon, Hannah Cruz, Jay Ward, Julianne Thacher, Lizzie Rubado, Michael Colgrove, Quinn Cherf, Steve Lacey, Sue Fletcher, Tracy Scott, Tyrone Henry

Others attending: Anna Kim, (Oregon Public Utility Commission), Mark Kendall, Susan Badger-Jones (Diversity Advisory Council)

President Henry Lorenzen called the meeting to order at 9:04 a.m.

Henry explained that the format of the workshop. There will be no public comment, and only board members are panelists and able to participate by speaking and video.

Discussion Board Diversity Equity and Inclusion (DEI) Focus-2022

Melissa Cribbins, 2022 chair of the Board's ad hoc DEI Committee, explained her aspirations for the Board's focus on DEI in the coming year. She's expressed her excitement that the board is focused on these critical issues. Outgoing board member and 2021 chair of the ad hoc DEI Committee Mark Kendall reminded Board members of the Board's DEI Policy and the focus on board diversity and DEI learning in Focus Area 5 of the 2020-2024 Strategic Plan. Mark asked for board's input on the committee's next steps in engaging a consultant to assist with their work. Tyrone Henry, Energy Trust DEI Lead, then addressed the board offering his support in their work together, acknowledging that DEI conversations are difficult and that the board should move forward together in an environment of mutual trust.

Board members then had a candid discussion about their objectives, engagement, and capacity for their upcoming DEI work. Board members expressed the need to discuss the board's past behaviors and to become a learning community, learning to engage in meaningful discussions with healthy conflict and without microaggression. Board members also discussed the importance of acknowledging that harm can be done unintentionally both in the work of the organization and in interactions among and between board members and between board members and others. Board members expressed their appreciation for the opportunity to have candid conversations on these topics.

In order to continue to make time for ongoing discussions and learning, board members discussed devoting time at each board meeting for DEI reflection. In addition, board members agreed to devote significant time at upcoming board workshops for DEI learning. The ad hoc DEI Committee will move forward to select a consultant to support this work, carrying on the work to select a consultant that started in 2021. Next steps in organizing a plan for these future activities, including the possibility of a board DEI assessment, will be addressed at the ad hoc DEI Committee meetings to be schedule. Melissa, as committee chair, will continue to keep the board informed of this planning work.

Discussion Strategic Plann2020-2024 Metrics for Focus Area 4

Mark Kendall also served as chair of the board's Strategic Planning Committee through February 2022. Mark explained the Strategic Planning Committee's recent work to identify metrics for two of the progress indicators for Focus Area 4 of the Strategic Plan: (i) Acquiring more energy savings and

renewable generation with leveraged funding and (ii) coordinating with more community partners to achieve mutually supportive objectives. Hannah Cruz and Lizzie Rubado, staff liaisons to the Strategic Planning Committee, presented alternatives for board consideration which were distributed to board members as pre-read materials in advance of the workshop.

Board members discussed the leveraged funding metric proposal and alternative first. Board members asked for clarification of what constitutes leveraged funding and the how financial investments in projects that receive leveraged funding could be tracked. are tracked. Board members expressed interest in ensuring that any metrics track outcomes. The board then discussed how and whether either the proposed or alternative metric supports board decision-making. Based on this discussion, the most board members present concluded that neither the proposed nor alternative metric would be useful and asked staff to update the board regarding leveraged funding progress without reference to a metric.

At the next Finance & Audit Committee, staff will present a revised proposal based on the board's discussion and conclusion at the workshop. In addition, staff will discuss the proposed metric for the Focus Area 4 progress indicator on community partnerships. The Finance & Audit Committee will report back to the full board with any recommendations.

Adjourn

President, Henry Lorenzen adjourned the meeting at 12:05 p.m.

The next regular meeting of the Energy Trust Board of Directors will be held Wednesday April 6th at 10:00 a.m. held virtually on Zoom.

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Signed: Eric Hayes

4/6/2022 /
Date