Production Efficiency Program Implementation Services

Clarification on Diversity, Equity, and Inclusion Skills and Activities

February 18, 2022

The following information is provided to potential bidders on Energy Trust’s upcoming Request for Proposals (RFP) for Production Efficiency Program Implementation Services. This communication is to provide clarification on a question we received about the informational webinar follow-up memo (linked below).

Our hope is that the answer below provides potential bidders with additional insight into current diversity, equity, and inclusion (DEI) program design work that Energy Trust has underway under separate contracting in 2022 and how it might intersect with activities requested in the scope of the upcoming RFP, to be released the week of February 28, 2022.

The following information is also available:

- Informational Webinar, presented on December 1, 2021
  PowerPoint Presentation | Webinar Recording
- Networking Event, held on December 9, 2021
  Participant Contact Information | Event Recording
- Informational Webinar Follow-Up Memo

**Question**

The language about DEI Program design/outreach advisors “will be contracted directly with Energy Trust and should not be included in responses to RFP” is a little confusing based on the other DEI Strategies and outcomes discussed for PE in the webinars. In these large contracts, it feels like DEI design and outreach advisors are roles that firms of color can lead, share their experiences in, and partner with energy firms to learn more on the efficiency and clean energy work. Embed the DEI partners directly into the delivery work.

The other parts of the RFP require a lot of technical energy experience that firms of color may not have and insurance requirements that smaller firms cannot meet. Also, in the scoring, the team will be scored on DEI program design and implementation. How does that relate to the statement with Energy Trust directly contracting?
Response

Energy Trust expects that bidders responding to the RFP will bring a breadth and depth of experience in industrial and agricultural energy efficiency program implementation, with strong qualifications in the delivery of programs designed to reach diverse customers.

With regards to DEI program implementation experience, we will look for significant experience in performing a variety of activities such as:

- Identifying, engaging, and developing relationships with diverse customers
- Using an equity lens to develop program offers to meet the needs of customers
- Creating a multicultural and multilingual outreach team that reflects diverse communities Energy Trust serves
- Developing relationships with diverse communities by working with trade associations, business groups, community-based organizations and by developing other innovative approaches to community engagement
- Data collection and reporting on diversity, equity, and inclusion efforts
- Collaboration with Energy Trust and its contracted advisors to develop and implement new diversity, equity, and inclusion strategies

Energy Trust is currently working directly with community leaders, business groups, and contracted DEI experts to explore ways to adapt the Production Efficiency program to reach customers who have historically been underserved by the program. We will continue to directly contract with DEI expert advisors to address future program design needs.

We referenced this work in our previous communications because we want to make potential bidders aware of it, so that proposals can consider ways to expand and build on this work rather than potentially proposing duplicative services. We also want to clarify that DEI program design work will happen collaboratively with the selected program implementer(s) so that new program designs can be developed into effective outreach strategies and program implementation.

Prime bidders and subcontractors who participate in responses to the RFP will not be precluded from providing this type of contracted DEI program design consulting services directly to Energy Trust.

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1 In this document and the RFP, the term diverse customer refers to: businesses owned or led by people who are Black, Native American or Alaska Native, Latinx, Asian or Pacific Islander, Middle Eastern, Women, and businesses located in rural areas.

2 Also note that subcontractors are not required to commit to an exclusive teaming arrangement with a single prime bidder.