

From Intention to Action: Diversity, Equity and Inclusion in Building Efficiency

November 18, 2020



U.S. DOE Building Technologies Office

Holly Carr

Why Diversity, Equity & Inclusion (DEI)?

EERE Mission: Create and sustain American leadership in the transition to a global clean energy economy.

BTO Objective: Reduce the energy use intensity of homes and commercial buildings by 50% or more.

To meet our aggressive goals, **we need all hands on deck.**

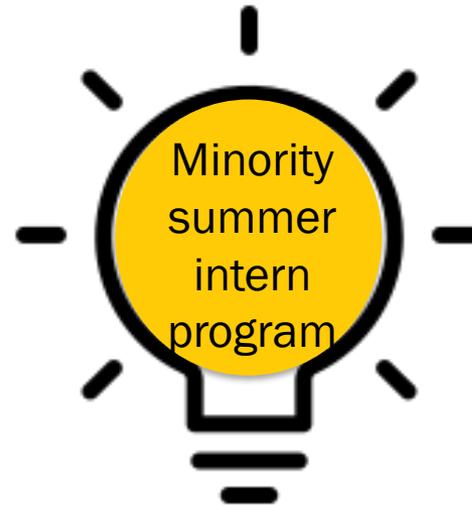
Internal and external stakeholders must be **valued and included** to be able to bring their **best work** to the mission.

- Age
- Race
- Sexual Orientation
- Religion
- Family Status
- Economic Status
- Disability
- ...

If it's a journey, where do we want to go?



What were individuals are already doing?



Breaking down barriers to DEI



**Ask new
questions**

- Who is not at the table here?
- What is the gender breakdown of our participants?
- How can we help this person feel more welcome?



**Look beyond
our comfort
zone**

- Where should we be present?
- Who should we partner with?
- Should I try something new?

Taking action internally



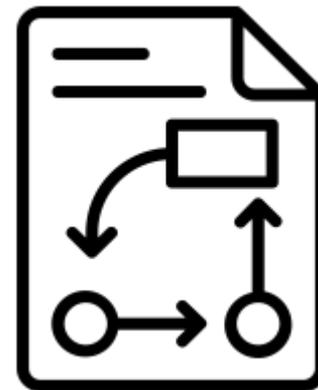
Monthly DEI
Lunch
Discussion



DEI Working
Group



BEVS Survey



DEI Strategic
Plan

A guiding principle: Be the change...

Population	% U.S. Workforce (2018)
African American	12%
Women	47%
Latino	17%

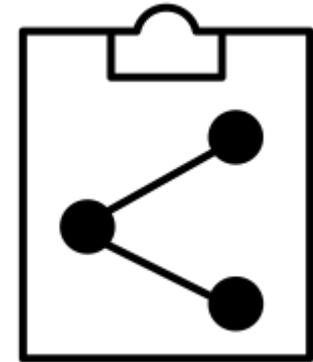
BTO Strategic Plan 2021 Activities



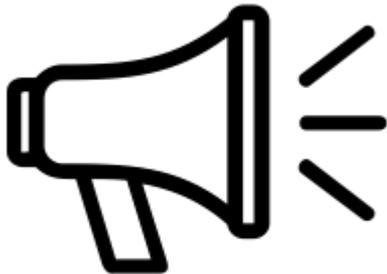
Staff Lead



DEI Strategic Plan



DEI Considerations in Workplans



Expanded Outreach for Hiring



Tracking