

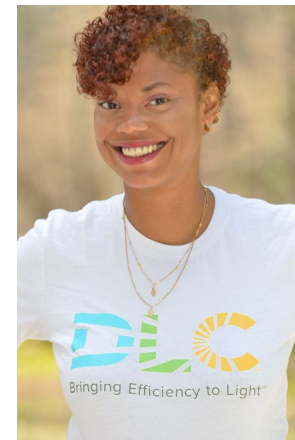
# DEIR in LIGHTING

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# How Did You Get Into the Lighting Industry?



I just fell into it!



*Lighting Industry*

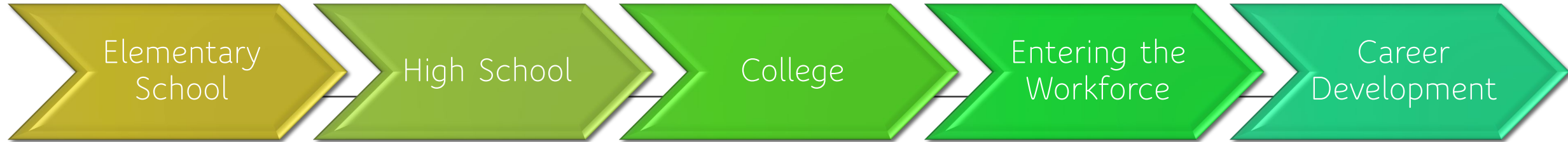


I knew I was going to be an Automotive Engineer since I was a kid!



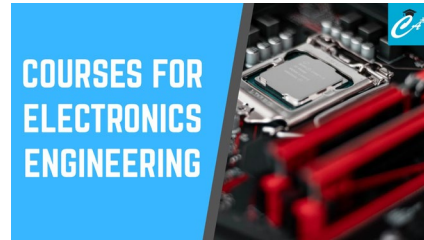
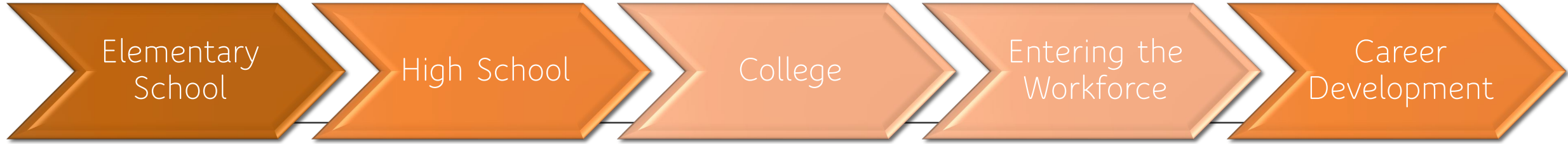
# BUT WHY?

# My Path into Being an Automotive Engineer



Does the lighting industry have this?

# My Path Into the Lighting Industry



How were you engaged with Lighting?

# PROMOTING HOW GREAT THIS LIGHTING INDUSTRY IS HOW WE ATTRACT TALENT

There are so many different types of careers in the energy industry. If what you are doing doesn't keep you engaged, try

**Below, we outline seven of the most popular jobs in the U.S. right now.**

1. Construction worker. ...
2. Truck drivers. ...
3. Web developer. ...
4. Healthcare professionals. ...
5. Data scientist. ...
6. Software engineer. ...
7. e-commerce.

**Where is lighting???**

all walks of life to understand this space

daily lives how to leverage opportunities within this space to

Next wave of economic growth and, and we all love job security development 😊

# How can Emerging Professionals in Lighting Be More Engaged?

*I think exposure to the vast amount of opportunities available to us (not just corporate, but DOE, EPA, non-profits, start-ups, etc.; and different professional organizations like AEE, AABE, YPE, etc.), and connecting it to things that matter to a person's purpose and the issues they care about is key*

*Do what you feel passionate about within the energy industry. That means within your role and in your involvement in potential side projects*

Be more involved on college campuses through job fairs, speaking engagements, conferences

Variety in the ways we engage different personalities from networking events, to case study competitions, to listen and learn

interactive webinars with break out sessions

Be active and dynamic on various social media platforms

Create a development plan and work towards your goals.

Connecting with peers in the industry.

Counseling on where we can take our careers based on our interests that may be outside of our bubbles would also be helpful

Exposure to avoid becoming fatigued in the same spaces, and seeing things from different vantage points



# THE PIPELINE NEEDS TO DIVERSIFY

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How does the lighting industry achieve this?

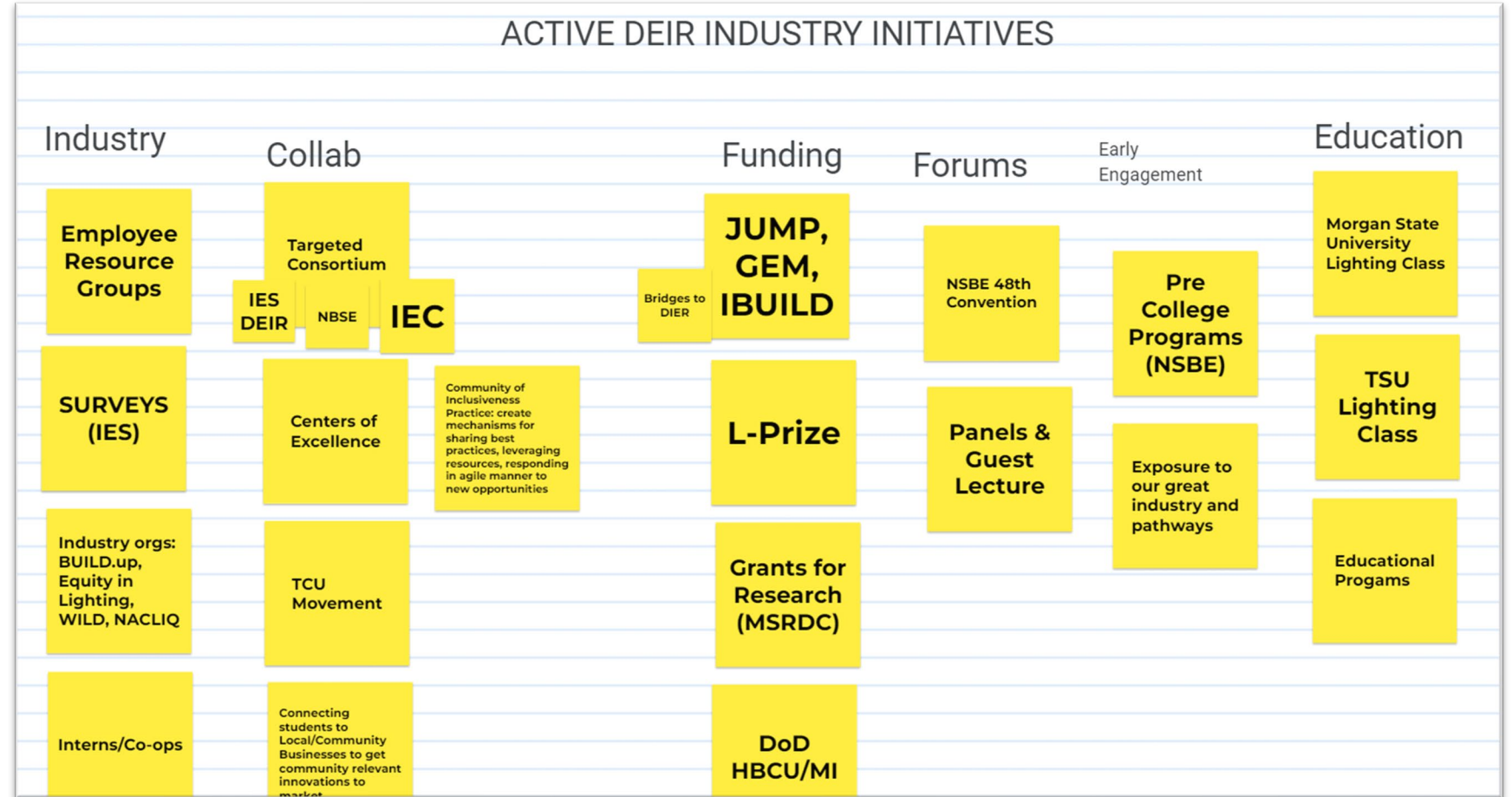


U.S. DEPARTMENT OF  
**ENERGY**  
DEIR

# ROUNDTABLE

12/7/2021

Establish a forum that engages a more diverse set of stakeholders to be involved understanding the needs of these groups and opportunities in the future of lighting





What resonated with you?

What is missing?

DIER includes MSI, HSI, TCU and HBCUs

DEIR is important to the success of lighting

Where do we limit the scope?

At what point do you focus specifically on Lighting?

There is a network to navigate through.

Seeing the work in "real life", invite students to see a recently completed project and emphasize that they can do it too!

Mentorship at an early stage that is reliable

Teach a course Together

Guest lecture

Use Build Back Better funds to address lighting injustice in minority communities, including community lighting education

SUPPORT & RETENTION

Attracting top grad students as some top institutions

Coordination between organizations and resource sharing

Better understanding of the institutional barriers faced by MSIs - high faculty teaching loads, lower pay, recruiting and retention packages - and the background prep of the students.

Advocates and Allies

Transparent feedback Loop

Environmental Justice & Lighting Activism

Barriers to Access

Attracting top faculty as some top institution

Are we thinking of LGBTQ+, pp w/disabilities - L di

Ideas need to be tested

Cultural

NON competitive awards

Student Funding Needed

Playbook of best practices

NO BANDWIDTH

ROADMAP

Programming with Social Change/Cultural Change

Underrepresented Communities not adopting LED lighting

How do we better align these efforts?

How do we increase visibility/impact?

Be in the room

NETWORK

Center of Excellence in more areas

WORKSHOPS

STEM Pathway Activities

Early Exposure

Highlight Ops in Lighting

ENGAGED EQUITABLE Partnerships

Opportunities for MSIs to engage with DOE Labs

Bringing it together in forums

Companies need to market DEIR in their companies

Request sponsorship from firms, and offer recognition as an incentive (such as logos on marketing materials), increases visibility within those firms and their competitors.

PAID Internships/Co-ops

Make it more appealing to get into lighting

Dont RE-invent the wheel

Model for Collaboration

Tap into organic forums

Model that works: Lights in Alingsas

Dedicated DOE (or other org) publication or webpage that can create ongoing initiatives, and cognition of that are doing the work. Creates incentive and branding for those and their

Looking at the whys? Privilege?

Mentorship

Focus on Equity

Start talking info sharing

Narrow the wide set of opportunities

Govt, Industry, Commercial, EDU Based

Awards for

Recruitment

FAIRS

Recruitment focus on DEIR

Highly Technical

Lighting is SEXY!

Targeted MSIs

Targeted Grassroots organizations

Language options - teacher, presenters, mentors who are bilingual/multilingual

There is Work to Be Done and Several Efforts Underway

What does ongoing HBCU/TCU/MSI engagement look like?

How do we promote lighting and its opportunities to future graduates?  
How do we encourage participation in potential hires in the lighting industry?

Make short term impact

Establish a network

GO TO OFFICES NOW and share lessons

Replicate existing models at MCU's such as the Integrated Design Lab at the University of Washington

Highlight exciting new tech related to Itg manufacturing such as IoT, non-visible Itg (horticulture and agricultural Itg), germicidal Itg.

Do we need to add Community Colleges with Trade Programs to the engagement initiative?

Yes! TCU's often fit this category.

Subsidize lighting credential/educational efforts

University Lighting Workshops

Career Fairs

Match new/younger lighting professionals with older mentors. Mentorship is harder if you are from a minority group. Can we make this easier?

Virtual Classes, Workshops

Hands on Focus

Training

Internships

Go to where people

Equitable Engagement

Sell Lighting?

Marketing Plan

Feedback Loop

There needs to be a plan

Who owns this?

Highlight Ops in Lighting

Long Term Engagement

How can we encourage DEIR/TCU/MSI engagement?

Webinar Series

Community Engagement

Connecting the field

Gras Eng

Roots emen

Plus aspect of Lighting instr

Highlight impact of lighting on daily life (health, \$)

Scale at indiv MSIs may be small

FUNDING

How can we streamline the process for Awards?

TCU new to Engineering Space

Broadly accessible pathway

Teaching loads

Competition between higher ed orgs may impede adoption of outside class.

TIME!

Waiting on Ownership?

Infrastructure

Some people believe that this should not happen?

Access to info

Central Repository

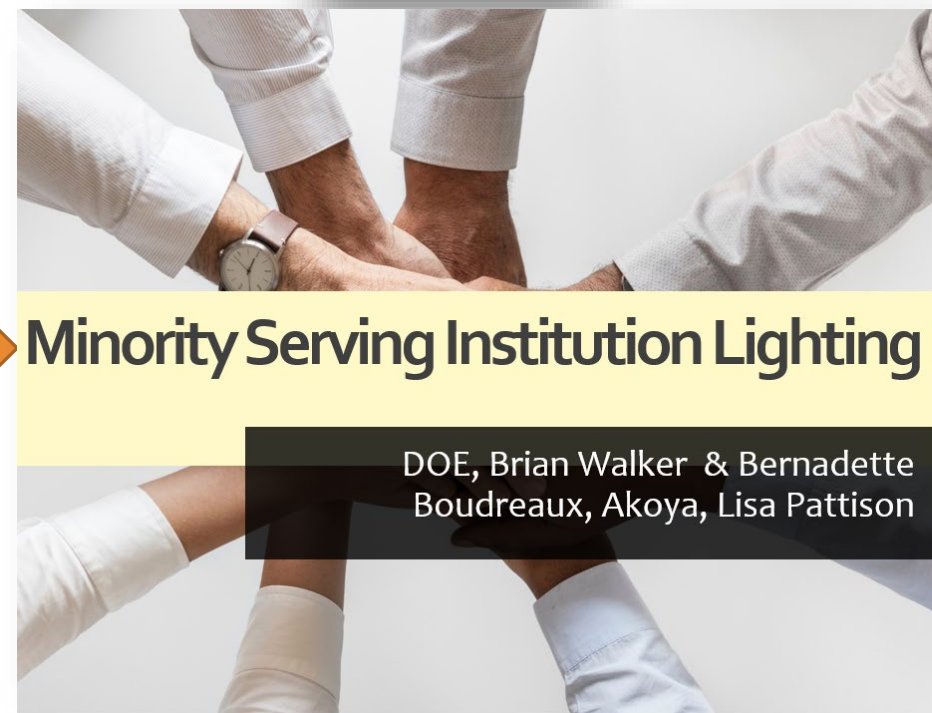
Pay educators and organizers for their efforts on panels, boards working groups. The bandwidth is challenging for a single person to

What are the roadblocks?

# DEIR INITIATIVES



U.S. DEPARTMENT OF  
**ENERGY**



**Minority Serving Institution Lighting Incubator**

DOE, Brian Walker & Bernadette Boudreaux, Akoya, Lisa Pattison

