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

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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?

Active Construction of Barriers to DEI

Active Dismantling of Barriers to DEI
What were individuals are already doing?

- MSRDC vehicle for contracting
- Minority summer intern program
- CE3 Women in Clean Energy Conference
- Solar Decathlon MSI recruiting
- Nursing mothers’ room
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...

<table>
<thead>
<tr>
<th>Population</th>
<th>% U.S. Workforce (2018)</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>12%</td>
</tr>
<tr>
<td>Women</td>
<td>47%</td>
</tr>
<tr>
<td>Latino</td>
<td>17%</td>
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</tbody>
</table>
BTO Strategic Plan 2021 Activities

Staff Lead

Expanded Outreach for Hiring

DEI Strategic Plan

DEI Considerations in Workplans

Tracking