

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

November 18, 2020



# **Southeast Energy Efficiency Alliance**

**Mandy Mahoney**

# SEEA's Diversity, Inclusion and Integration Plan

# SEEA's Diversity, Inclusion & Integration Vision

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## Headline & Statement

### A Continuous Commitment to Diversity and Inclusion in the Southeast

The Southeast Energy Efficiency Alliance is committed to creating opportunities for diversity, inclusion, and integration across race, gender, age, religion, identity, and experience to generate more equitable outcomes for all.

# SEEA's Diversity, Inclusion & Integration Vision

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## President's Message

The Southeast Energy Efficiency Alliance values the rich diversity of people, places, and cultures in the Southeastern United States. We are committed to leading by example and modeling diversity, inclusion, and integration in the work that we do. Welcoming diverse backgrounds and experiences creates stronger teams, allows our organization to be more dynamic, and enables us to work beyond perceived differences as we engage with our various members and the diverse communities we support.

SEEA recognizes that diversity of race, gender, age, religion, identity, and experience strengthens the ability to achieve our mission. Our objective is for everyone to have the opportunity to develop and achieve their full potential and to contribute their unique perspectives to support SEEA's mission and for SEEA to continue to promote diversity, inclusion and integration within our membership and the energy industry. This practice empowers the advancement of thought, develops greater levels of trust, and generates more equitable outcomes for all.

# Diversity, Inclusion & Integration

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## What do we mean by Diversity, Inclusion and Integration?

- **Diversity** is...the inclusion of different types of people (such as people of different races or cultures) in a group or organization.
- **Inclusion** is...the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's and industry's success.
- **Integration** is...the blending of two or more different cultures that happens without one of the cultures sacrificing the characteristics that make it unique.

# Diversity, Inclusion & Integration

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## Why is this Important?

- Supportive environments where people of different backgrounds, ethnicities, genders, and sexual orientations can flourish are **attractive to job-seekers**.
- Diversity of thought and perspective leads to **more effective problem solving** and **better outcomes**.
- When people who feel they can be their authentic self they feel comfortable, safe, and **empowered to deliver their best work**.
- Employees who feel they belong are **loyal** and **proud** to work for their organization.
- Systems, processes, and policies are **accessible and work for everyone**.
- Funders, partners, and Members** are looking for SEEA’s perspective and support on these topics.

# Developing and implementing the D, I & I strategy

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**COMPLETED IN 2019**

## **Phase 1/Preparation (Most Important Phase):**

- ✓ Recruit Board Diversity Sub-Committee
- ✓ Hold an alignment meeting with Board Diversity Sub-Committee
- ✓ Determine capacity to work on initiative
- ✓ Clearly align on purpose and goals
- ✓ Develop D&I Initiative and vision statement (SEEA's statement on D&I)
- ✓ Develop communications plan and key on-boarding messages

# Diversity, Inclusion, & Integration Design and Development



## **Phase 2/Analysis** (By February 2020)

Needs assessment of board, staff, and focus areas will determine training and/or policy and work needs



## **Phase 3/Design** (Due by late February 2020)

Analyze assessment information to determine D, I & I gaps for training needs



## **Phase 4/Development** (Due by March 2020)

Design a training plan and/or policy roll out and focus area work strategy based on organization goals



## **Phase 5/Implementation/Roll-out** (April-May 2020)

Begin training delivery and focus area implementation



## **Phase 6/Evaluation/Maintenance** (Every 3-6 months)

Routine follow up on goals

# Diversity, Inclusion, and Integration 3-Year Strategic Plan

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As stated in SEEA's three-year strategic plan, SEEA is committed to addressing Diversity, Inclusion, and Integration within our organization so that we can support our partners, communities, and industry in realizing meaningful, systemic change in the energy industry.

## **Our intended outcomes:**

1. Staff and board are educated and understand D, I, & I topics
2. Staff and board have safe spaces for conversation and processing personal growth related to D, I, & I
3. D, I, & I is reflected in how we conduct our internal operations and programmatic work
4. Our external partners understand the value of D, I, & I and how it impacts their work (and the industry/region more broadly)
5. Our external partners have access to the resources and organizations that can support them as they navigate cultural change

# Thank You

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If you have any questions, please schedule time to speak with:

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Or

Pamela Fann at [pfann@seealliance.org](mailto:pfann@seealliance.org)

Resources:

<https://www.seealliance.org/about/diversity/>