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December 8, 2020

### MEMORANDUM

**TO: Power Committee Members**

**FROM: Power Staff**

**SUBJECT: Feedback from Power Division Advisory Committees on Diversity, Equity, and Inclusion in the 2021 Plan**

### BACKGROUND:

Presenter: Tina Jayaweera

Summary: A stakeholder requested Council Staff consider diversity, equity, and inclusion (DEI) in the 2021 Plan. In order to explore what this means for our planning process, staff has reached out to several of our advisory committees to get their feedback on how DEI might fit into the Plan. The advisory committees provided input either in a meeting ([conservation resources on 10/23](#), [demand response on 10/27](#), [generation resources on 12/2](#)) or via email (natural gas, demand forecast). Staff will provide a high-level summary of the main ideas heard through each committee (to-date) and highlight any common themes.

Relevance: Section 4(e)2 of the Power Act provides the Council the flexibility to include any “other criteria which may be set forth in the plan” when setting the general scheme to meet the Administrator’s obligations. Section 6(k) states that the Administrator shall, consistent with the provisions of this section (that is, all of Section 6) and the “Administrator's obligations to particular customer classes, insure that benefits under this section, including financial and technical assistance, conduct of conservation demonstrations, and experimental projects, services, and billing credits, are *distributed equitably* throughout the region.” (italics added)

Work plan: A.1 Develop the 2021 Plan – all teams

Background: Questions related to DEI in the Council's power planning process have arisen before, particularly around energy efficiency. For example, [MCS-1](#) in the Seventh Power Plan focused on ensuring efficiency was being acquired by all consumers. However, the Council has not considered DEI holistically in the plan before.

# Discussing Diversity, Equity, and Inclusion at Power Advisory Committees

Power Committee  
December 15, 2020



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## Background

- Staff was asked to explore how we might consider diversity, equity, and inclusion (DEI) in the 2021 Power Plan
- To start, we reached out to several advisory committees to get their thoughts
  - [Conservation Resources](#) 10/23
  - [Demand Response](#) 10/27
  - [Generating Resources](#) 12/2
  - Natural Gas – via email
  - Demand Forecast – via email



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## Discussion Questions

- How is your organization incorporating DEI concepts in your power planning work?
- How is your state/governing body incorporating DEI concepts in power planning work?
- What around DEI is pertinent for inclusion in the 2021 Plan?
  - How does this impact our work?
  - Are there any quantifiable data we should include?
  - Or qualitative analysis?



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## Top Themes Heard

- How DEI impacts our work is not a simple question to answer
  - “DEI” is a big topic and there are many applications of it which an organization could consider
  - Several individuals have highlighted that the exploration taken at their organization has been challenging and takes time
- Significant interest in continuing the conversation to not only improve Council’s work but also for sharing/learning across many regional organizations
- Determination of “cost-effective” or “least cost” might need to be modified to improve equity
- Discussion should include more voices at the table



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## Some Specific Take-Aways

- CRAC
  - Lots to consider to ensure EE is reaching all customers
  - Rate design could impede EE adoption
  - EE planning/programs should particularly help those with high energy burden and renters
  - Need more community voices at the table
- DRAC
  - Need to understand unique qualities of different communities to have effective DR programs
    - Need their voices at the table
  - Determining “equity metrics” and indicators might be a way to ensure progress
  - Non-energy benefits might be a means to improve equity



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## Some Specific Take-Aways

- GRAC
  - “Least cost” is not necessarily the most equitable
  - Resilience and reliability should be considered as part of the plan
  - Broaden array of stakeholders who engage in work
- NGAC/DFAC
  - Receiving feedback via email over next couple weeks



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## Next Steps

- Continue to receive comments via email or phone
- Systems Integration Forum tentatively scheduled for late January to further the conversation
- Goal: Provide the Council with potential action items, language, or analysis to consider in the 2021 Plan



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