

Date: December 4, 2020

Subject: Draft Statement on Equity and Inclusion

From: Citizens Advisory Committee Equity Working Group

To: Peninsula Clean Energy Citizens Advisory Committee

Memo:

In light of the community's focus on anti-racism and the Black Lives Matter Movement following the death of George Floyd in May of 2020 and other continuing instances of systemic racism and institutional violence against black people, the Peninsula Clean Energy CAC Equity Working Group has worked over the past few months on a statement that would embody the commitment of the organization to ensure equity and inclusion in their work. The working group recognizes that there are many forms of discrimination that impact people from different backgrounds but the growing awareness of significant violence and discrimination against people of color (BIPOC) is our current focus, and we are committed to developing a framework that will eventually address discrimination in all its forms. We recommend adoption of the following statement.

Peninsula Clean Energy CAC Draft Statement on Equity and Inclusion

1. Peninsula Clean Energy commits to making anti-racism top of mind during decision making
 - Will follow best practices in hiring, vendor selection and project selection
 - Will use a racial equity lens when developing the community impact report
2. Develop a means of tracking revenue and formulating a mechanism (qualitative and quantitative) that ensures accountability.
 - Current board goals - 20% of programs funding going to low-income communities (working on definition)
3. Pursue equity in energy generation and programs
 - Low-income households, as well as Black, Hispanic, and Native American households, pay a much larger share of their income on energy bills, straining budgets and putting them at heightened risk of utility shutoffs during the COVID-19 pandemic and recession (<https://www.aceee.org/press-release/2020/09/report-low-income-households-communities-color-face-high-energy-burden>)