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Title: Equity and Inclusion in the Energy Industry: Measure What Matters

Abstract: Social programming of all stripes has adopted the rallying cry for "equity" by race, income, home tenure, age, physical challenge, and other demographic traits. Energy providers are no exception, but providers' success in this endeavor has been modest at best. In August 2018, a group of practitioners and scholars gathered at the ACEEE Summer Study on Energy Efficiency in Buildings to discuss ways to improve the systematic measurement of equity in energy efficiency and renewable energy programs. Discussants agreed that consistent measurement is a first, necessary step to increasing equity in the provision of energy efficiency and renewable energy services. The goals of this panel are twofold. First, panelists will describe the work currently underway to develop industry specific guidelines for measuring equity and inclusion. The questions brought forth as part of this conversation will serve to further inform the development of these guidelines. Second, the panel will initiate and extend a conversation on equity and inclusion in the design and impacts of behavioral programs. This conversation is nascent and necessary and BECC is the ideal place to generate great questions and provoke a discourse. This panel will explore questions like: How are energy efficiency and renewable energy organizations currently assessing equity and inclusion in their programs? Who are the leaders? How do gender roles in households influence issues of equity? What are the most reliable metrics we can measure to assess equity? Where might inequities related to gender, income or race occur during the design and implementation of behavioral strategies to address climate change and energy use? How might we mitigate this effect? The outcomes from this panel will help to inform the development of Equity Measurement Guidance Documents that will be available to the entire industry in 2020. The outcomes of these documents are projected to give guidance on the collection, analysis and reporting of equity; reduce the associated amount of time and money to capture equity data; and ultimately increase the number of practitioners and programs that are integrating equity and inclusion measurements.