

DIVERSITY, EQUITY, & INCLUSION

CET 2022
ANNUAL REPORT



2022 OVERVIEW

CET is committed to racial justice and inclusion. We believe in dismantling historic injustices, and we believe that fostering equity and inclusion is key to achieving our environmental mission and climate mitigation goals. In this spirit, our Board and staff have been formally co-creating and implementing a Diversity, Equity, and Inclusion Framework since 2020, which is designed to embed DEI principles into all internal and external policies, practices, and services.

In 2022, CET made significant progress in tackling the ambitious goals that will help us to be the change we want to see. While not all of the successes below have been fully implemented yet, we are pleased that we have established a strong foundation for our work. This year, our intention has focused on clarifying and naming our commitment, establishing policies and procedures that will work in our vibrant culture, and developing the tools we will need to implement, monitor, and track our success.

Read on to learn how we're building DEI at CET.

Laying the Foundation

1

- Defined DEI responsibilities for Board members.
- Identified a process for the Board to review and inform DEI strategies.
- Established DEI Domains to work across the organization.
- Identified the Core Competencies staff will need to be successful in this work.
- Identified the initial stages of a DEI development curriculum.
- Developed a communication strategy for internal DEI rollout.
- Developed standard inclusive language for bids and proposals.
- Developed inclusive language for website, job ads, and the employee handbook.
- Developed Accountability Principals and Guidance.
- Developed DEI Inclusion Queries to guide decision-making moving forward.
- Developed and implemented a transparent Pay Policy and Compensation system.

Building DEI Infrastructure

2

- Released a Style Guide for inclusive communications.
 - Guidance on inclusive language.
 - Color blindness/contrast charts.
- Released a Language Access Tools handbook.
 - Implemented a system to provide live interpretation for site visits.
 - Implemented a system to track customer language preferences.
- Implemented a system to track customers who are residents of an EJ community.
- Implemented a system for vendor diversity (SDO) tracking.

Implementing Best Practices

3

- Engagement
 - Board members participated in a DEI retreat.
 - Management and DEI leaders participated in an Unconscious Bias workshop.
 - Staff trained in DEI in the Workplace, and this was incorporated into the onboarding process.
 - Established a regular series of Dialog and Identity meetings.
- Development
 - Incorporated DEI questions into employees' tri-annual reviews.
 - Identified a series of trainings to roll out in 2023.
- Recruitment:
 - Identified opportunities to increase Board and staff diversity.
 - Created recruitment templates to reduce unconscious bias.
 - Revised job ads to highlight CET's commitment to DEI and list starting pay.
 - Began recruiting multi-lingual staff to better serve more communities.

2023 EXPANSION

2023 will be focused on continuing to develop and institutionalize the work we started in 2022. Our goal is now to live our commitments by thoroughly implementing training, development, and other enrichment activities. We will rollout trainings and processes so we can effectively use the tools designed to strengthen our relationships with our customers, our services, and procurement processes. We will continue to build systems and metrics that will allow us to track our progress and ensure that we will continue to improve.