



Clean Energy Buyers Institute hosted event: Key takeaways

Together Tuesday Diversity, Equity, and Inclusion Conversation: What is your "why"?

February 23, 2021

Join us next month on March 30th at 2pm ET to discuss Using your Buying Power to align to your DEI goals. We will be joined by Becky Sternberg from 3Degrees and Dana Clare Redden from Solar Stewards. Register [here](#).

Call to Action

There are several ways that the renewable energy (RE) industry can improve upon their ongoing DEI work, both internally at their organizations and externally when impacting the market and working with others.

- **Internally:** Organizations need to critically analyze and accept the state of their Diversity, Equity, and Inclusion (DEI) work. Only through that acceptance and constant reassessment of the processes and actions that need to be taken to move your taken can the organization move forward.
- **Externally:** Drive your procurement practices with purpose. By being diligent and purposeful with your DEI practices within the RE procurement process you will positively impact the market and push other organizations DEI practices forward as well.

Topline Takeaways

- + DEI work is not a new challenge, but its prevalence in conversation and RE procurement has seen a recent surge over the past years. Its prevalence in organizational decisions is shifting the conversation from a place of 'why this is important' to 'why wouldn't this be important'.
- + It is important to realize that you cannot have diversity without inclusion, inclusion without equity, justice without equity, etc. Without working on these pieces separately and then bringing them together, expect a revolving door of employees.
- + Remember to communicate DEI goals and organizational values as a buyer during the procurement process; do not be afraid to revisit conversations if this is excluded.
- + As conversations continue to be built upon and processes are improved, its vital for individuals and organizations to understand that the definition of diversity is continuously evolving around the world. While there may never be a perfect and entirely equitable system, if we continue to adapt and work to be more equitable and just in our practices, we can create a more all-encompassing energy system.

Speaker Contacts

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| + Khalil Smith , Akamai Technologies | + Caroline Stockdale, First Solar |
| + VP of Inclusion, Diversity, and Engagement | + Chief People and Communications Officer |
| + Mike Mattera , Akamai Technologies | + Karl Brutsaert , First Solar |
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