

DEI Clean Energy Framework Adoption Pledge

Taking Action

The DEI Clean Energy Framework is designed to assist organizations within the clean energy industry to take action toward greater diversity, equity and inclusion within their organizations and in partnership with communities impacted by clean energy development.

Every organization will approach DEI actions from its unique situation. Not every element or action in the DEI Framework will apply to every organization. The objective is to move our industry forward: evaluating our practices, principles and structures; taking action; measuring impacts and outcomes; and making progress.

The DEI Framework offers accessible, flexible, appropriate actions and metrics for all clean energy organizations, regardless of size, location or organizational mission.

The Pledge

As an organization, we pledge to:

- Assert the importance and priority of an inclusive culture built on equity through intentional, transparent organizational actions
- Evaluate our internal company DEI maturity using the tools of the DEI Clean Energy Framework as appropriate
- Measure our organization's progress in creating and maintaining an inclusive culture regularly, reporting results to our Board and employees

Signature and Authority

As a leader on behalf of my company, I commit to fulfilling the agreements within the DEI Clean Energy Framework Pledge. I understand that I am entering into it on behalf of my company willingly.

I also agree that the DEI Clean Energy Framework Project and the Partner organizations* may use my name and my company's name and logo(s) in connection with public communications around this initiative. This can include, but is not limited to, the Pledge communication, media communications (news alerts, press releases, interviews) and social media. This grant may be revoked at any time by my company giving 30 days written notice to both Renewables Forward, manager of the DEI Clean Energy Framework Pledge and to the Partner organization* with whom my company is affiliated.

Signature of Leader: _____

Print Name of Leader: _____

Print title and company exactly as it should appear on materials:

Email of Leader: _____
(to be used for internal communications around the pledge only, not externally)

Company: _____

Number of US employees: _____

Number of global employees (all non-US employees): _____

*SEIA, ACP, NHA, CEBA, ACORE

Next Steps:

- Complete Self-Assessment (in the next 60 days)
- Indicate Targeted Action Areas for Our Organization (Levers, Elements)
- List specific actions we plan to take in the next 12 months
- Measure our progress against targets using the Framework Survey instrument

Suggested practices for Renewables Forward DEI Pathway Forward participating members:

- Share best-known diversity, equity and inclusion programs and initiatives throughout our organization and with industry peers as appropriate to educate our management, Board of Directors, stakeholders and employees
- Champion the elements of DEI culture by providing safe environments for open dialogue on complex issues of race, gender, ethnicity, power and social structures. We will work to adjust organizational policies and actions based on insights from these dialogues
- Invest resources to strengthen DEI areas that align with organizational needs analysis, for example, in training, community engagement practices, or Board recruitment
- Encourage our leadership to set metrics for DEI progress as a performance measurement for senior managers and our leadership team