



Equity Advisory Group

*Condition #38
Equity Refresher
Energy Justice*

April 19th & 21st, 2023

Introductions & Agenda

Topic	Topic Owner
Welcome & Introductions	Amber
Overview of the Meeting: rules and intent	Amber
Partner Shares	Amber
CEIP – Condition #38	Kim
Equity Refresher	Amber
Energy Justice	Annette
Next Meeting/Close	Amber

Guest Introductions

- Name
 - Pronouns
- Organization



Today's Meeting

Equity Lens Session April 2023



Gain EAG Support for CEIP Condition #38



Provide an equity refresher with EAG engagement



Gain understanding of what Energy Justice is, why it's important, and how it applies to the EAG.

INCREASING LEVEL OF PUBLIC IMPACT				
INFORM	CONSULT	INVOLVE	COLLABORATE	EMPOWER
Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:	Public Participation Goal:
To provide the public with balanced and objective information to assist them in understanding the problems, alternatives, opportunities and/or solutions.	To obtain public feedback on analysis, alternatives and/or decisions.	To work directly with the public throughout the process to ensure that public concerns and aspirations are consistently understood and considered.	To partner with the public in each aspect of the decision including the development of alternatives and the identification of the preferred solution.	To place final decision-making in the hands of the public.

Rules for Engagement



- Encouraged to actively participate in discussions
- Each member will be provided time to speak
- Healthy and civil debate is encouraged
- Members should be open to new ideas and concepts
- Respectful of differing opinions
- Collectively the group should strive to align varying options (e.g., identify shared goals for different perspectives)

Partner Shares

- Upcoming relevant community events or opportunities
- Pressing issues facing our community or a need someone might be able to address
- Challenges your organization is facing (especially around equity)





Clean Energy Implementation Plan

Condition #38

Condition #38

- (38) Avista must choose at least two of its current CBIs which it will track for at least five subsets of named communities, at a granularity to be determined by agreement with Staff, stakeholders, and the Company's Equity Advisory Group. Avista will incorporate relevant updates in its 2023 Biennial CEIP update.

CBI
(1) Participation in Company Programs
(2) Number of households with a High Energy Burden (>6%)
(3) Availability of Methods/Modes of Outreach and Communication
(4) Transportation Electrification
(5) Named Community Clean Energy
(6) Investments in Named Communities
(7) Energy Availability
(8) Energy Generation Location
(9) Outdoor Air Quality
(10) Greenhouse Gas Emissions
(11) Employee Diversity
(12) Supplier Diversity
(13) Indoor Air Quality
(14) Residential Arrearages and Disconnections for Nonpayment

Condition #38

Process for selecting CBIs and subset criteria

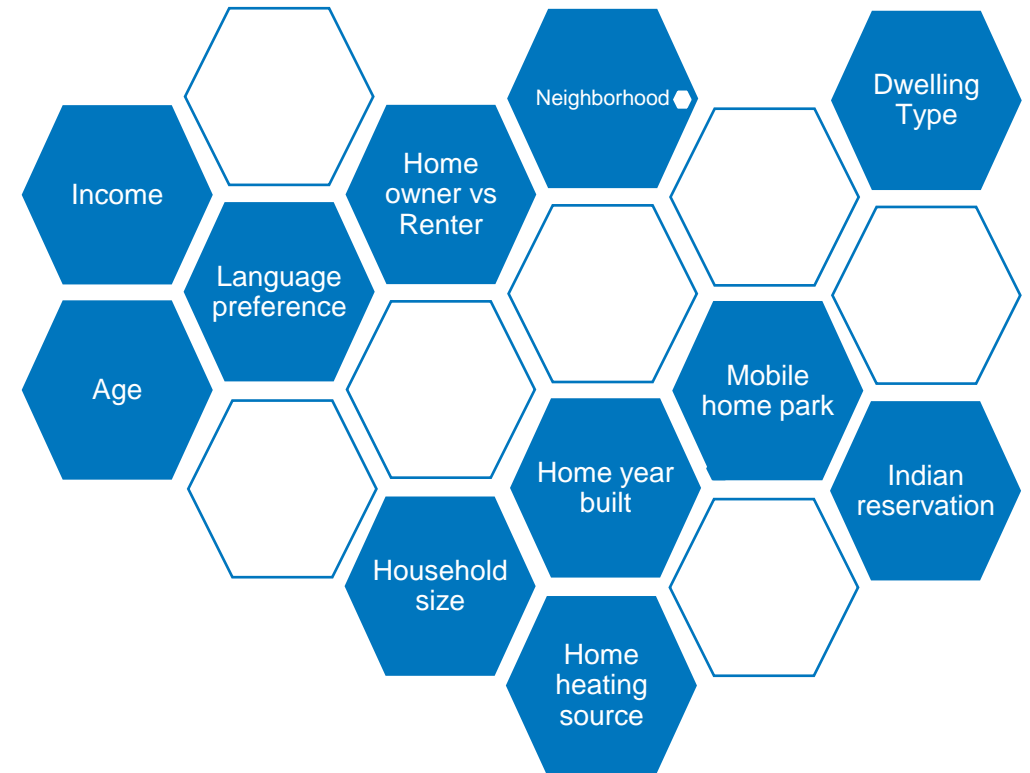
1. Determine which CBIs lend themselves to further sub-categorization
2. Brainstorm possible sub-categories
3. Review internally
4. Identify data sources for sub-categories
5. Develop new metrics

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Condition #38 subsets

1. Highest Income Named Community Census Tract
2. Lowest Income Named Community Census Tract
3. Named Community households identified with occupants over Age 65*
4. Named Community households identified with homes built before 1980*
5. Named Community households with identified Home Owners*
6. Named Community households with identified Renters*
7. Named Community households calculated as Low Income

Glossary ▼

38

- 🏠 Overview
- 💰 Affordability
- 🌳 Access To Clean Energy
- 🏘️ Community Development
- ⚡ Energy Security/Resiliency
- 🌿 Environmental
- 👨‍👩‍👧‍👦 Public Health
- 38 Condition 38

Burden - NC Households

Highest Income Census Tract	149+
Lowest Income Census Tract	1,021+
Occupants Over Age 65	529 ↗️
Home Built Before 1980	723 ↗️
Home Owners	13,189 ↗️
Renters	9,282 ↗️
Low Income	27,379 ↗️

CEMIO - NC Households

Highest Income Census Tract	80.8%+
Lowest Income Census Tract	6.5%+
Occupants Over Age 65	30.3% ↘️
Home Built Before 1980	24.1% ↘️
Home Owners	35.9% ↘️
Renters	27.3% ↘️
Low Income	24.6% ↘️




Equity Refresher

Definition

equity [ek-wi-tee] [SHOW IPA](#)  

[See synonyms for equity on Thesaurus.com](#)

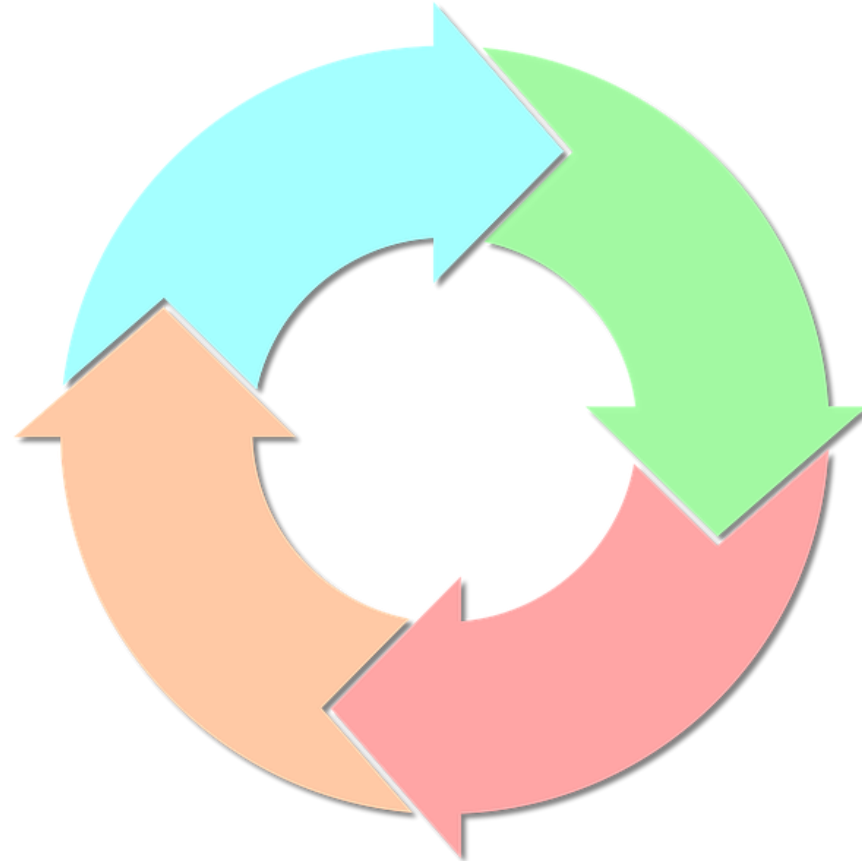
 Elementary Level

noun, plural eq·ui·ties.

- 1 the quality of being fair or impartial; [fairness](#); [impartiality](#):
the equity of Solomon.
- 2 something that is fair and just:
The concepts and principles of health equities and inequities are important to society as a whole.
- 3 the policy or practice of accounting for the differences in each individual's starting point when pursuing a goal or achievement, and working to remove barriers to equal opportunity, as by providing support based on the unique needs of individual students or employees.: Compare [equality \(def. 1\)](#).

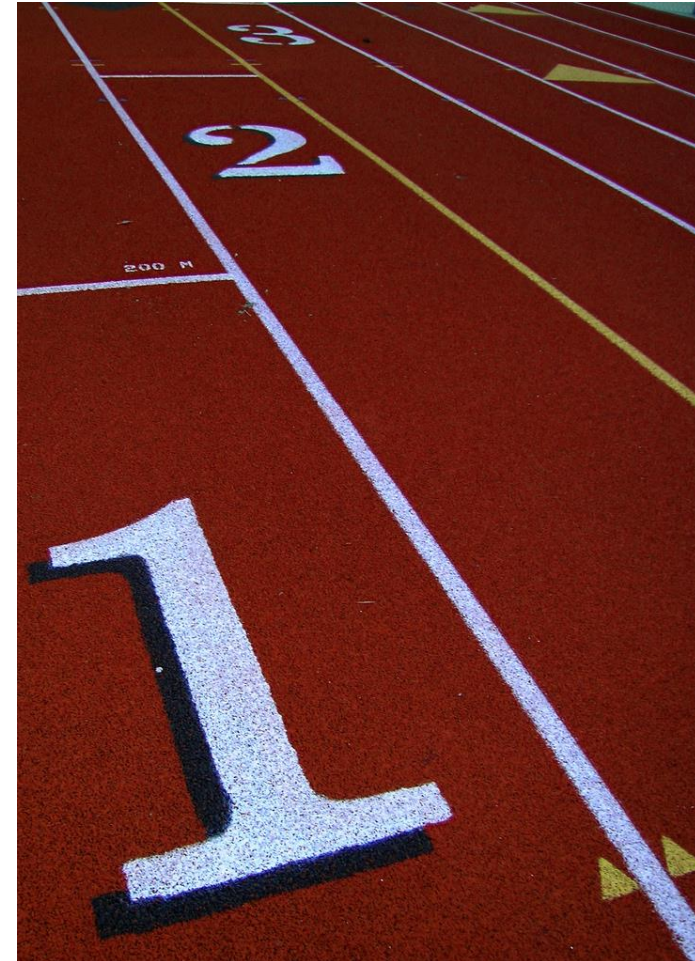
Definition: Key points

- Equity is a practice and process



Definition: Key points

- Accounting for differences in each individual's starting point:
 - Rural/urban neighborhood
 - Race and ethnicity
 - Educational attainment
 - Income



RESEARCH & IDEAS

Minorities Who 'Whiten' Job Resumes Get More Interviews

17 MAY 2017 | by Dina Gerdeman

Job Applicants With 'Black Names' Still Less Likely to Get Interviews

Employers aren't treating identical resumes equally, new research finds.



TRENDING



11 APR 2023 OP-ED

Are Emily and Greg More Employable Than Lakisha and Jamal? A Field Experiment on Labor Market Discrimination

By MARIANNE BERTRAND AND SENDHIL MULLAINATHAN*

We study race in the labor market by sending fictitious resumes to help-wanted ads in Boston and Chicago newspapers. To manipulate perceived race, resumes are randomly assigned African-American- or White-sounding names. White names receive 50 percent more callbacks for interviews. Callbacks are also more responsive to resume quality for White names than for African-American ones. The racial gap is uniform across occupation, industry, and employer size. We also find little evidence that employers are inferring social class from the names. Differential

Definition: Key points

- Working to remove barriers to equal opportunity





Definition: Key points

- Providing support based on unique needs

EQUALITY:

Everyone gets the same—regardless if it's needed or right for them.



EQUITY:

Everyone gets what they need—understanding the barriers, circumstances, and conditions.



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Equality ≠ Equity

- Providing support based on unique needs

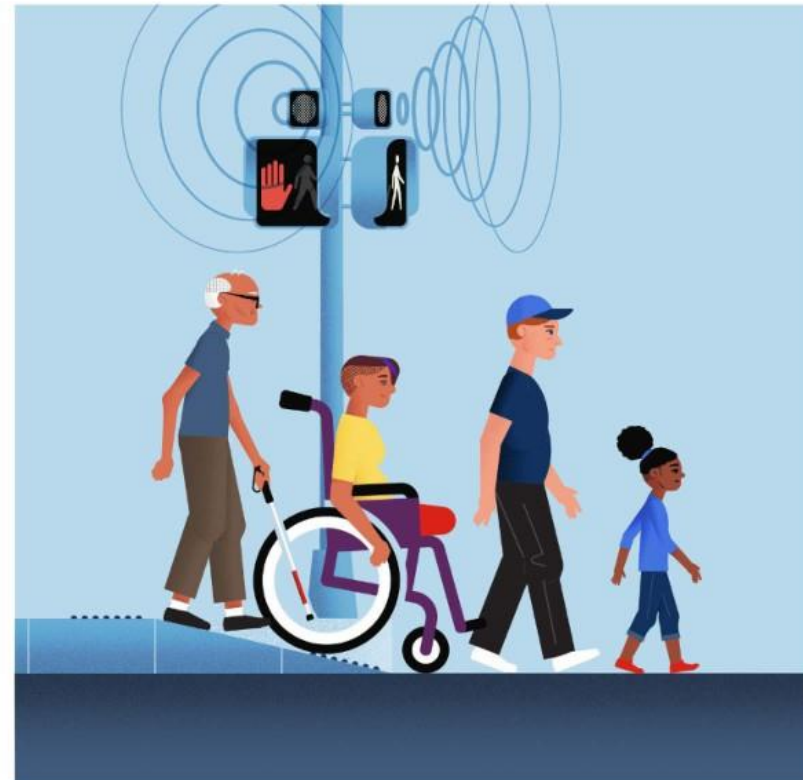
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Energy Justice

How does Justice* Fit in?

“Justice” is just (guided by truth, reason, justice and fairness) treatment of all members of society

Equality



The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.


Justice



All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

justice [juhs-tis] [SHOW IPA](#)  

[See synonyms for justice on Thesaurus.com](#)

 Elementary Level

noun

- 1 the quality of being just; righteousness, equitableness, or moral rightness:
to uphold the justice of a cause.
- 2 rightfulness or lawfulness, as of a claim or title; justness of ground or reason:
to complain with justice.
- 3 the moral principle determining just conduct.
- 4 conformity to this principle, as manifested in conduct; just conduct, dealing, or treatment:
Victims of rape and sexual assault have the right to the evidence they need to seek justice.
- 5 just treatment of all members of society with regard to a specified public issue, including equitable distribution of resources and participation in decision-making (usually used in combination):
Environmental justice means that all people, regardless of race or income, have the right to a clean and healthy environment.
A group of moms in the Bridgeton area are advocating for health justice for those living around the landfills.
When we speak of climate justice, we demonstrate our sensitivity and resolve to secure the future of poor people from the perils of natural disasters.

What is “Energy Justice”?

Energy justice is the integration of justice principles, fairness, and social equity into energy systems and energy system transition (including clean energy transition).

- Built upon the traditions of environmental justice and climate change movements.
 - Primary focus on unequal distribution of environmental harms
 - Climate justice expands to include impact of climate change

Energy equity focuses expands upon, and applies principles to ENERGY

- Safe, affordable, sustainable, reliable
- Production through consumption
- Considers human element and social equity:
 - Is inclusive in energy decision making,
 - Engagement of stakeholders in non-discriminatory ways
 - equitably shares both the benefits and burdens involved with production and consumption of energy services.
 - Regardless of income, race, etc.



Evolution of Energy Justice



1970
1980

1970's – 1980's Environmental Justice

- Roots in Civil Rights Movement
- Public Health, Social Justice*, Empowerment, Participation
- Anti-Racism, Environmental Racism, retribution of harm
- Fair treatment and meaningful involvement

1990
2000

1990's and 2000 - Climate Justice

- Expansion of Environmental Justice theory to Climate Change impacts.
- Shaping policy efforts to avert disproportionate climate harms
- Connection of Social, Racial and Environmental issues
- Consideration for those who are most adversely affected

2000+

2000's forward – Energy Justice

- Equitable distribution of energy system benefits
- Access to economic benefits of energy
- Right to make decision regarding energy
- Access to clean and affordable energy

Evolution of Energy Justice For Utilities

CETA

Clean Energy Transformation Act

- Named Community Identification
- Equitable distribution
- Public Participation Plan – formation of EAG



2020

CCA Climate Commitment Act

- State – Population Identification and investment
- Utilities – invest in low income or return via bill



2021

WUTC Directives

- Orders for several utilities
- Broadens view to Energy Justice:
- More specific in requirements
 - Procedural
 - Recognition
 - Distribution
 - Restorative



2022

2023 Ongoing – Business Practice

WUTC:
Change in Business Practice

“Our expectation...integrate equity into...proposals going forward.”



2023

WUTC Directives

“So that the Commission’s decisions do not continue to contribute to ongoing systemic harms, we must apply an equity lens in all public interest considerations going forward.

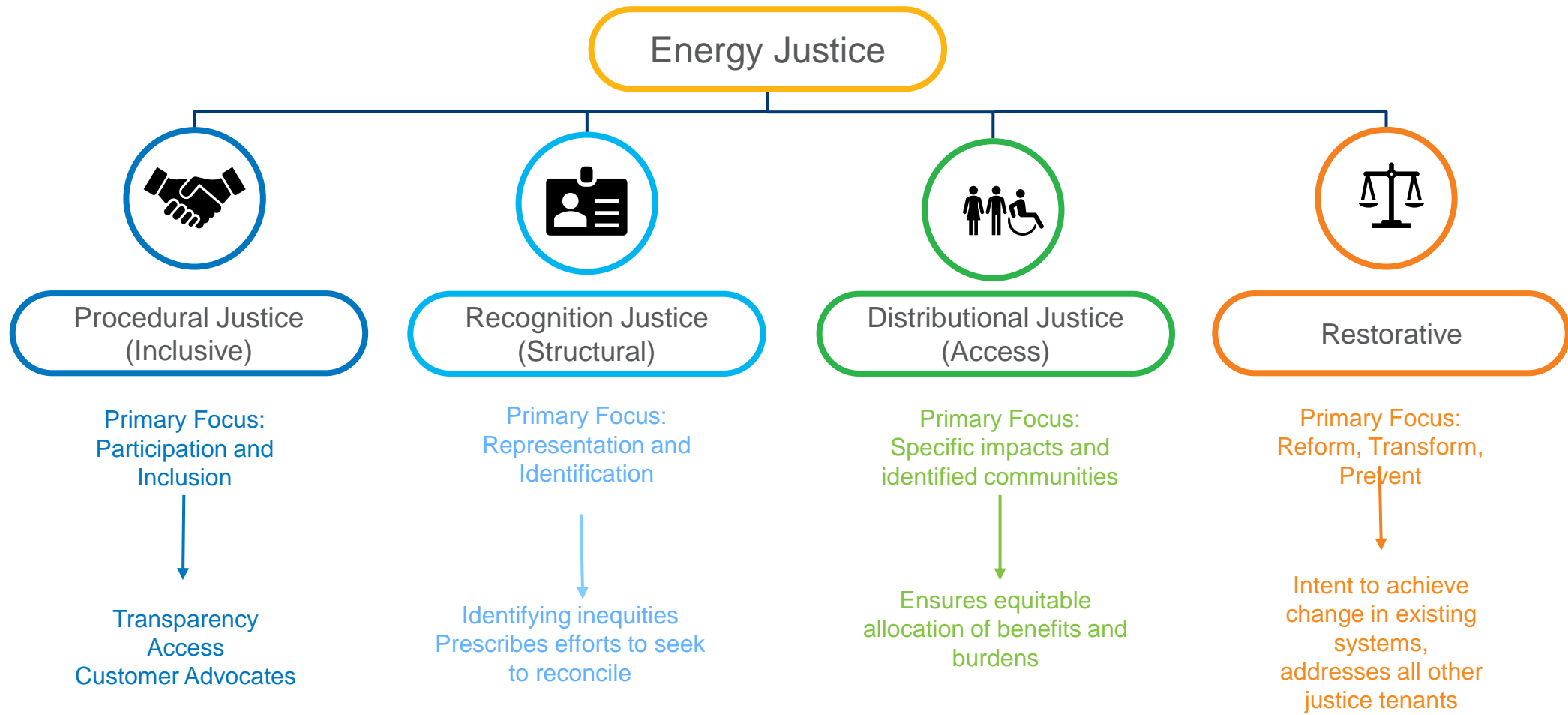
Recognizing that no action is equity-neutral, regulated companies should inquire whether each proposed modification to their rates, practices, or operations corrects or perpetuates inequities.

Meeting this expectation will require a comprehensive understanding of the ways in which systemic racism and other inequities are self-perpetuating in the existing regulatory framework absent corrective intervention.

It is incumbent upon regulated companies to educate themselves on topics related to equity...

Our expectation...integrate equity into...proposals going forward.”

Focus Areas (“Tenants”)



Equity Advisory Group “Call to Action”

Distribution in a purposeful manner:

- *does not exasperate historical or current inequities*
- *considers who and how benefits/reduced risks are allocated*

Recognizing and understanding

- *Considers individual characteristics, values, assumptions, and starting spot*
- *Inequities embedded in historical and current policies/programs*

Inclusive Participation

- *fair, transparent decision making,*
- *deliberately seeking to include those previously not represented in decisions*

Process that involved a fair evaluation of:

- *outcomes*
- *and measurement for success*
- *Justice principles**

Equity Lens

Putting it all Together

How does this Impact the EAG?

- ✓ Broaden “equity lens” to intentionally consider all four components of the DRIP equity areas (the UTC will look for this feedback)
- ✓ Consider impacts from “production to consumption.
- ✓ Consider indirect impacts.

*was the cause of inequity addressed?

Next Meeting | Support Team

Evening:
Wednesday, May
17th @ 4:30 to 6:00
pm

Wed. 17th May

Fri. 19th May

Morning: Friday,
May 19th @ 7:30 to
9:00 am

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Thank You





Energy Justice Supplemental Slides

Application – Focus on Fairness

Energy Justice and equity essentially is equal rights and equitable opportunities for all. It is FAIRNESS among all customers, considering and adjusting for different starting points.

Participation

- Meaningful participation by all, equity and diversity in opinions and leadership
- Fairness of process – transparency, consideration of social or economic factors which have limited participation
- Language barrier consideration

Program Focus

- energy affordability goals
- Access to programs
- Unintended consequences evaluation – not only who we include; but who isn't
- Equitable distribution of benefits
- Disconnections and access?

Program / Policy development

- Program Targeting, Engagement Process, Compensation for Engagement, Language Access
- Transparent process
- Coordinated development with advisory groups, customers, internal groups
- Increase economic benefits among our customers,
- create long-term solutions to climate change

Equity Review Process Check List

Phase 1: Scope. Identify who will be affected.

- How will action impact low-income populations, communities of color, and limited-English speaking residents. (recognition justice)
- Identify the group of stakeholders including those who have historically *not* been/felt included or engaged – and their roles in decision-making. (procedural justice)

Phase 2: Assess equity and community context.

- Learn about affected communities' priorities and concerns
- Know which determinants of equity will be affected by your intended outcomes – both directly and indirectly.
- Know how your proposed course of action will affect known disparities within relevant determinants.

Phase 3: Analysis and decision process.

- Project or map out how key alternatives will affect community or employee priorities and concerns.
- Evaluate each alternative for who will be disproportionately burdened or benefit - now and in the future. How will alternative actions differ in improving or worsening current equity conditions?
- Identify appropriate tools to evaluate impact such as PRBs, CBIs, SQIs

Phase 4: Implement. Are you staying connected with communities and employees?

- Utilize Public Participation Partners Report.
- Consider output of HEAL act
- Measure and evaluate your intended outcomes in collaboration with affected communities.

Phase 5: Ongoing Learning. Listen, adjust, and co-learn with communities and employees.

- Evaluate whether your action appropriately responds to community priorities and concerns.
- Learn *with* the community to adjust your action as their priorities and concerns shift.
- Communicate progress to all stakeholders. Plan to include community feedback into future planning.



Key Focus Areas for Energy Justice



Procedural
Justice

Who is at the table and what voice do they have in planning, decision making, and implementation?
Ensures proceedings that are fair, equitable and inclusive.



Recognition
Justice

Who is vulnerable, who is privileged and how?
Understanding historical and ongoing inequalities. Who is impacted and where? Do current policies routinely benefit one group vs. another?



Distributional
Justice

Who bears the brunt of the burdens and who benefits and how?
Ensures Named Communities do not receive inordinate share of burdens or denied access to benefits



Restorative




How can we rectify past injustices caused by the energy system and prevent future harm?

“Equity Lens” – Putting it all together

How does this apply to the Equity Advisory Group? What does this REALLY mean for you?

Deliberate decision making in an inclusive and fair manner, taking into consideration various values, assumptions, starting spot, purposefully distributing in a manner which does not exasperate current inequities and having a process to evaluate of outcomes and measurement for success.



-  Who is at the table?
Who is most affected and should be here?
How will decisions impact? Is process fair?
-  Who will be directly/indirectly affected by our decision? Do we know why disparities exist?
Have we considered different starting points?
-  How will we ensure outcome of decision results in fair treatment? How to distribute the benefits or reduce burdens?
-  How do we measure success?
Is data available? Is it consistent year to year?
-  Have we established a feedback loop? Have we addressed concerns appropriately?