

**BOARD AGENDA SUMMARY SHEET**

<b>Committee or Board:</b> Board	<b>Date:</b> June 14, 2020	<b>Board Meeting Date:</b> June 24, 2020
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**For All Board Voting Items:**

**Title of Agenda Item:** Approval of a Board Policy on Diversity and Inclusion

**Consent Agenda:**  Yes  No

**Accompanying Presentation:**  Yes  No

**Recommendation from Committee:**  N/A  F&A;  GP&P;  Oversight & Clean Energy

**LIPA Presenter:** Bobbi O'Connor

**PSEG Long Island Presenter:** N/A

**Enterprise Risk Management Discussion:**  Yes  No

<b>Requested Action:</b>	The Board is requested to adopt a resolution approving a Board Policy on Diversity and Inclusion.
<b>Summary: (include proposed amendments to Board Policies, if applicable)</b>	<p>LIPA has a demonstrated commitment to a diverse and inclusive workforce and leadership team, which are the hallmarks of successful, healthy companies and societies. Respect for diverse views and people is a value embraced by our workforce that is encouraged and exhibited in our interactions. LIPA and its service providers have also long-promoted the participation of minority, women-owned, and service-disabled veteran-owned businesses in our procurements, expanding economic opportunities among the companies that support our operations.</p> <p>Recent events have reminded us that inequality and injustice remain in our society and that all organizations have a responsibility to affect positive change.</p> <p>This Policy centralizes LIPA's existing policies on hiring and developing a diverse and inclusive workforce, encouraging diversity in our procurements, and ensuring our service providers do the same. Consolidating these policies will shine greater light on and strengthen LIPA's ongoing efforts, initiatives, and commitment to diversity and inclusion.</p>

**FOR CONSIDERATION**

June 24, 2020

**TO:** The Board of Trustees  
**FROM:** Thomas Falcone  
**SUBJECT:** Approval of a Board Policy on Diversity and Inclusion

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**Requested Action**

The Board of Trustees (the “Board”) of the Long Island Power Authority (“LIPA”) is requested to adopt a resolution, attached hereto as **Exhibit “A”**, approving the proposed Board Policy on Diversity and Inclusion (the “Policy”), which Policy is attached hereto as **Exhibit “B”**.

**Discussion**

LIPA has a demonstrated commitment to a diverse and inclusive workforce and leadership team, which are the hallmarks of successful, healthy companies and societies. Respect for diverse views and people is a value embraced by our workforce that is encouraged and exhibited in our interactions. LIPA and its service providers have also long-promoted the participation of minority, women-owned, and service-disabled veteran-owned businesses in our procurements, expanding economic opportunities among the companies that support our operations.

Recent events have reminded us that inequality and injustice remain in our society and that all organizations have a responsibility to affect positive change.

This Policy centralizes LIPA’s existing policies on hiring and developing a diverse and inclusive workforce, encouraging diversity in our procurements, and ensuring our service providers do the same. Consolidating these policies will shine greater light on and strengthen LIPA’s ongoing efforts, initiatives, and commitment to diversity and inclusion.

**Recommendation**

Based upon the foregoing, I recommend approval of the above requested action by adoption of a resolution in the form attached hereto.

Attachments

**Exhibit “A”** Resolution  
**Exhibit “B”** Diversity and Inclusion Policy

**RESOLUTION APPROVING THE ADOPTION OF THE BOARD POLICY ON  
DIVERSITY AND INCLUSION**

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**NOW, THEREFORE, BE IT RESOLVED**, that consistent with the accompanying memorandum, the proposed Board Policy on Diversity and Inclusion, in the form attached hereto, is hereby approved.

Dated: June 24, 2020

Board Policy: **Diversity and Inclusion**  
Policy Type: **Operating Policies**  
Monitored by: **Governance, Planning and Personnel Committee**  
Board Resolution: **#xxxx, adopted June 24, 2020**



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### **Board Policy on Diversity and Inclusion**

The Long Island Power Authority (“LIPA”) is committed to a diverse and inclusive workplace that values employees representing a variety of backgrounds and personal characteristics, including, but not limited to, diversity by ethnicity, gender, gender identity, marital status, national origin, physical ability, political affiliation, race, religion, sexual orientation, veteran status, life experience, talent, thinking style, or any other characteristic protected by law.

LIPA will foster and promote a diverse and inclusive workplace and society by:

- seeking to attract, retain, and develop a diverse workforce representative of the electric customers we serve;
- encouraging a trusting and inclusive workplace, through training and development and by including these skills in our hiring and promotion practices;
- utilizing LIPA’s annual employment engagement surveys and related initiatives to advance our diversity and inclusion practices;
- overseeing the diversity and inclusion initiatives of LIPA’s service providers;
- promoting the participation of minority, women-owned, and service-disabled veteran-owned businesses in procurements by LIPA and its service providers, consistent with Article 15-A of the Executive Law.

The Chief Executive Officer, or his or her designee, will report annually to the Governance, Planning, and Personnel Committee of the Board of Trustees on efforts consistent with this Policy.