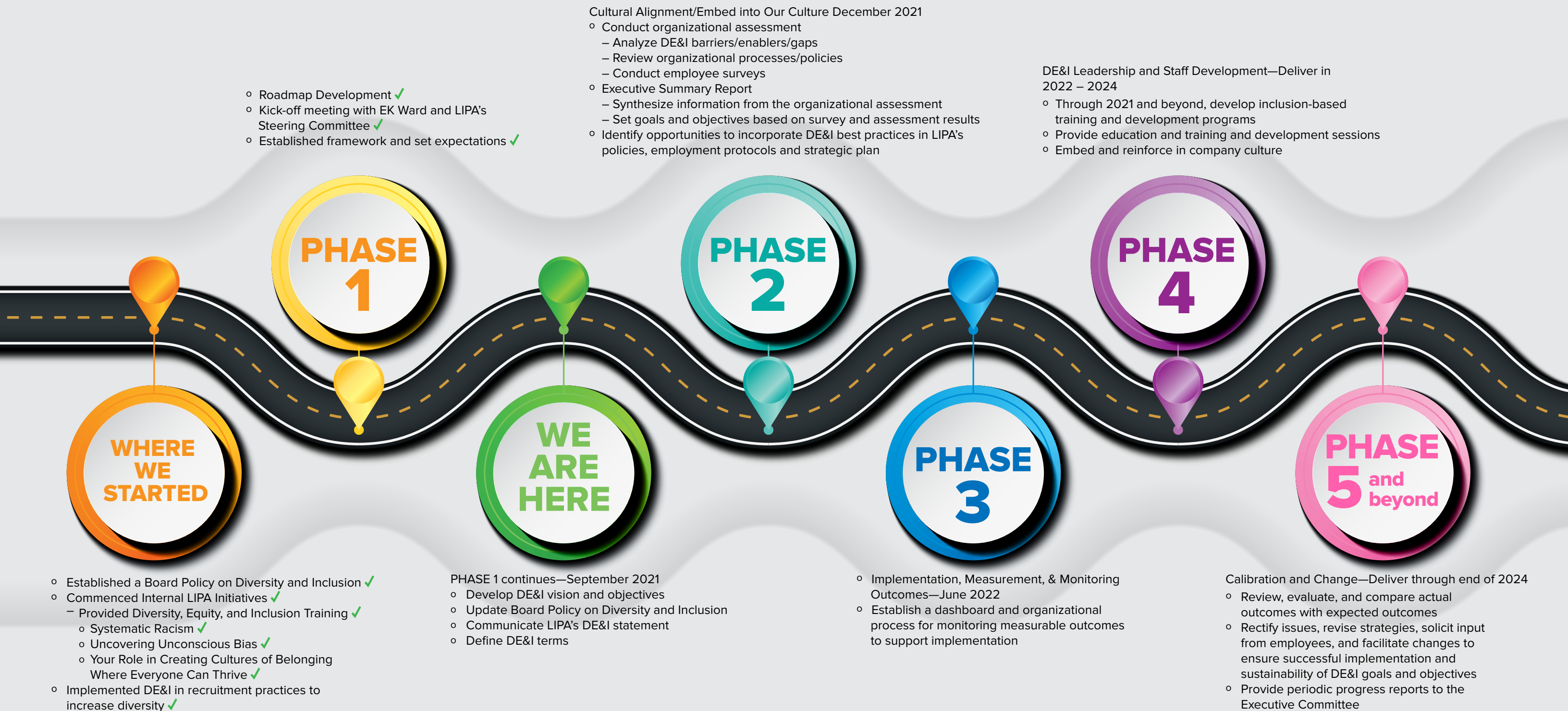


# DE&I ROADMAP

**Objective: Design a 3-year plan that identifies and executes best practices to support a sustainable DE&I program in furtherance of the Board's Policy on Diversity, Equity & Inclusion.**



## **FOR CONSIDERATION**

August 11, 2021

**TO:** The Board of Trustees

**FROM:** Thomas Falcone

**SUBJECT:** Approval of the Annual Report and Amendments to the 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 (i) approving the annual report on the Board Policy on Diversity and Inclusion (the “Policy”) for the period since adoption of the Policy in 2020; (ii) finding that LIPA has complied with the Policy; and (iii) approving certain amendments to the Policy, which resolution is attached hereto as “**Exhibit A**”.

### **Compliance with the Policy**

Staff recommends that, for the reasons set forth below, the Board find that LIPA has complied with the Policy since the adoption of the policy last year.

The Policy requires that LIPA seek to attract, retain, and develop a diverse workforce representative of the electric customers we serve by;

“Encouraging a trusting and inclusive workplace, through training and development and by including these skills in our hiring and promotion practices.”

In the past year, LIPA has held three training and development seminars focused on Diversity, Equity, and Inclusion (“DE&I”) issues, including presentations from outside consultants on the topics of systematic racism, unconscious bias, and creating cultures of belonging.

“Utilizing LIPA’s annual employee engagement surveys and related initiatives to advance our diversity and inclusion practices.”

LIPA’s engagement survey includes specific questions related to DE&I. Five additional questions were added to the 2020 survey bringing the total number of questions to nine. These questions are specifically designed to solicit input from employees on LIPA’s efforts to ensure

- that people of all cultures, backgrounds, and identities are respected and valued at LIPA; LIPA’s leadership demonstrates commitment to and support of DE&I;
- every employee can bring their authentic self to work;
- the diversity activities and learning opportunities offered have a positive impact on our culture; and

- as an organization, we are not afraid to have difficult conversations.

Scores for these questions place LIPA ahead of or among top companies and the 2020 scores place two DE&I related questions among the 6 most improved items year over year.

“Overseeing the diversity and inclusion initiatives of LIPA’s service providers.”

As part of our oversight responsibilities and to learn more about PSEG Long Island’s efforts related to DE&I, LIPA’s Director of Human Resources engaged with PSEG Long Island’s DE&I manager to gain a better understanding of their DE&I efforts and priorities and to discuss training opportunities and recommendations.

“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.”

LIPA and its service providers continuously seek opportunities to partner with vendors that are either minority, women-owned (“MWBE”), or service-disabled veteran-owned (“SDVOB”) businesses. For 2020, LIPA procured over 30% of its eligible spend from MWBE and 6% from SDVOB vendors earning a score of A+ from New York State’s Empire Development Corporation, which oversees compliance with Article 15-A.

### **Annual Review of the Policy**

Staff proposes the following revisions to the Policy:

- Renaming the Policy from the Board Policy on Diversity and Inclusion to the Board Policy on Diversity, Equity, and Inclusion;
- Expanding the scope of the Policy consistent with its new name; and
- Certain other non-material amendments to the elements of the Policy for better explanation and clarification of the purpose and intent of the Policy.

The proposed changes are more specifically shown on in **Exhibit “B”**.

### **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”** Board Policy on Diversity, Equity, and Inclusion (redline)
- Exhibit “C”** Board Policy on Diversity, Equity, and Inclusion (clean)

**RESOLUTION APPROVING THE ANNUAL REPORT AND AMENDMENTS TO THE BOARD POLICY ON DIVERSITY AND INCLUSION**

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**WHEREAS**, the Board Policy on Diversity and Inclusion (the “Policy”) was originally approved by the Board of Trustees by Resolution No. 1542, dated June 24, 2020; and

**WHEREAS**, the Board has conducted an annual review of the Policy and affirms that the Policy has been complied with and the changes to the Policy recommended herein are due and proper;

**NOW, THEREFORE, BE IT RESOLVED**, that consistent with the accompanying memorandum, the Board hereby finds that LIPA has complied with Policy for the period since the last annual review and approves the annual report to the Board; and

**BE IT FURTHER RESOLVED**, that consistent with the accompanying memorandum, the changes to the Policy that are reflected in **Exhibit “B”** are hereby approved.

Dated: August 11, 2021



Board Policy: **Diversity, Equity, and Inclusion**

Policy Type: **Operating Policies**

Monitored by: **Governance, Planning and Personnel Committee**

Board Resolution: **#1542, adopted June 24, 2020**  
**#xxxx, amended August 11, 2021**

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

The Long Island Power Authority (“LIPA”) is committed to a diverse, equitable, and inclusive ~~workplace environment~~ that respects and values employees ~~representing a, customers, and stakeholders for the~~ variety of their 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 supports fairness and equity in achieving the goals set forth in the Climate Leadership and Community Protection Act (“CLCPA”) and in Article 48 of the Environmental Justice of the Environmental Conservation Law (“ECL Art 48”), and believes that all communities are entitled to equal protection of environmental laws and regulations.

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

- ~~seeking to attract, retain~~ attracting, retaining, and ~~develop~~ developing a diverse workforce representative of the electric customers we serve;
- ~~encouraging~~ maintaining a positive, trusting, and inclusive workplace culture, through training and development and by ~~including~~ considering these skills in our hiring and promotion practices;
- utilizing ~~LIPA’s~~ annual employee engagement surveys and related initiatives to measure and advance our diversity, equity, and inclusion practices;
- overseeing the diversity, equity, 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.

In furtherance of the CLCPA and ECL Art 48, LIPA will:

- participate in the community-based planning efforts of the State’s Climate Action Council;
- create, pursue, and promote opportunities for, and eliminate barriers to, the achievement of environmental and climate justice.

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.

Board Policy: **Diversity, Equity, and Inclusion**

Policy Type: **Operating Policies**

Monitored by: **Governance, Planning and Personnel Committee**

Board Resolution: **#1542, adopted June 24, 2020**  
**#xxxx, amended August 11, 2021**



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