



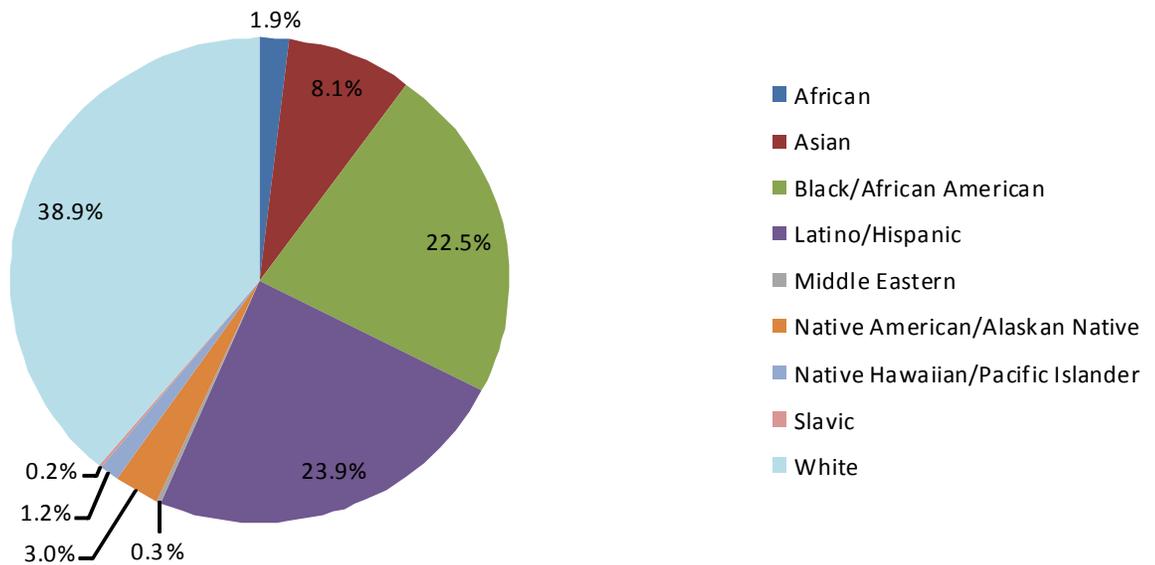
2014-15 Equity Report

Community Energy Project (CEP) has been serving Portland residents with high-demand services for over 35 years. We are especially successful at working with people of color, women, and those experiencing low income.

By building strategic relationships with nonprofits, government agencies, and community leaders, we deliver cutting-edge services that meet the needs of disadvantaged groups, even as Portland undergoes dramatic changes in the composition of its residents and neighborhoods.

This equity report covers the 2014-15 Fiscal Year and highlights our success, shares details about our upcoming work, and identifies areas where we will continue to improve, as shown in the 5-year Equity Plan on page two.

61% of Our Clients are People of Color

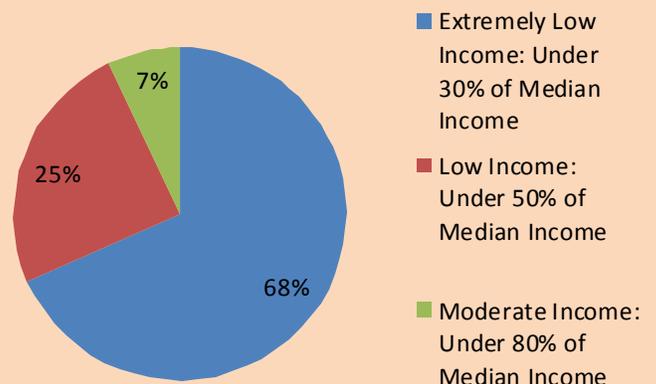


Accessibility

We provide community workshops that spur action. Our workshops are multi-sensory—using visuals, written instruction, hands-on models, verbal instruction, and translation to reach across different learning styles, literacy levels, and languages. Whether it’s using tools or protecting children’s health, this information is accessible to everybody!

Thirty-seven percent of CEP workshops were translated into multiple languages, and 52% of workshop participants were women of color.

Client Income



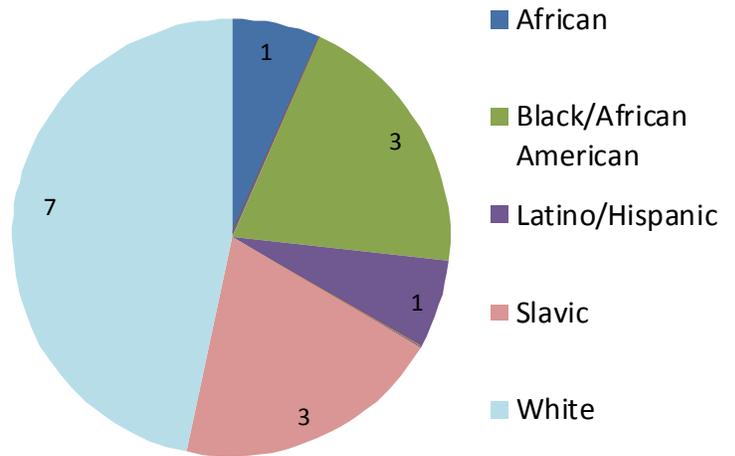
Diversity of Staff

CEP's staff represents the diverse set of communities found in Portland. This year 53% of staff were people of color, as defined by the City of Portland's race and ethnicity categories. Additionally, 60% of staff were women, and 33% were women of color. A diverse staff is a key component of our success in building relationships with historically marginalized communities.

Diversity on staff extends to the management level. Our three-person management team includes one person of color, and two women—including the Executive Director.

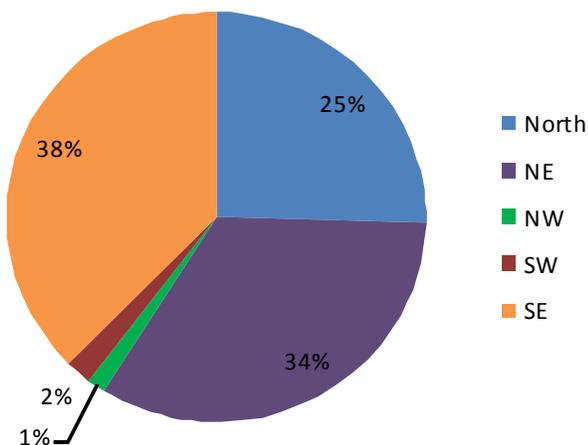
By hiring diverse employees we not only strengthen our organization but also provide opportunities for professionals of color to have exciting, challenging, and rewarding work.

Staff Demographics



59% of our clients live in North or Northeast Portland

Clients By Quadrant



Our 5-Year Equity Plan

As the result of a four-month equity assessment, we created a plan that will guide us over the next five years to achieve even more equitable results. We will work both internally and externally on this effort.

Internally, CEP will

- Increase staff and board knowledge about equity
- Create a program advisory council representative of client demographics
- Continue to hire staff reflective of our clients

Externally, we will

- Better articulate our commitment to equity in our mission and values
- Further prioritize working with Women and Minority-Owned Businesses
- Conduct an assessment to identify and address any gaps in service for communities of color