



COMMUNITY ENERGY PROJECT

Empowering People – One Home at a Time

2016-17 Equity Report

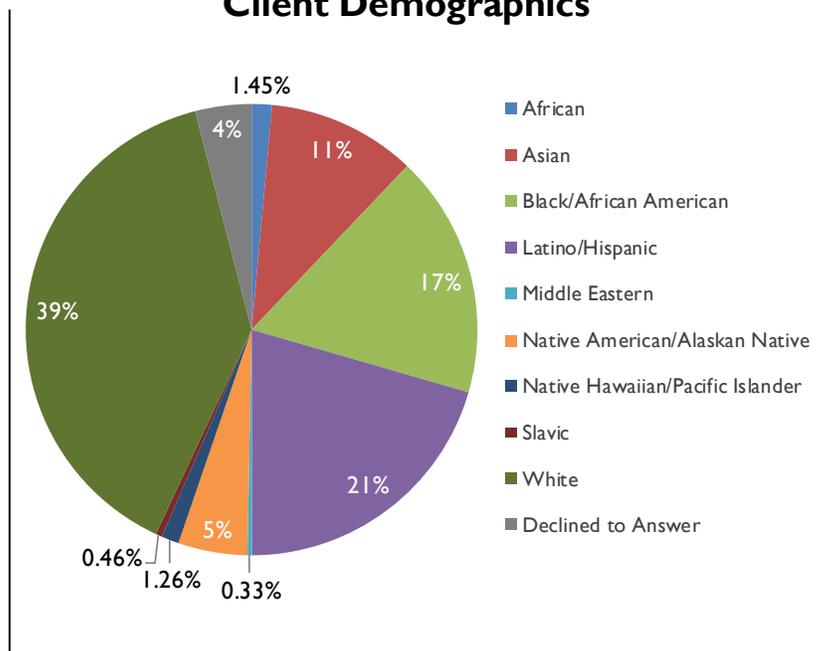
In our third Equity Report, Community Energy Project (CEP) continues to show a commitment to serving diverse clients and undertaking new initiatives to improve our equity practices across our organization.

This was the second year we implemented our five year equity plan. In that time, we focused on delivering high quality services to our clients while also institutionalizing many of the practices that have made us so successful in serving a diverse client base. We have made progress in expanding and deepening partnerships with organizations grounded in low-income and communities of color, while also bringing low-income and equity conversations to new audiences. We secured funding to expand our service area, providing weatherization workshops in Gresham, enabling us to serve clients as they move due to housing pressures.

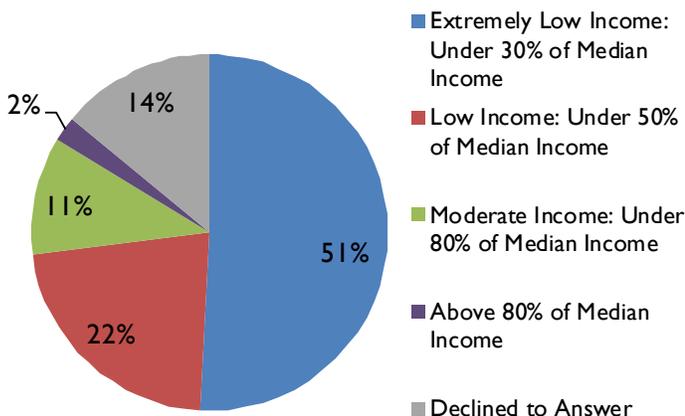
CEP Clients by the Numbers

- 69% identify as women
- 61% identify as people of color
- 51% have extremely low income
- 37% are homeowners, 53% are renters and 10% declined to answer
- 40% of our workshops are translated into languages including: Spanish, Russian, Chinese, Vietnamese, Somali, Burmese, Arabic, Mai Mai, and Tigrigna

Client Demographics



Client Income



Partners

The diverse composition of CEP’s client base is made possible thanks to connections with over 80 partners who represent a wide array of communities.

Our philosophy is to support these established and respected community organizations and bring services that complement what is already available.

We work to keep services relevant, accessible, and valuable, relying on these partners to reach people of color and low-income communities. Thank you to all who have made our successes possible.

Equity Inside CEP

Staff

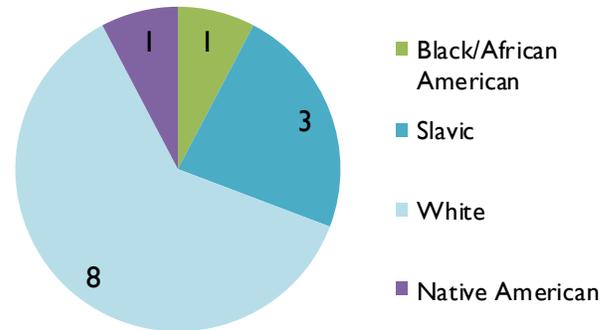
CEP’s staff come from a diverse set of backgrounds. 38% of staff identify as people of color, including Black/African American, Slavic, and Native American. Three employees are native-Russian speakers and are also immigrants. 53% of staff are women. Three employees publicly identify as belonging to the LGBTQ community. 25% of upper management are people of color, 50% are women.

All of our staff have extensive on-the-job training to better serve low-income households and many, themselves, have experienced low-income. Above all, staff share a commitment to serve people of any background.

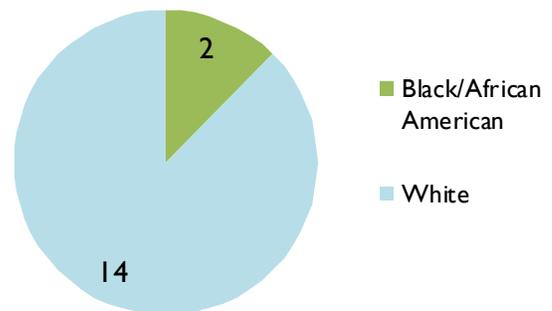
Board

People of color comprise 13% of CEP’s Board of Directors. Our board represents individuals and organizations in fields related to our work, including utility companies, housing organizations, developers, and energy efficiency companies.

Staff Demographics FY 16-17



Board Demographics FY 16-17



Equity Plan Progress

- We updated our Vision and Values to reflect our equity commitments and new mission.
- All staff and board members attended an equity training hosted by CEP.
- Our Executive Director continues to be part of the Leading for Equity and Inclusion Network through the Nonprofit Association of Oregon (NAO) and the Oregon Women’s Equity Coalition.
- Our Finance Manager volunteered on the East Portland Action Plan committee. Our Program Director was a member of a Low-Moderate Income Community Solar work group.

FY17-18 Plans

- We will continue developing our Advisory Committee, comprised of community members and clients, to guide our programs and relationships.
- We have put equity language into job descriptions and will continue to incorporate equity benchmarks into performance evaluations.
- All staff and board members are participating in Equity and Inclusion Trainings through NAO.
- We will create an equity curriculum for board and staff based on an equity poll.
- We will continue work on a budget analysis using the budget equity lens adopted in FY15-16.