



2017-18 Equity Report

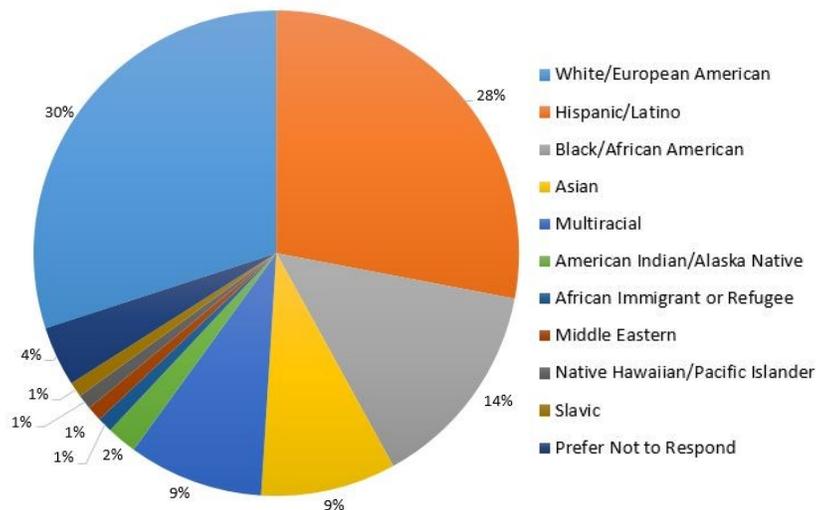
In our fourth Equity Report, Community Energy Project (CEP) continues to show a commitment to serving diverse clients and undertaking new initiatives to improve our equity practices across all our services and programs.

This was the third year we implemented our five-year equity plan. During this year, we focused on increasing internal equity and diversity among our staff and board. This has brought about focused training sessions for staff, putting equity in the forefront of board recruitment efforts, and reassessing our budget equity lens. We look forward to continuing these efforts in the upcoming year.

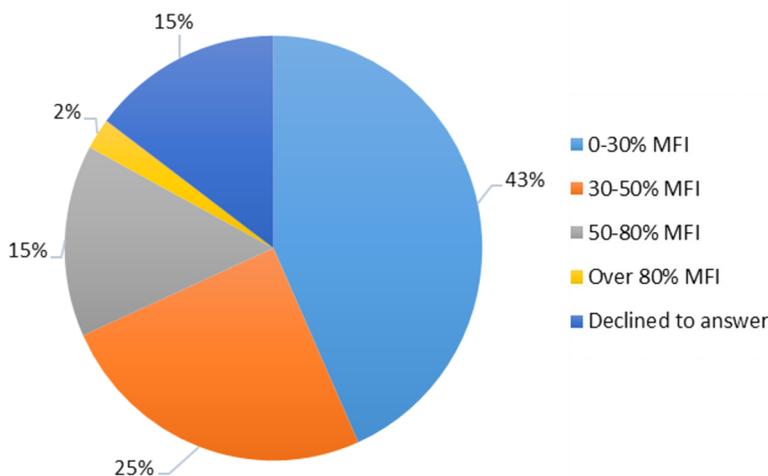
CEP Clients by the Numbers

- 70% of our clients are people of color
- 68% of our clients live with extremely low income (less than 50% MFI)
- 55% identify as women, 40% identify as men, and 5% declined to answer
- 44% are homeowners, 46% are renters and 10% declined to answer
- Our workshops participants speak a variety of languages including English, Spanish, Russian, Somali, Cantonese, Vietnamese, Burmese, Arabic, Karen, and Zomi.

Client Race & Ethnicity



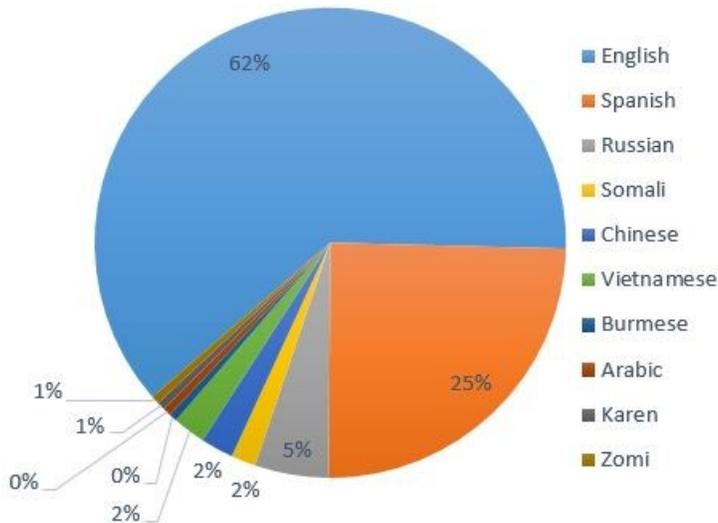
Client Income (Median Family Income)



Our 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 provide services to 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!

Language of Community Workshops



Free Community Workshops

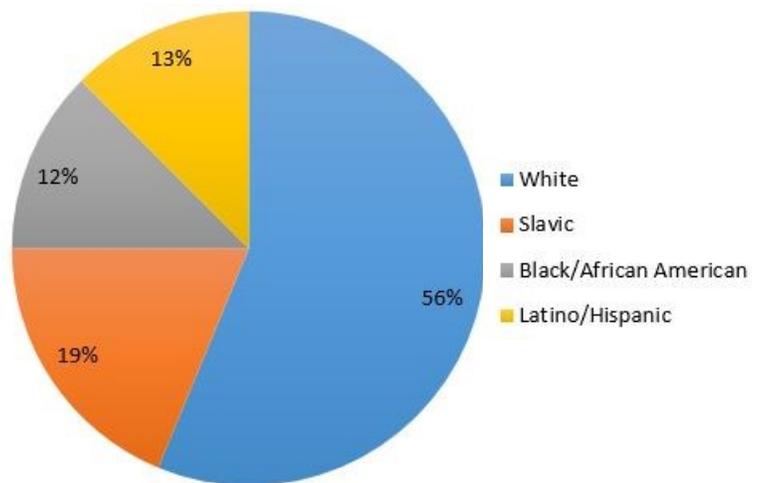
Since 1979, CEP has provided engaging workshops to the Portland Metro area, giving out crucial information and materials to empower our participants to make their home safe, healthy, and efficient for themselves and their families. We are committed to making sure our workshops and information are accessible to everyone, regardless of their native language. In 2017-18, we provided 38% of our workshops in at least one additional language to English.

Staff Members

Community Energy Project's staff come from a diverse set of backgrounds. All of our staff have extensive on-the-job training to better serve low-income households and many have experienced low-income themselves.

- 43% of staff identify as people of color, including Slavic, Black/African American, and Latino/Hispanic.
- 63% of staff are women.
- 57% of upper management are women and 43% are people of color.

Staff Race & Ethnicity



Equity Progress & Plans

Progress — All staff members participated in one of the many Equity and Inclusion trainings provided by the Nonprofit Association of Oregon. Our Program Director continues to be a member of a Low-Moderate Income Community Solar work group. We also completed a strategic planning session to help us prioritize future plans of all of our strategic committees, including our equity committee.

Plans — We will hold a Board Nomination Luncheon in an effort to find new board members from diverse cultures, backgrounds, and professions. All staff will independently attend a training to reinforce the basics of diversity, equity, and inclusion. We will also create and administer a survey to board and staff to determine in what equity topics we are knowledgeable and where we should focus future training sessions.