



**GEOHERMAL
RISING**

Inclusive Growth of the Organization and Industry

Full Steam Ahead Webcast

August 28th 2024

Geothermal Rising DEI Committee





Industry Experts

Katerina Yared - Introduction to the DEI Committee

Elisabeth de Jong - GR Board of Directors; Intentional Representation

Burt Short - Geothermal Industry Perspective; Setting the Tone

Mimi Egg - Goals and Future Initiatives

Loretta Williams Gurnell - Create *IMPACT through Mentorship!*

Monte Morrison - A Case for DEI in Geothermal

Rita Okoroafor - Metrics: Diversity by the Numbers

Amelia Letvin - Get Involved, Stay Connected!

Host of Full Steam Ahead



Brian Schmidt

he/him

Librarian and Industry Analyst

Geothermal Rising



Introduction to the DEI Committee



Katerina Yared, PG PMP CDI.D

she/her

Project Manager

Projeo Corporation





GRC DEI Initiatives

Empower Change, Drive Inclusion

Overview

- Geothermal Rising is committed to improving diversity, equity, and inclusion (DEI) within the geothermal community and energy markets.
- A DEI Committee (formerly known as the Task Force) was established in 2021 to lead efforts, set guidelines, and engage the community.

DEI Champion Award

- Introduced in 2022, the DEI Champion Award recognizes individuals advancing diversity, equity, and inclusion in STEM, especially within geothermal.
 - a. The 2022 recipient was Caity Smith of Zanskar Energy and Minerals
 - b. The 2023 recipient was Johanna Ostrum of Gradient Geothermal



GRC DEI Initiatives

Empower Change, Drive Inclusion

DEI Paper and Panels

- In 2022, a DEI paper titled "Diversity and Inclusion in the Geothermal Community" was presented at the Geothermal Rising Conference (GRC).
- The 2022 GRC featured a DEI panel to discuss challenges and opportunities in fostering an inclusive environment.

Ongoing Efforts

- Geothermal Rising continues to publish resources and host events to educate and promote DEI within the industry.
- The organization remains dedicated to connecting the geothermal community globally with a focus on equity and inclusivity.
- We will have our first "Indigenous Geothermal Symposium" (10/24-10/27/2024) to explore the intersection of geothermal energy and Indigenous communities worldwide.

Board of Directors - Intentional Representation



Elisabeth de Jong


she/her

Government Affairs Manager

Southern California Public Power Authority (SCPPA)

Geothermal Rising Board Member (since January 2020)





Board Member Roles and Composition

- Board member elections are held annually
 - Typically 4 Board seats are up for election each year
- Board meetings (quarterly + as needed)
- Board members chair and/or participate in committees, including:
 - Nominations, Communications, International, Student, Education, Foundation, Inspectors, Membership, Business & Finance
 - Policy committee is separate, and participation is for paying committee members
- Changes in Board composition beginning in 2021:
 - Board size and term limits
 - Each Board seat is assigned a subset of the geothermal community to represent

Geothermal Rising Bylaws

Board composition as per the bylaws:

- Number of Directors: not less than **7**, nor more than **30**
- Term limits:
 - 3 years (or special circumstances)
 - Up to 2 consecutive terms
 - Can return after one full term (3 year break)

Board Seat Representation

These include:



*One board seat is appointed as the policy representative by the policy committee.

** The President of the Student Committee has an ex officio role on the board.



How to Represent a Board Seat

Board Members must be members of Geothermal Rising.

Campaign/elect based on candidates' ability to represent members of that Board seat.

Vote/participate in Board discussions and decisions with Board seat representation in mind.

Geothermal Rising's DEI Statement

"Geothermal Rising is committed to improving Diversity, Equity, and Inclusion to provide a brighter future for Earth and all its inhabitants. Our organization and community embrace and celebrate our members' differences*. It is the responsibility of Geothermal Rising to encourage and promote diversity, equity, and inclusion. As a global geothermal nonprofit organization, we are committed to connecting the geothermal community. There is more work to be done and, as we expand across markets and internationally, Geothermal Rising will continue to seek equitable improvement to elevate the geothermal community."

* Some examples of these differences include but are not limited to: race, creed, color, national origin, nationality, ethnicity, ancestry, age, sex (including pregnancy), family status, marital/civil union status, religion, domestic partnership status, affectional or sexual orientation, gender identity and expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, language, national origin, political affiliation, social-economic status, and other characteristics that make our members unique.



DEI Strategic Plan

- Goals:
 - Elevate Awareness of Diversity, Equity, and Inclusion in the geothermal community
 - Create a Welcoming and Inclusive Environment for All within the geothermal community, Geothermal Rising organization and events
 - Engage with the Geothermal Industry to establish (support) improvement and encourage change
 - Hold ourselves and the Geothermal Community Accountable to commitments and improvements
- Objectives:
 - Metrics to provide a baseline understanding and to recognize opportunities for improvement.
 - Event support encouraging diversification of awards, conference location selection, and safety.
 - Providing educational materials through webpage updates, public speaking events, reports, and social media engagement.
 - Recognition of exemplary individuals and companies of pledges for improvement, support of Geothermal Rising's efforts, and accomplishments.
- DEI Statement (see previous slide)

Industry Perspective - Setting the Tone



Burt Short

he/him

HR Manager

Berkshire Hathaway Energy Renewables (CalEnergy)





DEI at BHER

Burt Short, HR Manager

August 28, 2024



Burt Short – He/Him/His, Father, USN Ret., MBA (Bellevue Univ),
BS EES (UF), Past President Pride Connection, PSGSL Ethics



Our Vision and Framework



Creating An Inclusive Culture



- Training
 - Inclusive language training for all employees
 - Unconscious bias training for all employees
- Accountability
 - 3-year DEI plan updated annually
 - KPI (key performance indicators) tied to scorecards
- Measurement
 - Self-ID campaigns (increase participation year over year)
 - Attrition
 - Hiring
 - Supplier diversity
- Engagement
 - Surveys
 - Engagement plans
 - Professional development summits

Professional Development Summit – 2022 Des Moines, IA



Professional Development Summit – Portland, Oregon 2023



Professional Development Summit – Portland, Oregon 2023



Impactful Partnerships



- BHE Foundations scholarships
 - Mentor program for scholarship recipients
- Attended American Indian Science and Engineering Society (AISES) annual conference
- Attended Society of Hispanic Professional Engineers (SHPE) National Conference
- Networked with Out in Science, Technology, Engineering and Mathematics (oSTEM)
- Networked with Society of Asian Scientists and Engineers (SASE) chapters at California Colleges

Other Strategic Partnership Steps



- Supplier Code of Conduct
- Diverse Supplier Qualification Policy
- Partnering with IBEW: Stronger Together Program

DEI – Focused Giving



- Donate to projects and causes where we operate
 - Increased funding to Veteran's causes
 - Increased funding to LGBTQ+ causes
 - Increased funding to groups supporting race/ethnicity causes

Employee Resource Groups





WE'RE **LEADING** THE **ENERGY TRANSITION** FOR **EVERYONE**

Goals and Future Initiatives



Mimi Egg

she/they/he

Personal Assistant to Jay Egg

Geothermal Marketing Professional

Egg Geo, LLC





Goals & Future Initiatives

Mimi Egg

- **Mimi Egg**
- **Writer for industry publications**
- **Social media manager for Egg Geo**
- **Mother to Darwin**
- **Supporter and advocate for diversity, equity, and inclusion**
- **Supporter of unions and the UA's work**



Why is diversity, equity, and inclusion important?

What can we do?

What *will* we do?



On average, there are 76% fewer women than men working in the energy sector, a significant difference from the average 8% gap seen in the total workforce.

Despite making up 39% of the global labour force, women only account for 16% of the traditional energy sector.



Diverse teams in the energy sector are proven to be more innovative, successful, and inclusive of broader customer bases, with only 8% of the clean energy workforce being people of color.



Fewer than half of surveyed energy workers across race and ethnicity were optimistic about their company's diversity and inclusion initiatives.



Despite 71% of participants in CEWD's (Center for Energy Workforce Development) DE&I focused listening sessions describing the industry as "not very diverse," there is a desire to see more industry initiatives for diversity, equity, and inclusion.



Studies show that organizations that prioritize diversity and inclusion see a 30% higher procurement ROI.

Teams with diverse members have 87% better decision-making capabilities.



According to one research study, a professional with autism can be up to 140% more productive compared to an average worker when they are placed in a job that aligns with their abilities.



What can we do?

- Focus on *vocalizing* interest in inclusive environments; make a point to be intentional with language surrounding diversity in the workplace.
- Destigmatize awkwardness around discussing diversity, equity & inclusion.
- Be mindful of how others approach these topics and find productive ways to educate peers on the importance of DE&I.
- Be open to learning more from those who bring diversity to the workplace.

Create IMPACT *through* Mentorship!



Loretta Gurnell Williams, B.S., M.Ed.

Founder & CEO

SUPERGirls SHINE Foundation





Create **IMPACT** *through Mentorship!*

Loretta Williams Gurnell, B.S., M.Ed.

Founder & CEO – SUPERGirls SHINE Foundation (SGSF)

DEI, Workforce Development & Nonprofit Strategist, STEM Influencer & Community Builder



Having a strong effect on something or someone.

To equip underserved girls (women) with STEM + opportunities through early exposure.

Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer & Community Builder

IMPACT

MISSION
of SGSF





Today's Overall Objective

How can IMPACT Mentorship improve your metrics to advance people, projects and outcomes/results?

Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer & Community Builder





Advance PEOPLE

Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder





Advance PROJECTS

Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder





Advance OUTCOMES/ RESULTS



Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder



Advance OUTCOMES/ RESULTS

- ingredients
- skills
- communication



Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder



Advances ...

1. PEOPLE
 2. PROJECTS
 3. OUTCOMES/
RESULTS
-

Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder

RECAP ...
IMPACT
Mentoring





Who's ready ...
IMPACT Mentoring

or

Build a Talent Pipeline
for Your Future
Workforce to mentor?



Let's CONNECT...



Loretta Williams Gurnell, B.S., M.Ed.
Founder & CEO – SUPERGirls SHINE Foundation (SGSF)
DEI, Workforce Development & Nonprofit Strategist, STEM Influencer &
Community Builder

A Case for DEI in Geothermal



Monte Morrison P.E.

he/him

Principal Engineer and Consultant

Hot H2O Engineering



Metrics: Diversity by the numbers



Rita Esuru Okoroafor, PhD

she/her

Assistant Professor

Texas A&M University





**GEOHERMAL
RISING** CONFERENCE

Diversity and Inclusion in the Geothermal Community: Key Input for our DEI Strategy

*Esuru Rita Okoroafor, Amelia Ida Letvin, Elisabeth de Jong,
Johanna Ostrum, Garen Thomas, Mileva Radonjic, Laure
Mora, Vicki Lindberg, Kelly Blake, Jon Trujillo, and Will Pettitt*





Introduction

What is involved in a DEI Strategy?



1. Set the Context



2. Assess the Data



3. Review & Prioritize



4. Lead Projects

- Each phase leads on from the one before it, building on the learnings from the previous phase
- Periodic, quality data is vital for understanding the DEI climate and proposing relevant project
- The process is more a cycle due to the need to redefine the context and gather data.



Methods

Data Gathering

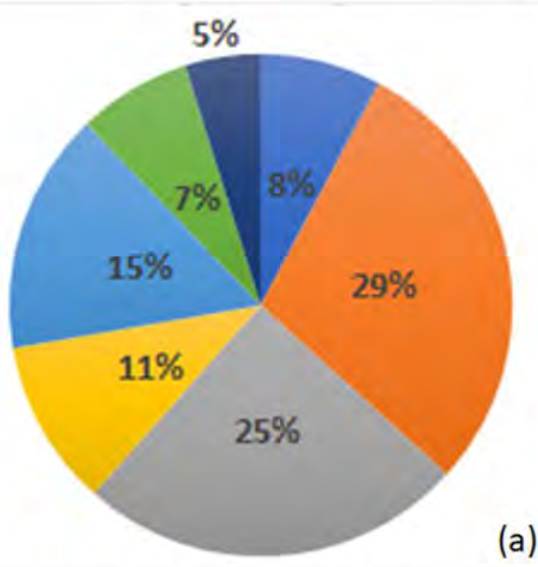
- Surveys sent out to 837 Geothermal Rising members:
 - Baseline survey in First Yr – 411 responses
 - Solicited ideas on how to advance DEI within the geothermal community
 - A few open-ended questions
 - Follow up survey in Second Yr – 441 responses
 - To verify the demographics of the baseline survey



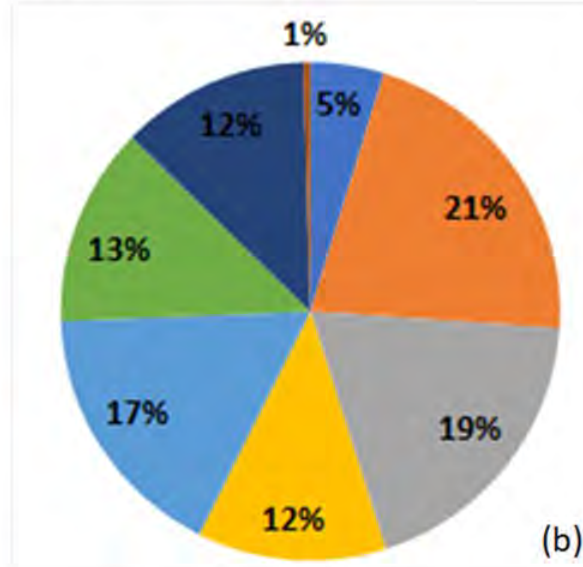
Results

Demographics

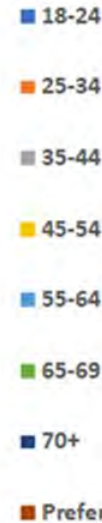
Age Group



2021 Survey Results



2022 Survey Results

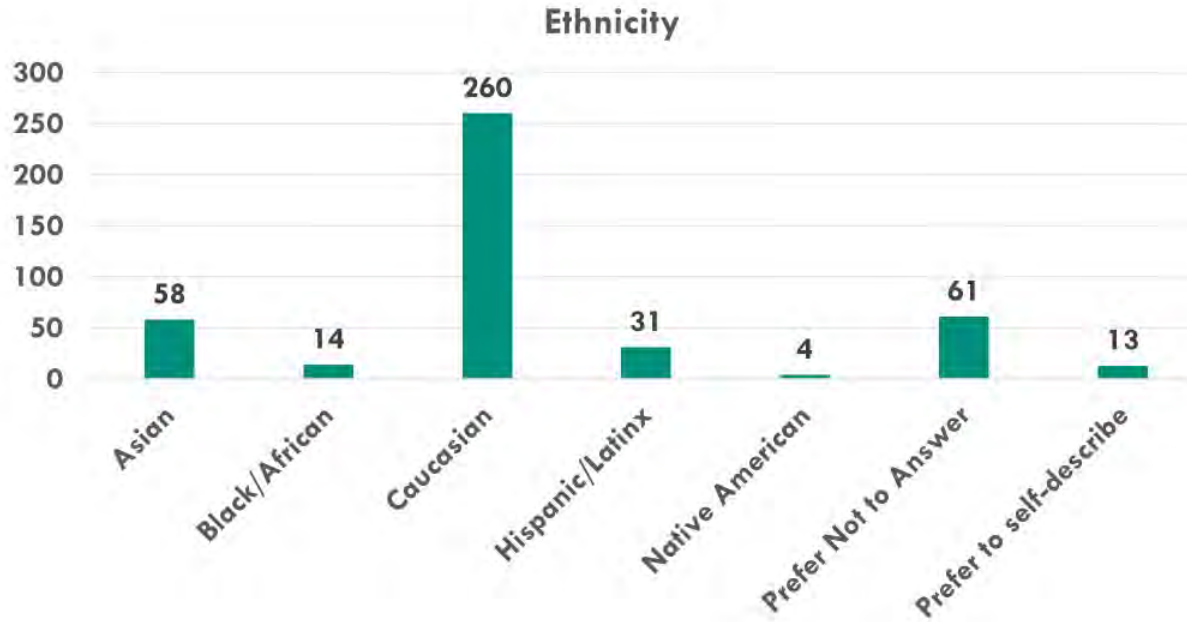


- In the first year more than 50% of the survey respondents were between 25 to 44 years of age, while 12% were over 65 years of age
- In the second year, 25% of respondents were over 65 years of age



Results

Demographics

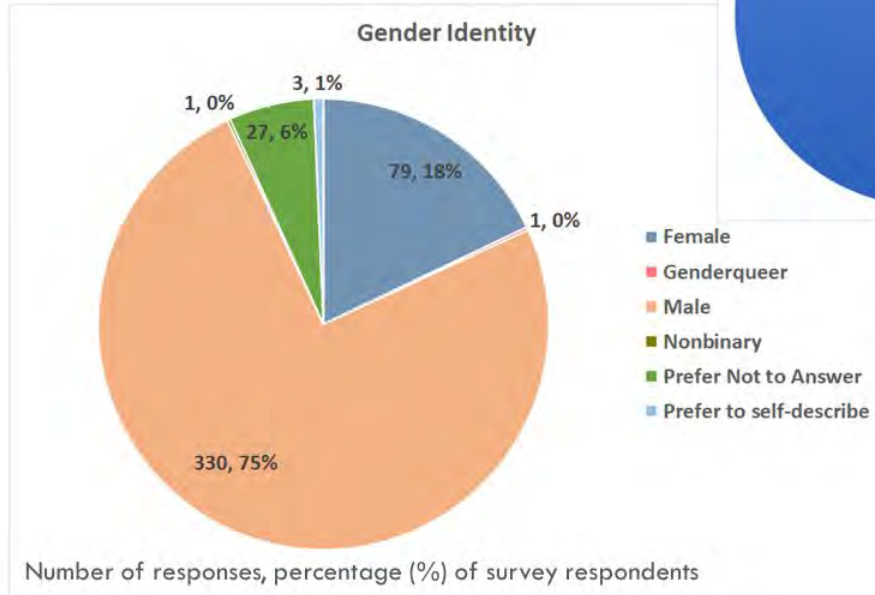


- Some respondents are associated with more than one ethnicity

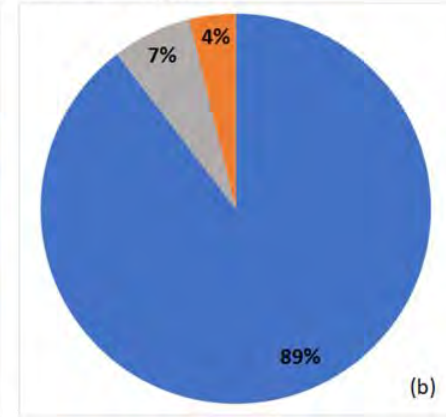
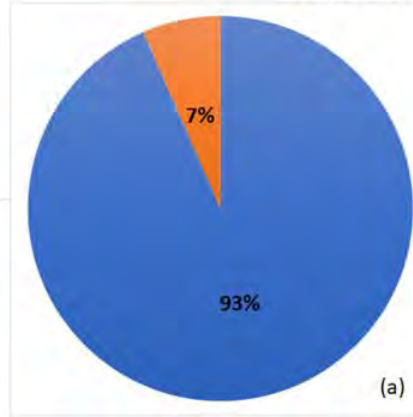


Results

Demographics



Dis(ability) / Accessibility Needs



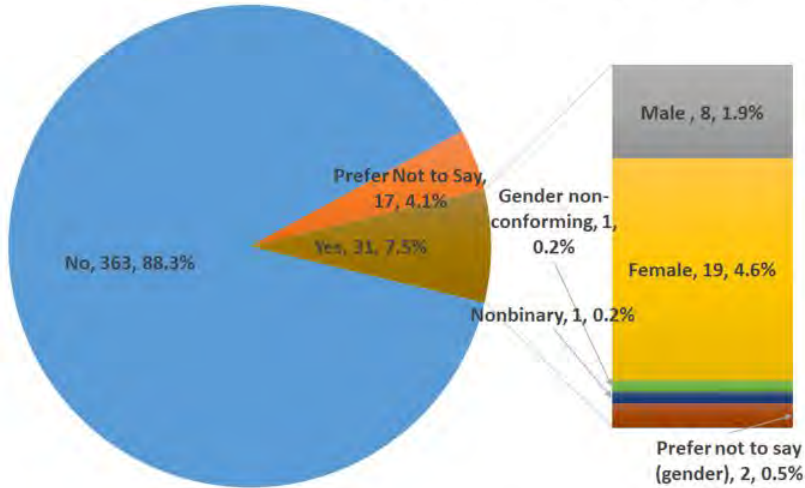
- No
- Prefer Not to Answer
- Yes

- How do we reduce the “Prefer Not to Answer”?

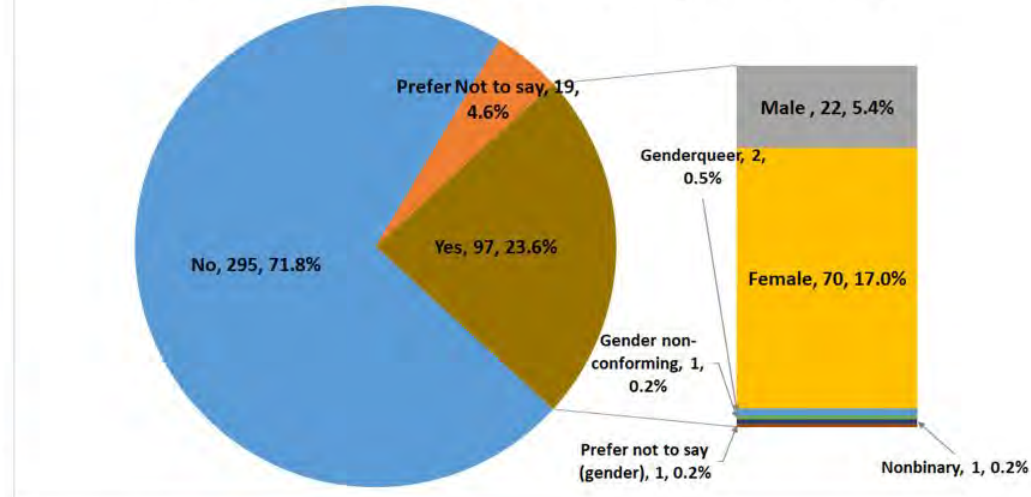


Results

Feeling of Discrimination at a Geothermal Rising Event



Discriminated against or harassed at work in the geothermal industry



- Male respondents' issues (7.5%) include ageism, racism, condescending remarks, an unconscious bias for physical appearance, and workplace politics
- Female respondents' issues (24%) include sexism, ageism and non-inclusive workplaces



Results

Geothermal Rising DEI Strategies

Issue (as reported by survey respondents)	Near Term Strategy
Misrepresentation of individuals	Provide badges with name tags, affiliations, and pronouns
Event location	Make current event locations safe
Lack of diversity in awards	Expand the nomination pool, create a DEI award, and provide clarity in the description of the award
Inappropriate behavior by exhibitors	Provide a clear statement in forms exhibitors sign with disciplinary actions for failure to comply
Communicating inappropriate behavior	Provide a means for participants to report anonymously any acts of discrimination or harassment
Disabilities and accessibility needs	Ask participants for accommodations during the event registration process





Results

Geothermal Rising DEI Accomplishments YTD

- Redesigned board structure and elections to encourage diversity by creating targeted representative seats
- Geothermal Rising's 2022 board of director is its most diverse in the organization's 50-year history
- DEI Taskforce established in 2021 and Geothermal Rising approved a DEI Statement in May 2021
- DEI Strategic Plan approved and adopted by the Geothermal Rising in May 2022
 - The framework is guiding the DEI Task Force and aiding the advancement of DEI within Geothermal Rising and the geothermal community
- The DEI Task Force shared the results of the 2021 DEI survey and Task Force's plans at the 2021 Opening Plenary Session creating awareness among the community
- A DEI Panel was held at the 2021 GRC, and a DEI panel session is scheduled for Wednesday, August 24, 2022 at 7:30 to 9:30 AM as part of the Geothermal Rising membership meeting



Conclusions

- Geothermal Rising is on a journey to advance diversity, equity, and inclusion within the geothermal community
- Takeaways from the baseline survey:
 - The baseline survey was not a complete reflection of the geothermal community's demographics
 - Disabilities/accessibility needs in the geothermal community include physical, sensory, intellectual, emotional, developmental needs
 - Geothermal Rising events and geothermal workplaces need to strive to eliminate discrimination and harassment
- Geothermal Rising is taking steps to advance DEI within the geothermal community and continues to develop, implement, measure and improve DEI strategies.



Acknowledgements

We are grateful to all members of the geothermal community who participated in the surveys and provided feedback. Your contributions were useful in defining Geothermal Rising's DEI strategy.

Future feedback and participation is always welcome.

Get involved, stay connected!



Amelia Letvin

she/they/ze

State and Rural Community Engagement Manager and DEI Manager

Geothermal Rising



Get involved, stay connected!



Be an ally! Show your support openly. Wear a lapel pin



Join the GR DEI Committee (email amelia@geothermal.org)

Attend the Indigenous Geothermal Symposium in Hawai'i before the GRC 10/24 - 10/27

Join Women in Geothermal (www.womeningeothermal.org)

Listen and lead with compassion

Stay educated - new section in the weekly GR newsletter "Drilling into DEI"

Support diverse groups, when it is feasible, give your time and/or funds

Many other great ideas presented in this webinar!

Thank you for
joining!

