

# **Greentown: Climate Crisis Just Transition: Movement to a New Economy**



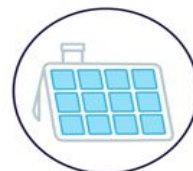
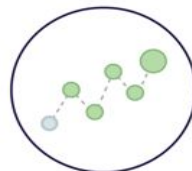
**Nakhia C. Morrissette**  
**Central Region Director & Counsel**

# Overview

- About SEIA
- U.S. Solar Diversity Statistics
- SEIA's Goals
- Illinois Legislative Efforts
- Q&A

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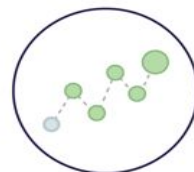


# About SEIA

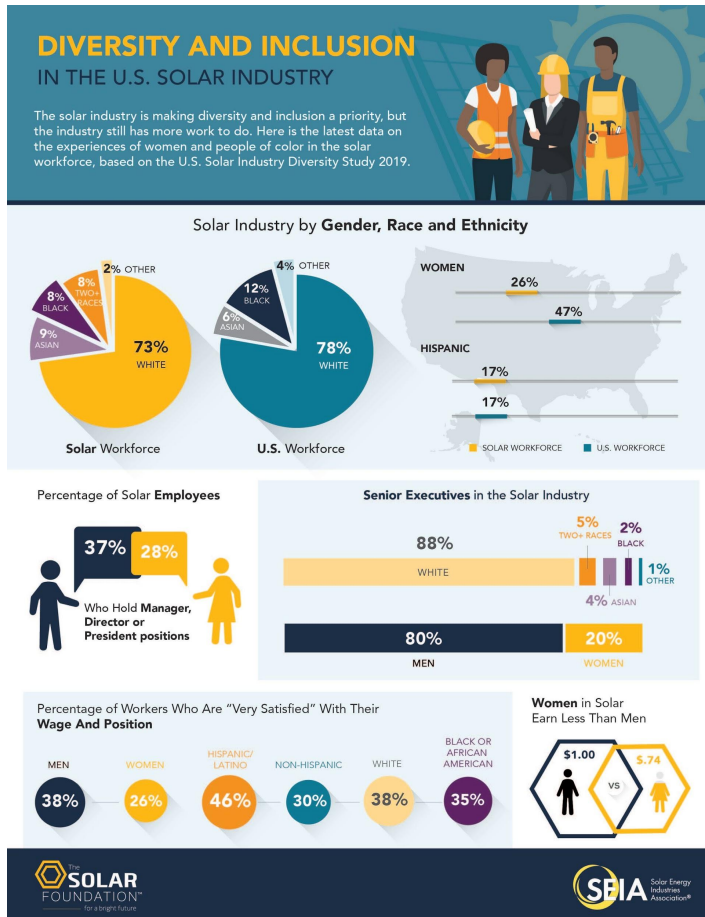
- The Solar Energy Industries Association (SEIA®) is the national trade association of the U.S. solar energy industry, which now employs more than 250,000 Americans.
- We represent all organizations that promote, manufacture, install and support the development of solar energy.
- SEIA works with its 1,000 member companies to build jobs and diversity, champion the use of cost-competitive solar in America, remove market barriers and educate the public on the benefits of solar energy.
- SEIA values diversity and a just transition to clean energy through the development of tangible, measurable goals to train, integrate and empower the workforce at all levels with a focus on minority and underrepresented communities.

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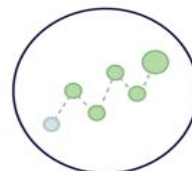
# 2019 U.S. Solar Diversity Study



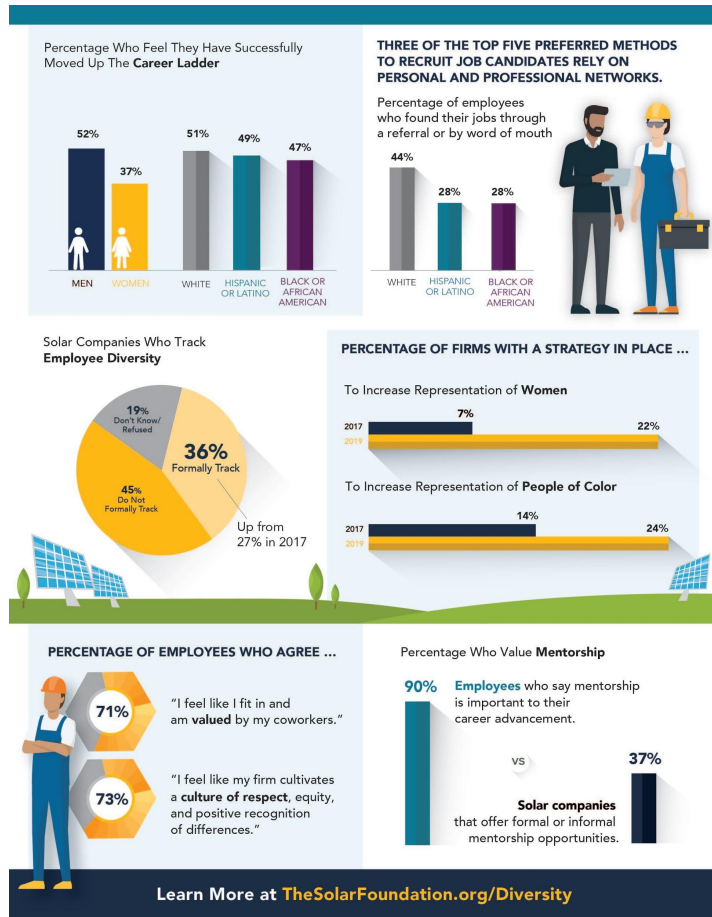
- The U.S. Solar workforce is 73% white; 26% women
  - Senior executives are 80% white; 20% women (4% Asian, 2% Black)
  - Women earn .74 cents for every dollar earned by men
- DEI must be integrated into industry corporate culture
  - Focus on top down inclusive hiring, paths to promotion and workforce retention, and pay equality

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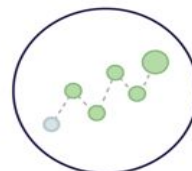
# 2019 U.S. Solar Diversity Study



- 36% formally track workforce diversity; up from 2017
- >20% companies have formal strategy to increase representation for women and people of color; up from 2017
- >70% of employees feel valued/the cultivation of respect, equity and positive recognition of differences

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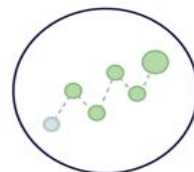
# SEIA's Goals

Ideally, our work will lead to:

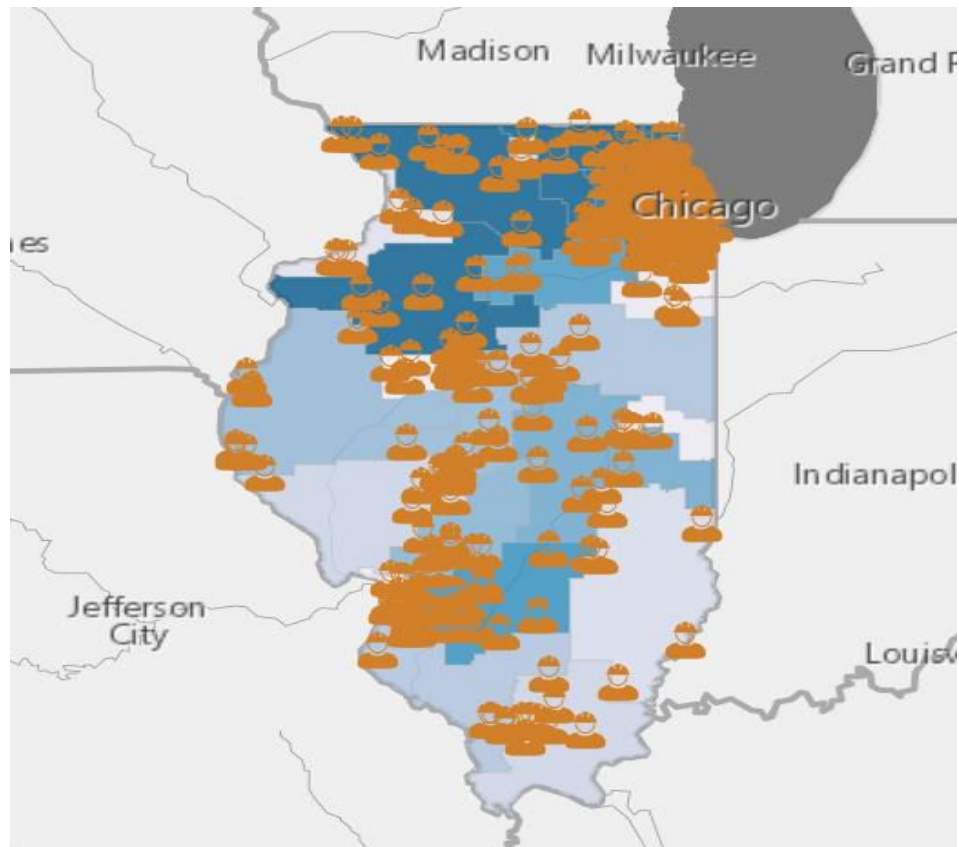
- A more diverse and inclusive solar industry
- Internal changes to SEIA operations
- Increased SEIA Board diversity
- Increased support for students, businesses and transitioning workforce, with focus on minority and underrepresented communities
- A new slate of equity and justice focused policy priorities for the solar industry that increases access to opportunities we create and solar energy itself for communities left behind

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# Illinois



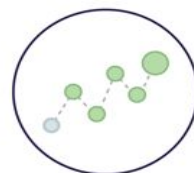
7,000 newly approved wind/solar projects in every legislative district



Photos of Illinois Solar Employees Hired in 2019 – more info at [www.pathto100.net/people](http://www.pathto100.net/people)

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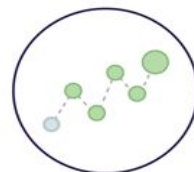


# Path to 100 Act – DEI Transitioning

- Expand existing structures
- Produce tangible inclusion in and access to the renewable energy market for:
  - Individual workforce training to support new and transitioning workers
  - Increased diversification of workforces, suppliers and contractors
  - Increased entrance of diverse firms from other industries
  - Establishing new businesses and entrepreneurs
  - Developing location appropriate renewable resources in all IL communities

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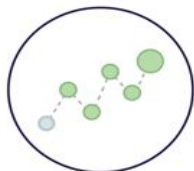


# Path to 100 Act – Workforce Development and Entrepreneurship

- Supplier Diversity. Establish searchable database of diverse suppliers, vendors and subcontractors for the renewable energy industry
- Worker Pipeline. Establish state agency hub for tracking all renewable workforce training efforts and act as contact for both job seekers and employers
- Entrepreneurship. Small Business Development Centers to incorporate renewable sector

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# Path to 100 Act – D&I for IL Renewable Energy Industry

Diversity Mandate. Required pre-certification to participate in state renewable incentive programs:

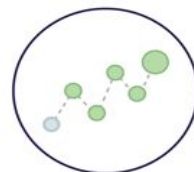
- Supplier Diversity Goal: % of construction and vendor contracts/jobs created
- Hiring Diversity Goal: % of company direct hires

Compliance can be met through:

- **Diversity.** % workforce that are diverse
- **MWBE.** % of work attributed to contractors/subcontractors with diversity certifications
- **Training Programs.** % workforce graduates from training programs
- **Just Transition.** % workforce that are displaced fossil fuel workers
- **Returning citizens.** % workforce that are returning citizens

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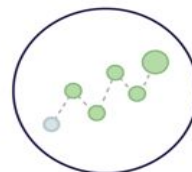
# Path to 100 Act – Access for Underserved Families

Solar is a powerful tool to help consumers save money. Low income consumers should benefit from solar participation.

- Community Solar Access. Utilities can provide low-income subscriber to enroll in projects
- Solar for All. Ensure funds will be available for increased access to Solar for All families

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Thank you!  
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