



## Diversity, Equity and Inclusion: Organizational Resources

The following resources were compiled by the NWSEM Collaborative’s DEI Working Group in **February 2022** to help Working Group members, SEM peers and practitioners, implementers and program staff pursue and achieve their DEI program goals. The resources included **are not exhaustive** and should serve as a starting point to expand an organization’s current DEI lens and understanding.

ORGANIZATION	RESOURCE	DESCRIPTION	TYPE	REVIEW TIME
Intercultural Development Research (IDR) Institute	<a href="#">The Development Model of Intercultural Sensitivity (DMIS)</a>	A framework to explain how people experience and engage cultural difference—a grounded theory based on observations made in both academic and corporate settings about how people become more competent intercultural communicators. Using concepts from constructivist psychology and communication theory, the research organized these observations into positions along a continuum of increasing sensitivity to cultural difference.	Visual Tool	~10 minutes
Brighter Strategies Better process Brighter results	<a href="#">A Framework for DEI Strategy</a>	A summary of six categories in which to focus DEI efforts.	Visual Tool	~5 minutes
The Centre for Global Inclusion	<a href="#">Global Diversity and Inclusion Benchmarks (GDEIB)</a>	A free, downloadable booklet focusing on 15 categories within four groups that helps organizations determine strategy and measure progress in managing diversity and fostering inclusion.	Booklet	~1-2 hours (78-page PDF)
ACEEE	<a href="#">Expanding Opportunity Through Energy Efficiency Jobs: Strategies to Ensure a More Resilient, Diverse Workforce</a>	A 2020 ACEEE Research report that describes how the BIPOC community has been underrepresented in the efficiency field, presents several workforce development case studies from utilities and program administrators, and provides recommendations for program administrators to advance a more diverse and inclusive energy efficiency workforce.	Article	~1-2 hours (25-page PDF)
Greenlining Institute	<a href="#">Building a Diverse, Equitable, and Inclusive Cleantech Industry</a>	This report explores how small companies can advance DEI with the goal of bringing underserved communities to the forefront of the clean energy future, including information on adopting inclusive recruitment and interviewing practices and workplace culture.	Article	~1 hour (20-page PDF)
Greenlining Institute	<a href="#">Racial Equity Toolkit: Implementing Greenlining’s Racial Equity Framework</a>	A racial equity toolkit designed to provide policymakers, advocates, and others with an easy-to-follow guide to applying a racial equity lens to any policy issue.	Article	~45 minutes (15-page PDF)
Smart Energy Design Assistance Center (SEDAC)	<a href="#">Energy Efficiency Workforce Diversity</a>	Analyzes the U.S. Employment Report with a list of recommendations for how businesses can diversify their workforce.	Blog	~5 minutes



ORGANIZATION	RESOURCE	DESCRIPTION	TYPE	REVIEW TIME
Global Sustainability Standards Board (GSSB)	<a href="#">Global Reporting Initiative (GRI) Sustainability Reporting Standards</a>	Designed to be used by organizations to report about their impacts on the economy, environment and/or society. GRI 405 focuses on Diversity and Equal Opportunity, and GRI 406 focuses on Non-discrimination.	Booklet	-1-2 hours (50-page PDF)
Canadian Council for Refugees	<a href="#">Wheel of Power/Privilege</a>	CCR's wheel of power/privilege outlines the categories by which one can be more frequently marginalized vs. those who are more likely to experience privilege and therefore power.	Visual Tool	-5 minutes
Multnomah County Office of Diversity and Equity	<a href="#">Equity and Empowerment Lens</a>	A transformative quality improvement tool used to improve planning, decision-making, and resource allocation leading to more racially equitable policies and programs. At its core, it is a set of principles, reflective questions, and processes that focuses on the individual, institutional, and systemic levels by 1) deconstructing what is not working around racial equity; 2) reconstructing and supporting what is working; 3) shifting the way we make decisions and think about this work; and 4) healing and transforming our structures, our environments, and ourselves.	Tool	
Washington State University, Vancouver Campus Equity and Diversity	<a href="#">Adopting an Equity Lens</a>	By utilizing a racial equity lens, this article 1) provides a common vocabulary and protocol for evaluating decisions which results in more equitable outcomes across policies, processes, programs, and practices.	Article	-5 minutes
Higher Education Coordinating Commission	<a href="#">Oregon Equity Lens</a>	The Oregon Equity Lens was adopted by the Higher Education Coordinating Commission (HECC) in 2014 as a cornerstone to the State's approach to education policy and budgeting.	Example	-15 minutes

## Working Groups

GROUP	WEBSITE / CONTACT
AESP, DEI Council	<a href="https://www.aesp.org/news/557484/AESP-announces-launch-of-Diversity-Equity-and-Inclusion-DEI-Council-.htm">https://www.aesp.org/news/557484/AESP-announces-launch-of-Diversity-Equity-and-Inclusion-DEI-Council-.htm</a>
Energy Trust of Oregon, Diversity Advisory Council	<a href="https://www.energytrust.org/about/public-meetings/diversity-advisory-council-meetings/">https://www.energytrust.org/about/public-meetings/diversity-advisory-council-meetings/</a>
SEEA, Diversity Inclusion & Integration	<a href="https://www.seealliance.org/about/diversity/">https://www.seealliance.org/about/diversity/</a>



## DEI Consultants

CONTRACTOR	CONTACT	EMAIL	WEBSITE / CONTACT
The Commons Consulting	Adeline Huynh	adeline@thecommonsconsulting.com	<a href="https://thecommonsconsulting.com">https://thecommonsconsulting.com</a>
Cicely Blaine Consulting	Becca Schwenk	becca@cicelyblainconsulting.com	<a href="https://www.cicelyblainconsulting.com">https://www.cicelyblainconsulting.com</a>
Canadian Centre for Diversity and Inclusion	Steven Leong	Steven.leong@ccdi.ca	<a href="http://www.ccdi.ca">http://www.ccdi.ca</a>
Collaborate Consulting			<a href="https://collaborate.consulting/">https://collaborate.consulting/</a>
Veronica Banuelos			<a href="https://www.veronicabanuelos.com/">https://www.veronicabanuelos.com/</a>
Capacity Partnerships	Cliff Jones		<a href="https://www.capacitypartnerships.com">https://www.capacitypartnerships.com</a>
Kapwa Consulting			<a href="https://www.kapwaconsulting.com/">https://www.kapwaconsulting.com/</a>
Center for Diversity & the Environment	Queta Gonzales		<a href="https://www.cdeinspires.org/our-services/organizational-diversity/coaching-consulting/">https://www.cdeinspires.org/our-services/organizational-diversity/coaching-consulting/</a>
The Luna Jimenez Institute for Social Transformation			<a href="https://lijist.com/">https://lijist.com/</a>
Prisma Point	Linda Woodley		<a href="http://www.prismapoint.com/diversity">http://www.prismapoint.com/diversity</a>
Diversity Science			<a href="https://www.diversityscience.org/">https://www.diversityscience.org/</a>
Center for Equity & Inclusion			<a href="https://ceipdx.org/">https://ceipdx.org/</a>
Tusk Consulting			<a href="https://www.tuskconsultants.com/">https://www.tuskconsultants.com/</a>
Executive Diversity			<a href="https://www.executivediversity.com/our-team/miguel-valenciano/">https://www.executivediversity.com/our-team/miguel-valenciano/</a>
Future Work Design	Katie Augsberger		<a href="https://futurework.design/">https://futurework.design/</a>
The Neurology of Equity & Inclusion at Work, Train the Trainer Program	Amy Jeffers		<a href="https://flourish-training.com/">https://flourish-training.com/</a>
Empress Rules Equity Consulting			<a href="http://www.empressrules.net">http://www.empressrules.net</a>