

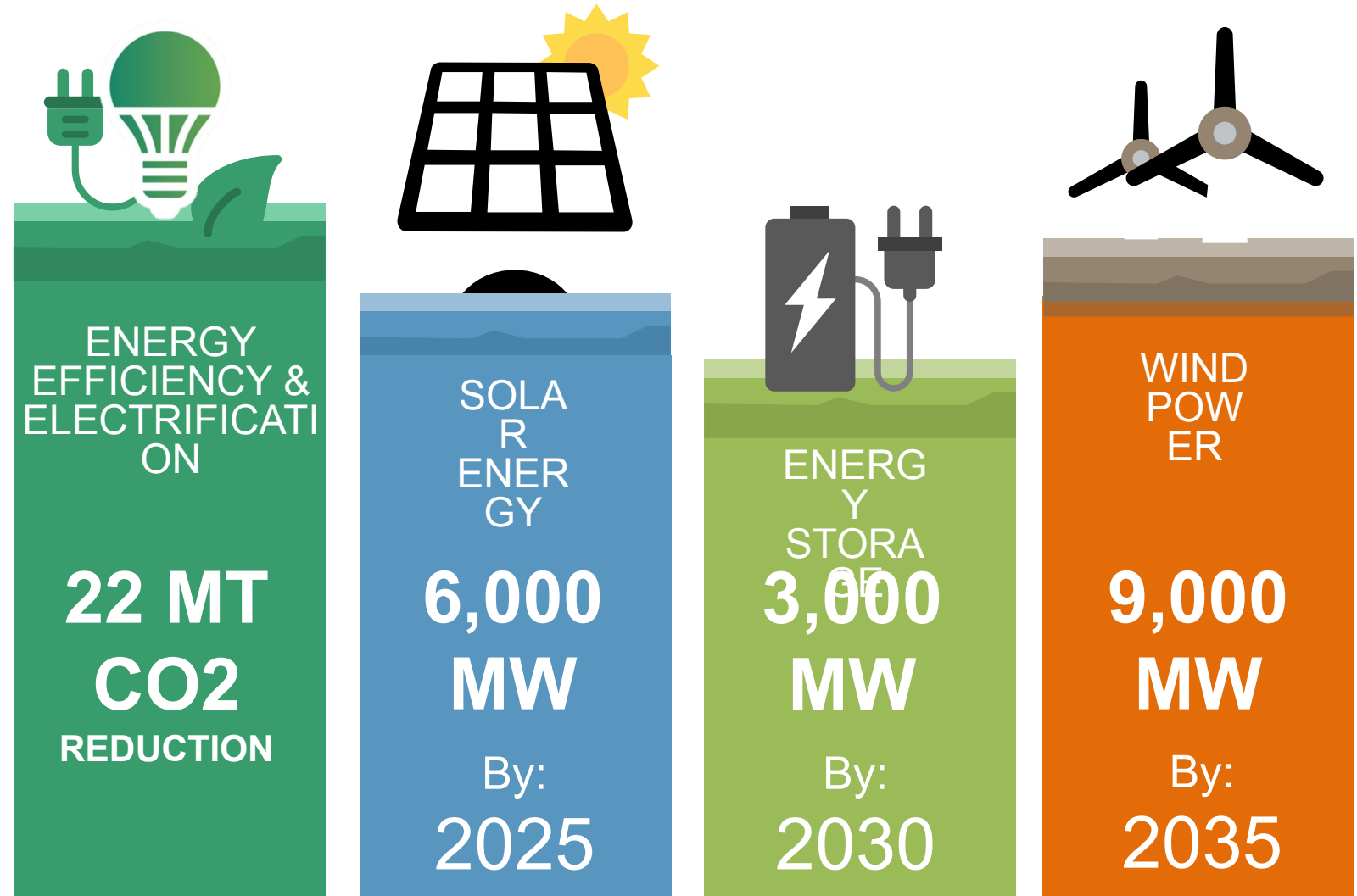
Achieving NYS Clean Energy Goals through Diversity

*AEG New York 21Q23
Stakeholder Challenge:
Grid Modernization*

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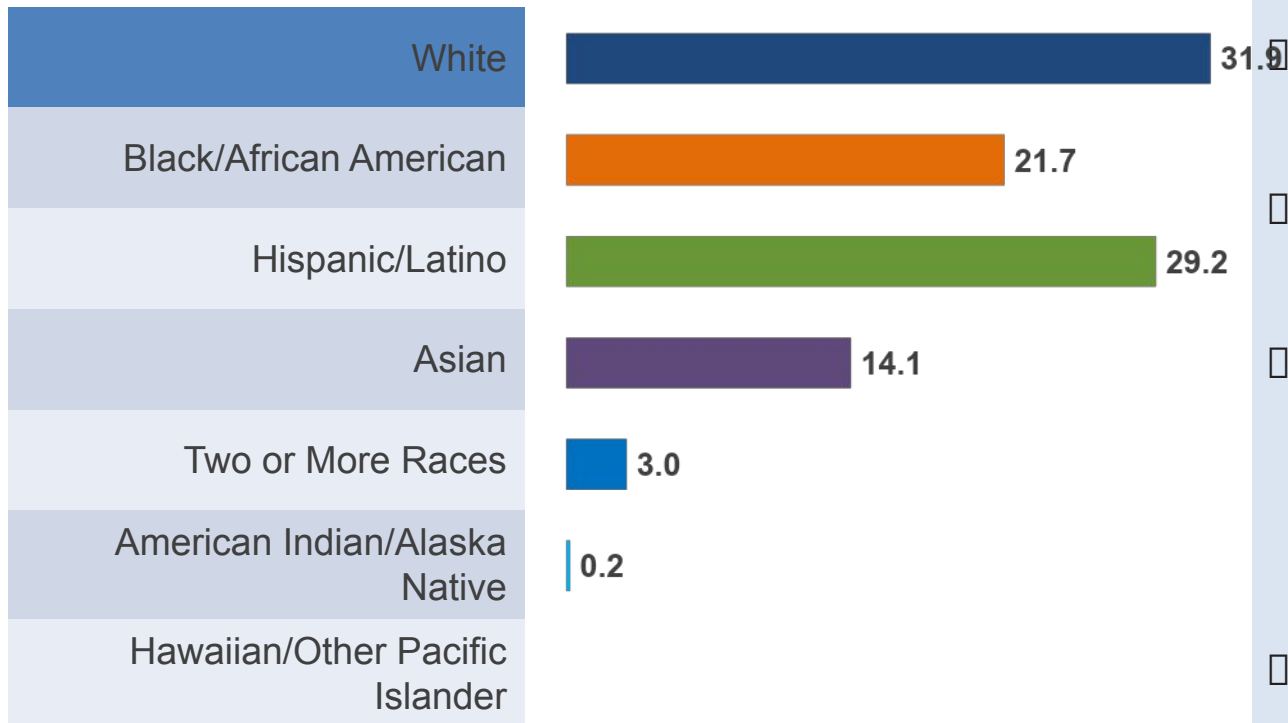
Con Edison



Climate Leadership Community and Protection Act (CLCPA)

Barriers to achieving Clean Energy Goals

NYC Population



- At 85% white and 80% male (2020 U.S. Bureau of Labor Statistics Survey), utilities represent one of the least diverse industries in the United States.
- African Americans account for only 6.7% of the current energy workforce, compared with 12% of the US workforce
- In 2015, women constituted 47% of the US workforce, but made up only 17% of the energy industry
- At Solar companies, 88% of senior executives are white and 80% are men. Women and African Americans represent 26 percent and 7.6 percent, respectively, compared to the overall workforce's women figures of 47 percent and 12.1 percent.
- Eight of the nation's largest electric utilities are led by women

Comprehensive Strategy Needed



Set targets to drive career growth and advancement into leadership roles



Prioritize community workforce development



Leverage data to drive diversity



Proactive investments in MWBEs



Increase community partnerships and engagement

Benefits of increasing diversity



Innovative Solutions



Improved Relationships



Broader Talent Pool



Enhanced Performance

Regarding Grid Modernization, to achieve NY's 2050 Carbon & Equity goals, a critical obstacle to overcome is the lack of industry collaboration to create meaningful employment opportunities through partnerships with HBCUs.

