



Embracing Diversity, Equity  
and Inclusion:  
Beyond Program Participation

Presented by:

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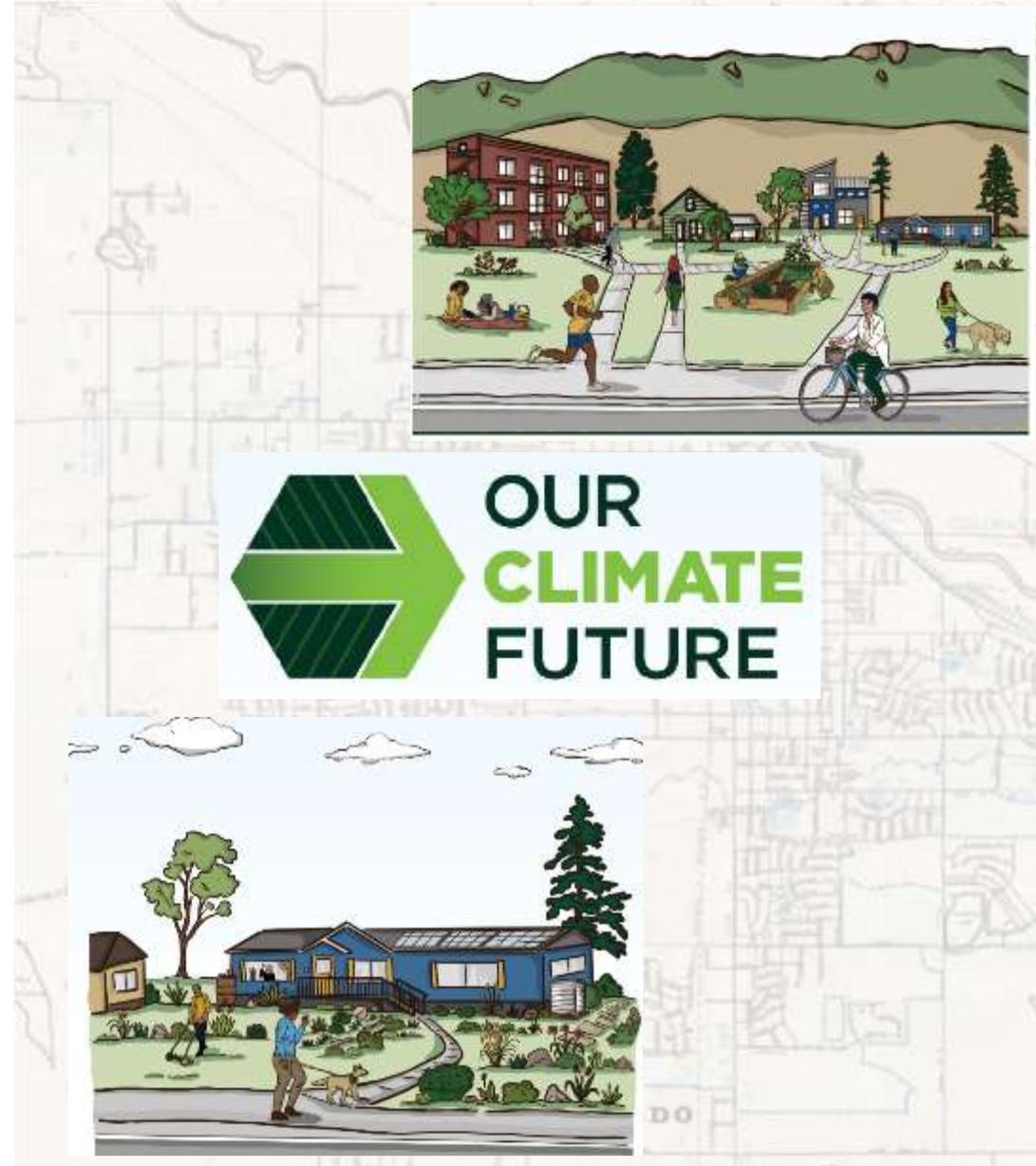


Pair up with someone next to you. You've got one minute each to introduce yourselves if you don't already know each other and describe:

How has an equity focus played out in my work in the last month?

Please consider what you need to be able to express your own experience and what you need to do to hear others express theirs

- Population 180,000
- Municipal electric utility
  - 2000 miles of distribution lines
  - 55 square miles
  - 320+ MW peak
- Part owner of generation and transmission authority
- Time-of-day (aka TOU) pricing for all residential
- Reliability 99.9965%
- Home to
  - Colorado State University
  - High tech & beer industries



Our Climate Future (OCF) primary goals:

- Reduce greenhouse gas emissions 50% by 2026, 80% by 2030 and carbon neutral by 2050\*
- Provide 100% renewable electricity by 2030



Core belief: equity-centered implementation will not only start to address current disadvantages but will also enable our success in achieving these goals



\* 2005 baseline

- What
  - Definitions, metrics, tracking, reporting, transparency, etc
- Why
  - Address historical and current disadvantages
  - Better outcomes for all
- How
  - Take risks, try and fail, share the personal and organization journeys

Underpinnings (or moral principles):  
How is justice fundamentally connected to equity and to resilience?

Entails the fair and intentional distribution of resources, support and power to those disproportionately disadvantaged by oppressive systems in ways that respond to their particular and expressed needs, goals and interests

The MOST MARGINALIZED are to be met with more and specific resources, deeper care and stronger priority

♥ Dr. Cori Wong

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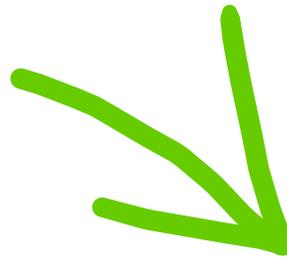
Make it easier for people  
from the most marginalized  
groups to get what they say  
they need

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Equity work is inherently  
about contesting and  
transforming relationships  
of power and privilege



Persuasive Power (within a Process)  
Positional Power (within a Structure)  
Power and Privilege (within a System)

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Pair up with someone next to you. You've got one minute each to talk about these types of power:

Do they resonate for you?  
Have you experienced their effect?

Persuasive Power (within a Process)  
Positional Power (within a Structure)  
Power and Privilege (within a System)

Please consider what you need to be able to express your own experience and what you need to do to hear others express theirs

## Our Climate Future planning

- Set intent with simple and direct language: “centered in equity leading with race”
- Ask very broad questions to scope effort
- Let partners and community members lead discussions

## Success

- Durable set of community inspired outcomes
  - Big Move framework
- Embedded equity and community leadership

## Lessons

- “Leading with race” language now revised in equity efforts
- It takes a long time
- Broad plan outcomes present implementation challenges

## OCF implementation with community partners

- Including community members on implementation teams
- Compensate for connection to marginalized residents
- Resource community organizations for implementation

## Success

- Demonstrate co-led initiatives
- Ongoing relationships/improved trust
- New perspectives and learning

## Lessons

- Having community members on teams is HARD
- Move from ongoing to project-based teams
- Simplify formalities

## Personal and collective journeys

- Acknowledging past mistakes
- Recognize power dynamics

## Cup of CAP

- Have a cup of tea and a simple human to human conversation
- Purpose is to get to know someone
- Build relationships and trust

## Success

- It worked!
- Validation for the big picture of the OCF plan

## Lessons

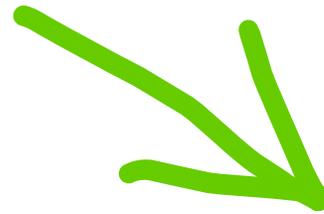
- Having staff be “not so City” was SO HARD for many, and
- Many thought it was the most authentic engagement we did
- We’ve got a long way to go

## Curb-cutting

- What happened when exclusion ended?
  - Everyone benefited
- What holds us back?
  - Belief that equity is a zero-sum game
- The Curb-cut effect illustrates the outsize benefits that accrue to everyone from policies and investments designed for equity

One evening in the early 1970s, Michael Pachovas and a few friends wheeled themselves to a curb in Berkeley, Calif., poured cement into the form of a crude ramp, and rolled off into the night. For Pachovas and his fellow disability advocates, it was a political act, a gesture of defiance. "The police threatened to arrest us," Pachovas recalls. "But they didn't." It was also pragmatic. Despite their unevenness, the makeshift sloping curbs provided the disabled community with something invaluable: mobility.

Systems are ~~upheld~~  
transformed by people  
with decision-making  
power who make choices



How can you leverage your role  
and choose to do things  
differently to advance more  
equitable outcomes?

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# THANK YOU!

For Questions or Comments, Please Contact:

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