Health + Energy
Program Design Network

Deep-Dive #1: Equity in Health + EE Program Design

Sara Hayes, Director

Christine Gerbode, Senior Research Analyst

Thursday, May 6, 2021 @ 3pm Eastern

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American Council for an Energy-Efficient Economy

The American Council for an Energy-Efficient Economy is a nonprofit 501(c)(3) founded in 1980. We act as a catalyst to advance energy efficiency policies, programs, technologies, investments, & behaviors.

Our research explores economic impacts, financing options, behavior changes, program design, and utility planning, as well as US national, state, & local policy.

Our work is made possible by foundation funding, contracts, government grants, and conference revenue.

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Agenda

- Welcome and Introduction
- Presentation: Incorporating Energy Equity and Justice into Program Design
  - Ariel Drehobl – ACEEE Local Policy Manager, Energy Equity
- Connecting Equity Considerations to H+E Program Design Network Focal Topics
- Q&A and Open Peer Sharing

Incorporating Energy Equity and Justice into Program Design

ACEEE Health & Energy Program Design Network
May 6, 2021

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Energy Justice and Equity

Definitions and examples of energy insecurity, justice, and inequities

Energy Justice and Equity

- A **Just Energy System** is one that fairly disseminates both the benefits and costs of energy services, and one that has representative and impartial energy decision-making

- Energy Justice is part of broader **Just Transition** framework to a low-carbon, regenerative economy that will remedy the injustices of the extractive economy

Dimensions of Energy Justice

Energy insecurity	the hardships households face when meeting basic household energy needs
Energy burden	the expense of energy expenditures relative to overall household income
Energy poverty	a lack of access to energy itself
Energy democracy	the vision that communities should have a say and agency in shaping their energy future

Dimensions from the Initiative for Energy Justice

JUST TRANSITION

ENERGY JUSTICE

Advance Energy Democracy

Alleviate Energy Insecurity

Reduce Energy Burden

Alleviate Energy Poverty
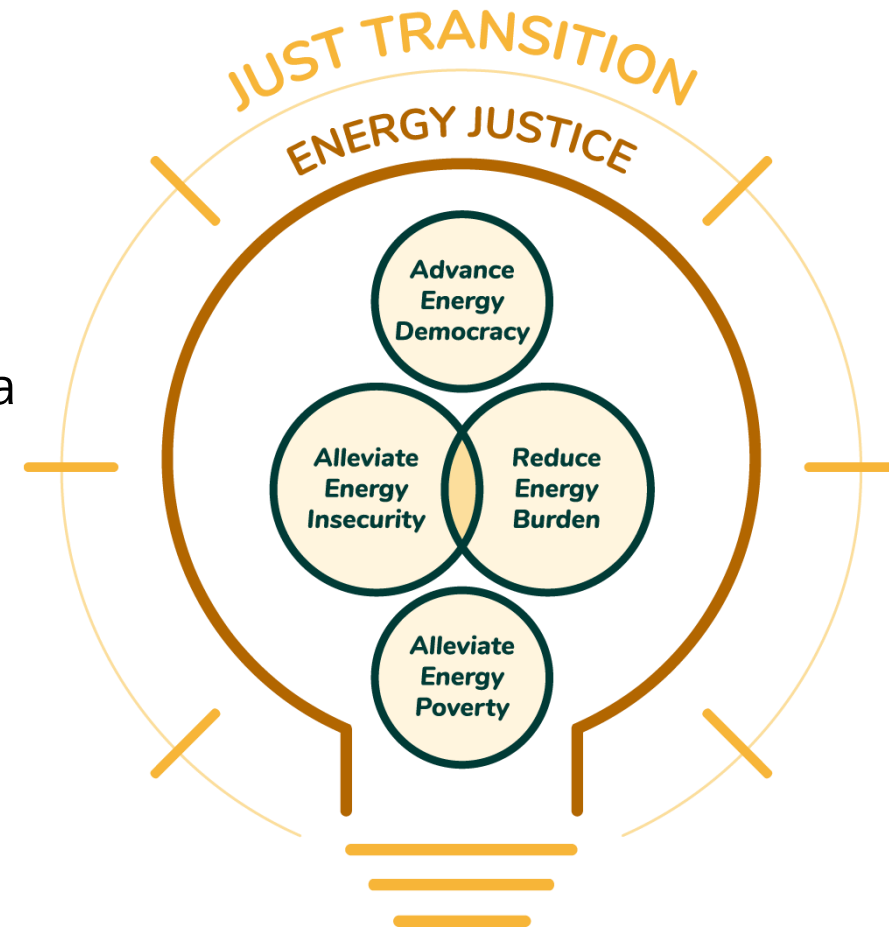
Initiative for Energy Justice:
iejusa.org/section-1-defining-energy-justice/

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Procedural Equity

Offer inclusive, accessible, authentic engagement and representation in the process of developing or implementing clean energy programs and policies

⬇

Community members have an active leadership role in the planning process and ensure that their needs and concerns inform and drive the development and outcomes of programs, goals, and solutions

Structural Equity

Decisions are made with a recognition of the historical, cultural, and institutional dynamics and structures that have led to clean energy inequities

⬇

Decision makers reform policies and programs that perpetuate disparities and work to build policy and program agendas that are fair, just, and equitable for all residents

Distributional Equity

Clean energy policies and programs achieve fair distribution of benefits and burdens across all segments of a community

⬇

Policies and programs effectively and equitably reach and benefit all residents, such as lower energy bills, clean energy jobs, clean energy investment dollars, and community wealth

Transgenerational Equity

Clean energy policies and programs consider, address, and mitigate intergenerational impacts

⬇

Decision makers create solutions that mitigate potential impacts for future generations and eliminate practices and processes that further deepen transgenerational structural inequities

Four Dimensions of Equity

Achieve a fair distribution of opportunities, benefits, and burdens

Institutionalize accountability

Recognize and address historical, cultural, and institutional dynamics and structures that have led to inequities

Energy Equity

Consider intergenerational impacts
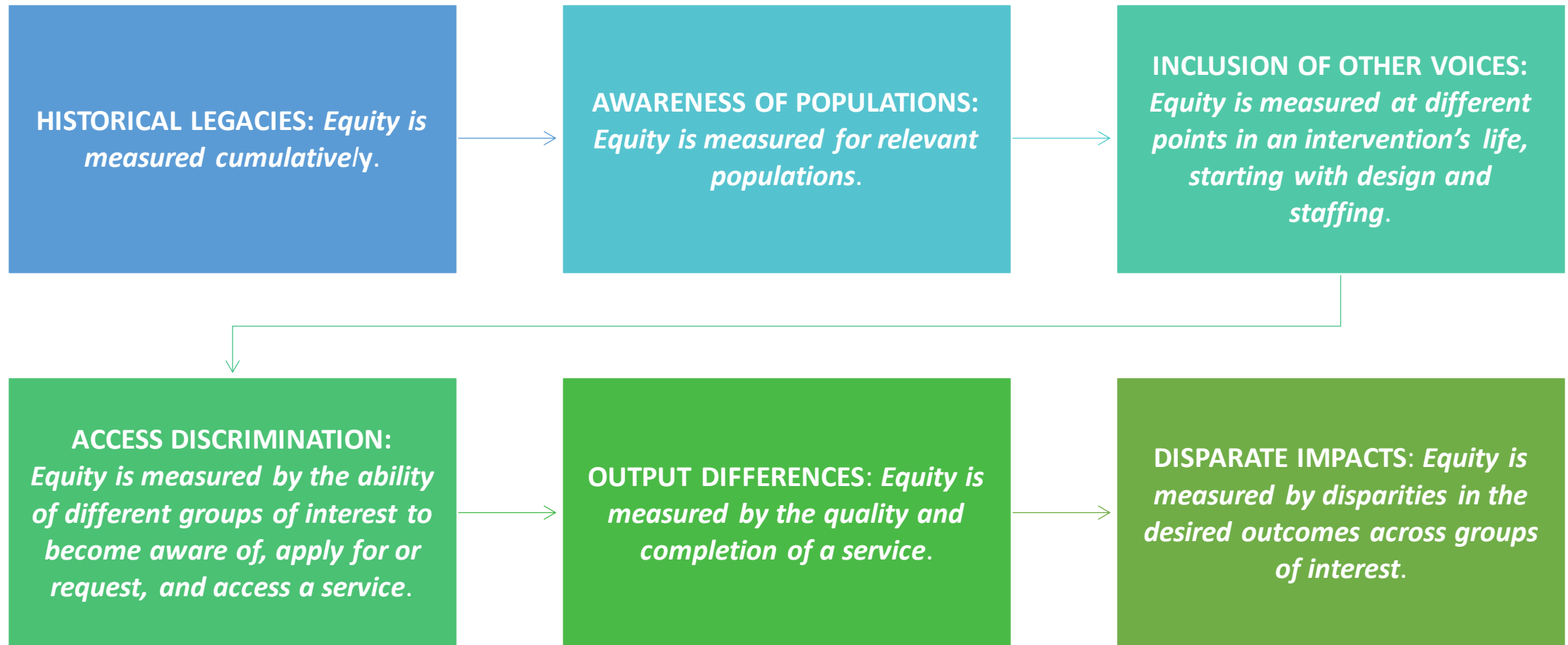
Ensure representation in decision-making and implementation process

Embed inclusive, accessible, and authentic engagement

Adapted from 2014 Urban Sustainability Directors Network (USDN) Report: *Equity in Sustainability: An Equity Scan of Local Government Sustainability Programs*: usdn.org/uploads/cms/documents/usdn_equity_scan_sept_2014_final.pdf

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Breaking Down Barriers: Dimensions of Equity

HISTORICAL LEGACIES: *Equity is measured cumulatively.*

AWARENESS OF POPULATIONS: *Equity is measured for relevant populations.*

INCLUSION OF OTHER VOICES: *Equity is measured at different points in an intervention's life, starting with design and staffing.*

ACCESS DISCRIMINATION: *Equity is measured by the ability of different groups of interest to become aware of, apply for or request, and access a service.*

OUTPUT DIFFERENCES: *Equity is measured by the quality and completion of a service.*

DISPARATE IMPACTS: *Equity is measured by disparities in the desired outcomes across groups of interest.*

Source: 2019 Report, *The State of Equity Measurement: A Review for Energy-Efficiency Programs* by Carlos Martín (Urban Institute) and Jamal Lewis (Green and Healthy Home Initiative). https://www.urban.org/sites/default/files/publication/101052/the_state_of_equity_measurement_0_0.pdf

History of Policies Impacting Energy Insecurity

History of Polices Impacting Energy Insecurity

- Older and poorer quality housing impacts health, comfort, and energy and water bills

- Historic policies have led to low-income households and communities of color concentrated in areas with poorer quality housing, greater pollution, and fewer high-quality jobs

- Examples of policies at the local, state, and federal levels impacting this outcome include:
  - **Redlining and racial covenants**
  - **Lack of access to mortgages and other loans**
  - **Mass incarceration**
  - **Employment discrimination**
  - **Underfunded schools**
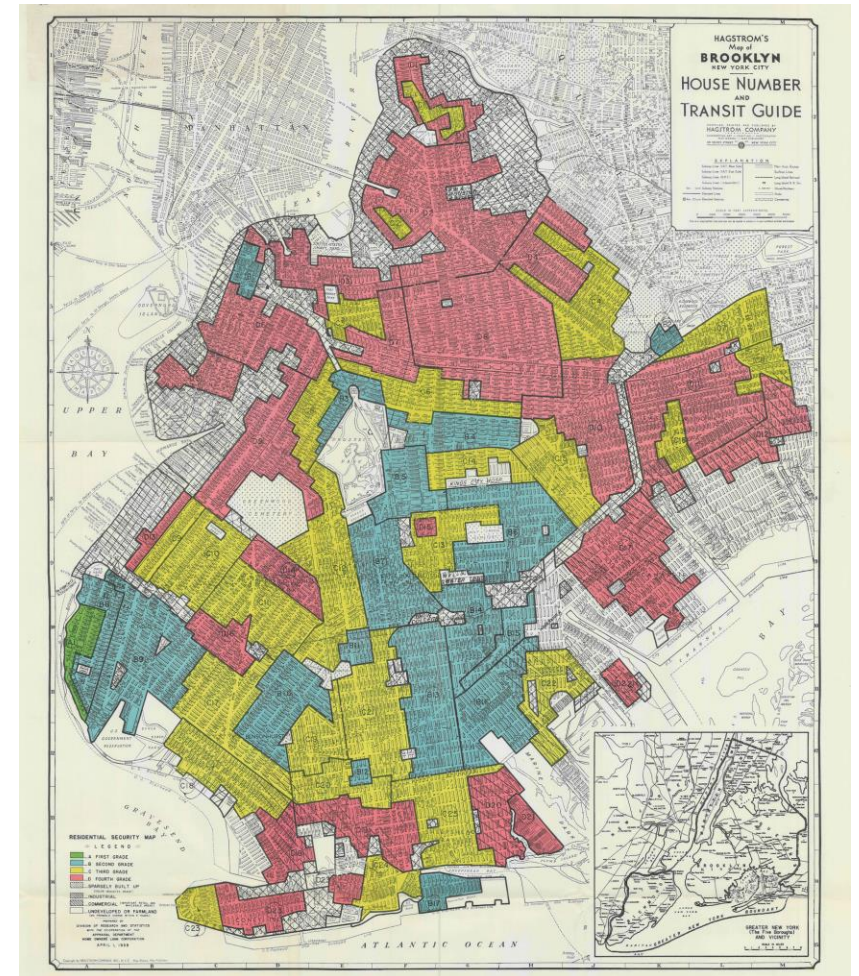
Image from NYT of redlining in NYC:
https://www.nytimes.com/2017/08/24/upshot/how-redlinings-racist-effects-lasted-for-decades.html

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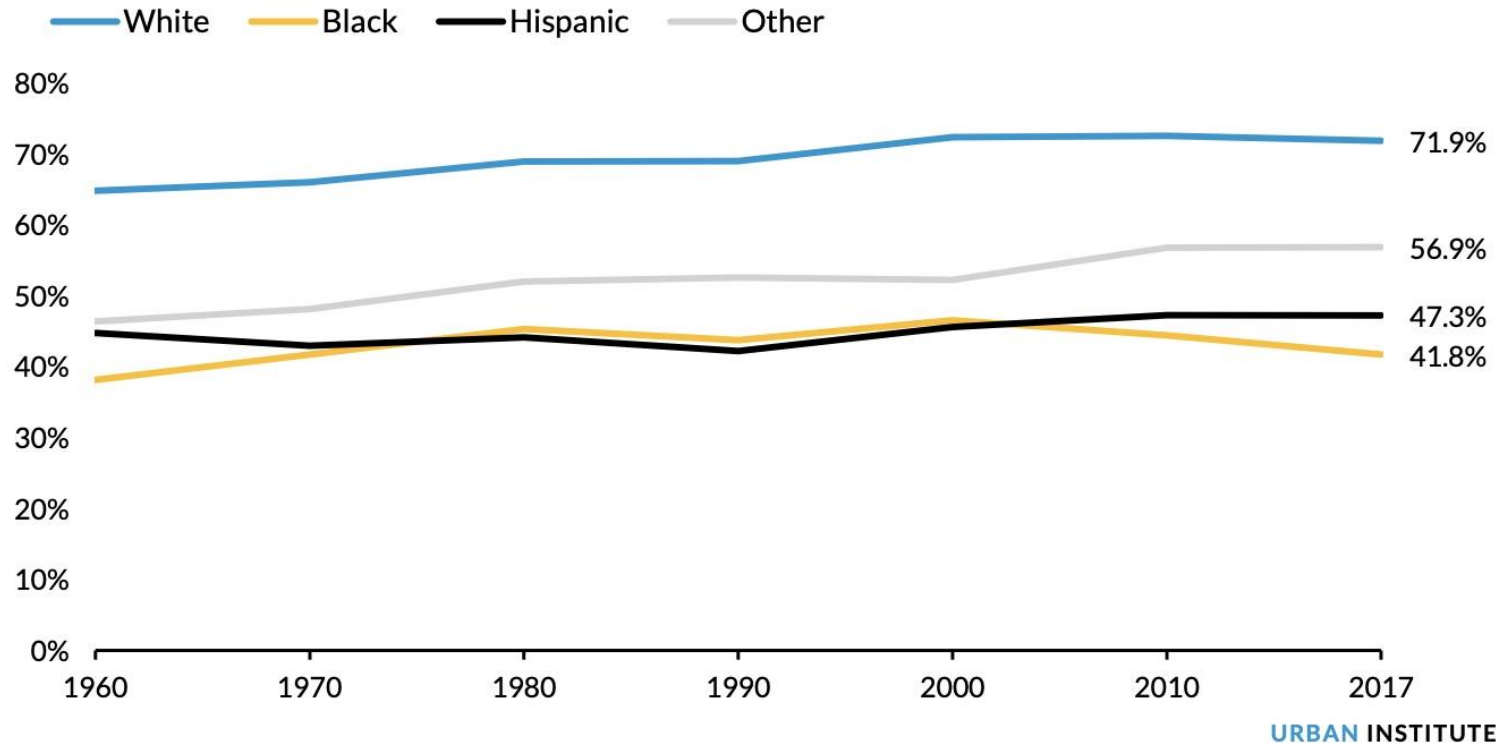# Case Study: Washington, DC: Racially Restrictive Covenants

- Racially restrictive covenants (RRCs) shaped the city
  - Legalized form of segregation starting in 1900 through 1948
  - Restricted residents by race and/or religion
- RRCs combined with discriminatory lending practices and policies limited intergenerational wealth building for communities of color and especially Black households

Map of Mt. Pleasant, DC highlighting homes that had racially restrictive covenants, mappingprejudice.umn.edu/prologue_dc_carto/seg_housing/

Racial Homeownership Gap

Homeownership by Race or Ethnicity

Legend: White · Black · Hispanic · Other

Chart values (2017): White 71.9%, Other 56.9%, Hispanic 47.3%, Black 41.8%

URBAN INSTITUTE

Sources: Decennial Census and the American Community Survey.

- Communities of color less likely to own a home today
- 43% of Black households can afford to buy a house, compared to 63% of white households nationally

National Association of Relators 2021 report:
cdn.nar.realtor/sites/default/files/documents/2021-snapshot-of-race-and-home-buyers-in-america-report-02-19-2021.pdf

Image from Urban Institute report: www.urban.org/urban-wire/breaking-down-black-white-homeownership-gap

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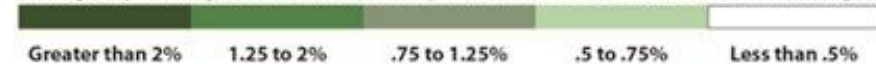American Council for an Energy-Efficient Economy

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Renting Households and Split Incentives

- Renters are more likely to be people of color due to systemic policies limiting housing ownership

- Renting households pay disproportionally more for their energy and often live in less efficient buildings

- Split incentives due to who pays the energy bill and who benefits from energy efficiency upgrades

Annual Potential Savings from Multifamily Buildings by State
at 15% electricity and 30% natural gas efficiency improvement
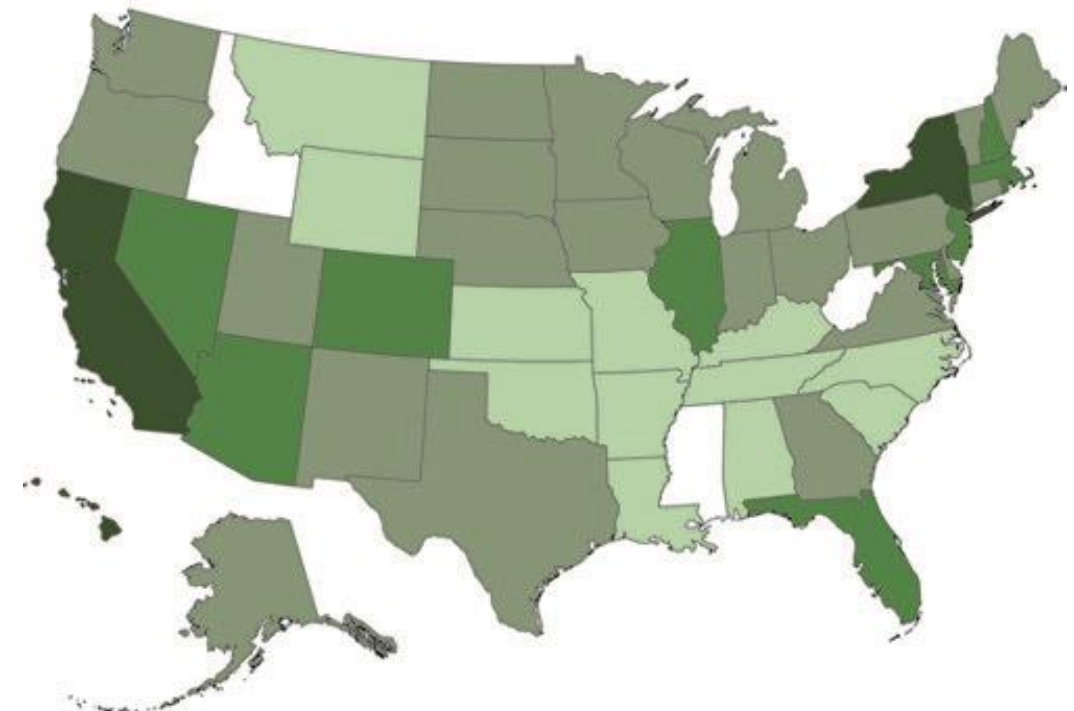
Savings as percentage of residential consumption (end use Btus, both electric and natural gas)

| Greater than 2% | 1.25 to 2% | .75 to 1.25% | .5 to .75% | Less than .5% |

Image from www.aceee.org/multifamily-project

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Energy Burden Report and Factsheets

- aceee.org/energy-burden

- Report and short video

- Fact sheets: 1 national/regional and 25 metro areas

  - Atlanta, Baltimore, Birmingham, Boston, Chicago, Dallas, Detroit, Houston, Las Vegas, Los Angeles, Miami, Minneapolis, New York city, Oklahoma City, Philadelphia, Phoenix, Richmond, Riverside, Rochester, San Antonio, San Francisco, San Jose, Seattle, Tampa, Washington DC

The median energy burden of low-income households is **3 times higher** than that of non-low income households.

The median energy burden of low-income multifamily households is **2.3 times higher** than that of other multifamily households.

The median energy burden of older adults (65+) is **36% higher** than the median household energy burden.

The median energy burden of Black households is **43% higher** than that of white (non-Hispanic) households.

The median energy burden of Hispanic households is **20% higher** than that of white (non-Hispanic) households.

The median energy burden of Native American households is **45% higher** than that of white (non-Hispanic) households.

Energy Burden Disparities

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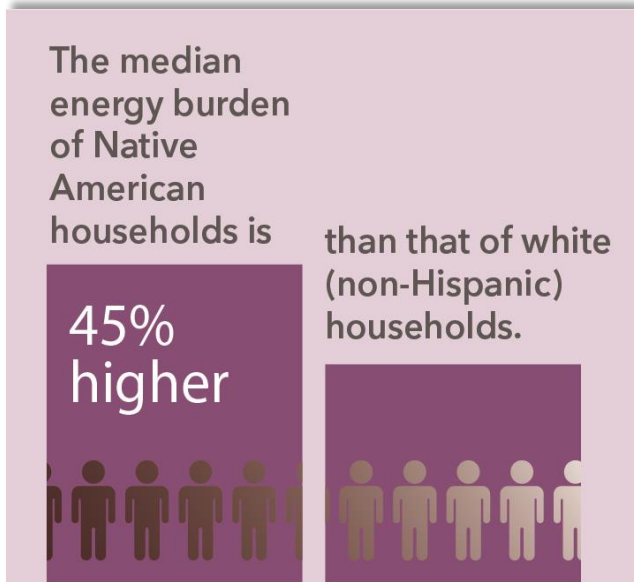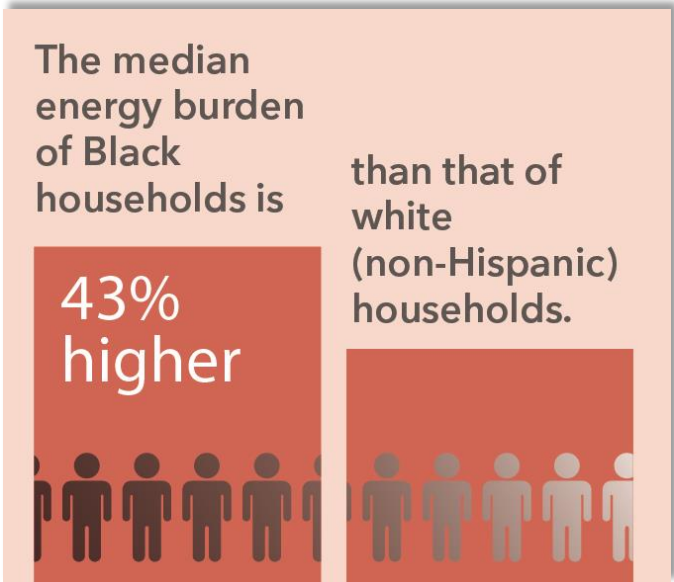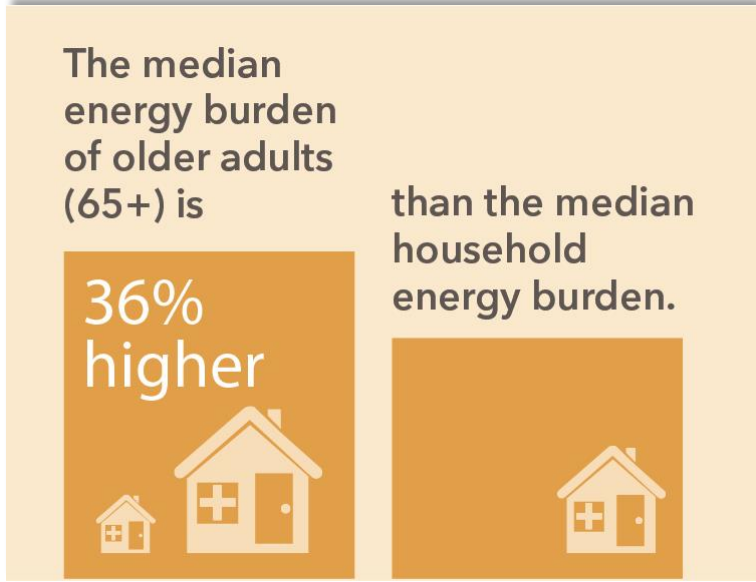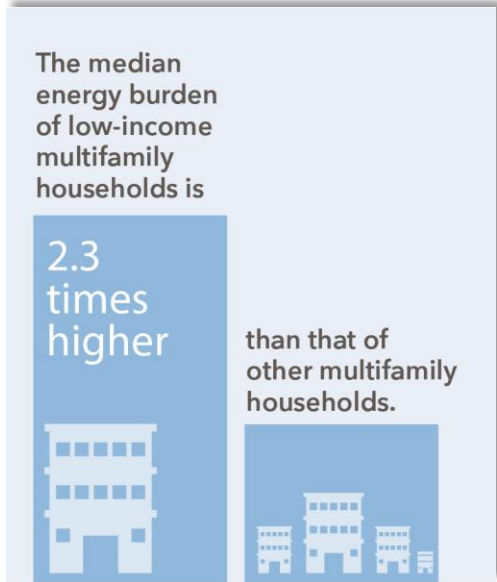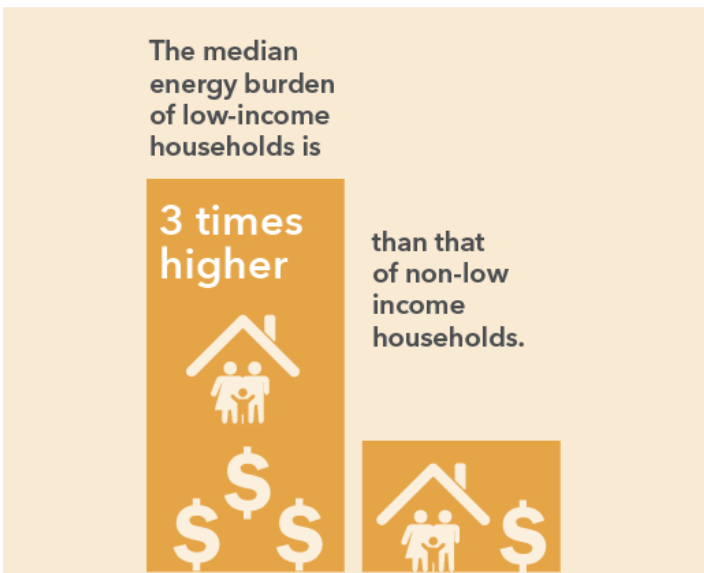
National Energy Burdens
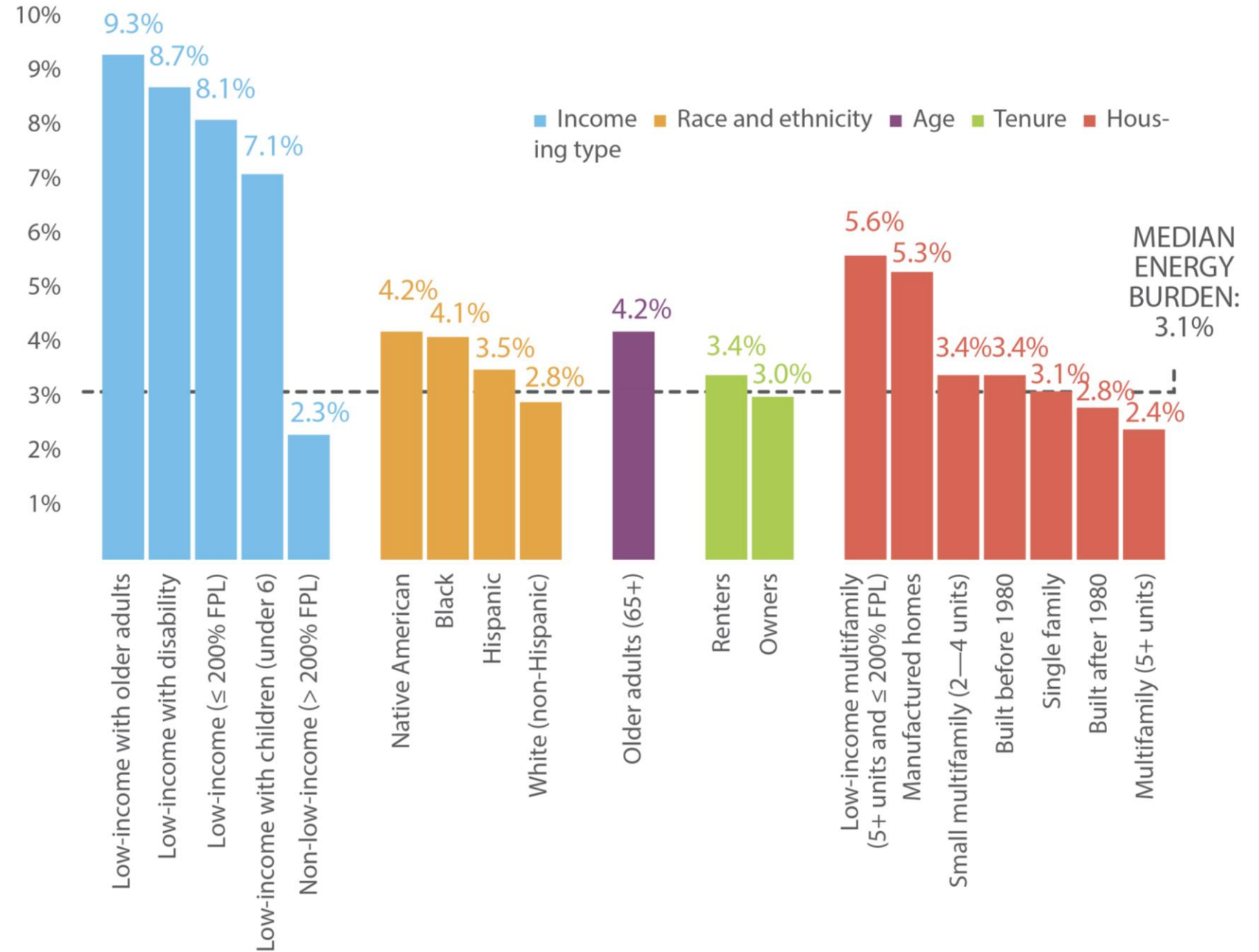
Additional Examples of Energy Sector Inequities

Barriers to Building Wealth

Black communities 68% more likely than white communities to live within 30 miles of a coal-fired power plant, and properties near toxic facilities (i.e., power plants) have 15% lower value

Source: National Research Council, 2010: *Hidden Costs of Energy*

Lack of Access to Energy-Saving Technologies

Energy-efficient light bulbs more expensive and less available in low-income communities in Detroit

Source: University of Michigan's *Urban Energy Justice Lab*

Unjust Health Burdens

Black children are also three times as likely to be admitted to hospital for asthma attacks than white children

Source: NAACP, 2014: *Just Energy Polices*

Exclusion from Workforce

High paying jobs in clean energy production and energy efficiency are dominated by white men—20% are women and less than 10% are Black workers

Source: Brookings Institution, 2019: Clean Energy Jobs

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Deadly air pollutant 'disproportionately and systematically' harms Americans of color, study finds

Black, Latino and Asian Americans face higher levels of exposure to fine particulate matter from traffic, construction and other sources

By **Juliet Eilperin** and **Darryl Fears**

April 28, 2021 at 2:00 p.m. EDT

🔖 Add to list

https://www.washingtonpost.com/climate-environment/2021/04/28/environmental-justice-pollution/

CNN | US | Crime + Justice | Energy + Environment | Extreme Weather | Space + Science | ● LIVE TV | Edition ⌄

People of color are three times as likely to live in most polluted places, new report says

By Leah Asmelash, CNN

🕐 Updated 9:00 AM ET, Thu April 22, 2021

| 03:21 | 05:52 | 03:34 | 05:27 |
| How climate change impacts people of color | The climate crisis is taking these farmers' most valuable resource | Discarded PPE filling up landfills and oceans | Our video streaming habits impact the planet. Here's how |

(CNN) — Climate change has continued to decimate air quality in the United States, and a new report has found that more than 40% of Americans live in areas with unhealthy air quality with people of color being the most negatively affected.

https://www.cnn.com/2021/04/21/us/air-quality-pollution-racism-trnd-wellness/index.html

Texas Blackouts Hit Minority Neighborhoods Especially Hard

As the freak winter storm raged, historically marginalized communities were among the first to face power outages, experts say.

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https://www.nytimes.com/2021/02/16/climate/texas-blackout-storm-minorities.html

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Designing Programs to Measure Equity

Procedural Equity

- Best practices for community engagement
  - Listen to understand community goals and existing initiatives
  - Partner with experienced and trusted community organizations for engagement
  - Select and deploy appropriate modes of engagement and minimize the burden of participation
  - Minimize the burden of engagement through stipends, realistic time expectations, and accessible logistics
  - Communicate about equity and clean energy with tailored messages that resonate

Source: Cadmus, *A Guidebook on Equitable Clean Energy Program Design for Local Governments and Partners,* https://cadmusgroup.com/wp-content/uploads/2018/09/Cadmus-USDN-Equitable-Clean-Energy-Guidebook.pdf

THE SPECTRUM OF COMMUNITY ENGAGEMENT TO OWNERSHIP

Facilitating Power

STANCE TOWARDS COMMUNITY	IGNORE 0	INFORM 1	CONSULT 2	INVOLVE 3	COLLABORATE 4	DEFER TO 5
IMPACT	Marginalization	Placation	Tokenization	Voice	Delegated Power	Community Ownership
COMMUNITY ENGAGEMENT GOALS	Deny access to decision-making processes	Provide the community with relevant information	Gather input from the community	Ensure community needs and assets are integrated into process & inform planning	Ensure community capacity to play a leadership role in implementation of decisions	Foster democratic participation and equity through community-driven decision-making; Bridge divide between community & governance
MESSAGE TO COMMUNITY	*Your voice, needs & interests do not matter*	*We will keep you informed*	*We care what you think*	*You are making us think, (and therefore act) differently about the issue*	*Your leadership and expertise are critical to how we address the issue*	*It's time to unlock collective power and capacity for transformative solutions*
ACTIVITIES	Closed door meeting Misinformation Systematic	Fact sheets Open Houses Presentations Billboards Videos	Public Comment Focus Groups Community Forums Surveys	Community organizing & advocacy House meetings Interactive workshops Polling Community forums	MOU's with Community-based organizations Community organizing Citizen advisory committees Open Planning Forums with Citizen Polling	Community-driven planning Consensus building Participatory action research Participatory budgeting Cooperatives
RESOURCE ALLOCATION RATIOS	100% Systems Admin	70-90% Systems Admin 10-30% Promotions and Publicity	60-80% Systems Admin 20-40% Consultation Activities	50-60% Systems Admin 40-50% Community Involvement	20-50% Systems Admin 50-70% Community Partners	80-100% Community partners and community-driven processes ideally generate new value and resources that can be invested in solutions

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Procedural Justice and Democracy

- Community engagement
  - Build relationships and collaboration
  - Ensure equitable participation
  - Embed oversight and consultation
  - Invest in education and training for staff
- Accessibility
- Assessment and Tools
  - Evaluation and accountability (e.g., community impact assessment)
  - Cost-benefit analysis, including environmental, health and societal benefits
- Data and information
- Recognition justice and framing

Equity Indicators

The effectiveness of these actions may be demonstrated through changes in the following equity indicators:

- ⬆ (Increase in) local survey responses indicating that residents believe they are able to have a positive impact on their community[163]
- ⬆ (Increase in) appointments to local advisory boards and commissions that reflect the gender, racial, and ethnic diversity of the community[164]
- ⬆ (Increase in) diversity of racial, ethnic, [gender], and geographic composition of planning organization boards[165]
- ⬆ (Increase in) percent of community members in a population engaged in energy policy rule-making proceedings
- ⬆ (Increase in) funding for participants of rule-making proceedings, particularly marginalized and vulnerable communities
- ⬆ (Increase in) percent of community recommendations that were meaningfully incorporated into final energy rules, policies, and/or decisions
- ⬆ (Increase in) percent of utility actions and projects engaged in with prior consent and consultation with Indigenous communities

In addition, equity indicators could be established to track the parity or disparity of benefits and burdens, across different populations, related to procedural justice and democracy. For example, some benefits and burdens relevant to this category include:

- Percent of customers involved in various decision-making points regarding utility actions (including attendance of meetings), disaggregated by all customers groups (e.g., income level, frontline community, senior citizens, medically vulnerable, rural/urban, renter/homeowner, race, gender, ability/disability, language spoken, etc.)
- Communication to customers regarding decision-making opportunities and progress updates regarding those activities, by customer groups
- Outreach (e.g., for education, input, collaboration, and other purposes) to specific addresses, number and frequency of community meetings, frequency of one-on-one conversations, types and frequency of social media outreach, and which languages materials are translated into[166] (broken down by customer groups where applicable)

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Structural Equity: Economic Participation and Community Ownership

- Hiring, recruitment, and compensation

- Education, training, and development

- Utility culture

- Supply and contracting

- Community ownership

Equity Indicators

The effectiveness of these actions may be demonstrated through changes in the following equity indicators:

- (Decrease in) Gini coefficient[243]

- (Decrease in) income inequality "95/20" ratio[244]

- (Decrease in) percentage of residents living below the poverty line[245]

- (Decrease in) percentage of women, men, children, and additional subgroups of residents living below the poverty line[246]

- (Increase in) local energy generation in GWh generated per year[247]

- (Increase in) percent of energy resources/assets owned or controlled by women and equity business enterprises

- (Increase in) percent of energy resources/assets owned or controlled by the local community

- Growth in jobs and earnings by wage level[251] and by all other customers groups

- Direct annual jobs created in full-time equivalents (FTEs)[252] by all customers groups

- Labor wage impacts in direct job wages ($/hour)[253] by all customers groups

In addition, equity indicators could be established to track the parity or disparity of benefits and burdens, across different populations, related to economic participation and community ownership. For example, some benefits and burdens relevant to this category include:

- Average annual receipts per firm[248] by all customers groups (e.g., income level, frontline community, senior citizens, medically vulnerable, rural/urban, renter/homeowner, race, gender, ability/disability, language spoken, etc.)

- Number of firms[249] by all customers groups

- Earned income growth by income-level percentile for full-time wage and salary workers[250] and by all customers groups

- Number of job trainees; job placements; and new hires retained after 2, 5, or x years – by all customer groups

- Percent of employees, by all customer groups, in mid-level and senior-level positions

- Value ($) of energy assets owned by all customer groups

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Distributional Equity: Health and Environmental Impacts

- Project development and evaluation
- Measuring which groups experience disproportionate health, energy, and economic burdens

Equity Indicators

The effectiveness of these actions may be demonstrated through changes in the following equity indicators:

- (Decrease in) accident fatalities per energy produced by fuel chain[272]
- (Decrease in) in metric tons (MT) of criteria pollutants[273]
- (Decrease in) GHG emissions in metric tons of CO_2 ($MTCO_2$), GHG intensity ($MTCO_2$/MWh)[274]

In addition, equity indicators could be established to track the parity or disparity of benefits and burdens, across different populations, related to health and environmental impacts. For example, some benefits and burdens relevant to this category include:

- Share of population and pollution burden, by race/ethnicity, geography[275] and all customer

groups (e.g., income level, frontline community, senior citizens, medically vulnerable, rural/urban, renter/homeowner, race, gender, ability/disability, language spoken, etc.)

- Air pollution exposure index, by race/ethnicity[276] and all other customer groups
- Percent of adults with asthma by race/ethnicity[277] and all other customer groups
- EJSCREEN composite score for environmental vulnerability (proximity to fossil fuel power plants, extraction sites, hazardous waste, incinerators, pollution point sources)[278]
- EJSCREEN Environmental Indicators[279]
  - National-Scale Air Toxics Assessment (NATA) air toxics cancer risk

- NATA respiratory hazard index
- NATA diesel PM
- Particulate matter
- Ozone
- Traffic proximity and volume
- Lead paint indicator
- Proximity to Risk Management Plan (RMP) sites
- Proximity to hazardous waste facilities
- Proximity to National Priorities List (NPL) sites
- Wastewater Discharge Indicator (Stream Proximity and Toxic Concentration)
- CalEnviroScreen Pollution Burden Indicators[280]
  - Drinking water contaminants
  - Pesticide use
  - Toxic releases from facilities
  - Cleanup sites
  - Groundwater threats
  - Impaired water bodies
  - Solid waste sites and facilities

- EJSCREEN composite score for demographic vulnerability (combination of household income, race/ethnicity, linguistic isolation)[281]
- EJSCREEN Demographic Indicators[282]
  - Percent low-income
  - Percent minority
  - Linguistic isolation
  - Individuals under age 5
  - Individuals over age 64
- CalEnviroScreen Population Characteristics[283]
  - Asthma
  - Cardiovascular disease
  - Low Birth Weigh (LBW) infants
  - Educational attainment
  - Housing burdened low-income households
  - Poverty
  - Unemployment

Source: Initiative for Energy Justice, *Justice in 100 Metrics*, iejusa.org/wp-content/uploads/2021/03/Justice-in-100-Metrics-2021.pdf

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Examples of Equity Measures
for the Health Sector

Dimension	Health Sector Measures
Historical Legacies	Histories of different treatment in medical trials, regular treatment, and in group-specific conditions have been written for women and groups of color.
Awareness of Populations	Race, gender, and income have been a focus, particularly regarding access to and quality of treatment. Also, health-defined classes (e.g., chronic disease or mental health issues).
Inclusion of Other Voices	Demographics of medical professionals have been increasingly studied. Nascent civic participation scholarship in health policy and interventions.
Access Discrimination	Income-based access issues (especially around health insurance) and the geographic distribution of health facilities add to historic racial and gender discrimination.
Output Differences	Birth, disease, and mortality rate differences are a common area of health measurement, along with health behaviors in relation to a treatment. These indicators are common health equity measures.
Disparate Impacts	Health conditions or outputs are typically outcomes of other areas. Few impact studies except for clinical drug/procedure trials or public campaigns. Contributing factors complicate outcomes.

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Examples of Equity-Related Metrics

Dimension	Examples of equity-related metrics
Historical Legacies	Recorded incidences, policies, or programs leading to inequitable or disparate conditions in relation to energy systems; longitudinal differences in energy use or intensity across groups
Awareness of Populations	Basic community demographic and composition by race, income, and other relevant factors; energy consumption patters by group; housing quality status by group; participation in any energy program across groups
Inclusion of Other Voices	Proportion of staff, contractors and program leadership demographically in relation to the service population; representativeness of population input for intervention design
Access Discrimination	Cost accessibility sensitivity tests; media hits for marketing materials by viewer demographic; eligible populations as proportion of service population
Output Differences	Attrition records from application to completion of intervention; proportional differences between completion rates and eligible or general population; implementation fidelity
Disparate Impacts	Energy use or intensity; household utility savings; peak load contributions; frequency of specific energy-related behaviors

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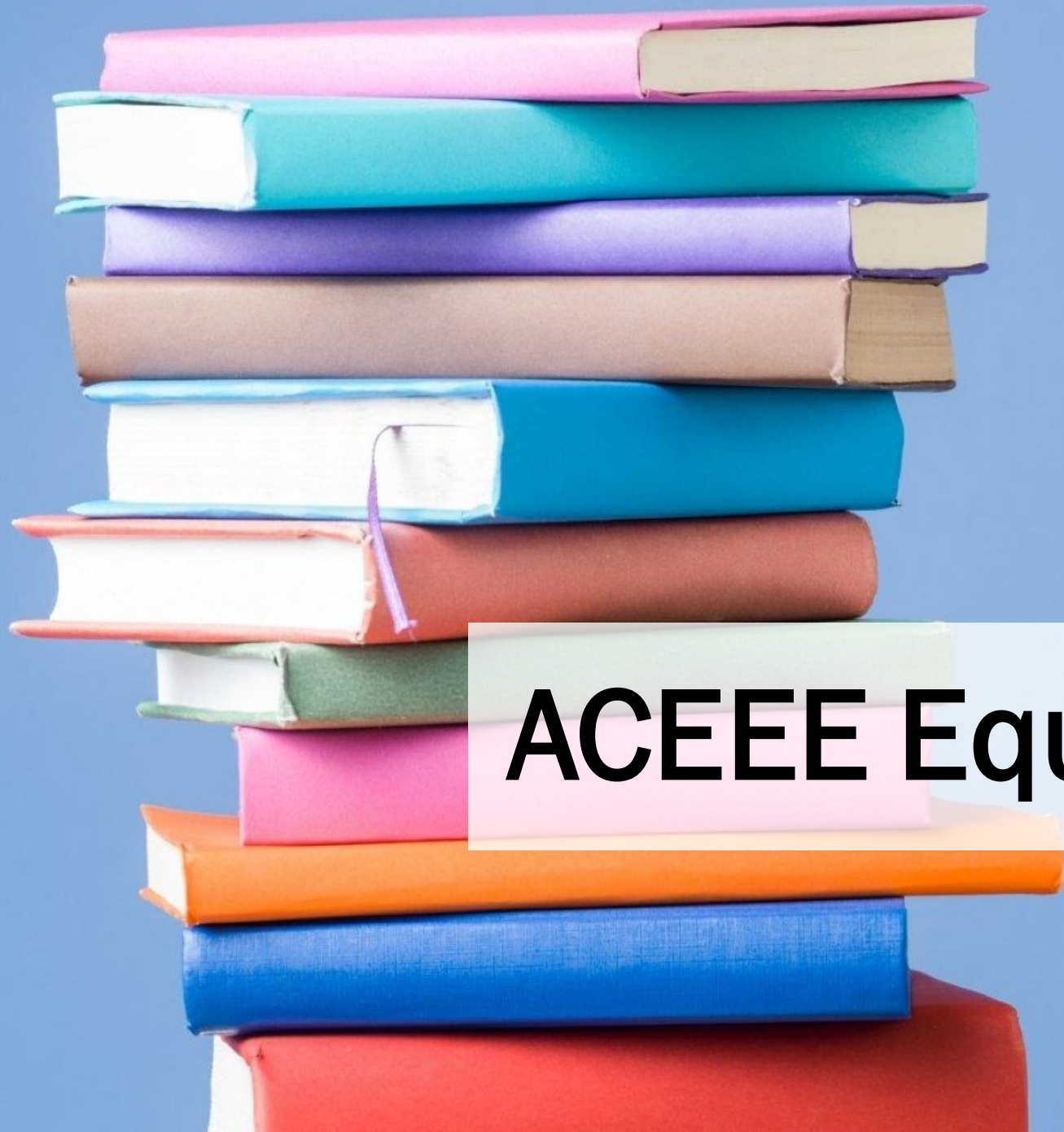
ACEEE Equity Resources

ACEEE's New *Leading with Equity Initiative*

- New initiative to incorporate more equity-centered metrics into our City, State, and Utility Scorecards

- Goal to move the needle so that Scorecard leaders need to be doing more on equity

- Project will convene community-based organizations, advocates, and utilities to jointly define success for equitable decarbonization and data needed to track progress

- **More information:** www.aceee.org/energy-equity-initiative

- **Sign up for updates and ways to participate:** survey.alchemer.com/s3/6168745/ACEEE-LWE-Interest-Form

LEADING WITH EQUITY

Key Resources

- **Initiative for Energy Justice**, *Justice in 100 Metrics: Tools for Measuring Equity in 100% Renewable Energy Policy Implementation*, iejusa.org/wp-content/uploads/2021/03/Justice-in-100-Metrics-2021.pdf

- **USDN & Cadmus Group,** *A Guidebook on Equitable Clean Energy Program Design for Local Governments and Partners,* cadmusgroup.com/papers-reports/a-guidebook-on-equitable-clean-energy-program-design-for-local-governments-and-partners/

- **Clean Energy States Alliance**, *Community Outreach and Solar Equity: A Guide for States on Collaborating with Community-Based Organizations,* https://www.cesa.org/resource-library/resource/community-outreach-solar-equity/

- **Green and Healthy Homes Initiative and Urban Institute,** *The State of Equity Measurement: A Review for Energy-Efficiency Programs,* urban.org/sites/default/files/publication/101052/the_state_of_equity_measurement_0_0.pdf

- **Movement Strategy,** *Spectrum of Community Engagement to Ownership model* to explore community engagement strategies, movementstrategy.org/b/wp-content/uploads/2019/09/Spectrum-2-1-1.pdf

- **Local and Regional Government Alliance on Racial Equity**, *Racial Equity: Getting to Results,* https://www.racialequityalliance.org/resources/racial-equity-getting-results/

Thank you for your attention! Questions?

Ariel Drehobl
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What Roles Do Equity Considerations Play in This Network's Focal Areas of Program Design?

- Identifying Health Services

- Pursuing Health-Related Funding

- Measuring & Communicating Health Impacts

- Building Relationships

Selecting Complementary Health Services

- How does your program identify needs within communities of color, low-income populations, or other under-served and underrepresented groups?

- How are you assessing existing conditions related to benefits and burdens?

- How can you integrate/prioritize the needs of under-served and underrepresented groups in your design and decision-making processes, to build the power and influence of these groups?

Pursuing Health-Related Funding

- What strategies are you developing to reduce costs/burdens and maximize benefits for under-served and underrepresented communities?

- How will resources, opportunities, and other benefits from your program's work be distributed amongst participating communities?

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Measuring and Communicating Health Impacts

- How are you assessing equity considerations related to your program's impacts? Do you have any metrics to track progress?

- What does data tell you about the experience of people of color, low-income populations and other under-served and underrepresented groups? What other information besides data can help you to understand the experience of marginalized groups?

- How are you sharing the potential and measured impacts of your program with the communities you intend to serve?

Building Relationships

- Is there an opportunity to build new partnerships and coalitions to inform, support and promote your proposed equity goals?

- Who might your processes and communications be leaving out? Are you missing input from key populations?

- How will you hold stakeholders (including yourself) accountable to their goals?

Q&A // Open Peer Chat

- We invite those of you on the line to share about how these topics connect to your own program's work, by voice or in the chat
    - What disparities have you noticed among your own program's intended service populations? How do these impact your ability to serve your participants?
    - What strategies have you tried to use to ensure equitable outcomes in your work? What has been the result (if you have results yet)?
    - What metrics are you using or would you like to use to track progress towards an equity-related program goal or outcome?
    - What challenges have you faced in developing and setting more equitable processes in your own program's work?
    - What questions do you have for your peers related to how to get started making equity a priority?

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Why Introduce Your Program on the Google Group?

- Find others in your state or region working on these issues

- Make your own work and questions visible to others

- Connect with others working to address the same challenges, nearby and nationally

Help create a valuable peer directory by posting just once, e.g.:

- Your name, state, and email/preferred contact
- Your program name/organization
- One thing you're doing (or considering) to add health services to your program
- One question you have that someone else in the network might be able to answer

Calendar of Upcoming Sessions

Date	Session Theme
Fri. May 28 **3PM ET**	Build relationships that expand services and funding for your program
Thurs. Jun. 10 **3PM ET**	DEEP DIVE 2: Cost-Effectiveness Testing and Monetization of Impacts
Thurs. Jun. 24 **3PM ET**	'Programs in the Wild': Peer sharing of program design successes

Dates and times of additional sessions will be announced by email as they are scheduled.

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Thank you for your participation!

Please go introduce yourself on the Google Group
to help build our network directory.

Feel free to send questions, comments, or feedback to
Christine at cgerbode@aceee.org.