



# Equity and Utilities Lunch and Learn

Sept. 28, 2022

# Agenda

- Speaker Introductions
- Intersections Between Utilities and Equity
- Boulder Xcel Partnership Equity Goals
  - Goals
  - Intended Outcomes
- Overview of Current Equity Efforts & Opportunities to Improve
  - Boulder
  - Xcel
- Q&A

# Speaker Introductions

- Carolyn Elam – City of Boulder
- Kathryn Valdez – Xcel Energy
- Ivan Medina – Xcel Energy
- Robert Barnes– Xcel Energy

# What do we mean by *equity*?

**Broadly, equity is...** both an outcome and a process.

- **Outcome:** When everyone has what they need to thrive, no matter their race, background, ZIP code, etc.
- **Process:** Those most impacted are meaningfully included in the creation and implementation of policies and practices.

*(Source: Race Forward)*

# Intersections of Equity and Energy Utilities

- **Rate Impacts** – effects for low-income households (utility cost burdened), utility shutoffs
- **Environmental Justice** – how the partnership helps address past, current and potential future harms to communities
  - People who live near power plants and fossil fuel extraction
  - Vulnerability extreme heat / cold and power outages
  - Ability to address indoor air quality issues resulting from indoor natural gas use
  - People and communities who are currently economically dependent on coal and gas industries
- **Access to Opportunity** – new jobs in renewables, weatherization, electrification, business development opportunities
- **Language and Literacy Ability** – how easy it is to understand bills, programs and options

# Equity Goal in the Boulder Xcel Partnership

- **Meet immediate human needs and essential life services** – provide protections against increasing utility cost burden and utility shutoffs for low-income households; reduce environmental health exposures.
- **Hedge against future harm** – increase resiliency to extreme heat and cold for vulnerable households; reduce indoor air quality hazards.
- **Grow economic benefits and opportunities** – increase opportunities for green jobs and workforce development with an emphasis on equity and those currently employed in the fossil fuel industry.
- **Improve language access** – expand existing efforts to make information clear and accessible across different language abilities.

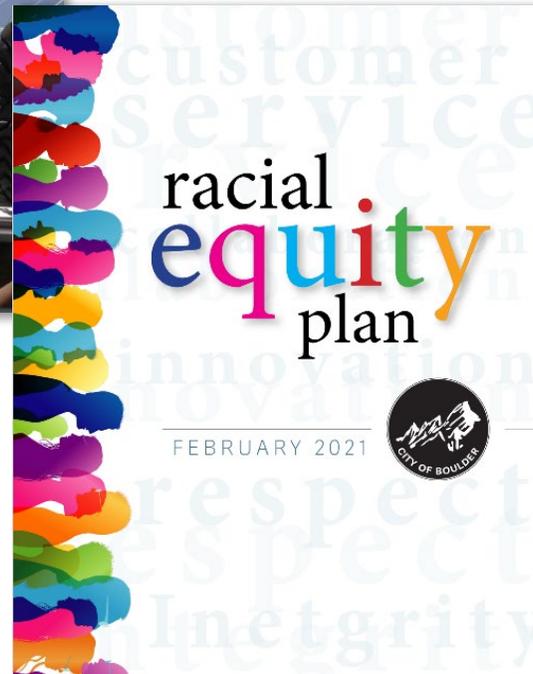
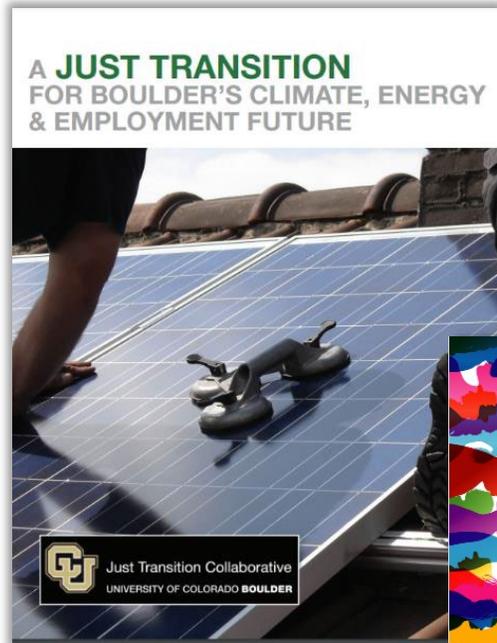
# Partnership & Advisory Panel Process

1. Develop Advisory Panel recommendations for the Boulder Xcel Partnership to better address equity across partnership activities; and
2. Develop a Partnership-specific equity lens to evaluate partnership activities and panel recommendations.



# Ongoing Equity Work – City of Boulder

# Centering Equity in Climate Action



## FLAWS Impact



412 units visited



412 LEDs installed



302 water fixtures  
installed

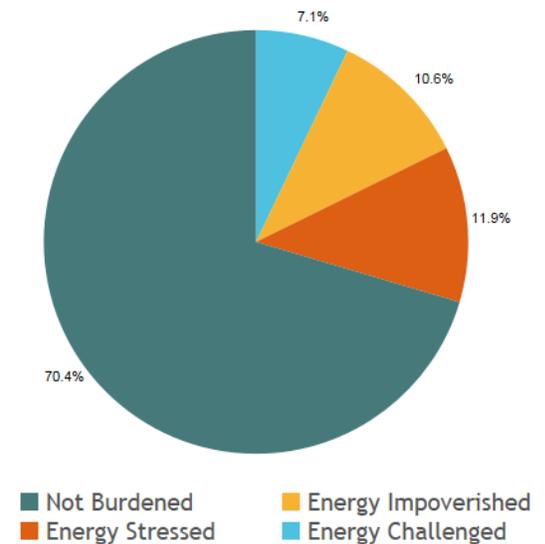


1,160 residents impacted

# Energy Burden: A Climate and Energy Risk

- While the average household spends about 2% of their income on energy, 30% of Colorado households spend much more and are classified as energy burdened
- More than 10% of Coloradans are considered energy impoverished (>10% of incomes is spent on energy costs)
- Several hundred Boulder households spend at least 14% of their incomes on their energy needs.

Energy-Burdened Households in Colorado

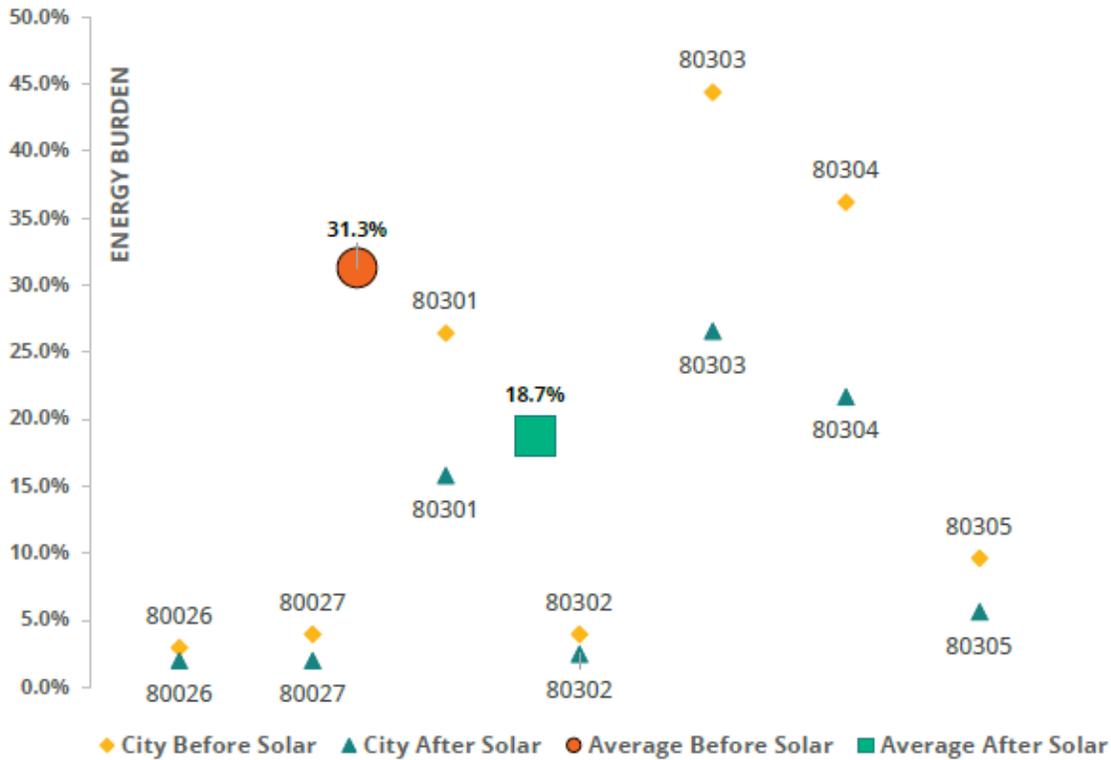


Census.gov American Community Survey

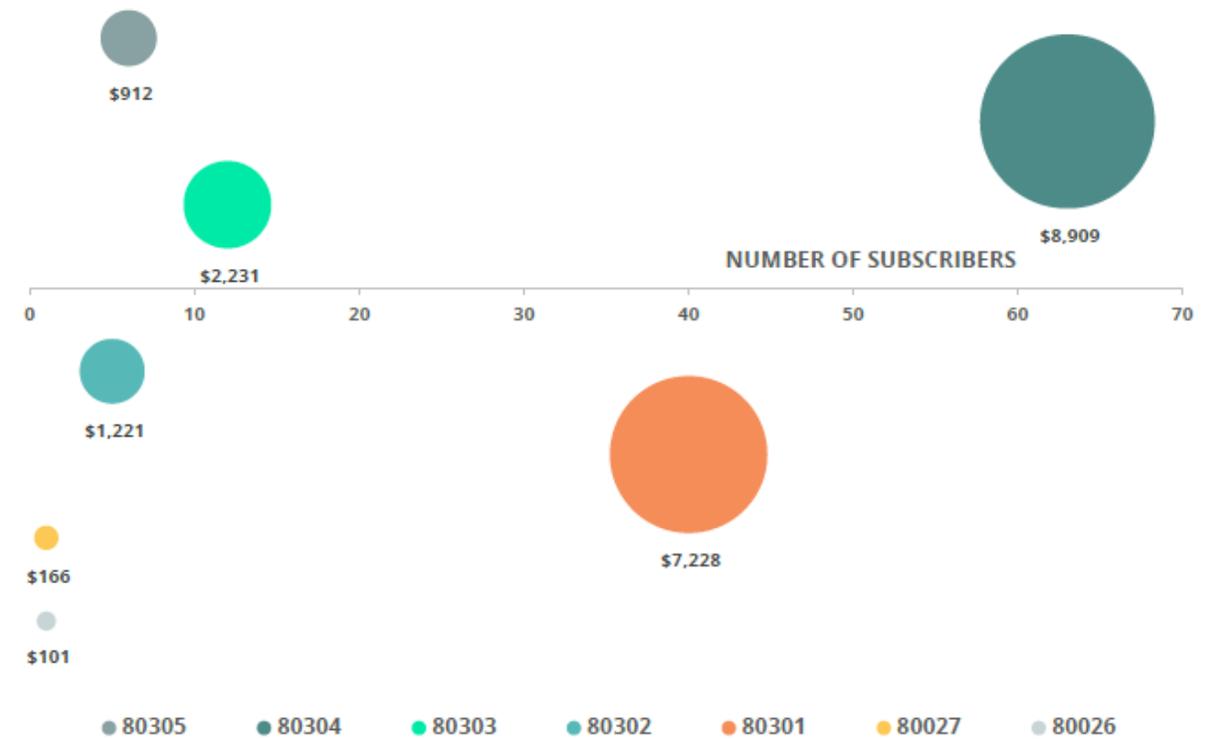
***Historical figures that do not yet reflect the realities of extreme heat and poor air quality.***

# Energy Burden: Programs Making a Difference

AVERAGE ELECTRICITY BURDEN BEFORE & AFTER SOLAR BY ZIP CODE



PROJECTED ANNUAL SAVINGS BY ZIP CODE\*\*



**Valmont Solar Garden Incentive Program**

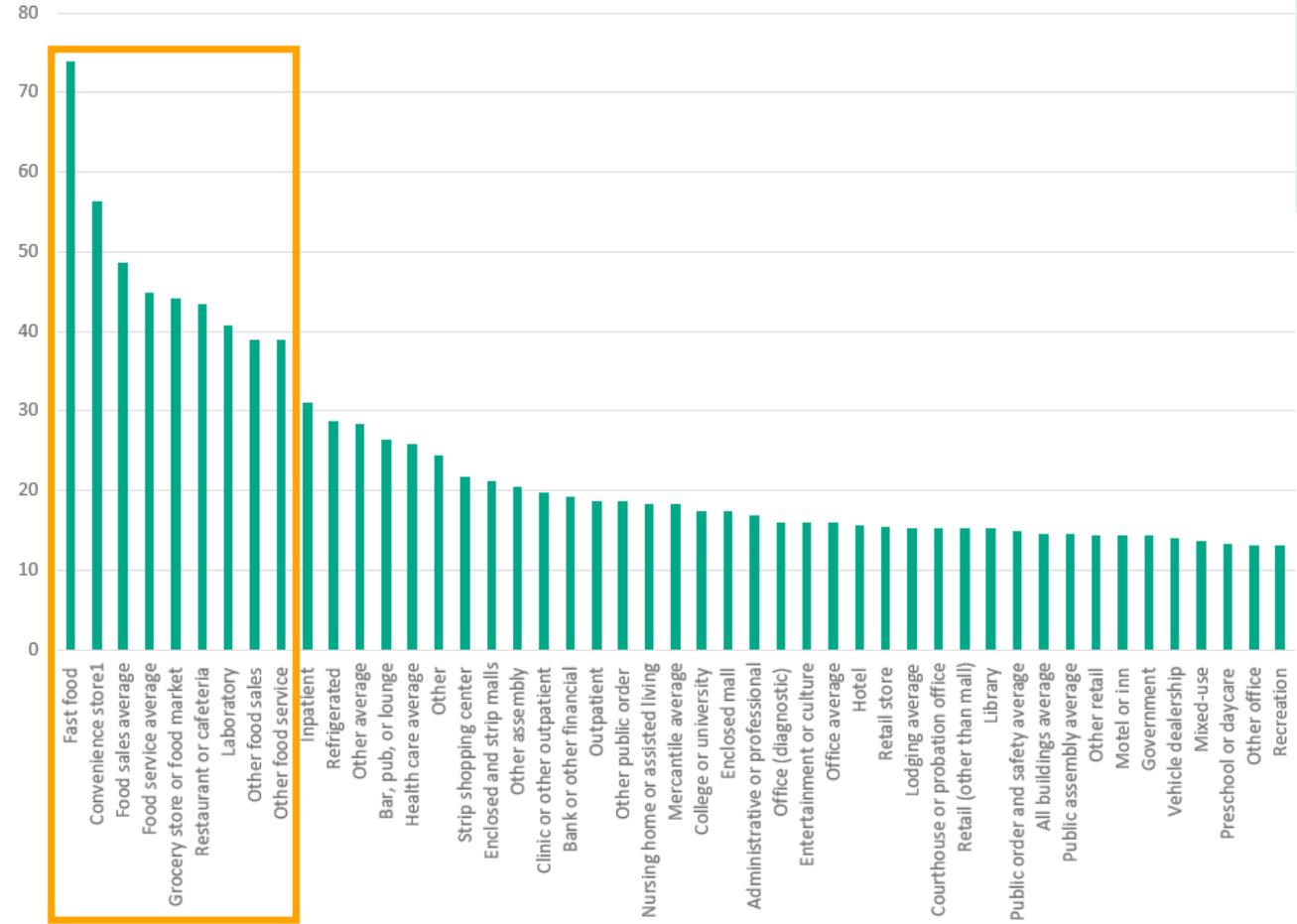
# Reducing Burden and Increasing Resilience

- Solar Gardens
  - Ponderosa Pilot
  - Valmont Incentive Program
  - BHP Garden
  - Jack's
  - Coming Soon
- Solar Grants
- Wind Damage and Efficiency Program
- Modular Construction Factory
- Climate Justice Collaborative
  - Disaster Preparedness Training
- Multifamily and Affordable Housing
- Boulder Meadows Outdoor Lighting



# Energy Burden: Impact on Small Businesses

- Restaurants and groceries pay 2-3 times more in energy costs on a square foot basis





“We felt good about putting in energy efficient equipment that is new, works fantastically and is good for the environment, but also it was great to feel supported during such a challenging time”

- Kamala, Owner of The Taj Indian Cuisine



# Ongoing Equity Work – Xcel Energy

# Xcel Energy and Equity

- Environmental Justice
- Customer Programs
- Just Transition

# Environmental Justice

## Internal Working Group and External Commitments



### EJ commitments:

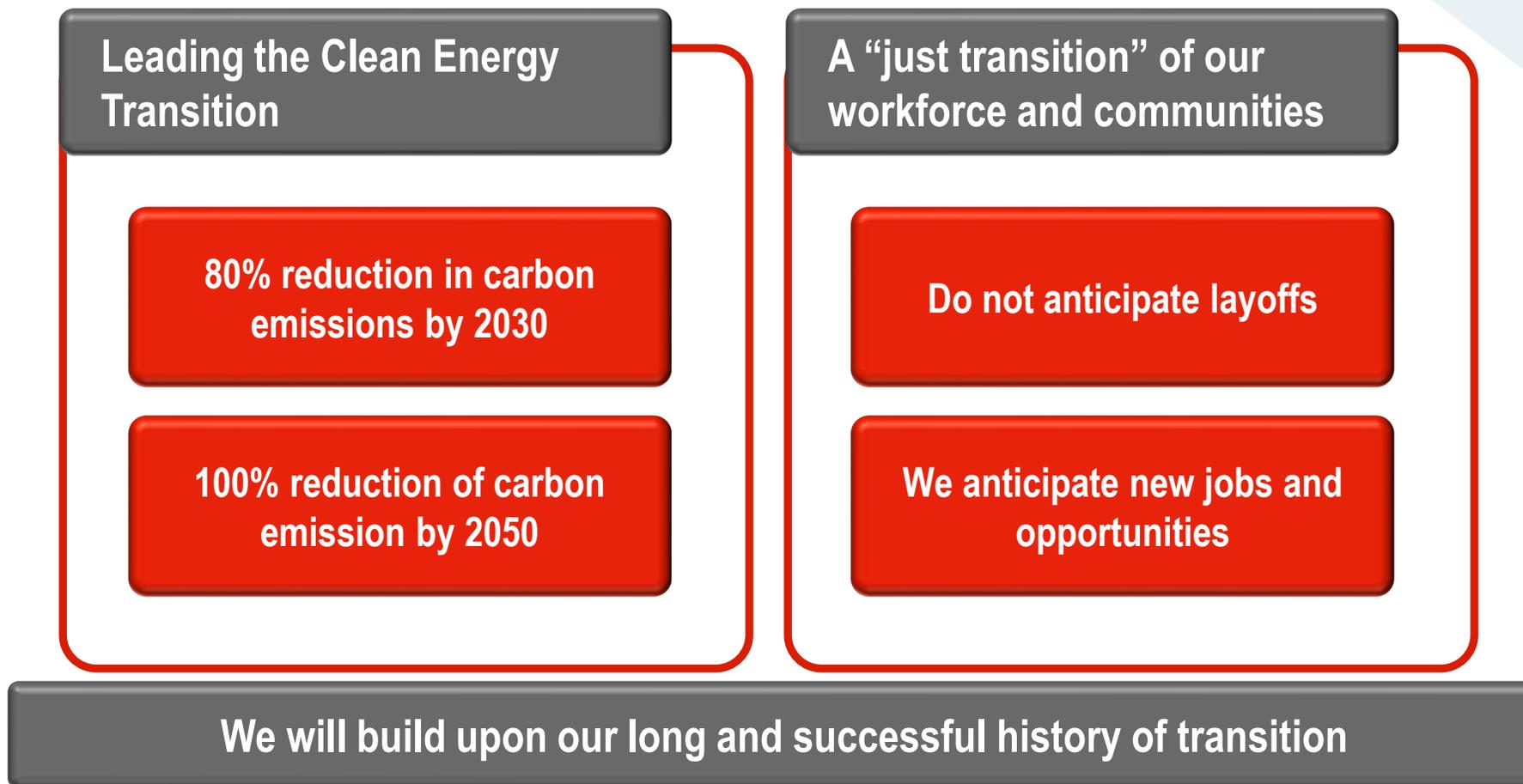
- integrated in strategy and plans
- committed to clean energy and environmental performance
- committed to affordable energy services
- we will continue to provide reliable and resilient service
- we support the continued vitality of our communities
- we continue to seek to understand and support stakeholder interests

# Customer Programs – Income Qualified

- **Single-Family Weatherization** assists income qualified customers who are receiving assistance on their energy bills through programs such as Low-Income Energy Assistance Program (LEAP).
- The **Multifamily Weatherization** program serves multifamily buildings with at least 66% of tenants at or below 80% area median income (AMI).
- The **Nonprofit Energy Efficiency Program (NEEP)** awards grants for energy efficiency upgrades to nonprofit organizations that serve low-income individuals and families.
- **Income Qualified Beneficial Electrification Pilot:**
  - Xcel Energy pilot launched in January 2022
  - Funds the full cost of heat pump technologies in our Income Qualified (IQ) portfolio
    - Multifamily Weatherization
    - Non-Profit Energy Efficiency (NEEP)
    - Single Family Weatherization
  - Studies post-installation bill impacts to identify best practices for minimizing energy burden



# Just Transition – Our Commitment



# Just Transition - Workforce Planning Process

1



Model the impacted workforce, inventory skills, identify future opportunities, and file the workforce transition plan with the state (Phase I filing)

2



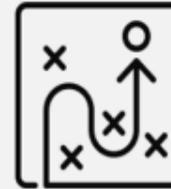
Identify transition opportunities from future assets, potential contractor insourcing, and natural attrition across all operations business areas

3



Conduct transition conversations with impacted workers, map employee aspirations to opportunities, and perform skill gap analysis

4



Create and deploy workforce transition resources and roll out transition pathways for workers; Encourage employees to leverage resources to better prepare and qualify for their transition aspirations

5

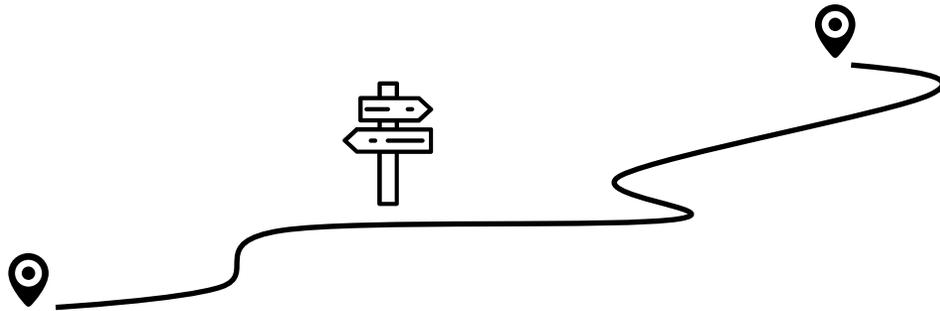


Update workforce transition plan, file the workforce transition plan with the state (future filings), and update all key stakeholders

# Just Transition – Skill Mapping to Solutions



Skill Gaps



*In partnership with various State agencies, the CO Office of Just Transition, and External Education Providers, create or deploy:*

Existing internal technical training

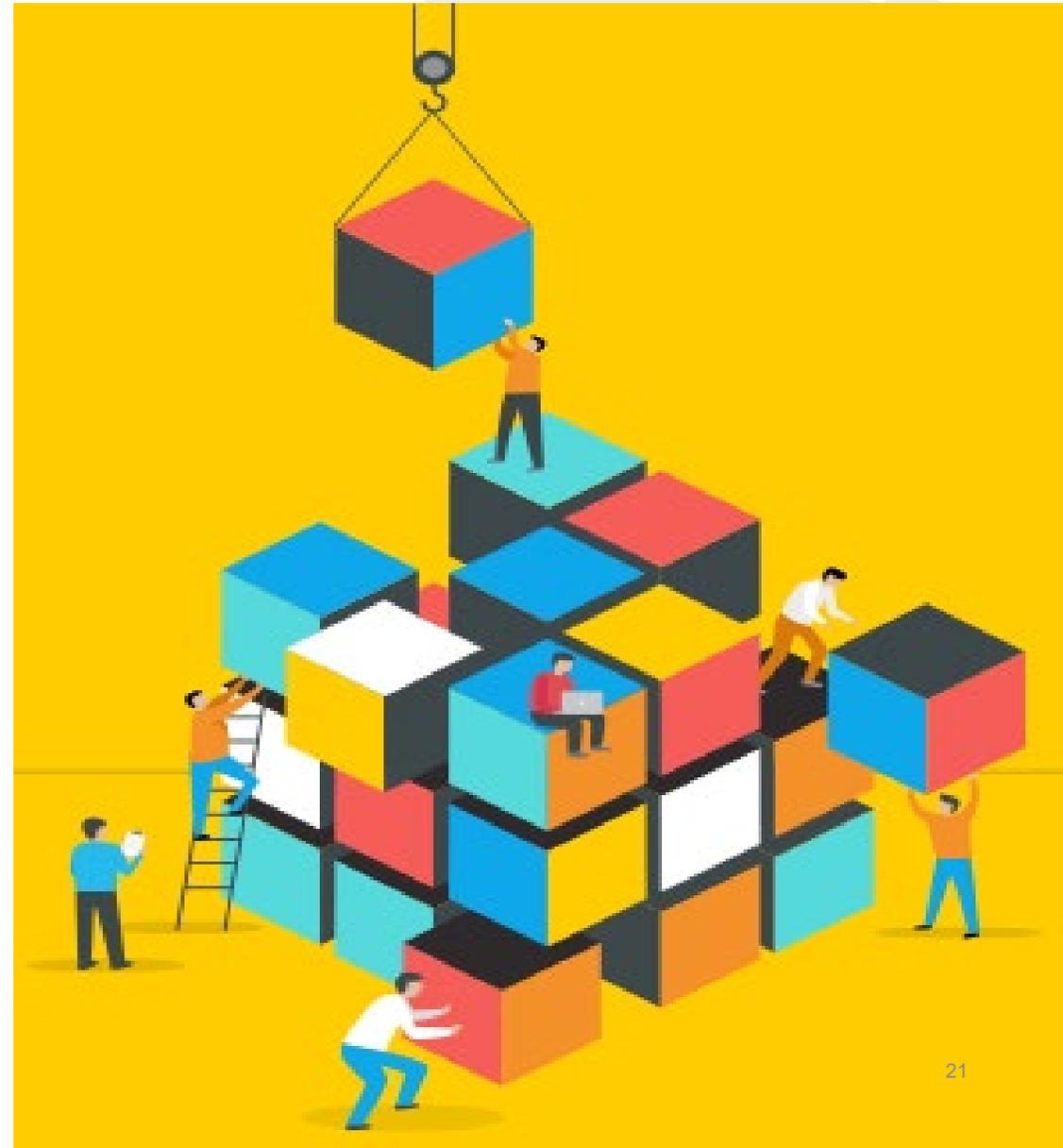
New internal or OTJ training

External training with education partners

External talent pipeline training programs



Training Solutions





# Q&A and Discussion

# What's Next?