Washington State Solar Summit
Diversity Equity & Inclusion in Clean Energy
Session Outline

• Panel Introductions
• Definitions
• Income/Wealth Inequality
• Gender Inequality Impacts
• Shifting WA State Demographics
• WA State Opportunity Challenges
• Panel Presentation
• Questions
Washington's Energy Future

Social Equity & Inclusion in the Clean Energy Economy

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Program Manager
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What Is Social Equity?

Equity is just and fair inclusion into a society in which ALL can participate, prosper, and reach their full potential.
Inequities Harm Families & Society

Inequities are not random, but are the consequences of past and persistent policy and investment decisions that are embedded and reinforced in our social, economic, and political systems, institutions, practices, and norms.
What Does Progress Look Like?

Progress is meaningful only if it’s felt by everyone and prosperity is shared by all Washingtonians. An inclusive economy means that historically underserved and underrepresented populations have access to opportunities and conditions that will allow them fully participate and to gain associated benefits.
What Does The End Game Look Like?

Equity is achieved when a Washingtonian’s race, ethnicity, gender, religion, sexual orientation, country of origin or zip code does not determine their health, income, wealth, educational attainment, or access to opportunity.
INCOME AND WEALTH INEQUITY IMPACTS BY RACE & ETHNICITY
Real Median Household Income by Race and Hispanic Origin of Householder: 1967 to 2013

Income in thousands (2013 dollars)

- **Non-Hispanic White**: $51,400, $63,200, $58,300
- **Hispanic (any race)**: $38,200, $41,000
- **Asian**: $63,200
- **Black & Native American**: $26,400, $34,600

Recession periods marked with light blue bars.
Declining income for blacks counters Seattle’s rising affluence

Median household income in Seattle

- Median (all races): $45,700 in 2000, $70,200 in 2013

Median household income in the U.S.

- $42,000 in 2000, $42,000 in 2010, $52,300 in 2013
- $29,400 in 2000, $34,800 in 2013

NOTE: Numbers not adjusted for inflation.
Source: U.S. Census Bureau

KELLY SHEA / THE SEATTLE TIMES
How Did We Get Here?

Inequities are not random, but are the consequences of past and persistent policy and investment decisions that are embedded and reinforced in our social, economic, and political systems, institutions, practices, and norms.

NET WORTH OF FAMILIES BY RACE (MEDIAN)

The wealth gap between African-American and white families grew 7% from 2010 to 2013.

Source: Casey Family Foundation

Source: Casey Family Foundation
GENDER INEQUITY IMPACTS
WOMEN IN S&P 500 COMPANIES

- CEOs: 5.8%
- Top Earners: 9.5%
- Board Seats: 19.9%
- Executive/Senior-Level Officials and Managers: 25.1%
- First/Mid-Level Officials and Managers: 36.4%
- Total Employees: 44.3%
WOMEN IN S&P 500 STEM COMPANIES

WOMEN IN S&P 500 PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES

Sources

Note: Professional, Scientific, and Technical Services includes legal, research, translation, accounting, architecture, engineering, consulting, and computer services. This is a Catalyst-assigned industry classification.

S&P 500 is owned by S&P Dow Jones Indices, LLC.
Updated: 22 August 2017
### Race and Gender Representation in the Corporate Pipeline in 2016

#### % of Employees by Level

<table>
<thead>
<tr>
<th>Entry Level</th>
<th>Manager</th>
<th>Sr. Manager/ Director</th>
<th>VP</th>
<th>SVP</th>
<th>C-Suite</th>
</tr>
</thead>
<tbody>
<tr>
<td>White Men</td>
<td>35%</td>
<td>45%</td>
<td>52%</td>
<td>60%</td>
<td>66%</td>
</tr>
<tr>
<td>Men of Color</td>
<td>16%</td>
<td>15%</td>
<td>13%</td>
<td>11%</td>
<td>10%</td>
</tr>
<tr>
<td>White Women</td>
<td>32%</td>
<td>29%</td>
<td>27%</td>
<td>23%</td>
<td>20%</td>
</tr>
<tr>
<td>Women of Color</td>
<td>17%</td>
<td>12%</td>
<td>8%</td>
<td>6%</td>
<td>4%</td>
</tr>
</tbody>
</table>

1. Total percent of women and men per level in race and gender pipeline may not sum to overall corporate pipeline totals, as the race pipeline only includes companies that were able to supply race data.

From LeanIn.Org and McKinsey & Company's *Women in the Workplace 2016* report—and based on employee pipeline data from 132 participating companies. Read the full report at womenintheworkplace.com
WOMEN’S PARTICIPATION IN CLEAN TECH/ENERGY
A High Concentration of Women Work in Jobs that Pay Less than State Average

Higher Paying Jobs:
- Information
- Scientific/Technical
- Utilities
- Finance/Insurance
- Management
- Wholesale trade
- Manufacturing
- Mining
- Public Administration
- Construction

Lower Paying Jobs:
- Transportation/Warehousing
- Health/Social Services
- Waste Management
- Educational Services
- Real Estate
- Retail Trade
- Arts/Recreation
- Agriculture
- Accommodation/Food Services

State Avg = $52,000

Men: 49% Men, 51% Women
Women: 28% Men, 72% Women

Source: Budget & Policy Center analysis of Quarterly Workforce Indicators
Gender Diversity in U.S. Solar

Percent Males: 72%
Percent Females: 28%

National Solar Jobs Census 2016
Labor Force by Race, 2010 Projected through 2050

The share of whites in the labor force will decline by 19 percentage points, while African-Americans and Latinos combined will rise by 15 percentage points by 2050.
WASHINGTON STATE IS BECOMING MORE RACIALLY DIVERSE

NEARLY 1 IN 3 WASHINGTON RESIDENTS IS A PERSON OF COLOR

Source: BPC analysis of Integrated Public Use Microdata, 2012 American Communities Survey; 1yr and 5yr data; *Non-Hispanic
Washington state is growing more racially and ethnically diverse

Race and ethnicity, Washington state, 1980 to 2050 (projected)

PERSISTENT AND INCREASING POVERTY IN WA STATE
WASHINGTONIANS IN DEEP POVERTY GREW BY 17 PERCENT OVER THE LAST DECADE

Number of Washington residents below 50 percent of the Federal Poverty Level, 2006 to 2016

Source: 2006 to 2016 1-year American Community Survey.
Note: 50 percent of the Federal Poverty Level is defined as $10,080 for a family of three in 2016.
A LOOK AT THE ECONOMIC WELL-BEING OF WASHINGTONIANS WITH LOW INCOMES

MANY HOUSEHOLDS STRUGGLE TO MEET BASIC NEEDS

WASHINGTON POVERTY BY THE NUMBERS

Deep Poverty: Less than $10,080 for a family of three, 405,847 people (Nearly 6%)\(^4\)

Poverty: Less than $20,160 for a family of three, 857,801 people (More than 12%)\(^4\)

Low Income: Less than $40,320 for a family of three, 2,015,651 people (Nearly 29%)\(^4\)

ANNUAL COST OF LIVING FOR A SINGLE PARENT WITH TWO KIDS\(^5\)

- Housing: $13,595
- Childcare: $11,564
- Transportation: $8,690
- Food: $7,939
- Taxes: $6,846
- Medical: $6,035
- Other: $4,880

$59,549 Annual Salary Needed
DEEP DISPARITIES EXIST FOR CHILDREN OF COLOR

WASHINGTON’S KIDS

More than 37% of kids live in families that struggle to make ends meet.

CHILDREN UNDER 18 IN HOUSEHOLDS WITH LOW INCOMES BY RACE/ETHNICITY, 2012-2014

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latino</td>
<td>66%</td>
</tr>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>57%</td>
</tr>
<tr>
<td>Black</td>
<td>57%</td>
</tr>
<tr>
<td>Multiracial</td>
<td>37%</td>
</tr>
<tr>
<td>Asian &amp; Pacific Islander</td>
<td>30%</td>
</tr>
<tr>
<td>White</td>
<td>30%</td>
</tr>
</tbody>
</table>

Washington’s Weak and Unequal Opportunity Infrastructure

No County Gets an “A” for Opportunity
Opportunity Index by County 2011

Just 4 in 10 Central Puget Sound Residents Have Access to High Opportunity

- Total Population: 40%
- White: 43%
- Asian: 43%
- American Indian/Alaskan Native: 28%
- Hispanic: 28%
- Black: 26%

Source: Opportunity Index (opportunityindex.org), a project of Opportunity Nation and Measure America, a Project of the Social Science Research Council
Parts of the state continue to lag behind on employment opportunities
Unemployment rate by county, Washington state, October 2017

Invest For Equitable Prosperity

The investments policymakers and business leaders make today to level the playing field for everyone will have deep and profound implications for Washington’s progress and prosperity as a whole.
Invest For Equitable Prosperity

The future well-being of all Washingtonians is dependent on correcting the deep and pervasive racial imbalances that exist across measures of health, income, education, employment and opportunity.
Panel Presentation

Photo source: keenleader.com