

CalSEED DEI Training Resources

Helpful Listservs

Places to post job postings and learn about opportunities

- [Women of Color in Sustainability \(WOCCS\)](#)
 - [Subscribe](#) to their newsletter
 - [Post jobs](#) on a job board that includes outreach specifically to women of color
- [GreenJobs Board hosted by Brown Girl Green](#)
 - The Green Jobs Board is a platform that provides a single source for environmental job seekers to discover and educate themselves on employment opportunities with companies that prioritize sustainability and diversity, equity, and inclusion in their work. Their mission is to bridge the gap between opportunity and access within the environmental field, especially for BIPOC, LGBTQIA+, Peoples with Disabilities, etc., seeking work in this industry.
- [Diversity in Sustainability](#) - Network initiated by diverse sustainability professionals aimed at increasing diversity, equity, and inclusion within the field of sustainability of jobs throughout the world focused on sustainability and/or social justice
 - [Subscribe](#) to a weekly newsletter that shares out job opportunities and events related to sustainability and social justice
- BIPOC Climate California
 - [Listserv](#) for those who identify as Black, Indigneous, and/or other People of Color and work in the climate and sustainability field within local government, community-based organizations, academic institutions, non-profit organizations, and companies.
- [Ed's Clean Energy & Sustainability Jobs List](#)
 - Weekly listserv with a large following that provides climate and clean energy job postings
- [EDICT Fellowship](#)
 - Matches students and young professionals to internships in climate tech organizations - the program helps provide professional development opportunities for the interns
- [American Association of Blacks in Energy](#)
 - Has many resources, events, and programs to ensure that African Americans and other minorities have a voice in the formation of energy policy. They have a [job board](#) that companies can use for outreach.
- [Hispanics in Energy](#)
 - Hispanics In Energy (HIE) is a community-driven, non-profit organization designed to facilitate Hispanic inclusion in America's energy industry. It is a resource for the energy industry, utility companies, municipalities, elected or

appointed officials with oversight responsibility of energy related policies and practices, and communities on comprehensive energy matters

- [Asians in Energy](#)
 - The mission of Asians in Energy is to lead Asian Pacific Americans on energy and telecommunications issues and trends to inspire understanding, expand knowledge and strengthen our communities. They also have a [job board](#).
- [GreenLatinos](#)
 - GreenLatinos is a national non-profit that convenes a broad coalition of Latino leaders committed to addressing national, regional, and local environmental, natural resources, and conservation issues that significantly affect health and welfare of the U.S. Latino community. They have a [job board](#).
- [Women of Renewable Industries and Sustainable Energy](#)
 - Women of Renewable Industries and Sustainable Energy (WRISE) is a national nonprofit working across the renewable energy economy with a broad purpose – to change our energy future through the collective power of community. Our mission is to accelerate the transition to a sustainable and equitable energy future by igniting the collective power of community. Through building Community, promoting Education, and cultivating Leadership, WRISE works to recruit, retain, advance and inspire systematically excluded communities in pursuing a sustainable and equitable future. They have a [job board](#).
- [Out in Climate](#)
 - Out in Climate is a non-profit dedicated to creating a community for LGBTQ+ professionals interested in climate change and energy transition
- [People of the Global Majority in the Outdoors, Nature, and Environment](#)
 - PGM ONE envisions a world that centers, values, uplifts, and empowers those who are most impacted by environmental harm and climate change—and in particular black, indigenous, and people of color/of the global majority—to lead the way toward environmental justice and collective liberation. PGM ONE attempts to model this vision by creating an intentional space for black, indigenous, and people of color/the global majority who participate in US-based movements for environmental education, access, and justice; land sovereignty; conservation; climate justice; food justice; and others.
- [Climate Raise](#)
 - Newsletter that showcases vetted early-stage climate startups led by all woman and non-binary founders and connects them with investors and the climate ecosystem partners through warm introductions.
- [Women in Cleantech and Sustainability](#)
 - Newsletter, job board, and events designed to further the roles of women in the growing green economy and making a positive impact on the environment

Reports and Tools

Diversity, Equity, and Inclusion in the Clean Energy Industry

- [Equity and Access Climate Tech Resources](#) - Elemental Excelsior
 - Includes community partnership guidance for climate focused startups
- [Building a Diverse, Equitable, and Inclusive Cleantech Industry](#) - The Greenlining Institute
 - Provides an overview of research and guidelines on incorporating strategies to improve equity in the workplace
- [U.S. Solar Diversity Study 2019](#) - Solar Energy Industries Association
- [Diversity, Equity, and Inclusion in Climate Policy and Tech](#) - Aspen Tech Policy Hub
 - Provides recommendations developed by climate policy and tech organizations to improve diversity, equity, and inclusion in the environmental sector
- [Research reports](#) - Green 2.0
 - Provides toolkits and resources for tracking diversity in the environmental sector
 - [Tracking Diversity](#) - The Green 2.0 Guide to Best Practices in Demographic Data Collection
- [Clean Jobs America 2022](#) - E2
 - Provides research on trends within the clean energy sector
- [Climate Tech's Inclusion Problem](#) - Canary Media
 - Introduction to diversity and inclusion challenges in the climate tech industry
- [Guidelines for Equitable Community Involvement in Building and Development Projects and Policies](#) - NAACP
 - Developed by members of the Centering Equity in the Sustainable Building Sector (CESBS) Initiative, NAACP's Guidelines for Equitable Community Involvement in Building & Development Projects and Policies is a deep toolkit of explainers, principles, tips and tactics for everyone seeking to bring justice and equity to buildings and development. They have a newsletter that has a portion for organizations and companies to post jobs.
- [BLCK VC Programs](#) - BLCK VC
 - BLCK VC is transforming the venture capital industry to mirror the diverse demographics of the U.S. Venture Capital is a crucial component of achieving economic equality; it is a vehicle to build wealth, develop future leaders, and strengthen communities.
- [Diversity VC Standard](#) - Diversity VC
 - They have an assessment of a VC's recruitment, culture, dealflow and portfolio guidance policies compared to DEI best practices.
- [Veterans Advanced Energy Project](#) - Atlantic Council
 - The Veterans Advanced Energy Project is designed to drive US leadership in advanced energy by recruiting, equipping, and empowering

military veterans who understand the importance of the evolving energy landscape to our future security and prosperity.

- [The Association of Women in Water, Energy, and the Environment](#)
 - Provides a job board, mentoring, and events to foster community for women working in the water, energy, and environmental fields

Resources on DEI Focused Funders and Resources for Entrepreneurs

- [Kapor Capital](#)
 - Kapor Capital is an Oakland-based venture capital firm that invests in industry-transforming startups. We redefine what venture capital is capable of by prioritizing a new outcome: a more fair, just, and equitable society for low income communities and underrepresented communities of color.
- [Elemental Excelsior](#)
 - At Elemental, we fund climate tech companies at the intersection of climate change and social equity. We support entrepreneurs as they tackle system-wide challenges and, as our portfolio has grown, so has the scale of their impact. We fill two key gaps for companies: capital for first-of-their-kind projects with the potential to change the world and investment into companies growth strategies as they're about to hit key inflection points.
- [Third Derivative](#)
 - We are building an inclusive, global ecosystem that rapidly finds, funds, and scales climate tech innovation and transforms markets..By guiding and supporting climate tech entrepreneurs who are bringing new ideas and innovation to market, we accelerate the clean future worldwide. Through a vast global network of deep experts, corporate partners, and investors, we help startups go to market faster with their breakthrough ideas, create real impact, and transform markets.
- [DiverseCity Ventures](#)
 - DiverseCity Ventures backs tech-enabled, scalable companies with both positive social / economic / environmental impact, inclusive teams, and high potential for outsized returns. We offer advisory services to pre-seed companies and target investments in outstanding early-stage companies.
- [Radicale Impact](#)
 - Our strategy is to invest in early-stage companies led by exceptional and diverse entrepreneurs focused on Good Food, Good Money and Good Climate.
 - We are building a template for investors who value impact. Our goal is benchmark or better returns with measurable social and environmental impact.

Resources on the Business Case for Diversity, Equity, and Inclusion

- [How companies can advance racial equity and create business growth](#) - Policy Link
- [Evidence-Based Diversity, Equity, and Inclusion Practices](#) - Wharton Business School
- [Diversity and Inclusion Featured Insights](#) - McKinsey and Company
- [Delivering through Diversity](#) - McKinsey and Company
- [Diversity and Inclusion Insights](#) - Harvard Business Review
- [Equity and Inclusion Practices and Tools](#) - The Management Center
- [Lily Zheng](#) - They provide insightful posts and guidance about DEI on LinkedIn

Additional Resources on Energy Equity

- Energy Burden
 - Memmott, T., Carley, S., Graff, M. et al. Sociodemographic disparities in energy insecurity among low-income households before and during the COVID-19 pandemic. *Nat Energy* 6, 186–193 (2021). <https://doi.org/10.1038/s41560-020-00763-9>
 - Drehtobl, A., L. Ross, and R. Ayala. 2020. *How High are Household Energy Burdens?* Washington, DC: American Council for an Energy-Efficient Economy. <https://www.aceee.org/research-report/u2006>
 - RMI analysis of US Bureau of Labor Statistics, Consumer Expenditure Survey 2018, <https://rmi.org/the-wonders-of-weatherization-improving-equity-through-stimulus-funding/>
 - Sunter, D. A., Castellanos, S., & Kammen, D. M. (2019). Disparities in rooftop photovoltaics deployment in the United States by race and ethnicity. *Nature Sustainability*, 2(1), 71-76.
- Energy Equity Policy
 - [Energy Equity Project](#) - University of Michigan
 - [Justice in 100 Metrics](#) - from Initiative for Energy Justice
 - [Comprehensive Building Blocks for a Regenerative and Just 100% Policy](#) from the Just Solutions Collective
- Housing and Displacement Resources
 - [Segregated by Design](#) - video about the history of discriminatory housing policy and how that shapes urban planning and infrastructure
 - [Los Angeles Building Decarbonization: Community Concerns, Employment Impacts, Opportunities](#) - LAANE and Inclusive Energy Economics
 - [Los Angeles Building Decarbonization: Tenant Impact and Recommendations](#) - SAJE
 - [Displacement Toolkit](#) - SPARCC
 - [Tenant Protection Principles + Case Study](#) - GRID Alternatives

- [Housing Justice Platform](#) (Section 3) - CEJA
- Educational Tools
 - [Educational Resources for California Underserved Communities](#) - Uplift California
 - [Energy Democracy Scorecard and Introduction](#) from Emerald Cities Collaborative