



## DIVERSITY & INCLUSION INITIATIVES

**The Challenge:** Women and people of color are underrepresented in the rapidly growing green job market, leading to missed opportunities in new idea generation and wealth creation.

**The Opportunity:** Diverse teams and inclusive work environments lead to increased innovation<sup>1</sup>, higher employee retention rates<sup>2</sup>, and better financial performance<sup>3</sup>.

**LACI's Commitment:** LACI has made an organizational commitment to diversity and inclusion by building a more inclusive ecosystem that integrates women, people of color, and other underrepresented groups into the cleantech sector and the overall tech industry.

### Activities:

**Funding:** LACI's Diversity & Inclusion Initiatives are made possible through a \$200,000 Small Business Forward grant from **JPMorgan Chase & Co.** and a \$50,000 Growth Accelerator award from the **U.S. Small Business Administration (SBA)** in 2016.

**Team:** LACI built capacity to focus on Diversity & Inclusion:

- Tracy Gray, Executive-in-Residence (Consultant)
- Estelle Reyes, Director of Community Engagement (Staff)

**Advisory Council:** LACI launched the Diversity in Entrepreneurship Advisory Council, comprised of experienced and diverse leaders from business, government, academia, and community organizations to design programming to best serve the region's underrepresented populations.



LACI Diversity in  
Entrepreneurship  
Advisory Council

1 Catalyst Information Center. "Why Diversity Matters." (n.d.): n. pag. Catalyst, 2013. Web.

2 "Global Human Capital Trends 2014: Engaging the 21st-century Workforce." (2014): n. pag. Deloitte University Press, 2014. Web.

3 Hunt, Vivian, Dennis Layton, and Sara Prince. "Why Diversity Matters." McKinsey & Company. McKinsey & Company, Jan. 2015. Web.



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**Programming:** Leveraging proven successes in entrepreneurship, LACI will further the advancement of much needed diversity in the cleantech industry through a combination of outreach, mentorship, and cultural-specific programming.

**Diversity & Inclusion Programming:**

**Workforce Pipeline:**

- High School field trips
- College internships
- Workforce development programs
- Best practices in hiring for diversity

**Entrepreneur Pipeline:**

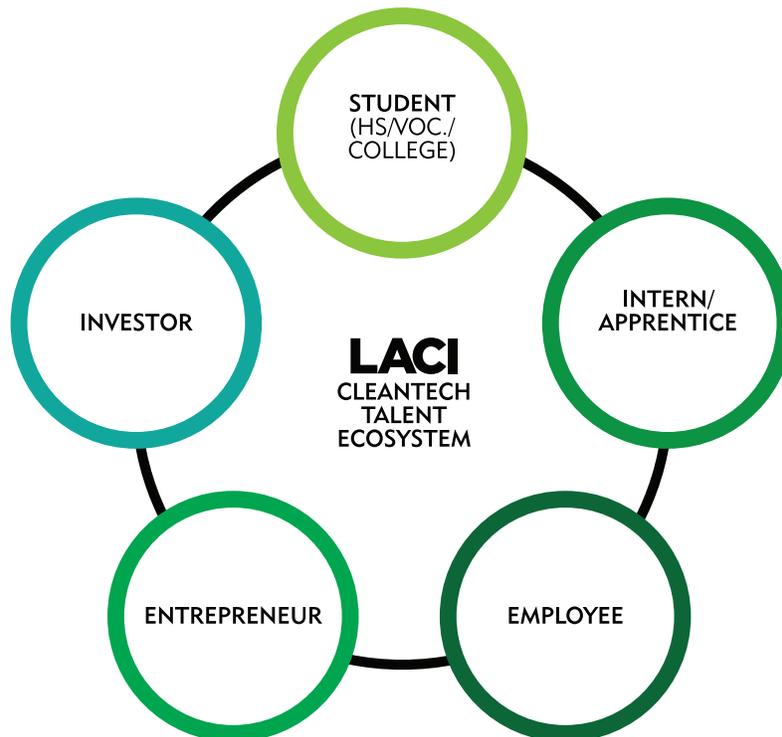
- Targeted outreach strategies to recruit women and minority-owned small businesses in the cleantech sector

**Women in Cleantech Programming:**

- Initiative focused on empowering women and influencing institutional change via hands-on workshops, informal mentorships, and advocacy efforts

**Community Engagement:**

- Clean Technologies Pilot in a disadvantaged community, working to engage underrepresented groups at both the ideation and deployment stages



Through building out the cleantech talent ecosystem with a diversity and inclusion lens, we aim to increase participation and equity for underrepresented communities in the growing green economy, and to serve as a national and global model for diversity and inclusion.