

DEI Strategic Plan 2022

May, 2022

Published by the Geothermal Rising Diversity, Equity, and Inclusion (DEI) Task Force

The DEI Task Force is publishing this Strategic Plan with goals and objectives to promote DEI across the industry and encourage change. We aim to make the geothermal industry a leader in DEI across all energy sectors.

The plan provides a framework that will guide Geothermal Rising operations and provides a vision for direction of the DEI Task Force.

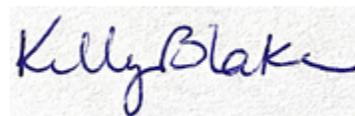
Our Strategic Plan is a living document and will be reviewed and updated as needed. Any of our members can provide input to the plan by contacting a Board Member, a volunteer on the Task Force, the Executive Director, or a member of Staff.

We also welcome and appreciate all offers of help from volunteers. Our volunteers are the backbone of our organization and enable Geothermal Rising and our geothermal community to be a success. Please contact us.

Sincerely,



Will Pettitt
Geothermal Rising Executive Director
wpettitt@mygeoenergy.org



Kelly Blake
President of the Board
grcpres@geothermal.org

Elements of the DEI Strategic Plan

- **Statement** = Our organizational commitment to Diversity, Equity, and Inclusion
- **Goals** = Our general long-term aspirations.
- **Objectives** = How we will achieve our goals in the given time frame.

Statement

"Geothermal Rising is committed to improving Diversity, Equity, and Inclusion to provide a brighter future for Earth and all its inhabitants. Our organization and community embrace and celebrate our members' differences¹. It is the responsibility of Geothermal Rising to encourage and promote diversity, equity, and inclusion. As a global geothermal non-profit organization, we are committed to connecting the geothermal community. There is more work to be done and, as we expand across markets and internationally, Geothermal Rising will continue to seek equitable improvement to elevate the geothermal community."

Goals

1. ***Elevate Awareness of Diversity, Equity, and Inclusion in the geothermal community***
2. ***Create a Welcoming and Inclusive Environment for All within the geothermal community, Geothermal Rising organization and events***
3. ***Engage with the Geothermal Industry to establish (support) improvement and encourage change***
4. ***Hold ourselves and the Geothermal Community Accountable to commitments and improvements***

Objectives

- ❖ ***Metrics to provide a baseline understanding and to recognize opportunities for improvement.***
- ❖ ***Event support encouraging diversification of awards, conference location selection, and safety.***
- ❖ ***Providing educational materials through webpage updates, public speaking events, reports, and social media engagement.***
- ❖ ***Recognition of exemplary individuals and companies of pledges for improvement, support of Geothermal Rising's efforts, and accomplishments.***

¹ Some examples of these differences include but are not limited to: race, creed, color, national origin, nationality, ethnicity, ancestry, age, sex (including pregnancy), family status, marital/civil union status, religion, domestic partnership status, affectional or sexual orientation, gender identity and expression, atypical hereditary cellular or blood trait, genetic information, liability for military service, and mental or physical disability, language, national origin, political affiliation, social-economic status, and other characteristics that make our members unique.