



# Explore Energy DEI Action Plan

**DIVERSITY, EQUITY & INCLUSION  
2023-2026**

*In alignment with the Stanford Doerr  
School of Sustainability DEI Vision,  
Goals & Action Plan*

**July 15, 2023**

Bianca Patel, Assistant Director of Explore Energy

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## BACKGROUND

[Explore Energy](#) is the student engagement and energy education program of the Precourt Institute for Energy, under the Stanford Doerr School of Sustainability (SDSS). Explore Energy serves as a nexus for the rising number of students who are seeking more opportunities to both contribute to and drive faster energy transitions.

Our **MISSION** is to enhance and amplify the Stanford student experience around “*Everything Energy*.” We develop education offerings, catalyze connection, and build synergy within (and beyond) Stanford's energy ecosystem. Our **VISION** is to support all Stanford students who are interested in energy and propel them to make a purposeful impact in the world.

We recognize that Stanford is an institution imprinted by its history, including the development of energy education through the age of industrialization and the dramatic emergence of energy innovations. In the three years since the founding of Explore Energy as a program, we have built upon generations of investment in foundational courses and an expanding set of opportunities for students, acknowledging that the prevailing culture and content of programming is our starting point. With humility and respect for the depth of transformative work ahead, we share the conviction of our University leadership that [Inclusion, Diversity, Equity, and Access in a Learning Environment \(IDEAL\)](#) is the future of Stanford.

This Action Plan shares our goal to advance diversity, equity, and inclusion in all facets of our work—including our team culture, processes, and programs. Consistent with Stanford’s IDEAL, we seek to build a vibrant community of diverse backgrounds, identities, and lived experiences for a more equitable and inclusive world. For us, this includes advancing equity in *all* aspects of energy education, and our program commitment to open access to learners far beyond Stanford reflect that aspiration.

This Plan is in alignment with the [Stanford Doerr School of Sustainability’s DEI Vision](#) to “*integrate diversity, equity, inclusion throughout the fabric of our educational mission, and build a community of students, postdocs, staff, and faculty that reflects the demographics of our society and values empathy and well-being along with academic and professional achievement.*” We follow the **four major priorities** (see below) in the [Stanford Earth Action Plan](#), henceforth the SDSS Action Plan, with adaptations for our program. We thank Guadalupe Carillo, Director of Diversity, Equity, and Inclusion at SDSS, and DEI champions across campus, for providing us models with which to align and integrate.

**Explore Energy’s Priorities:**

1. **Educate** more members of our community about practices that advance diversity, equity, and inclusion, especially in relationship to energy transitions.
2. **Enhance** resources and opportunities to create an inclusive environment for experiential education, particularly for minority and historically underrepresented groups in the energy field.
3. **Engage** and partner with campus organizations, diverse networks, and Minority-Serving Institutions.
4. **Embrace** accountability for advancing diversity, equity, and inclusion across Explore Energy.

**Explore Energy DEI Action Plan Committee:**



**Diana Gragg**  
Managing Director of  
Explore Energy



**Bianca Patel**  
Assistant Director of  
Explore Energy



**Holmes Hummel**  
Managing Director of  
Energy Equity & Just  
Transitions

## PROGRAM OVERVIEW

Explore Energy is an interdisciplinary and integrative program that fills two primary needs:

1. A **hub** in Stanford’s energy ecosystem that provides students with a toolbox of resources and personalized matching to a vast range of opportunities. We help bring “*Everything Energy*” from Stanford’s Schools, Institutes, and various campus groups into one cohesive point of access.
2. An **umbrella** over the experiential learning and student engagement programs under the Precourt Institute for Energy. We support existing offerings and develop new offerings that “fill the gaps” across energy education. Our goal is to make learning about energy accessible, inclusive, fun, and comprehensive.

Since Explore Energy’s launch in 2020, integrating diversity, equity, and inclusion into our work has been a core priority (see Figure 1). This Plan shares what progress has already been made, in addition to our new goals for 2023-2026. Explore Energy has a Monitoring, Evaluating & Learning (MEL) Plan to help ensure traction towards our goals (see Goal 4: Embrace). **Through intentional learning, reflection, and practice, we aspire to support and enable meaningful change.**

EXPLORE ENERGY PROGRAM UMBRELLA	
OVERSEE AND STEWARD	
Core Program: Navigation, Connection & Mentorship	Annual Student Engagement Programs
<ul style="list-style-type: none"> <li>• Website (as a one-stop shop) – includes tracking courses, internships, etc. and developing resources for students</li> <li>• Mentoring and advising (Peer Advisors, student mentorship, etc.)</li> <li>• Annual and one-off events (Explore Energy Expo, Community Socials, Energy Roundtable, and other events often co-branded with on and off-campus partners)</li> <li>• Field trips and other experiential learning opportunities</li> <li>• Network building and engagement (as connective tissue within Stanford’s energy ecosystem; &gt;50 on and off-campus partners)</li> <li>• Communications and outreach (Energy Tricycle, Newsletter, tabling, etc.)</li> <li>• Student club support (Stanford Energy Club)</li> </ul>	<ul style="list-style-type: none"> <li>• Explore Energy House (<i>overseen by ResEd, first STEM-themed dorm on campus</i>)</li> <li>• Understand Energy (<i>course and learning hub</i>)</li> <li>• Energy@Stanford &amp; SLAC (<i>conference</i>)</li> <li>• Shultz Energy Fellowships (<i>internship</i>)</li> <li>• Summer Undergraduate Program for Energy Research (SUPER) (<i>internship</i>)</li> <li>• Explore Energy Seminar (<i>seminar</i>)</li> <li>• Energy Seminar (<i>seminar</i>)</li> <li>• Stanford Energy Student Lectures (<i>seminar</i>)</li> <li>• New offerings that “fill the gaps”</li> </ul>



**Figure 1: Explore Energy aims to integrate diversity, equity, and inclusion across the programs and processes that it oversees and stewards. Additionally, it promotes diversity, equity, and inclusion among its partners.**



## GOAL 1: EDUCATE

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Our education goal is two-fold: 1) To foster a team culture that is continuously learning how to advance diversity, equity, and inclusion and improve our practices, and 2) To provide students with opportunities to directly learn about and engage with issues that intersect with energy equity and justice.

### IMPLEMENTED:

- Integrate equity and justice into our existing annual offerings:
  - [Understand Energy](#) (CEE 107A/207A/EARTHSYS 103, taught by Core Lecturer Diana Gragg, Adjunct Professor Jane Woodward, and Adjunct Lecturer Kirsten Stasio)—an energy fundamentals course that provides students with an in-depth understanding of each energy resource. This course includes lectures and workshops that educate students about the importance and challenges of energy equity, such as *Advancing Racial Equity in Energy*; *Energy & Climate Adaptation in the Global South*; *Energy, the Environment, and Equity*; *Global Energy Access*; and *Energy Policy*.
  - [Shultz Energy Fellowships](#)—a suite of paid, energy-related public service fellowships for Stanford students. There are equity-focused summer fellowships at the California Energy Commission and California Public Utilities Commission.
  - [Energy@Stanford & SLAC](#)—[Stanford Graduate Summer Institute's](#) largest course that welcomes 130 incoming Stanford graduate students from around the world, with an orientation that features presenters on topics at the intersections of energy and equity.\*
  - [Energy Seminar](#) (CEE 301/ENERGY 301/MS&E 494, chaired by Professor John Weyant)—a widely-watched speaker series on energy, with invitations to diverse guest presenters who engage with equity-related topics.\*
- Support Adjunct Professors and their courses, including—
  - [Racial Equity in Energy](#) (CEE 130R/330, taught by CEE Professor Rishee Jain and CEE Consulting Lecturer Dr. Anthony Kinslow II)—a course where students examine the imprint of systemic racial inequity that has produced a clean energy divide in the United States. This course features guest presenters who have led historic initiatives to increase diversity and advance racial equity.\*

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\* See Goal 3: Engage 3, page 12 for a list of some of our past guest presenters.

- [Quest for an Inclusive Clean Energy Economy](#) (CEE 130B/330B, taught by CEE Lecturer Holmes Hummel and CEE Consulting Lecturer Dr. Anthony Kinslow II)— a course that examines structural barriers to participation in the clean energy economy, as well as strategies to advance equity and inclusion.
- [Justice 40 Policy Lab](#) (SUSTAIN 210, taught by Managing Director of Energy Equity & Just Transitions at Precourt and CEE Lecturer Holmes Hummel)—a course where students work directly with electric cooperative utilities to produce prototype Community Benefit Plans.
- Promote diversity, equity, and inclusion as key values in Residential Education through a new academic theme house, [Explore Energy House](#), by—
  - Recruiting and supporting Resident Fellow Holmes Hummel and a team of Resident Advisors well-prepared to support a diverse and inclusive residential community on campus.
  - Launching the [Explore Energy Seminar](#) (ENERGY 108/208 & CEE 108/208, taught by Explore Energy House Resident Fellow Holmes Hummel) with topics and presenters that include:
    - *Energy and Indigenous Sovereignty*, hosted jointly with the Native American theme house, Muwekmah-Tah-Ruk, with Anpotowin Jensen, International Indigenous Treaty Council;
    - *Justice 40: Community Benefit Plans for Just Energy Transitions* with members of Stanford’s Environmental Justice Working Group; and
    - *Climate Investing for Impact* hosted jointly with the Public Service & Civic Engagement House, Otero, with Taj James, Full Spectrum Capital.
- Plan events that focus on energy equity and justice with on and off-campus partners like Students for a Sustainable Stanford, the Haas Center for Public Service, Climate Resilient Communities, and Greenlining Institute.
- Complete the [IDEAL Learning Journey for Managers](#), Part 1 (by managers Diana Gragg, Bianca Patel, and Sharon Poore).

## **ACTION ITEMS FOR THE NEXT THREE YEARS:**

- Support Explore Energy and Understand Energy team members to complete the IDEAL Learning Journey, and participate in workshops and community events hosted by the [SDSS Office of DEI](#) on topics such as anti-bias, anti-racism, and respectful and inclusive community.
- Support Explore Energy and Understand Energy team members to attend at least 3 seminars or events each year and other events that intersect with equity and justice.
- Facilitate 3-4 annual team meetings dedicated to diversity, equity, and inclusion.

- Support at least 1-2 projects each year on energy equity and justice for the [Summer Undergraduate Program on Energy Research \(SUPER\)](#),
- Create a diverse summer seminar series for [Summer Undergraduate Program on Energy Research \(SUPER\)](#) that promotes a broad, interdisciplinary understanding of the energy and environmental landscape with a specific focus on practices that advance diversity, equity and inclusion.
- Promote a range of student speakers who represent diverse backgrounds, identities, and perspectives, and encourage them to speak to equity-related topics in relation to their research for the [Stanford Energy Student Lectures](#).
- Support and advance the work of the Energy Equity & Just Transitions team at Precourt Institute for Energy, working closely with the Managing Director, Holmes Hummel.



## GOAL 2: ENHANCE

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Following the [SDSS DEI Action Plan](#), we aim to support and bolster the School’s goal of sharing, enhancing, and expanding resources on campus—particularly to historically underrepresented members of our community.

### IMPLEMENTED:

- Develop student communication channels, including our widely-read Explore Energy Newsletter, to share more opportunities to participate in energy-related activities across campus that aim to advance equity.
- Build a [website](#) that serves as an open access “one-stop resource” and showcases equity-related courses, student clubs, internships, and other student offerings all across Stanford.
- Create [Energy Roadmaps](#), a database and tool that shares energy-related opportunities at Stanford with specific filters/tags for equity and justice.
- Establish the Explore Energy Peer Advisors program, broadly advertise the student positions, and hire students who reflect the diversity of the student body they serve.
- Host student engagement events with cross-campus partners and participate in resource fairs (eg. New Student Orientation; Admit Weekend; Winter Warm-Up; and the Justice, Equity, Diversity, and Inclusion Fair).

### ACTION ITEMS FOR THE NEXT THREE YEARS:

- Collaborate with the [SDSS Office of DEI](#) to help refine this Explore Energy DEI Action Plan.
- Continue to expand and diversify the pool of students who engage with our offerings. This includes forging (and fortifying) relationships with the different Schools, Institutes, Community Centers, and various campus groups to reach students who are studying a broad range of disciplines and represent diverse backgrounds.
- For our annual student engagement programs, provide an array of diverse experiences for students (eg. socials, guest presenters, field trips, etc.) that broadens their perspective.
- For the [Summer Undergraduate Program on Energy Research \(SUPER\)](#), connect the SUPER student experience across programs and networks in SDSS.
- Support representation of BIPOC and other underrepresented students, staff, faculty, alumni in Stanford’s energy ecosystem in our communications, including our website and Explore Energy Newsletter.
- Support participation in events, like Family Weekend and Reunion Homecoming, to connect current students to a diverse network of people *beyond* Stanford.

## GOAL 3: ENGAGE

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Explore Energy serves as connective tissue throughout Stanford's energy ecosystem. We aim to build authentic relationships and engage stakeholders across this ecosystem, as well as local communities that are at the heart of equity and justice-focused work.

### IMPLEMENTED:

- Build relationships across campus—spanning student clubs and Stanford groups—and widely share opportunities to reach a diverse audience of students with intersecting interests.
- Lead our annual Explore Energy Expo which invites >20 partners/energy-related groups at Stanford to share their student opportunities, including [BSCE](#), [SOLE](#), [SDSS Office of DEI](#), and the [Haas Center for Public Service](#).
- Participate in events with the [Environmental Justice Working Group](#).
- Work closely with the [Haas Center for Public Service](#) to support Cardinal Quarter and other opportunities; advertise [Schneider Fellowships](#) in tandem with [Shultz Energy Fellowships](#) and align deadlines.
- Invite BIPOC and other underrepresented staff, faculty, alumni, and guest presenters to engage with our offerings (see page 12).

### ACTION ITEMS FOR THE NEXT THREE YEARS:

- Participate in the SDSS school-wide DEI committee at the Assistant Director level.
- Join the [Environmental Justice Working Group](#) Coordinating Council at the Assistant Director level and nurture relationships in Stanford's community of environmental justice scholars.
- Build relationships with Stanford's [Community Centers](#) and [First-Generation and/or Low-Income Office \(FLI\)](#) and share our opportunities with their students.
- Work with the [Office of Community Engagement](#) to inform and share our work with partners beyond campus and to engage organizations with whom we can build relationships.
- Invite and collaborate with staff, faculty, and students from Minority-Serving Institutions to attend our public and online events and to share opportunities with them.
- Launch the [Understand Energy Learning Hub](#) with a goal to reach learners all across the globe.
- Develop a strategy on alumni engagement and student connection to—

- Engage with alumni groups from FLI, Stanford Alumni in Sustainability (SAS), and Stanford Professionals in Energy (SPIE), and help catalyze connections with current students.
- Help BIPOC and underrepresented alumni and alumni integrating equity in their work be more accessible to each other and current students.
- Introduce energy-related community organizations to the Haas Center for Public Service as potential [Community Partners](#) for Cardinal Quarter placements and other programming.
- Find intentional ways to engage with the new [Institute for Sustainable Societies](#) and broadly the Ecosystem of Institutes, such as—
  - Cross-promoting our student offerings and co-creating new opportunities to engage on topics of diversity, equity, and inclusion.
  - Inviting industry and community practitioners to engage with our programs, and help assure that Stanford gains more experience from the field at the intersection of energy, education, and equity (see page 12).

## Some of Explore Energy’s Adjunct Lecturers & Guest Presenters:



**Holmes Hummel**

Managing Director of Energy Equity & Just Transitions and Lecturer at Stanford



**Anthony Kinslow II**

CEO of Gemini Energy Solutions and Lecturer at Stanford



**Mayte Sanchez**

Director of Los Angeles Cleantech Incubator  
*Energy Seminar Guest Presenter*



**Katherine Eglad**

NAACP Board Member  
*Racial Equity in Energy Guest Presenter*



**Jihan Gearon**

Former Executive Director of the Black Mesa Water Coalition  
*Racial Equity in Energy Guest Presenter*



**Jay Jordan**

VP at Alliance for Safety and Justice  
*Racial Equity in Energy Guest Presenter*



**Marcelo Mena**

CEO at The Global Methane Hub  
*Energy Seminar Guest Presenter*



**Sheila Davis**

Executive Director of the Solar Scorecard Project  
*Energy@Stanford & SLAC Guest Presenter*



**Bianca Patel**

Assistant Director of Explore Energy at Stanford  
*Understand Energy Guest Presenter*



**Constance Owl**

Assistant Director of Native American Cultural Center at Stanford  
*Explore Energy Seminar Guest Presenter*



**Javier Kinney**

Interim Executive Director for the Yurok Tribe  
*Energy Seminar Guest Presenter*



**Violet Wulf-Saena**

Executive Director at Climate Resilient Communities  
*Explore Energy Equity Panel Presenter*

## GOAL 4: EMBRACE

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We strive to embrace accountability and transparency as we work towards our DEI Action Plan. This means intentionally working towards our concrete goals, in addition to having the data-driven processes and learning community to support them.

### IMPLEMENTED:

- Integrate actions to advance diversity, equity, and inclusion into Explore Energy’s strategic plans.
- Develop a Monitoring, Evaluating & Learning (MEL) Plan that integrates DEI into our program outcomes, along with corresponding metrics and an overall DEI-specific evaluation question. Sample equity-related quantitative metrics include—
  - # of students who apply and participate in our annual programs
    - Demographic breakdown by major, year, school/department, gender identity, race, and ethnicity (if available)
  - # of equity-focused internships we offer
  - # of guest presenters who engage with equity-related topics
- Meet annually with the Explore Energy team to review data, answer evaluation questions, and create action items for continuous improvement.

### ACTION ITEMS FOR THE NEXT THREE YEARS:

- Align this Explore Energy DEI Action Plan with the Explore Energy MEL Plan, including establishing annual diversity, equity, and inclusion STAR goals.
- Train and support the Explore Energy team to utilize the MEL Plan as a continuous and integral process.
- Share how Explore Energy is advocating and advancing diversity, equity, and inclusion to staff and faculty at the Precourt Institute for Energy—and lead by example.
- Report on annual progress towards goals in this Explore Energy DEI Action Plan to the Precourt Institute for Energy and the Dean of the School of Sustainability, consistent with the [SDSS DEI Action Plan](#).