

Realizing an Inclusive Solar Economy

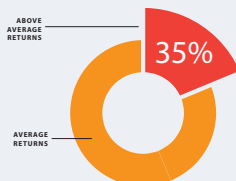
WHY DOES OUR INDUSTRY NEED DIVERSITY?

It's good for our bottom line.

Research shows that **diverse** solar companies are more likely to **outperform** their peers and excel in management.

Companies in the **top quartile** for gender diversity are 15% more likely to have financial returns above their national industry peers.

Companies in the **bottom quartile** are statistically less likely to achieve above-average returns.

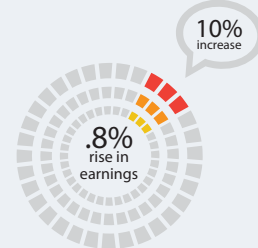


Companies in the top quartile for **racial and ethnic diversity** are 35% more likely to have financial returns above their respective national industry peers.

Diversity Matters, McKinsey & Company, 2014

We need the perspectives.

Not only are our customers diverse, but **diversity in management** is shown to improve decision-making.

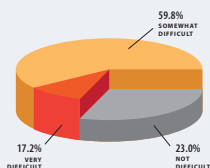


For every 10% increase in racial and ethnic diversity on the **senior-executive team**, earnings (before interest and taxes EBIT) will rise 0.8%.

Diversity Matters, McKinsey & Company, 2014

We need the talent.

The industry is adding new jobs at a rate of **20% a year**. To continue our growth, we need to tap new pools of talent. What's more, diverse workforces are happier workforces, improving talent retention.



77% of employers in the solar industry found it somewhat or very difficult to find employees.

The Solar Foundation National Solar Jobs Census 2014

We care about our nation's economy.

Solar's growth can bring **economic opportunity** into some of our most disadvantaged communities and show that what's good for the solar industry is good for the nation.

Solar Worker Demographic Breakdown 2013 vs. 2014

Women	18.7	21.6
Latino or Hispanic	15.6	16.3
Veterans	9.2	9.7
Asian	6.7	7.0
African-American	5.9	6.0

The Solar Foundation National Solar Jobs Census 2014

WHAT ARE WE DOING ABOUT IT?

RISE: Realizing an Inclusive Solar Economy

GRID Alternatives and SunEdison teamed up this year on a national initiative to increase diversity in the solar industry, and connect an industry that needs good people with people who need good jobs.

Recruitment – in underserved and underrepresented communities

Real-world experience – hands-on solar training for job seekers

Readiness – matching training with skills companies are hiring for

Referrals – matching qualified job seekers with hiring companies

Retention – engaging the industry around diversity to promote a culture of inclusivity



Realizing an Inclusive Solar Economy

IN PARTNERSHIP WITH



Diversify Your Workforce.
www.gridalternatives.org/RISE

