



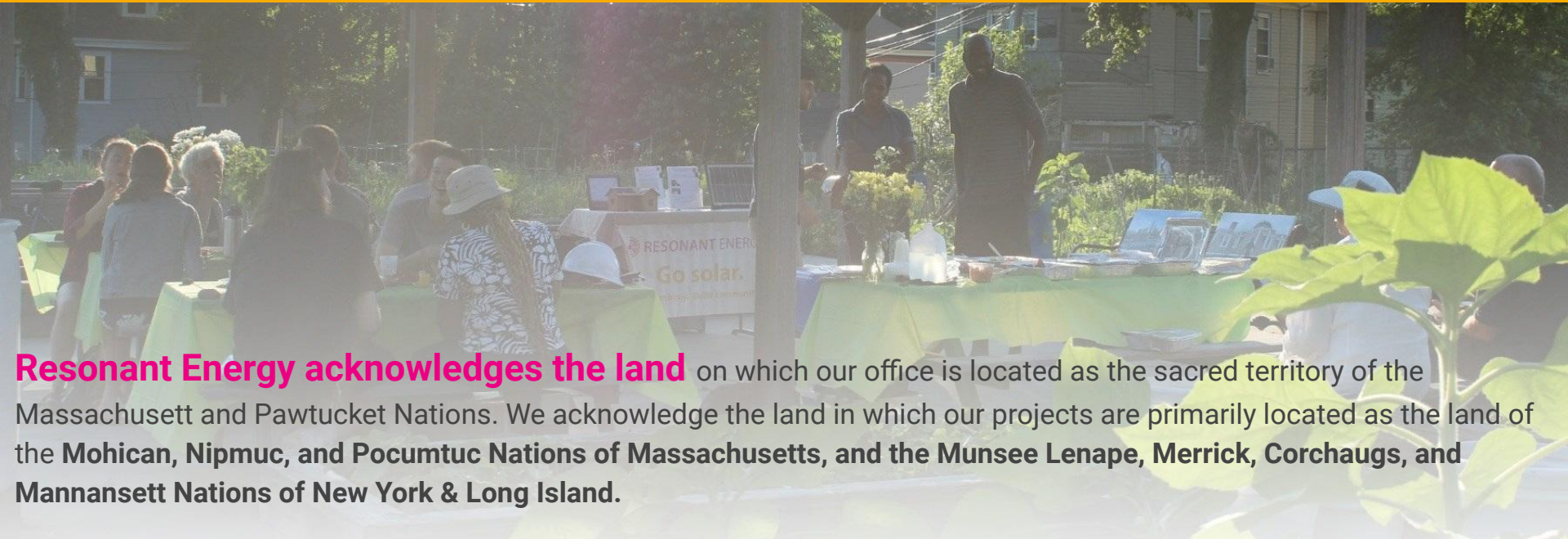
**RESONANT
ENERGY**

Diversity, Equity, and Inclusion Strategy

Build Local Power.



LAND ACKNOWLEDGEMENT



Resonant Energy acknowledges the land on which our office is located as the sacred territory of the Massachusetts and Pawtucket Nations. We acknowledge the land in which our projects are primarily located as the land of the **Mohican, Nipmuc, and Pocumtuc Nations of Massachusetts, and the Munsee Lenape, Merrick, Corchaugs, and Mannansett Nations of New York & Long Island.**

We recognize the repeated violations of tribal sovereignty, territory, and sacred water that have impacted the original inhabitants of this land for 400 years, as well as the painful history of genocide and forced removal from this territory.

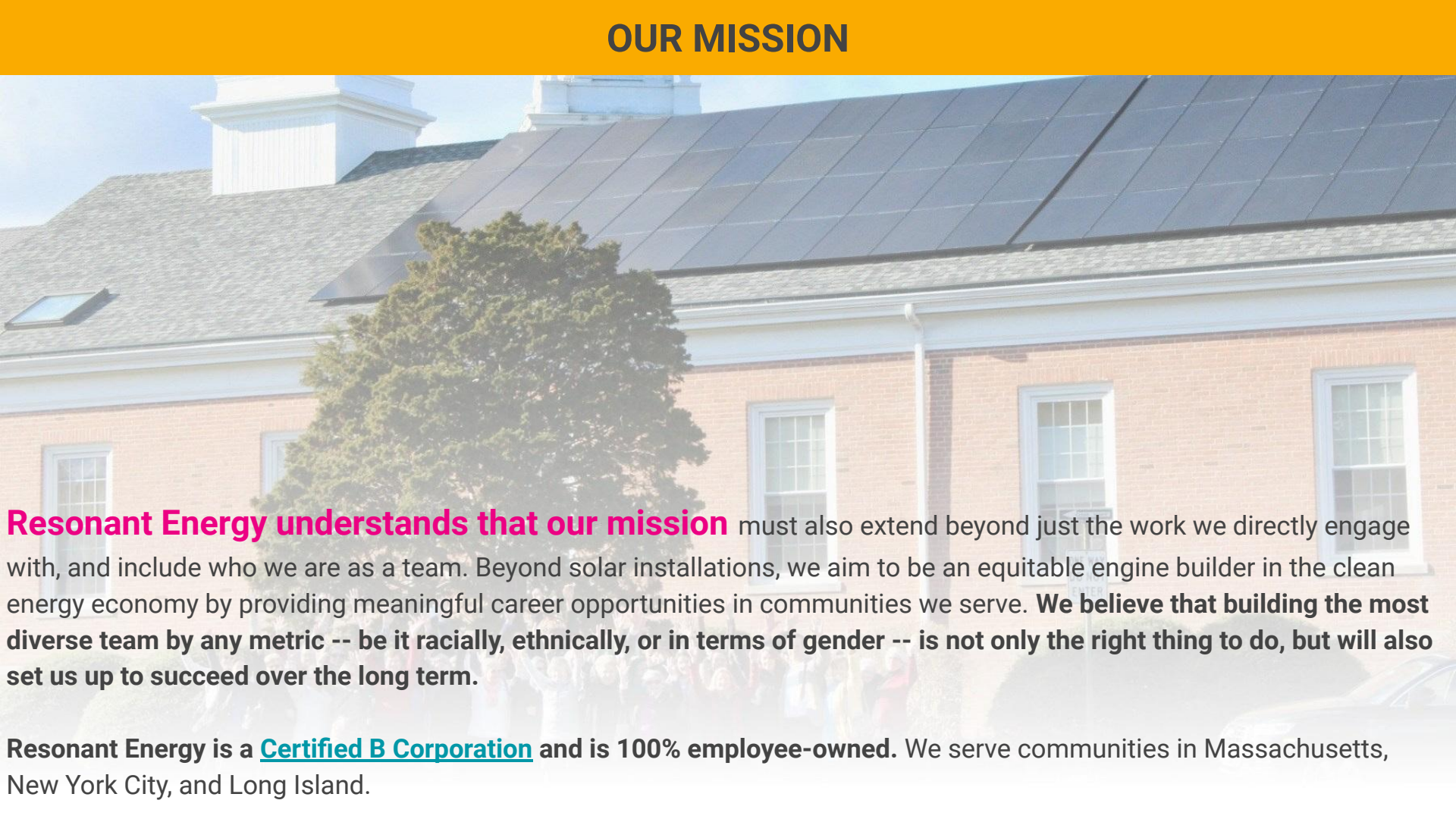
We extend our respect to citizens of these Nations who live here today, and their ancestors who have lived here for over five hundred generations, and we acknowledge them as the traditional stewards of the land where our work is taking place. To learn more about the sacred land that you inhabit, please view the Native Land [website](#).

OUR MISSION



Resonant Energy's mission is to build wealth in environmental justice ("EJ") communities through the development of solar and storage projects for nonprofits, affordable housing, and homeowners (definition and map of EJ communities for MA available [here](#)). Through many intersecting factors including racist and xenophobic housing and development policies in US over the past century, **EJ communities have been systematically barred from accumulating vital financial and physical resources needed to participate in the clean energy economy.** With our work, we seek to acknowledge these historic injustices and leverage our changing energy economy to shift the balance of power and opportunity. **By directly engaging our clients with mission-driven financing and installation partners, we are working to build a movement that redistributes the consumer and environmental benefits of the rapidly growing solar industry.**

OUR MISSION

A photograph of a brick building with solar panels on the roof. In the foreground, a group of diverse people is visible, though slightly blurred. The scene is set outdoors with a clear sky and a tree in front of the building.

Resonant Energy understands that our mission must also extend beyond just the work we directly engage with, and include who we are as a team. Beyond solar installations, we aim to be an equitable engine builder in the clean energy economy by providing meaningful career opportunities in communities we serve. **We believe that building the most diverse team by any metric -- be it racially, ethnically, or in terms of gender -- is not only the right thing to do, but will also set us up to succeed over the long term.**

Resonant Energy is a [Certified B Corporation](#) and is 100% employee-owned. We serve communities in Massachusetts, New York City, and Long Island.

WHY DIVERSITY, EQUITY, AND INCLUSION IS VITAL TO OUR WORK



We believe addressing climate change will require not just new technologies, but also revolutionary political and social solutions — solutions that lift up EJ communities to play a leadership role in the coming transition now underway and sets them up to be key beneficiaries from it.

Due to technological improvements and rapidly declining manufacturing costs, the renewable energy market has been rapidly growing in the 21st century — with solar PV taking lead as one of the most productive and financially viable ways to green our economy and eliminate carbon emissions. **But we know that like many rapidly growing sectors, immense inequalities exist in the energy sector, and that without intervention clean energy technologies are likely to continue benefiting more affluent, suburban, majority-white communities.**

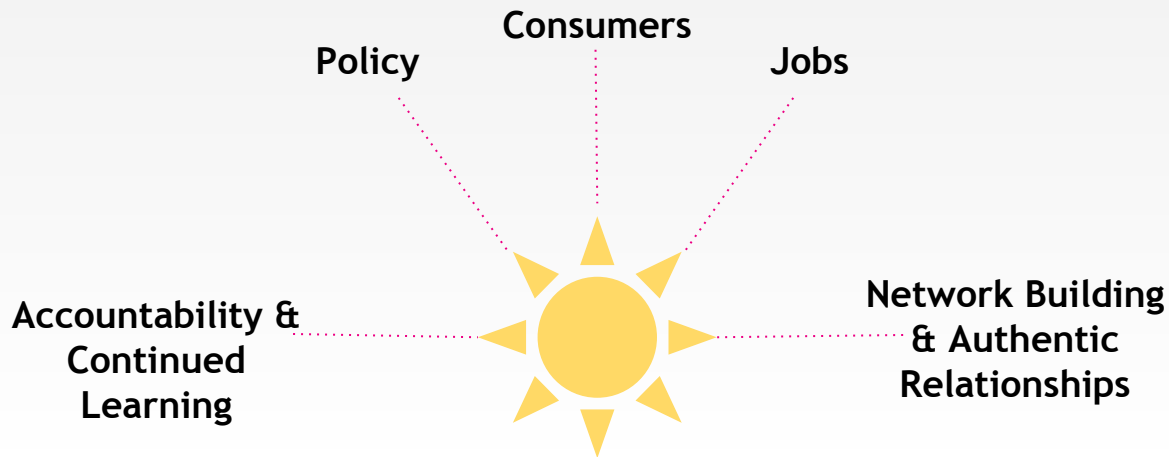
WHY DIVERSITY, EQUITY, AND INCLUSION IS VITAL TO OUR WORK



Communities made up of more than 50 percent of Black residents, often in more urban settings, have **69 percent less rooftop solar installed** than those with no racial or ethnic majority. **Additionally, low-income households spend three times as much of their income on energy than middle class households, even though they consume less energy – a fact that exemplifies the term “energy poverty”.** These statistics serve as critical reminders of the inequities that must be addressed in our energy transition. They help ground our work to make solar viable for low income homeowners, nonprofits, houses of worship, and affordable housing organizations – **who all play key roles in uplifting the members of their communities.**

OUR EQUITY STRATEGY - SUMMARY

Our goal is to center equity at every level within our organization, in every community relationship, and in every established development partnership. As a Certified B Corporation, Resonant looks beyond financial stability and considers the impact of our decisions on all of our stakeholders: our team members, customers, suppliers, environment, and communities. As part of our equity strategy, we've identified the following five priorities:



OUR EQUITY STRATEGY - NETWORK BUILDING

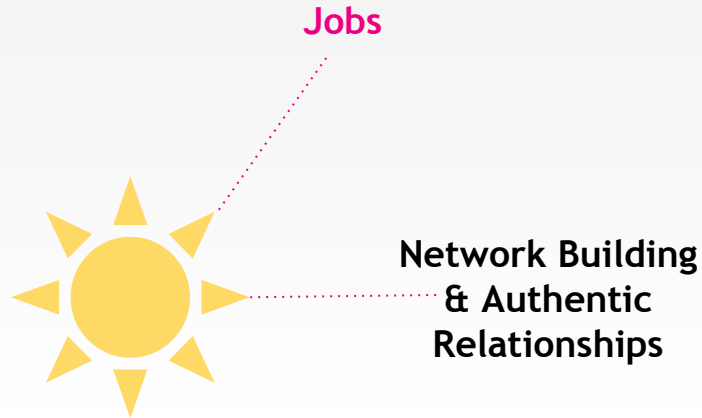
1) Network Building & Authentic Relationships. We have always believed that working with existing community partners and organizations is the best long term strategy for collaborating with new communities. Be it grassroots groups, nonprofit networks, housing developers, or municipalities – we believe that through collaboration we can create highly effective clean energy adoption campaigns that are designed by and with existing knowledge of each community in which we work.



**Network Building
& Authentic
Relationships**

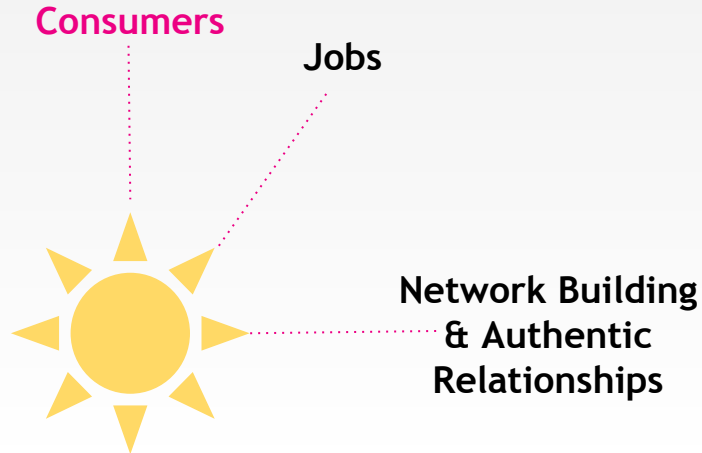
OUR EQUITY STRATEGY - JOBS

2) Jobs. Resonant Energy is committed to recruiting and retaining more team managers and board members of color as a step in striving for equitable representation. With the goal of having our team reflect the communities in which we serve, we utilize the [City of Boston](#) to provide a baseline demographic target for equitable representation. Within our organization, we hold ourselves to high standard for financial and salary transparency and strive to maximize group participation in meaningful decision-making about the future of the company with all members of the team. We are also committed to leveraging our role as a developer to incentivize and encourage our engineer, procurement, and construction partners to achieve greater diversity goals across the industry as a whole.



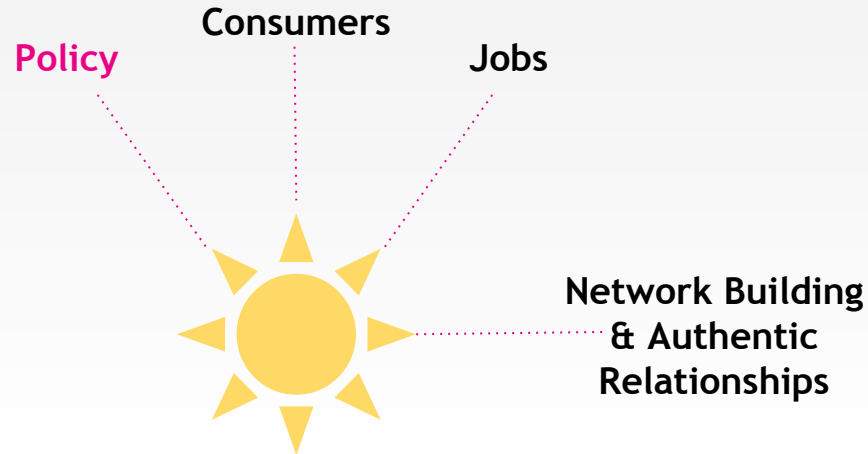
OUR EQUITY STRATEGY - CONSUMERS

3) Consumers. We believe everyone has a right to clean, affordable energy. Our work is driven not only by the reality that EJ communities are disproportionately impacted by the energy burden, but also by the fact that nonprofits and low income homeowners are left out of state and federal solar incentives, despite the clear alignment with environmental causes. These systemic hurdles create barriers to “seed customers”, who catalyse community members to install solar. Using innovative financing solutions, we work to eliminate the barriers to adoption created by our state and federal policies for our customers.



OUR EQUITY STRATEGY - POLICY

4) Policy. While we will strive to have the largest impact we can through our direct efforts, we believe that we will not reach our goals without advocating for a supportive and progressive policy environment for clean energy at the state and local level. Through coalition building, Resonant strives to raise the voices of our partner environmental justice groups, grassroots organizers, and policy advocates in calling for strategic policy asks, such as the MA Department of Energy Resources adopting a [low-income focused policy change](#) to the state's incentive program that Resonant and its partners advocated for.

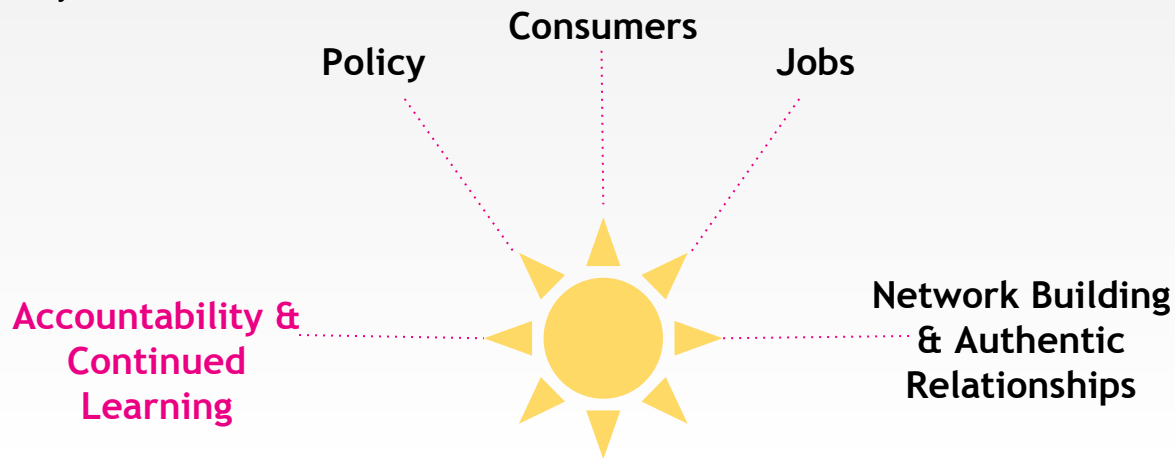


OUR EQUITY STRATEGY - ACCOUNTABILITY

5) Accountability & Continued Learning. Our goal is to center equity at every level within our

organization. Resonant is committed to deepening our full team effort to achieve greater alignment and transparency around organizational and individual Diversity, Equity, & Inclusion (DEI) goals, objectives, plans, and actions. To date, we have:

1. **Created infrastructure for financial and salary band transparency** within the company to ensure all team members are fairly compensated and have an understanding of our financial operations;
2. **Developed a pathway to Employee Ownership**, giving team members an opportunity to participate in profit sharing and company decision making after two years at the company;
3. **Launched our company's Racial Justice Working Group** with various sub-groups tasked with making strategic change such as philanthropic giving, breaking down and challenging supremacy culture, and focusing on a commitment to diversity both internally & externally



ACKNOWLEDGEMENTS

- **The energetic Resonant Energy team, both past and present**, for making it possible for this company to live our mission in building local power in environmental justice communities.
- **Our multiple community partners in this work**, who's professional services have supported us through every stage of our projects.
- **Some resources/reports that helped guide us in this strategy design:**
 - a) [Racial Inequity in the Deployment of Rooftop Solar in the US](#)
 - b) [Report Finds Wide Racial and Ethnic Disparities in Rooftop Solar Installations](#)
 - c) [Environmental Justice Factsheet](#)
 - d) [BCorp directory](#)





RESONANT
ENERGY



Build Local Power.