



NineDot Energy: People Ops Team NY-BEST Inclusive Energy Storage Workforce Award

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Thank you NY-BEST, NineDot founders, our People Ops team, and others at NineDot who have made significant contributions to advancing our inclusive culture.

I'd like to ask the audience the question "Why are you here?" not in regards to attending the conference, but rather why you were pursuing battery energy storage as a career or as a business opportunity.

Like you, NineDot is committed to fighting climate change

Mission statement:

At NineDot Energy, our team of creative collaborators shares a passion to design and execute innovative solutions that leverage technology, policy, and markets to support a sustainable future.

Vision statement:

Climate change is the most critical issue of our time: as such, we aspire to have a positive impact on the environment and the society in which we live and work.



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This slide shows NineDot's mission and vision statement, highlighting that NineDot is here because climate change is the most critical issue of our time, and we are doing what we can to bring about a more sustainable future.

As a group "we don't just have the power to address climate change, we also have the power to foster inclusive cultures for our teams and the power to shift the demographics of the workforce that makes up the industry."

An inclusive culture supports this fight

Financial
targets



2x

High
performance



3x

Innovation
and agility



6x

Business
outcomes



8x

Source: Juliet Bourke, Which Two Heads Are Better Than One? How Diverse Teams Create Breakthrough Ideas and Make Smarter Decisions (Australian Institute of Company Directors, 2016)

Based on data from Deloitte's study [The Diversity and Inclusion Revolution](#) you can see that "fostering an inclusive workforce is not just the right or nice thing to do, but rather should be a strategic decision that has a multiplicative effect on business objectives." According to Deloitte's research, companies that foster an inclusive workforce are 2x more likely to meet or exceed financial targets and 8x more likely to achieve better business outcomes.

So I'd like to encourage all attendees to be intentional with developing your workplace cultures as that should be a part of "company planning as much as securing financing, advancing technology, and finding sites to build BESS projects" so that "together we can advance 6 GW of battery storage being placed online by 2030" in accordance with New York State's goals.

Four discrete elements of inclusivity



Equity in systems
influences motivation,
satisfaction, & retention

- Pay equity audits
- Inclusive hiring practices
- Engagement surveys



Feeling seen and valued
improves behavior &
motivation

- Cultural celebrations
- Team building
- Company wide events



Teams thrive when members
can take interpersonal risks
without fear

- Peer mentorship
- Monthly HR check ins
- Gold Star Idea submissions



Growth & engagement thrive
when people feel competent,
autonomous, & supported

- PDPs
- Lunch & Learns
- Inclusive benefits

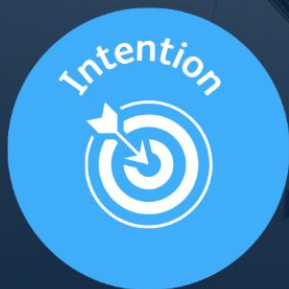
Source: Juliet Bourke and Bernadette Dillon, The Diversity and Inclusion Revolution: Eight Powerful Truths, Deloitte Review, Issue 22 (January 2018), Deloitte Development LLC, <https://www2.deloitte.com/>.



Here are some examples of how NineDot has intentionally fostered an inclusive culture: NineDot's hiring practices, pay equity analysis processes, professional development activities, cultural celebrations, company events, engagement surveys, and benefits.

Of course we know there's more that NineDot could do: "NineDot is not a perfect company, I don't believe a perfect company exists. We are doing a lot of things right, but we have more work to do and I would love to learn from you as well." Please come find Fred or a member of the People Ops team to exchange ideas.

The final challenge!



To wrap up the presentation, let's reiterate that building this kind of culture takes intention, so I'd like everyone to consider one example they just heard that they could take back to their organizations for implementation.



And here are some photos from NineDot's various outings, volunteer days, and team-building activities.

To connect or follow up with any questions:



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