KEYSTONE ENERGY BOARD

Diversity and Inclusion Statement

The Energy Board is committed to fostering an inclusive and diverse membership and including in its meetings a diverse group of speakers. The following commitment borrows heavily from the Energy Bar Association's statement on diversity and inclusion.

For all purposes within this policy and its application, "diversity" and "diverse characteristics" will include but not necessarily be limited to differences in race, color, gender (including gender identity or expression), national origin, age, personal appearance, political affiliation, disability, organizational affiliation, or place of residence or business (geographic diversity).

The goal of increasing member and speaker diversity cannot be achieved without the support of, and sustained effort by, Keystone and Energy Board leadership. Leadership must be mindful of this Diversity and Inclusion Policy and are expected to the best of their ability to work actively to promote diversity and inclusion within the Energy Board. Active promotion of diversity and inclusion within the Energy Board shall include, but not be limited to, making reasonable faith efforts to:

- Periodically review the Energy Board's methods for soliciting members and undertaking outreach to appeal to as broad and diverse a group of professionals as possible.
- Consider diversity in connection with appointment decisions for the Energy Board Steering Committee and general membership.
- Consider diversity in connection with speaker invitations for Energy Board meetings.
- Present this Policy in Energy Board materials.
- Include in the Energy Board's programming, from time to time, programming, training, and materials that promote diversity in the energy sector.

To advance this Policy, there will be an annual update (written or presented at a meeting) detailing all initiatives and efforts taken over each year to foster diversity and inclusion within the Energy Board, and outlining any newly recommended measures for consideration.