

# deir in lighting NEWSLETTER

The DEIR in Lighting newsletter is a quick and easy way to collect and share news, events, and resources. Check out our [webpage](#) for past issues and spread the word via your own networks!

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## september meeting recap

The DEIR in Lighting Working Group held its final meeting of 2024, wrapping up the year by reflecting on past activities and sharing updates, challenges, and inspirations related to diversity, equity, inclusion, and respect (DEIR) in lighting.

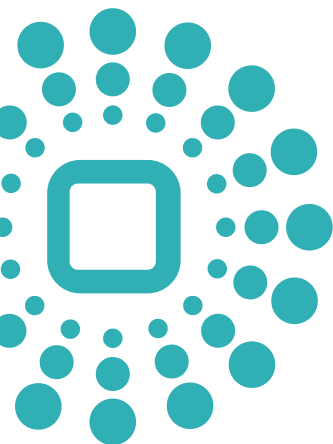
The working group convened for the first time in November of 2021 as a gathering of university faculty, industry leaders, government agencies, and individuals with a common desire to make the lighting profession more equitable and inclusive. The group’s mission statement reflects this commitment:

*As a diversity of voices will elevate and sustain our profession, our mission is to present the broad range of lighting professions as viable and equitable opportunities for people of all backgrounds and, through inclusive design, help create opportunities for workforce and pathway development that value diversity.*

To foster progress towards this goal, quarterly meetings are held to discuss challenges and opportunities related to DEIR in lighting. Following each meeting, a [newsletter](#) is shared, featuring highlights of these discussions, member spotlights on “How I Got Into Lighting,” upcoming events, and links to relevant opportunities.

Over the years, the working group has covered a wide range of topics related to education, career pathways, and industry practices that contribute to inclusivity. In 2024, speakers included **Mark Loeffler** defining the concept of “light justice,” **Nick Messler** sharing insights on GIS data application in lighting, **Don Slater** highlighting lighting inequities in public spaces, and **Kate Hickox** presenting [tools for integrating energy justice and equity](#) into lighting programs.

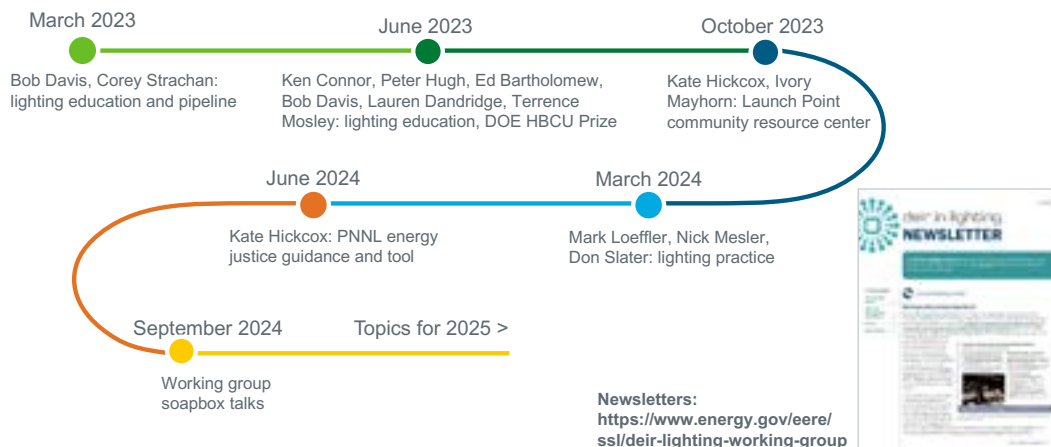
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## september meeting recap (continued)



## A look back...



Following the recap of 2024 discussions, several group members presented their insights and updates on efforts to advance DEIR initiatives in the lighting industry.

### **Terrence Mosley, Senior Advisor for Diversity, DOE: HBCU Clean Energy Education Prize Update**

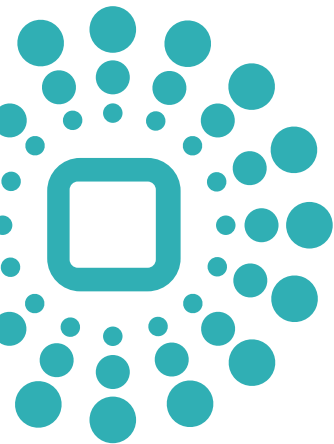
Terrence updated the group on the [HBCU Clean Energy Education Prize](#). He discussed the prize's two tracks, the Inspire Track and the Partnership Track, designed to form partnerships with Historically Black Colleges and Universities (HBCUs). The Inspire Track has awarded \$50,000 each to 10 HBCUs for their impressive work designing clean energy-focused summer camps for K-12 and community college students. The Partnership Track has moved through Phase 2, with \$400,000 each [awarded to 10 institutions](#) working to enhance student opportunities, particularly in clean energy fields. Several projects, including one with Tennessee State University involving Bob Davis and PNNL, concern lighting. The Partnership Track Phase 3 will see additional funding, with the top three projects splitting a prize pool of \$1.75 million. Terrence emphasized how these efforts are expanding opportunities for students at minority-serving institutions and noted the importance of the partnerships formed with industry and national labs.

- To learn more about DOE's HBCU Prize, please [contact Terrence](#).

### **Don Slater, London School of Economics: Lighting for Elderly Citizens in Disadvantaged Communities**

Don shared his reflections on the conclusion of a four-year European Union project that studied the impact of lighting on the well-being of elderly citizens across Amsterdam, Bologna, and Tartu. Don's team explored lighting in both public spaces and private homes, focusing on socially and

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## september meeting recap (continued)

economically disadvantaged areas. He voiced concerns about the challenges of translating research into practical solutions, noting that cities often seek simple standards and metrics, which overlook the complex, specific needs of different populations. For example, older citizens in each city had distinct preferences and social habits related to lighting, making it difficult to apply a one-size-fits-all approach. Don emphasized the need for cities to engage in deeper, more nuanced, inclusive research rather than relying on standardized solutions.

- To learn more about this European Union study, please [contact Don](#).

### **Nick Messler, Evari GIS Consulting: Street Lighting and Crime Study**

Nick presented findings from his research on street lighting and crime in Pittsburgh, Pennsylvania and Santa Ana, California. Using citywide illumination models and five years of crime data, Nick's team found that the amount of light did not significantly affect crime rates. However, neighborhoods with pedestrian-scale lighting in Pittsburgh had significantly lower crime rates, independent of the brightness level. In contrast, Santa Ana, a car-centric city, did not show the same trend. To explain this disparity, Nick suggested that Pittsburgh's pedestrian-friendly infrastructure fostered community presence, making it a safer environment, whereas Santa Ana's urban design, geared towards vehicles, limited pedestrian activity. This research highlights how lighting can influence social behavior in cities designed with people, not just vehicles, in mind.

- To learn more about Evari's research in street lighting and crime, please [contact Nick](#).

### **Mark Loeffler: Light Justice Updates**

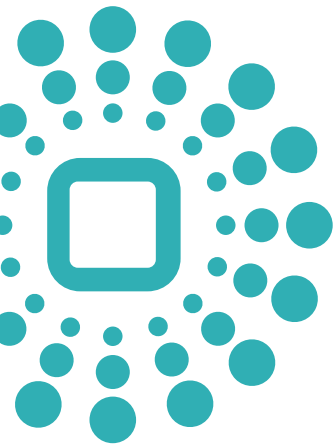
Mark provided an update on the activities of [Light Justice](#), an organization he co-leads with Edward Bartholomew. Light Justice aims to raise awareness of how lighting impacts underserved communities. Mark mentioned the success of their [April Symposium](#) co-hosted with the IES and Parsons School of Design, which focused on indoor spaces. Light Justice is also launching a new [Light Justice NOW Award](#) for both interior and exterior lighting projects, with submissions opening soon. Additionally, they have conducted multiple Light Justice Night Walks—the most recent in Roxbury, Boston—to engage the community in assessing local lighting conditions and fostering conversations on how lighting design affects public spaces.

- To learn more about Light Justice efforts and the new Light Justice Now Award, please [contact Mark](#).

### **Meg Smith, Signify: Personalizing Lighting for Workspaces**

Meg spoke about her efforts to bring personalized, dynamic lighting solutions to interior spaces, particularly in workplaces. Since people have different sensitivities to visual stimuli, office lighting solutions should allow flexibility to accommodate individual preferences, with different zones providing low, medium, and high brightness levels. Such lighting solutions can be both efficient and effective when energy-saving strategies like daylight integration and flexible

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## september meeting recap (continued)

controls are employed. Meg expressed concern that too much emphasis is placed on color temperature (CCT) rather than spectral content, which has greater relevance for circadian lighting. She identified glare and flicker as critical issues that need addressing and suggested that using daylight more extensively could help alleviate both problems.

- To learn more about Meg's efforts to personalize lighting for workspaces, please [contact Meg](#).

### Lynn Davis, RTI International: RTI/NCCU Lighting Project

Lynn provided an update on a project at North Carolina Central University (NCCU), an HBCU, partnering with RTI International. Funded by the Department of Energy (DOE), the project aims to develop high-efficiency, high-color-fidelity light fixtures with low flicker and low glare, while also investigating the environmental impacts of lighting materials. NCCU students will participate in analyzing the materials used in light fixtures, aligning with the [Living Building Challenge](#) red list, which identifies harmful substances like lead and polychlorinated biphenyls (PCBs). This collaboration is designed to introduce students to lighting research and sustainability, opening doors to future careers in the field.

- To learn more about the RTI/NCCU project, please [contact Lynn](#).

### Addy Oluyemi-Wnoroski, Signify: DEI Certification and the WILD Wikithon

Addy contributed to the discussion via chat due to technical issues, sharing her thoughts on how manufacturers can improve DEIR efforts. Addy suggested a DEI certification for lighting manufacturers, which would include annual reporting on employee demographics by salary range and role; setting DEI targets to close gaps in representation; and contributions to underserved communities through an Overstock Program, where manufacturers donate lighting products to community projects and are scored based on their impact.

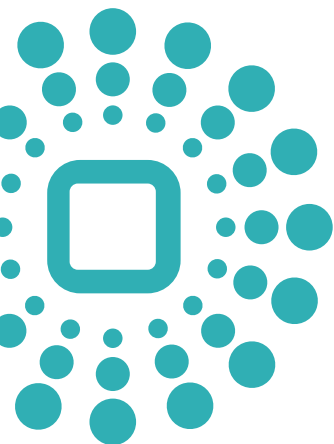
Addy also shared information about the WILD Wikithon, which aims to create Wikipedia pages for instrumental figures in lighting who have been historically overlooked due to their appearance or background. She encouraged group members to support and promote this initiative, which is organized by [WILD: Women in Lighting + Design](#).

- To learn more about Addy's thoughts on a DEI certification or to participate in the WILD Wikithon, please [contact Addy](#).

### Ed Bartholemew, Bartholemew Lighting: BUILD Up

Ed talked about the BUILD Up program which is part of the Black United in Lighting and Design (BUILD) initiative. The mission of the BUILD Up program is to create opportunities for underrepresented groups in the lighting industry. This can be achieved through equitable hiring practices, creating inclusive workplace environments, and forming partnerships that support DEIR

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## september meeting recap (continued)

principles in lighting. Mentoring and professional development activities also help to break down barriers to entry and allow minorities to advance in the field.

- To learn more about BUILD Up, visit their [new website](#) or contact their new president, [Quincy Drane](#).

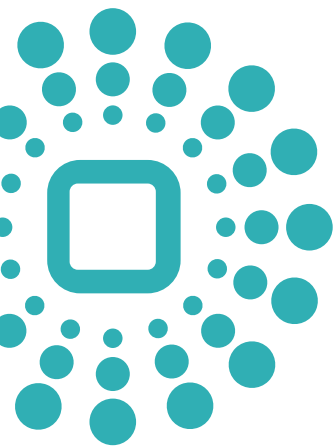
### Looking Ahead: 2025 Planning

The meeting wrapped up with a discussion of planning for 2025, where members provided feedback on topics they'd like to see in future sessions. Key areas of interest included:

1. **Global and Community Impact:** The policy side of lighting, implementing lighting policy, international issues, accessibility, and how lighting affects minority communities.
2. **Educational Initiatives:** Updates on lighting projects at HBCUs, curriculum development, and expanding educational opportunities.
3. **DEI in Manufacturing:** How to implement and improve DEI practices within the lighting manufacturing sector.

As we prepare for the upcoming year, we welcome your feedback to ensure that the 2025 DEIR in Lighting Working Group sessions continue to inspire, connect, and drive progress. Please take a moment to share your thoughts and suggestions by reaching out to [Treviene Harris](#). We are also looking for speaker volunteers, speaker suggestions, and “How I Got Into Lighting” profiles.

Thank you to everyone for your ongoing dedication to promoting justice, equity, and diversity in lighting.



## how i got into lighting:

So far, we've heard from **eight of our working group members**, who have shared their personal stories about how they got into the lighting industry. The pathways to a career in lighting have been as diverse as our group, and we'd love to share more stories in 2025.



[Mariel Acevedo](#)



[Bernadette Boudreaux](#)



[Quincy Drane](#)



[Peter Hugh](#)



[Damian Gardley](#)



[Addy Oluyemi-Wnoroski](#)



[Elizabeth Williams](#)



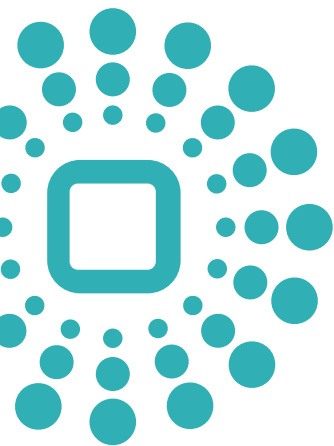
[Ade Wilson](#)

Contact [treviene@akoyaonline.com](mailto:treviene@akoyaonline.com) to share your story.



## articles

DarkSky CEO Ruskin Hartley talks about their work partnering with global organizations in their fight against light pollution in [urban environments](#).



### **LEDucation 2025**

New York, New York  
March 18 – 19, 2025

LEDucation 2025 offers a unique platform for professionals to network, learn, and experience the cutting-edge of lighting technology. With its comprehensive exhibition and educational sessions, the event promises to be a valuable experience for anyone involved in the field of lighting design and technology.

### **LightFair 2025**

Las Vegas, Nevada  
May 4 – 8, 2025

Join the best and the brightest in architectural and commercial lighting and discover the latest lighting products, solutions, and technologies at the industry's most inclusive and immersive lighting trade show and conference. This five-day event provides opportunities to innovate, learn, and set new standards in lighting design and technology applications.



### **Silhouette Awards Mentorship Program**

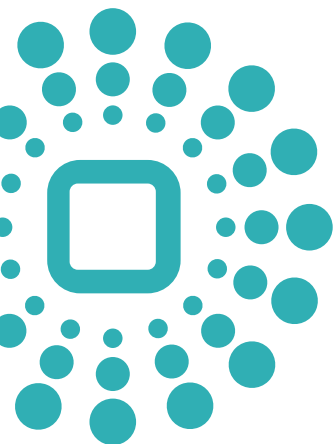
Applications for the 24 – 25 Silhouette Awards Mentorship Program for young professionals are now being accepted **until December 1, 2024**. Twenty successful mentees will be individually supported by one of the program's mentors for a six-month mentorship journey.

With the support of the Silhouette Awards' sponsors and supporters, the winners will be granted the opportunity to enhance their skill set, pursue their career ambitions and add real value to the creativity of the industry, raising the bar for talent around the world. [Apply today!](#)

### **Clean Energy Careers for All Program (CEC4A)**

DOE announced the CEC4A program to fund initiatives aimed at developing a diverse clean energy workforce by targeting a wide variety of groups within science, technology, engineering, and mathematics (STEM) fields. Up to 10 organizations will be awarded approximately \$300,000 each during Phase 1 of the program. The deadline for Phase 1 submissions is **December 13, 2024**. For more information and [to apply, go here](#).

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## opportunities (continued)

### **Grant and Fellowship Opportunities**

Proposal requests for the [Nuckolls Fund Grant](#), the [Edison Price Fellowship](#), and the [Lesley Wheel Grant](#) are now open. There is no fee for submission and no limit to the number of submissions. Proposals are due by **January 7, 2025**.

### **Women in Lighting and Design (WILD) DEIR Committee**

The WILD DEIR committee is seeking volunteers! The Committee's vision is to diversify our field within science, technology, engineering, art, and math (STEAM) by honoring the pathways that drive diverse individuals to pursue a career in lighting and to create a more inclusive environment that supports the longevity of diverse talent to thrive in leadership roles. For information, reach out to the team at [wilddeirprogram@gmail.com](mailto:wilddeirprogram@gmail.com)

### **The Light Justice NOW Awards**

Be on the lookout for updates and information on the Light Justice NOW awards. Submissions will be due in **February 2025**, and the awards will be presented at LightFair 2025 in Las Vegas.

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## congratulations!

### **New President of BUILD**

DEIR working group member and April 2024's "how I got into lighting" featured profile, Quincy Drane, has been announced as the new president of BUILD effective September 1, 2024. We wish Quincy success in his new role!

### **HBCU Clean Energy Education Prize**

More winners of the HBCU Clean Energy Education Prize have been announced. DOE's HBCU Prize addresses the growing need for a robust and diverse clean energy workforce. Through two tracks, Inspire and Partnership, the schools were awarded nearly \$5 million to help prepare the next generation of clean energy leaders. Congratulations to all the winners!

### **2024 Integrated Lighting Campaign (ILC)**

DOE's 2024 Integrated Lighting Campaign (ILC) recognized 16 organizations for exemplary commitment to energy efficiency and environmental responsibility in their buildings and outdoor spaces and two organizations for exhibiting exemplary support for this work. The [Georgian Acres Community HUB for Smart Mobility](#) in Austin, TX, the [Indian Community School](#) in Franklin, WI, the [Reidsville Family YMCA](#) in Reidsville, NC, and the [Salt Lake City School District](#) in Salt Lake City, UT were recognized in the *Energy Justice, Diversity, Equity, Inclusion* category.

Contact [treviene@akoyaonline.com](mailto:treviene@akoyaonline.com) to be added or removed from this DEIR in Lighting newsletter mailing list.