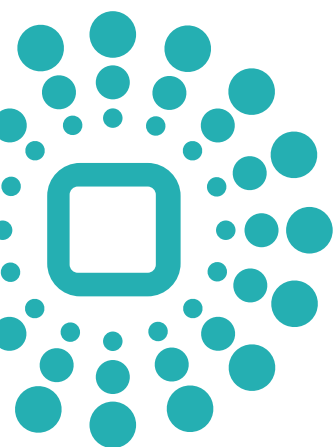




deir in lighting

NEWSLETTER

Welcome to the **DEIR in Lighting newsletter**, a quick and easy way to collect and share news, events, and resources among ourselves and with others outside the working group. Help us spread the word via your own networks, newsletters, LinkedIn posts, and other means! View [past issues](#).

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october meeting recap

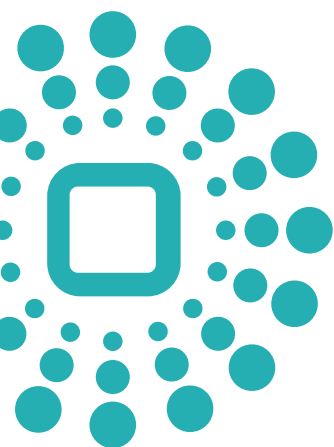
On October 3, 30 members of the DEIR in Lighting working group met on the topic of **lighting practice**. Three working group members were asked to kick off the discussion: **Lauren Dandridge** (principal at Chromatic and adjunct professor at the University of Southern California), **Edward Bartholomew** (principal at Bartholomew Lighting and instructor at Morgan State University), and **Robin Miller** (principal of Miller Design Group and lighting educator).

Panelists and attendees were asked to share their interpretation of the phrase “DEIR in lighting practice.” The answers revealed multiple interpretations and some common threads. Some look within their organizations to create a workplace and workforce that embrace DEIR principles while others look to advocate for DEIR via education and outreach in their projects — and some do both. The three panelists shared successes (projects that are embraced by and bring value to the community) as well as challenges (getting direct access to actual users, understanding and incorporating their needs, and moving mindsets from lighting metrics and calculations to a focus on metrics tied to the people in the space).

Their experiences, together with ensuing discussions among all meeting attendees, highlighted some recurring themes and best practices:

- **Focus on lighting quality**, and not just numbers (e.g., budget and footcandles).
- **Foster engagement and education**, meet with government and municipality decision makers, participate in conference panels, and make DEIR part of the fabric of all meetings, events, and presentations vs. a separate track.
- **Identify and promote best practices** such as Philadelphia’s streetlight conversion project (build community outreach into the project RFP) and Chicago’s streetlight conversion project (build a local workforce component and community-centered website into the project planning).
- **Advocate for DEIR in the workplace**, precision of language, equity in hiring practices, and pay equity for both experience and education.

A number of related events and resources were discussed during the meeting; see pages 3–4 for more details. To learn more about the meeting discussion, check out the [Jamboard](#).



how i got into lighting: Mariel Acevedo



I grew up in Puerto Rico and lived there most of my life. From the age of 5, I wanted to be a surgeon. In high school, after badly dissecting a pig in biology, I changed my mind and decided to study anthropology, until my junior year when someone explained to me that my dreams of gallivanting the world doing research would need to be tamed with a life in academia and many research grant requests. My dad suggested I try theater, which I'd always loved, but I did not want to act, so I started working as a production assistant. One day, helping the lighting designer in a theater with no techs, I got to play with an ellipsoidal and it was instant love. For the next few years, I worked as a theater tech, as an assistant to a set designer, and I designed the lighting for all my friends when they did their final directing projects. There was not a lighting program at my university, so I made my own, and was lucky enough to have professors that encouraged and even hired me to pursue my passion. I particularly loved doing dance — the way that lighting frames the dancer's body and turns them into moving sculptures.

“When I think about diversity, I think a lot about the cost of an education in lighting.”

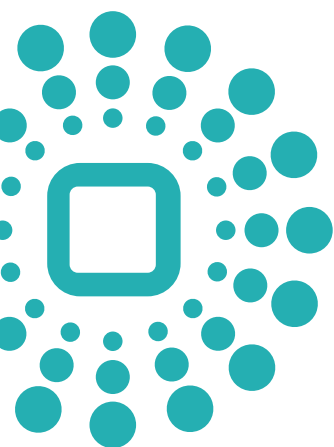
From theater I jumped into film, working as a grip, thinking I might want to be a cinematographer, but I didn't love the work with the same passion, so I started thinking about a master's degree in architectural lighting. The idea of lighting up a building and making it come to life the same way I did with a set and actors, but with permanence, really called to me. But I couldn't afford it, so I took an opportunity to work for a rep and learn the business. I don't

regret not getting my degree, I learned a lot on the job, but it has been a barrier to pursuing teaching jobs, to presenting in conferences, and to applying for senior design jobs. It must be noted that these jobs don't necessarily pay enough to justify the amount of student debt I would have had. When I think about diversity in our industry, I think a lot about the cost of an education in lighting.

After I got my LC and started attending IES events, the doors opened to whole new areas of lighting I did not know existed — research, government, technical standards, and more. It was not a world that looked like me or spoke my language, but still allowed me to find amazing mentors, that pushed me into positions and committees, and encouraged me to participate. Even with the lack of diversity, this was a space that offered opportunities, learning experiences, and growth. As I enter my 15th year in the architectural lighting world, I think more about what programs we can offer to people like me, to retain them in the industry. I advocate for translations, for closed captions in videos, and for looking for talent in spaces we normally ignore — like community colleges or drafters. I love that we now have so many DEIR initiatives and groups like [WILD](#) and [NACLIQ](#) that advocate, work, and fight for visibility and opportunities. My hope would be that as the industry grows and diversifies, there will be more of us to mentor and retain that talent we recruit and that when they walk into the lighting spaces they don't think, “No one looks like me.”

We'd like to develop stories from all of you, to be collected and shared by all of us – via emails, newsletters, LinkedIn, and other means. Sharing your stories may alert others to existing opportunities, or spur ideas for future pathways we can create.

Ready to share your story? Contact amy@akoyaonline.com.



events

[IES Light + Justice Symposium](#)

On November 4, IES and LightJustice.org will host a virtual symposium to explore the intersection of lighting and environmental justice. Three 90-minute sessions will explore the history of lighting injustice, current knowledge and policy opportunities, and just lighting in practice (past and current). [Register now](#).

[Justice40 Initiative: Justice Week 2022](#)

From September 12 to 16, DOE hosted its first-ever Justice Week. The five-day event included two days of internal DOE sessions (in-person and virtual), followed by three days of public sessions (virtual) where DOE and external stakeholders discussed DOE's Equity Action Plan to advance racial equity and provide support for underserved communities plus specifics on [Justice40 Initiative](#) implementation efforts at DOE. [Learn more](#).



resources

[LightJustice.org](#)

LightJustice.org is a forum for lighting professionals to share information and ideas about lighting justice issues, opportunities, and actions, plus a repository for lighting justice resources and a hub to connect efforts across organizations. Check out the Light Justice website [resources](#), including the article [“Omnipresence” Weaponizes Light](#) and the book [Design Justice](#).

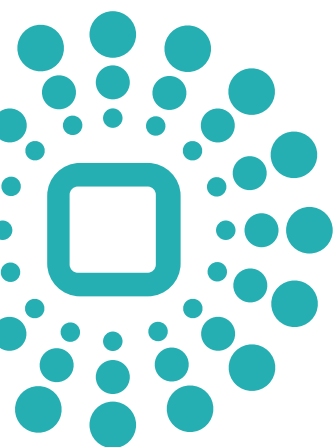
[Philadelphia LED Streetlighting Conversion Project](#)

The City of Philadelphia is poised to begin a three-year project to convert 120,000 old HPS streetlights into a network of LED streetlights with a new lighting management system. Phase One will begin with an audit of existing streetlighting infrastructure, community engagement, and trial installations. The project is also designed to create economic opportunities for local minority, women, disabled, and small businesses. [Learn more](#).

[Chicago Smart Lighting Program](#)

The City of Chicago is about to complete a four-year project to convert the bulk of its existing stock of streetlights to LED streetlights with networked monitoring and control technology. The program website offers “what to expect” information for residents, an interactive map to track installation progress by neighborhood, and information on improved service and safety, energy savings, and reduced light pollution enabled by the new LED streetlights. The website also details the program commitment to use local installers and local manufacturing and assembly. [Learn more](#).

continued on next page



resources (continued)

[EvariLUX](#)

EvariLUX is a suite of tools developed by Evari GIS Consulting to incorporate illumination photometrics into Geographic Information Systems (GIS) software to support outdoor lighting projects. Evari is supporting both the Chicago and Philadelphia streetlight projects, conducting field GIS data collection and related data management. [Learn more.](#)

[Browning the Green Space](#)

Browning the Green Space is a coalition of leaders and organizations in the New England region committed to increasing the participation and leadership of Black and Brown people and women in the clean energy space. The group collaborates to support DEI in companies (recruitment, hiring, retention), careers (pathways for study, mentorship, internships, apprenticeships), capital (access to resources, technical assistance, networks), contracts (access to capital, bonding, insurance), and communities (deployment of clean energy solutions in lower-income areas and/or communities of color). [Learn more.](#)

[Equity in Lighting](#)

Equity in Lighting is a partnership committed to increasing diversity within the lighting community of New York City so it may better reflect the diversity of our country through the tools of outreach, educational events, and industry policy. Check out the Equity in Lighting website [resources](#).

[Project Implicit® Awareness Tool](#)

The mission of Project Implicit is to educate the public about bias and provide a “virtual laboratory” for collecting data on the internet to produce high-impact research that informs our scientific knowledge about bias and disparities. [Learn more.](#)



articles and reports

[The Problem with ‘Hey Guys’](#)

[Women in the Workplace 2021](#)

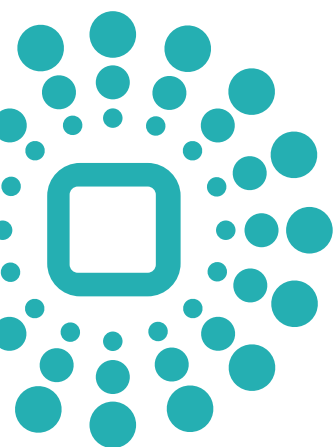
[7 Keys to Having a Courageous Conversation with Anyone](#)

[Courageous Conversations at Work: A Guide To the Discussion You Are Scared Of](#)

[Why a Psychologically Safe Work Environment Matters & How to Foster It](#)

[3 Requirements for a Diverse and Inclusive Culture](#)

[10 Tips to Reduce Unconscious Bias in the Workplace](#)



opportunities

[DOE L-Prize Competition](#)

DOE's [L-Prize Competition](#) is designed to spur groundbreaking innovation in lighting for commercial buildings. Check out the [October issue](#) of *LD+A*, detailing how and why the L-Prize offers bonus points for DEI approaches and sustainability innovations, plus the [webinar](#) on L-Prize Prototype Phase DEI Requirements and Opportunities.

[DOE Community Clean Energy Innovation Prize](#)

In September, DOE launched a new prize competition to increase equity and develop clean energy solutions for underserved communities. The new prize is designed to develop partnerships between organizations within communities to address community-identified energy challenges, addressing the need for direct investment in community-based organizations to achieve community solutions for clean energy challenges and DOE's [Justice40 priorities](#). [Learn more.](#)

[IEC Receives DoD Grant to Support Underrepresented Engineering Students](#)

The [Inclusive Engineering Consortium \(IEC\)](#) was recently awarded a \$10.9M grant over six years by the U.S. Department of Defense Research and Development division to support IEC's 2to4 program focused on first-generation, underrepresented community college students in their transition in completing four-year electrical and computer engineering (ECE) degrees. Representing a virtual super department model that includes more than 5000 students and 200 faculty with minority-serving institution (MSI) partners, the IEC is poised to expand to include more than 50 community colleges over the course of the IEC 2to4 program's implementation. [Learn more.](#)