

## Section VI: EBA Policies

### Diversity and Inclusion Statement:

**The Energy Bar Association (“EBA”), the Charitable Foundation of the Energy Bar Association (“CFEBA”), and the Foundation of the Energy Law Journal (“FELJ”) (jointly referred to as the “Associations”) are committed to the goals of fostering an inclusive and diverse membership and increasing diversity across all levels of the Associations. Attorneys, Energy Professionals and Students with varied and diverse characteristics practicing in the energy field are welcome to join our ranks and are encouraged to become active participants in the Associations’ activities.**

For all purposes within this Policy and its application across the Associations, “diversity” and “diverse characteristics” will include but not necessarily be limited to differences in race, creed, color, gender (including gender identity or expression), sexual orientation, family and marital status (including pregnancy), family responsibilities, religion, national origin, age, personal appearance, political affiliation, veteran status, disability, source of income (government, solo, corporate, or firm practices), or place of residence or business (geographic diversity).

The Associations recognize that the goals of increasing membership diversity and ensuring that diversity is reflected across all levels of the Associations cannot be achieved without the unequivocal support of, and sustained effort by, the Associations’ leadership. Therefore, the Associations’ leadership and all members holding positions with powers of appointment 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 Associations. Active promotion of diversity and inclusion within the Associations shall include, but not be limited to, making good faith efforts to:

- Periodically review EBA’s methods for soliciting members, undertaking outreach efforts, and structuring membership benefits with the aim of appealing to as broad and diverse a group of eligible professionals as possible.

- Extend high-visibility opportunities such as speaking engagements and panel participation to individuals reflecting diverse characteristics, in order to encourage the membership of, and the active engagement of broadly diverse groups.

- Consider in connection with appointment decisions (such as board memberships, officer positions, committee or chapter leadership, speaking/panel opportunities, or publishing and editing opportunities), individuals who possess diverse characteristics, as identified in the EBA definition of Diversity, that are underrepresented in these positions in order to: (1) actively welcome and encourage all persons to contribute and participate; and (2) strive for diversity across such positions.

- Encourage pro-diversity policies in the many companion and sub-groups of the Associations, including Committees, Chapters, and Councils and in particular by the Professional Education Council.

- Present this Policy in all orientation and training materials; presentations, and meetings; and to r consideration by the Nominating Committee.

- Include in the Associations’ 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 presentation of a report by each Association’s Diversity and Inclusion Facilitator to the EBA Board of Directors detailing all initiatives and efforts taken over the course of each year to foster diversity and inclusion within the Association, and outlining any newly recommended measures for the Board’s consideration.

**EBA Event Pricing Policy:**

The EBA Board has adopted the following minimum fee structure for future EBA events organized at both the national and chapter levels. The proposed fee structures do not apply to either National or Chapter annual meetings. Those excluded events shall continue to be priced individually with prior approval from the EBA Board. Also, lower fees can be proposed for current students and government employees, as appropriate to the event.

<u>Event Type</u>	<u>Member Fee</u>	<u>Non-Member Fee</u>
In Person/Video Call Event (1-2 hours)	\$35	\$60
Energizers (2-4 hours)	\$75	\$110
Networking Only events	\$15	\$15
Miscellaneous Events	15% above cost- price accordingly	15% above cost- price accordingly

The effective date for this pricing structure is May 1, 2013 for the rates stated above. The new rates would apply to events that have not been marketed as of the effective date, including events which are supported through sponsorship(s).

**Joint Enterprise Policy:**

Goal of the Joint Enterprise Policy is to:

- (i) promote the EBA Strategic Plan;
- (ii) promote beneficial relationships with Allied Organizations;
- (iii) review and approve or decline sponsorship requests from other organizations; and
- (iv) promote and approve non-financial sponsorships of EBA events by Allied Organizations and other similarly situated organizations, including events by EBA Chapters and Committees.

The duties and responsibilities of the JEC do not include reviewing or approving requests for financial sponsorship of EBA events or advertising, developing or implementing EBA’s policies regarding such financial sponsorships or advertising. Requests for financial sponsorship of EBA events or advertising will be handled by the EBA office, working with the Advertising and Sponsorship Task Force.

**Allied Organizations**

Allied Organizations are organizations that the JEC and the EBA Executive Director determine would provide beneficial partnering and sponsorship opportunities for the EBA membership and would promote and not be inconsistent with EBA’s Core Purpose, EBA’s Mission Statement, EBA’s Core Values, and EBA’s Strategic Goals. The factors to consider in identifying Allied Organizations include but are not limited to:

1. Profit or Non-profit Status of the Organization. As a general policy, commercial entities or other for-profit organizations, including law firms and consulting firms, will not be identified as Allied

Organizations, except under unique circumstances. Such exceptions shall be approved by both the JEC and the EBA President

2. Type of Organization. The purpose of the potential Allied Organization should not be inconsistent with EBA's Core Purpose, EBA's Mission Statement, EBA's Core Values, or EBA's Strategic Goals. For example, organizations such as bar associations or volunteer organizations might have purposes that are consistent with the EBA, while advocacy groups and for-profit organizations might not be consistent with the EBA's purpose.
3. Mission or Advocacy Position of the Organization. One of EBA's core values is to be position neutral. Each potential Allied Organization should be evaluated to ensure that its status as an Allied Organization does not conflict with this core value.
4. Reputation of the Organization. The reputation of an Allied Organization should be commensurate with the professional reputation of EBA.
5. Programming/Events Offered by the Organization. The organization's programming/events should be beneficial and relevant to the interests of the EBA membership.
6. Previous Sponsor. The JEC should consider whether an organization has been a previous sponsor of any EBA events.

If an organization is identified as an Allied Organization, EBA will seek to form and continue partnering relationships with the organization. The JEC also will take into account the status of an organization as an Allied Organization in evaluating requests for EBA sponsorship(s).

### **Criteria for Sponsorship**

EBA encourages sponsorship by EBA of other organizations' events, as well as sponsorship of EBA events by Allied Organizations and other similarly situated organizations. The JEC will review all requests for EBA sponsorship of another organization's event on a case-by-case basis. All requests for EBA sponsorship of other organizations' events must be approved by the JEC pursuant to the process outlined in Section V of these Guidelines. In those instances where the EBA and another organization collaborate and organize the event as a joint venture, the JEC will consider listing the organization as an event "co-sponsor."

#### **Evaluation Factors for Sponsorships**

The factors the JEC will consider in evaluating whether to approve a sponsorship opportunity include, but are not limited to, the following:

1. Allied Organization Criteria
2. Timing, Location and Type of Event

In general, the EBA disfavors sponsoring any programs which will be held within one month prior to the EBA Annual and/or Mid-Year meeting and within 10 days of other EBA events.

3. Benefit to EBA Membership
4. Position Neutrality
5. EBA Office Support
6. Cost
7. Reciprocity

Interested parties must complete a co-sponsorship request form, <http://www.eba-net.org/networking/co-sponsor-meeting-eba/>