

Report on racial equity, environmental impact, & social change

LEYLINE ADDRESSING RACISM

We created the LEYLINE ADDRESSING RACISM working group in the transformative summer of 2020 with a commitment to expand diversity and address inequity in the renewable energy industry and our broader society. We identified three focus areas – education, employment, and finance – where we feel most able to make meaningful contributions.



Our work in the past quarter included:

COMMITMENT

- Published first quarterly report on Leyline Addressing Racism
- Published op-ed in trade publications, calling on renewables companies to develop and implement anti-racism strategies
- Joined the Renewables Forward initiative, which focuses executives in the industry on racial equity action

EDUCATION

- Expanded HBCU outreach
- Signed up to speak at “Career Conversations” at Elizabeth City State University
- Presented to N.C. A&T students on opportunities for engineers in renewable energy
- Participated in Sloan Renewable Energy Finance case study to define a more inclusive and diverse hiring process
- Participated in N.C. Central Law’s lunch and learn panel

EMPLOYMENT

- Began drafting a company hiring policy including more inclusive job descriptions, resume review, interview practices, and candidate evaluation methods
- Trained eight employees on implementation of new, more equitable hiring practices
- Recruited for and hired the first Renewable Energy Ex/Internship at Leyline
- Formalized process for job postings & expanded Handshake platform

FINANCE & PARTNERSHIPS

- Reached out to learn from and collaborate with peer companies on Diversity, Equity, and Inclusion (DEI) efforts
- Hosted internal fundraiser for Feed Them Foundation
- Participated in Feed Them Foundation service day to support food distribution
- Opened conversation with Durham Community Land Trustees to work on rooftop solar projects and other green energy on its affordable housing properties in Leyline’s Durham community



ENVIRONMENT-SOCIAL-GOVERNANCE

With a portfolio of renewable energy investments, we obviously factor environmental goals into every project we take on. But we strive to go beyond that and find ways to perform well on a range of impact metrics. To that end, we adopted the broadly accepted “ESG” criteria, which serve as markers for tracking how well an organization meets and makes progress across a number of environmental, social, and governance categories. The following outlines our performance against these standards as of the end of the past quarter:

4.7
GW

total electricity generation
capacity of Leyline-financed
projects

340MM
MWh

lifetime renewable energy
output of projects Leyline
helped make possible

192.4
Metric tons

carbon dioxide emissions
avoided because of
Leyline projects

\$73.8MM
dollars

capital invested
in carbon-reducing
projects



employee
profit-sharing plan
implemented

17%
Leyline employees

self-designated as part of a
historically underrepresented
racial or ethnic group

44%
Leyline employees

self-identified as having a
historically underrepresented
gender identity

REPORT ON RACIAL EQUITY, ENVIRONMENTAL IMPACT, & SOCIAL CHANGE

LEYLINE RENEWABLE CAPITAL, LLC exists to make a difference in the world –both through the projects we invest in and the way that we operate. Because actions speak louder than words, we adopted goals and established processes to effect real change. We also committed ourselves to regular and transparent reporting on our progress and on what we still have in front of us to accomplish.

[For more details on Leyline's impact in Q4 2020, please read our blog post.](#)