

Report on racial equity, environmental impact, & social change



LEYLINE ADDRESSING RACISM

We created the LEYLINE ADDRESSING RACISM (L.A.R.) 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

- Celebrated Black History Month by hosting three guest speakers on the history of Durham, N.C., as a longstanding center of Black commerce, education, community, and economic power
- Leyline executives committed to attend one L.A.R. meeting per month
- Leyline committed to setting an annual social impact goal that is in addition to the work of L.A.R.
- Erik Lensch named to the Renewables Forward Initiative Mentorship Committee

EDUCATION

- Hired first REEAL (Renewable Energy Externship At Leyline) intern and completed internship rotation through four teams so far
- Participated in Meredith College Mock Interview Session, N.C. A&T and Howard University Career Fairs, and Elizabeth City State University Career Conversations
- Began planning for HBCU-based mentoring program
- Kicked off project with MIT Sloan sustainability students to diversify Leyline origination efforts

EMPLOYMENT

- Completed full revision of Leyline hiring policy, with a focus on integration of best JEDI practices
- Trained leadership team in new hiring policy
- Engaged the policy for four new job postings
- Became a “seedling” partner/sponsor of Black Oak Collective to expand potential employment network

FINANCE & PARTNERSHIPS

- Strengthened new partnership with Durham Community Land Trustees to install solar on its affordable housing units, including performing technical and feasibility assessments on the units and developing a preliminary project ownership and financing plan
- Met with Professor Henry McKoy of North Carolina Central University to listen and learn valuable insights as we design and refine our mentorship program



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:

4.88
GW

total potential renewable energy capacity of Leyline-financed projects

340MM
MWh

lifetime renewable energy output of projects Leyline helped make possible

194.5
metric tons

carbon dioxide emissions avoided because of Leyline projects

\$79.2MM
dollars

capital invested in carbon-reducing projects



18.7%
Leyline employees

self-designated as part of a historically underrepresented racial or ethnic group in finance or renewable energy

50%
Leyline employees

self-identified as having a historically underrepresented gender identity in finance or renewable energy

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 Q1 2021, please read our blog post.](#)