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## **25-BUSMTG-01 Agenda Item 6 JAEDI, July 10th, 2025 CEC business meeting**

Monday, July 14th, 2025

California Energy Commission Staff:

After attending July 10th, 2025s CEC business meeting, listening and viewing presentations on agenda item number 6, I am submitting concepts to consider for future diversity attention. This comment is to be considered food for thought. Eventually, I may change my opinions on these matters.

I realize that the JAEDI topic is not of my expertise and can be controversial, but feel as though I too as a mid-aged white female without children am, or have been, subject to its concepts, formally or not.

I am asking that future Justice, Access, Equity, Diversity and Inclusion, JAEDI work, examine further diversities not usually presented by what has been described in past Equal Opportunity language as discrimination. For example, some say never talk about politics or religion, but I believe both parameters play roles in governments and corporations, including staying power. The CEC is part of the CA states governing agencies, may suffer political and religious leans as well. Plus, the number of dependents a job candidate or employee has, also seems to play a staying power and establishment role.

In seeking paid work, applying for state positions, which I have generally retreated from because of CalPERS and SMUD retirement benefits, I notice a survey on racial and gender parameters, but does not inquire what political party or what religion a job applicant subscribes to. These surveys do not inquire how many children one supports, or if one is single, which seems highly thought about by the general public and coworkers.

After reading in the last decade about the Critical Race Theory, where black ancestral heredity, obvious or not, can make one of the black race, I question why the same concepts are not applied to those with Jewish ancestry. I had a Jewish last name from a grandfather, which may also have root word interpretations due to less understanding algorithms. Anti-semitism can be subtle, but prevalent. In actuality, I prefer not examining these parameters or making them stronger and complex, but if subtle, but prevalent discriminations are not considered, I do not see the point in some surveys.

Gender, in my generation, born in 1964, departed from main-stream thinking. Younger generations departed much more. Obviously the CEC has embraced female leadership,

and has highly educated employees who probably have had exposure to extremely diverse groups. But can the CEC embrace surveying and diagramming genders beyond the traditional 1950 like brand? How about surveying for persons without children, single persons who do not want children possibly seen as a minority in hiring practices and Two Spirit individuals, said to have both male and female strengths? Our current federal government seemingly went backwards in time regarding the gender subject, ignoring and rejecting years of progress and academic, high level examinations.

Today, July 14th, is the anniversary of Reuben Loya's birthday, who was a platonic coworker in alfalfa fields and greenhouses of Plant Genetics, Inc., Davis, CA, and a platonic room-mate, Davis and later in Sunnyvale, CA, who invited me to live with him in separate quarters. Back then the Silicon Valley was expensive to live in and our generation had houses with rooms of different sexes. We did not necessarily mingle. Reuben was gay, but not obviously so when I knew him in-person best. He had Jewish ancestry and with family from Israel, but of American citizenship and to my long ago past knowledge did not practice religion. I believe his parents move their young family to avoid their progeny's draft into the Israeli military. He appeared male, white and conservative. He had no kids, but had girlfriends, obvious loves and boyfriends per his many dramatic descriptions in phone communications. He died in 2012, unexpectedly in Tel Aviv, due to, per his MD brother, of cavernous sinus thrombosis. Per an Tel Aviv article sent, Reuben's organs were donated to many different people, said to be advancing science. His sudden, unexpected death made me feel ill since we had recently communicated by phone. I knew of his strifes, including with family. Near the time he died my supervisors interrogated me in a way which I did not understand as logical. I cannot say for certain, but I am guessing traditional Israel and Judaism viewpoints on gay males or persons not having or wanting born progeny, may have been more old fashioned than the United States until our current federal administration came to power seemingly with 1950s style white male Christian conservative strengths and leans.

Because of how complex humans are or can be, I am at a loss for hard bent recommendations to JAEDI, but feel its power. I hope CEC leaders can help mold more in California state and the broader United States government, to understand why diversity, coexistence and acceptance are worth while governmental pursuits, and be considered success, instead of oppressing people back into so called closets. Updating surveys to be more inclusive of recent modern human parameters and general public acceptances beyond the 1950s seems worth endorsing.

Thanks for being there.

Sincerely,

Claire Zuma