

**DOCKETED**

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<b>Project Title:</b>	Business Meeting Agendas, Transcripts, Minutes, and Public Comments
<b>TN #:</b>	244405
<b>Document Title:</b>	Item-03-Diversity Report Presentation
<b>Description:</b>	N/A
<b>Filer:</b>	Dorothy Murimi
<b>Organization:</b>	California Energy Commission
<b>Submitter Role:</b>	Commission Staff
<b>Submission Date:</b>	8/9/2022 11:19:11 PM
<b>Docketed Date:</b>	8/10/2022



# Item 3: Diversity Report

August 10, 2022 Business Meeting

Noemí Otilia Osuna Gallardo, IDEA Executive Co-Sponsor  
Interim Public Advisor and Chief of Staff to Chair Hochschild



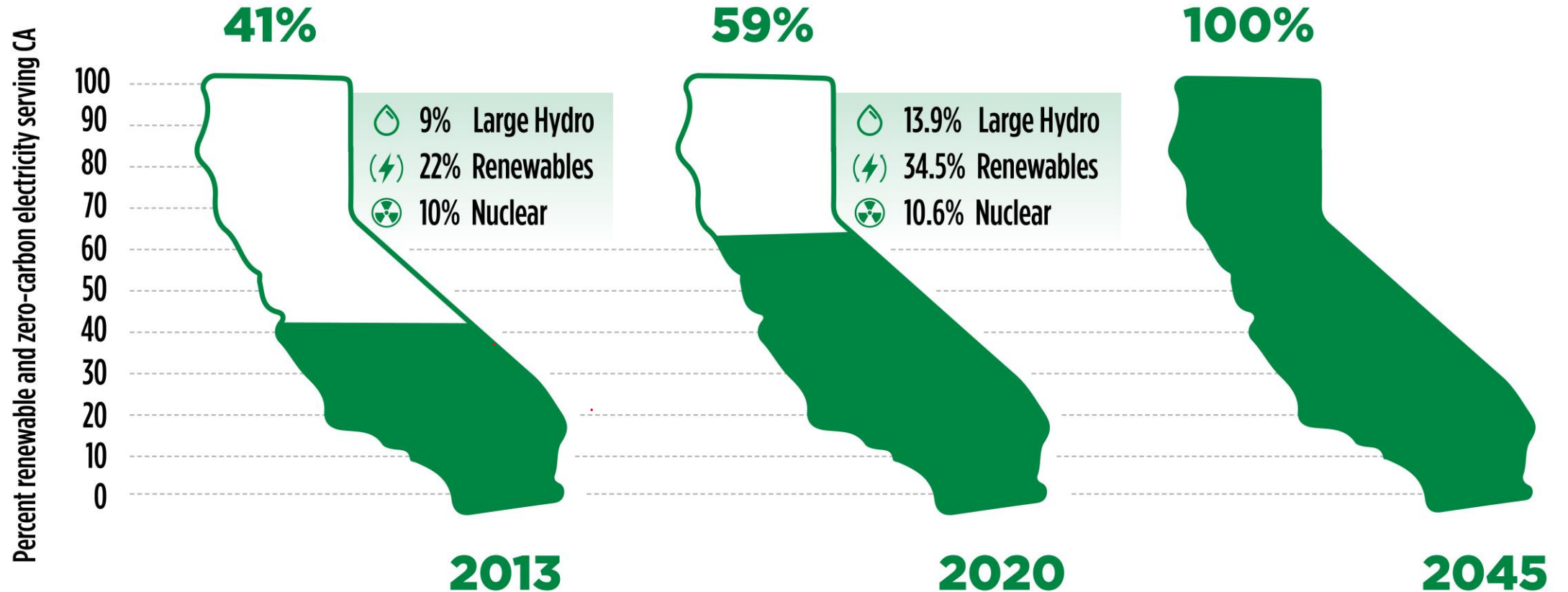
# Benefits to Californians

- Keep the lights on for all
- Contribute to dignity, health, and prosperity





# Progress to 100% Clean Electricity





# 2015 Diversity Resolution

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- Optimize opportunities through **PROGRAMS** for participation and benefits for:
  - small and diverse-owned businesses
  - economically disadvantaged and underserved communities

[https://www.energy.ca.gov/sites/default/files/2020-07/diversity\\_policy\\_resolution\\_ada.pdf](https://www.energy.ca.gov/sites/default/files/2020-07/diversity_policy_resolution_ada.pdf)



# 2019 Inclusion Diversity Equity & Access Initiative

**Programs + Workplace = IDEA**   
(EXternal) (INternal)



# \$1.1 Billion Investments in DACs



**New Solar Homes Partnership (NSHP)**  
**\$37.2 Million**



**Clean Energy Jobs Act, K-12 (Prop 39)**  
**\$409.2 Million**



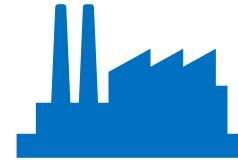
**Food Production Investment Program (FPIP)**  
**\$79.6 Million**



**Electric Program Investment Charge Program (EPIC)**  
**\$172.6 Million**



**Local Government Challenge Grant (LGCG)**  
**\$2.7 Million**



**Geothermal Resources Development Account (GRDA)**  
**\$4.4 Million**



**Natural Gas Research & Development Program (PIER)**  
**\$33.3 Million**



**Clean Transportation Program (CTP)**  
**\$316.7 Million**

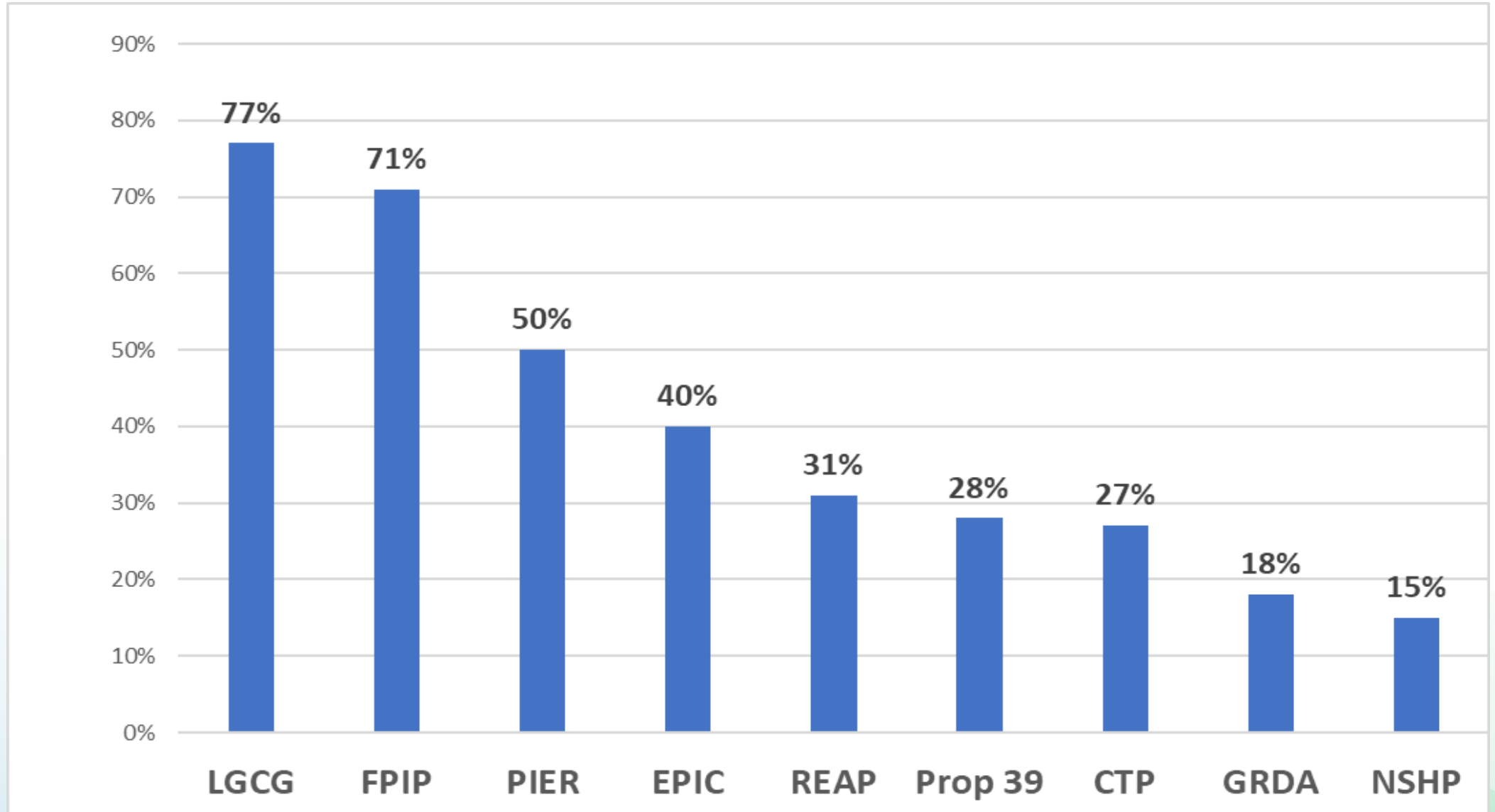


**Renewable Energy for Agriculture Program (REAP)**  
**\$3 Million**

**\*As of Dec 2021**



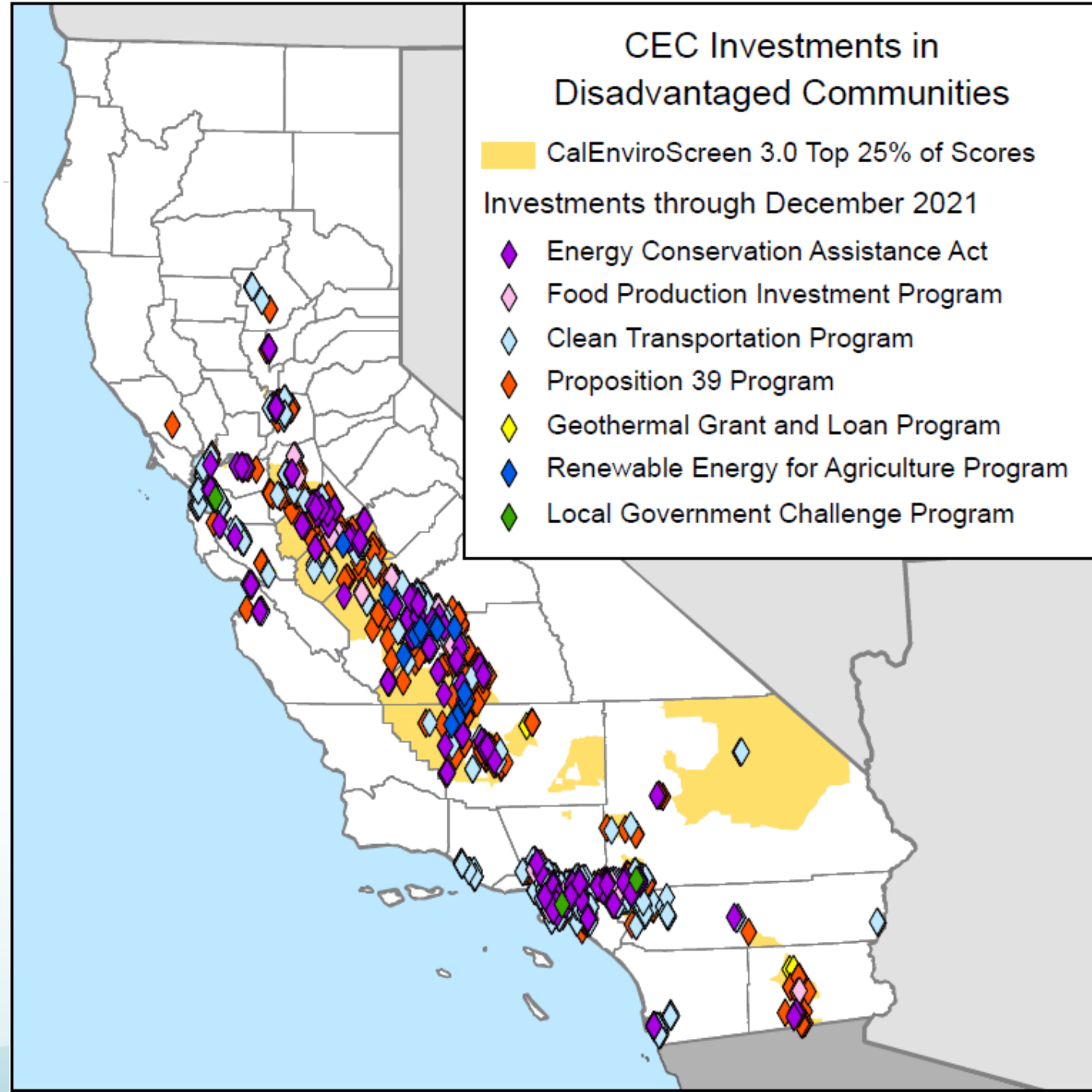
# Percentage of Funding for Project Sites in DACs







# Map of Grant-funded Project Sites in DACs





# Tribal Program



Katrina Leni-Konig, Deputy Public Advisor and Tribal Liaison  
Office of the Public Advisor, Energy Equity, and Tribal Affairs



# 2021 Tribal Energy Resiliency Conference

## Recommendations:

- Continued relationship-building
- Improve understanding of gaps and barriers
- Strengthen cultural competency among state agency staff
- Coordinate with other state agencies partners
- Provide technical assistance
- Include non-federally recognized tribes
- Ongoing tribal energy and climate conferences

## Conference Letter to the Seven Generations

“This letter to the seven generations is a balance between the ancestors, their knowledge and legacy that they provide to us, about what is here and yet to come” - Thomas Gates





# Looking Ahead



- CA Tribal Gap Analysis
- Offshore Wind
- Lithium Recovery
- SB 100





# Disadvantaged Communities Advisory Group (DACAG)



Dorothy Murimi, Outreach Specialist  
Office of the Public Advisor, Energy Equity and Tribal Affairs



# 2021 Achievements

- Increased CEC engagement:
  - 100% commissioner presence at monthly meetings
  - 1:1 check-ins
  - 9+ subject matter expert meetings
  - Multiple panel participation
  - 12+ staff requests for input
- Increased DACAG energy expertise:
  - Consistent presentations
  - Feedback loop
  - Weekly Newsletter



New Member  
Julia Hatton



Román Partida-López \*

DACAG Vice Chair  
The Greenlining Institute  
April 1, 2021 - March 31, 2022



Stephanie Chen \*\*

DACAG Secretary  
Marin Clean Energy  
April 1, 2021 - March 31, 2022



Jana Ganion \*\*\*\*

DACAG Tribal Representative  
Blue Lake Rancheria  
April 1, 2020 - March 31, 2022



Adrian Martínez \*\*

Earthjustice  
April 1, 2020 - March 31, 2022



Andres Ramirez \*\*

Mobility Justice  
April 1, 2020 - March 31, 2022



Fred L. Beihn \*

Arrowhead Solutions  
April 1, 2020 - March 31, 2022



Roger Lin \*\*

Center for Biological Diversity  
April 1, 2020 - March 31, 2022



Elena Krieger, PhD \*

Physicians, Scientists, and  
Engineers (PSE) for Healthy Energy



Curtis Silvers \*

Los Angeles Brotherhood Crusade  
April 1, 2021 - March 31, 2022



# Liaisons and Priority Areas



## 2022 Priority Areas

- 1) Transportation Electrification
- 2) Building Decarbonization & Electrification
- 3) Workforce Training & Development
- 4) Reliability
- 5) Gas Transition
- 6) Distributed Energy Resources
- 7) Electric Program Investment Charge (EPIC) Program
- 8) Integrated Energy Policy Report (IEPR)
- 9) Affordability
- 10) Community Engagement



# Workforce Efforts



Larry Rillera, Air Pollution Specialist  
Fuels and Transportation Division







# IDEAL ZEV Workforce Pilot Project

- **Develop** ZEV skills and career pathways
- **Create** jobs
- **Support** inclusive ZEV supply chain
- **Invest** in priority communities



Source: GRID Alternatives



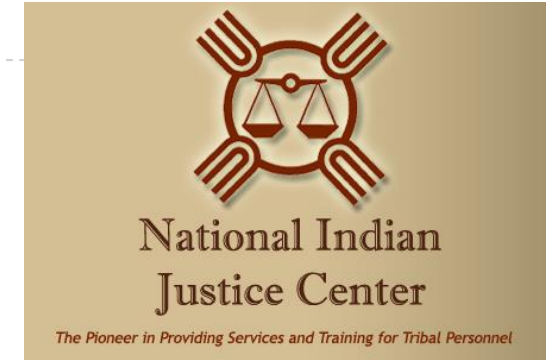
Source: ChargerHelp!



# 14 Statewide Projects

- **Investment:** \$6.5 million\*
- **Estimated Participants/Trainees:** 34,400
- **Average CES 4.0 Score:** 89<sup>th</sup> Percentile
- **Potential Estimated Jobs:** 6,900
- **New Partners:**
  - National Indian Justice Center (23 California Tribes)
    - Electrical Vehicle Infrastructure Training Program
    - ChargerHelp!
    - 3 Fresno Area High Schools

\* \$1 million from CARB partnership



Source: NIJC.org



Source: EVITP.org



Source: LEAP Institute



# IDEA-Ex Next Steps

- 1) Conduct outreach and engagement early, often, and meaningfully
- 2) Implement Equity & Environmental Justice Framework, Assessment Tool, Action Plan and support Equity Indicators effort
- 3) Create Task Force subgroups:
  - Technical Assistance
  - Workforce Development
  - Language Access
  - Benefits Development



# IDEA-In



Carousel Gore, IDEA Executive Co-Sponsor  
Equal Employment Opportunity (EEO) Officer



# IDEA-In Taskforce

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- 11 meetings since 2020; 3 in 2021
- 100-220 attendees at each
- Topics:
  - Microaggressions
  - Allyship with AAPI Community
  - Cuomo Case Study: Impact of sexual harassment
  - Gender Neutral Language



# IDEA-In Taskforce: Sub-Groups

## Hiring & Recruitment

Adam Gottlieb

Abigail Ryder

Jonathan Fong

Raja Ramesh

Linda Barrera

Karen Herter

Sandy Louey

Diana Gonzalez

Garry Maurath

Alyssa Recendez

Tim Smith

## Workplace Culture

Reta Ortiz

Abtin Mehrshahi

Kaelah Dyer

Guadalupe Corona

Jeffrey Sunquist

Elisabeth DeJong

Patricia Carlos

Hilarie Anderson

Veronica Bennet

Chris Davis

Mina Holloway

## Staff Development & Advancement

Greiana Williams

Esther Odufuwa

Jessica Gee

Hassan Mohammed

Ghasem Edalati

Christine Collopy

Ulises Vargas

Roxanne Henriquez

Monica Rudman

Messay Betru

## Access/Resources

Pilar Magana

Joelle Kelly

Hannah Schanzer

Sarah Williams

Joey Swiencki

Peter Strait

Renee Webster-Hawkins

## Accountability Transparency

Quenby Lum

Kathryn Colson

Rosemary Avalos

Elise Ersoy

James Qaqundah

Quentin Gee

Molly O'hagan

Linh Huynh

Silvia Palma-Rojas



# IDEA-In: Employee Resource Groups (ERG)

**Asian-American and Friends ERG: Myoung-Ae Jones, Coordinator.**

**Black and Ally Community Resource Group (BLACRG): Dorothy Murimi, Coordinator.**

**Disability Advisory Committee (DAC): Greiana Williams, Chair.**

**European Culture Group: Jeffrey Sunquist, Coordinator.**

**La CEC Familia: Guadalupe Corona, Coordinator.**

**Neurodiversity ERG: Elise Ersoy, Coordinator.**

**Rainbow Affinity Group: René Webster-Hawkins, Coordinator.**



# Employee Resource Groups (ERG)



Myoung-Ae Jones, Energy Specialist  
Renewable Energy Division





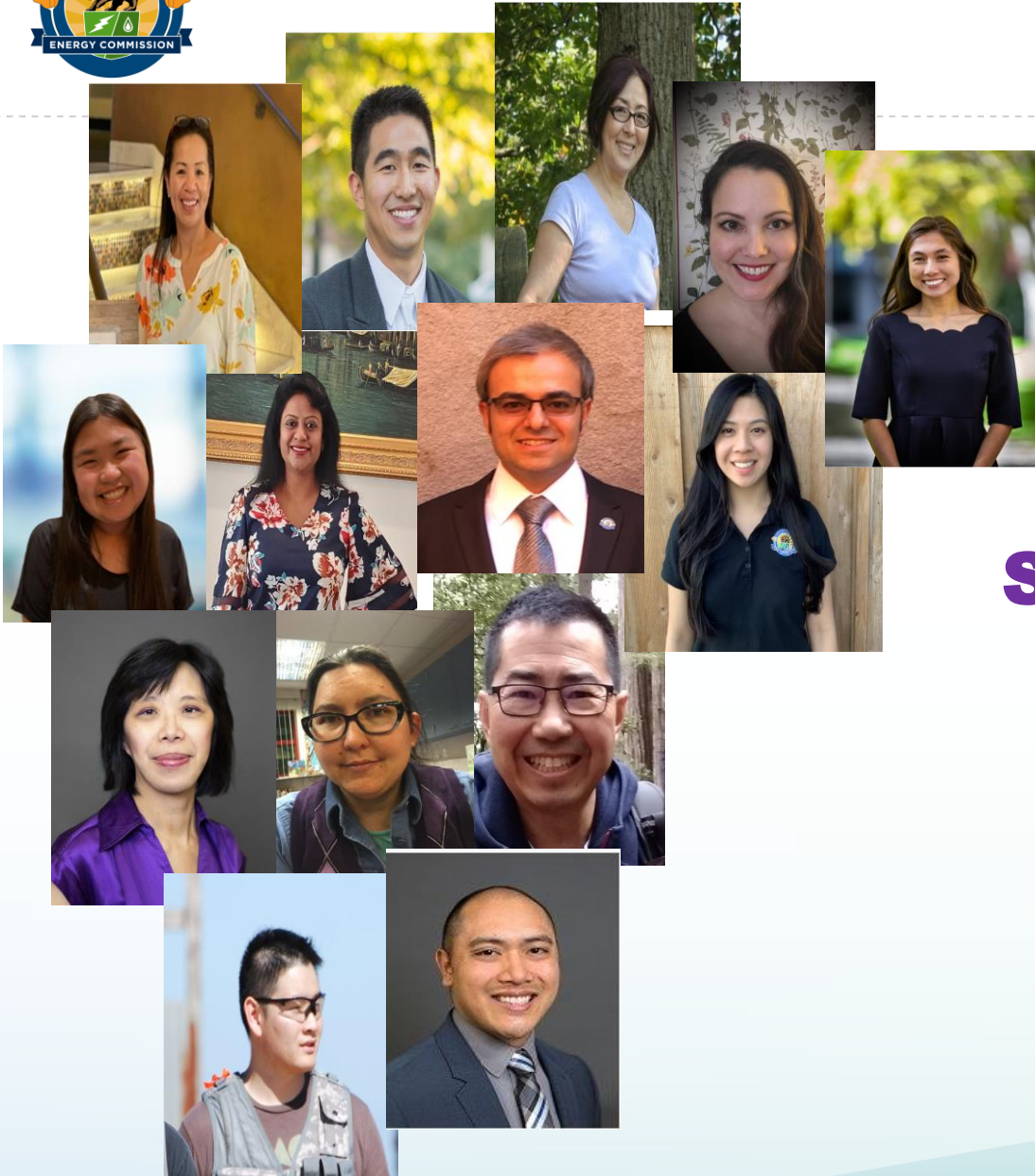
# Your Workplace Community



- ERG
  - Voluntary assembly
  - Foster better justice, equity, diversity, & inclusion
- Goals
  - Provide support & safe space
  - Assist professional development
  - Advocacy
  - Promote belonging & inclusion
- Why join
  - Your workplace community
  - Safe space
  - Representation & voice
  - Emotional rewards



# Asian Americans and Friends ERG



**Upcoming events**  
**Sept 1: Joint ERG Event**  
**Sept 12: Moon Festival Celebration**

**Join Us!**



# IDEA-In Task Force Subgroups



Greiana Williams, Training Officer  
Training Office



# Staff Development and Advancement Subgroup

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**Mission:** Identify actions to improve CEC's efforts to advance and develop staff.

## Recommendations

- Staff Career Counseling Guide
- Guide to Supervision
- Mentoring Program (in progress)
- Career Academies (implemented as Career Development Brown Bag)
- IDP Best Practices

# Meet the Team!

Christine Collopy, Abolghasem Edalati-Sarayani, Jessica Gee, Roxanne Henriquez, Hassan Mohammed, Esther Odufuwa, Ulises Vargas, Greiana Williams





# Mentorship Program



Armand Angulo, Deputy Director  
Renewable Energy Division



Grid Reliability \* Off-Shore Wind \* Grid Resilience \* Vehicle Electrification \* Building Electrification  
Lithium Valley-Salton Sea Known Geothermal Resource Area \* Vehicle Charging Infrastructure  
Energy Equity and Environmental Justice \* Climate Change Mitigation



# Mentoring & Coaching Program

- ✓ Growing knowledge, skills and abilities
- ✓ Building relationships in hybrid workplace
- ✓ Improving job satisfaction
- ✓ Succession Planning
- ✓ Leadership Development
- ✓ Improvements in well-being, engagement, capabilities and competence
- ✓ Better and timelier work products

**COMING 9/1/2022**







# CEC Demographics; IDEA-In Accomplishments; & Next Steps

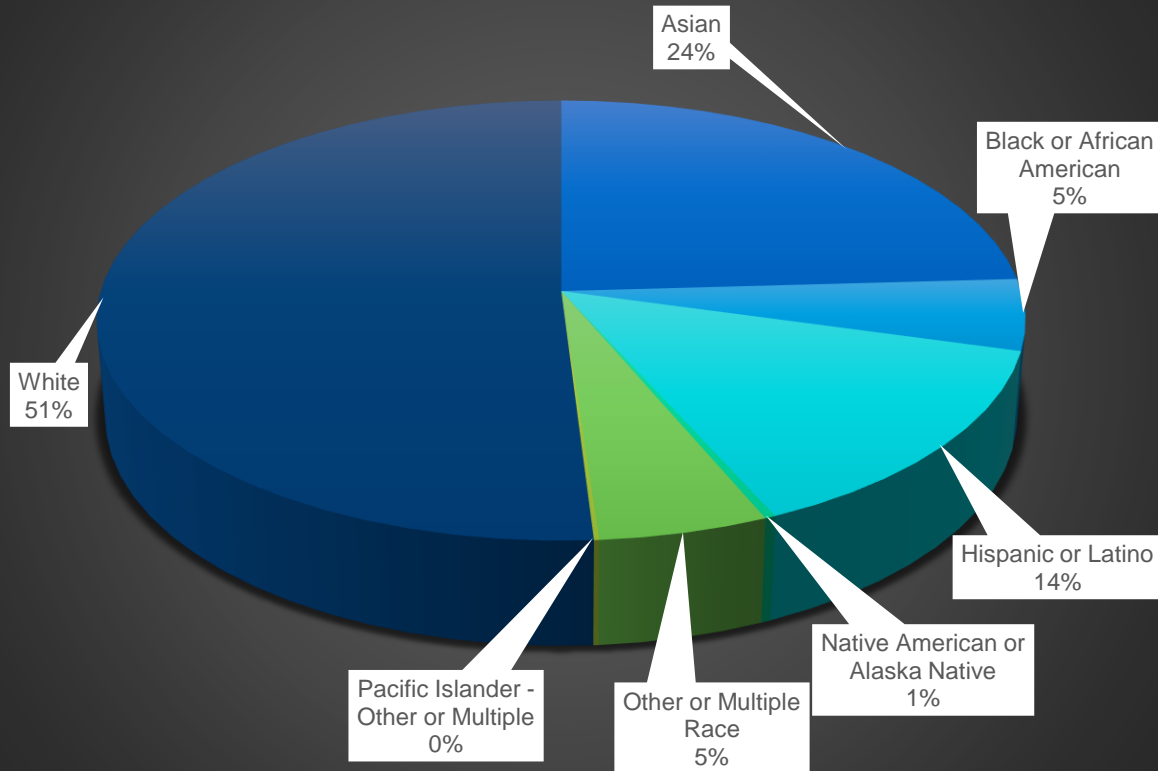


Carousel Gore, IDEA Initiative Executive Co-sponsor  
Equal Employment Opportunity Officer



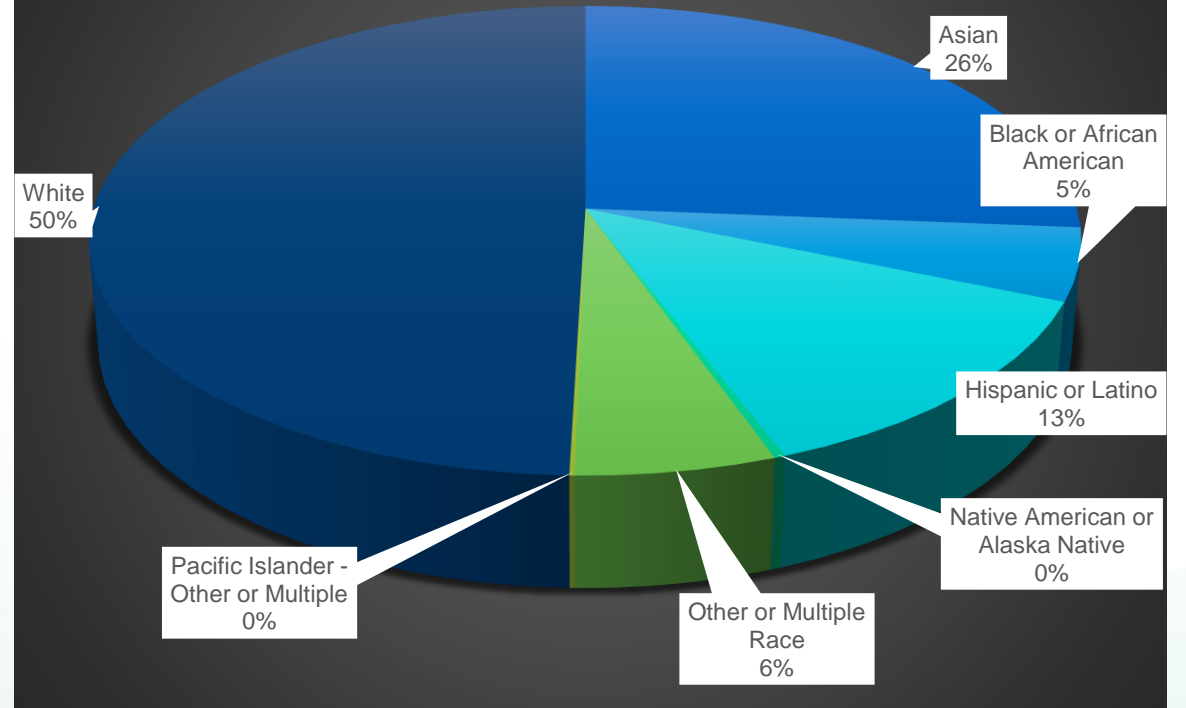
# CEC Racial Demographics

## CEC Racial Demographics 2020



614 Total Employees

## CEC Racial Demographics 2021

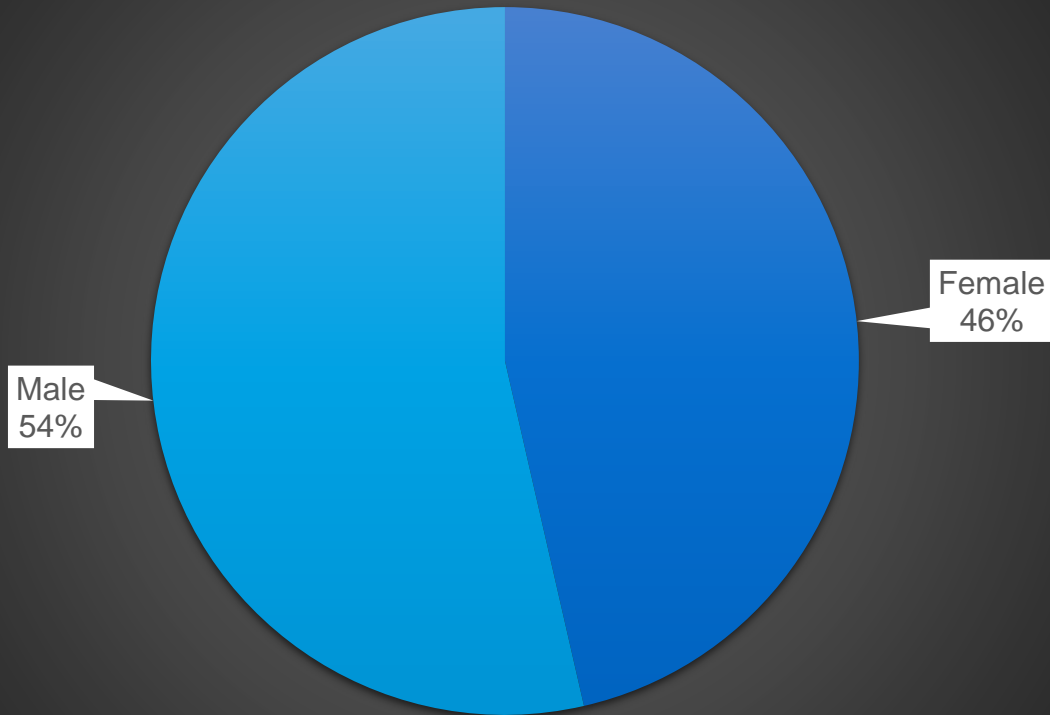


662 Total Employees



# CEC Gender Demographic

## Gender Representation 2020



■ Female ■ Male

614 Total Employees

## CEC Gender Representation 2021



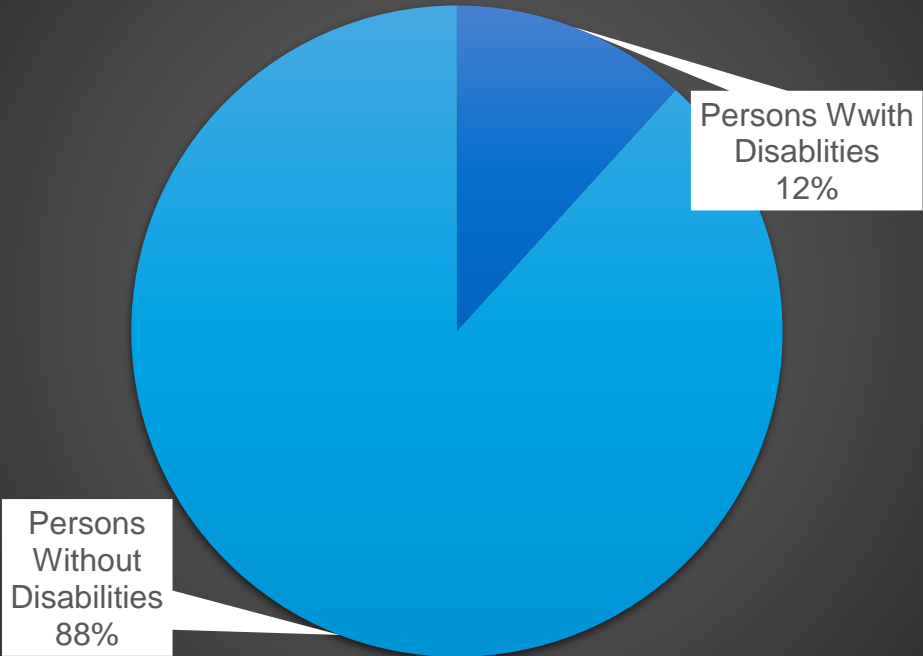
■ Female ■ Male

662 Total Employees



# CEC Disabled Employee Representation

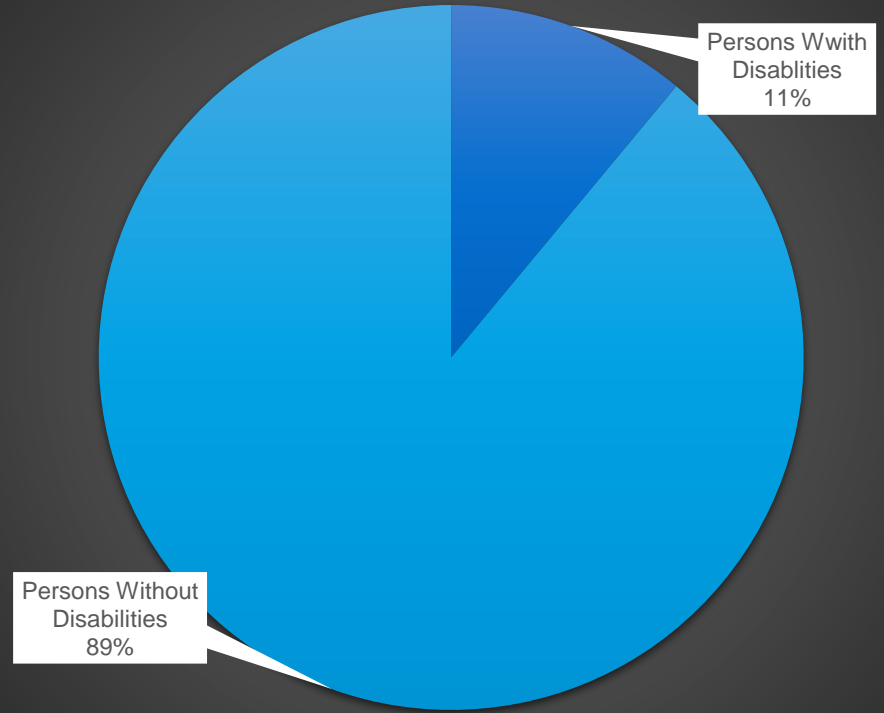
## Disabled Employee Representation 2020



■ Persons Wwith Disabilities   ■ Persons Without Disabilities

614 Total Employees

## Disabile Employee Representation 2021



■ Persons Wwith Disabilities   ■ Persons Without Disabilities

662 Total Employees



# 2021 Accomplishments: Implemented 7 Recommendations

Training on the EEO Process

Training on CEC career ladders, interview best practices, and training opportunities

Diverse Interview Panels Best Practices

Diversity statement added to JOB posts, duty statements, and website

Develop and contact a diverse list of professional organizations for recruitment

Linked-In recruiter tool

Establish a “Diversity Celebrations Committee” to help lead coordination of events.



# 2022 CNRA/CalEPA Pride



**Special Thanks to CEC's Josie Crosby, Lorraine White, & Renee Webster-Hawkins!!!**



# IDEA-In Next Steps

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- 1) Establish a mentorship program
- 2) **Post to SharePoint the list of organizations we contact for recruiting and enable staff to contribute additional contact suggestions.**
- 3) Incorporate working titles for job postings.
- 4) Create a “Diversity Corner” where staff can share and read positive individual stories.
- 5) Increase professional development during one-on-one meetings.
- 6) Create more time in team meetings for employees to present their ideas, share their experiences, and to comment on agenda items.



# IDEA-In Next Steps cntd.

- 7) Help ensure that employees of all abilities have equitable access to all flexible work options.
- 8) Create a centralized page to facilitate participation in external organizations and have increased access to resources.
- 9) Conduct an annual employee survey to identify what is working well, determine any resource gaps, and recognize any barriers to utilization.**
- 10) Create and encourage the achievement of IDEA goals at the supervisory/management level.
- 11) Develop a CEC Staff Career Counseling guide with information about career ladders and resources for the hiring process.





# IDEA-In Next Steps cntd.

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- 12) Create best practices around using IDP's and tracking progress.
- 13) Develop, implement, maintain, and enhance a "Guide for Supervisors/Managers".
- 14) Implement metrics to evaluate CEC workplace culture to support IDEA-In progress.**
- 15) Communicate progress on IDEA-In to staff and the public.



**Justice  
Access  
Equity  
Diversity  
Inclusion**





# Thank you!

- Vice Chair Gunda and Karen Douglas
- Drew Bohan and Linda Spiegel
- Travis David, Gabriel Blossom
- Rachel Salazar, Abigail Jacobs

