



Item 5: Informational Item - 2023 CEC JAEDI Report

September 11, 2024 Business Meeting

Mona Badie, Public Advisor
Office of the Public Advisor, Energy Equity, and Tribal Affairs

Carousel Gore, Equal Employment Opportunity Officer & Training Unit Manager
Equal Employment Office



JAEDI-Out

Mona Badie, JAEDI Executive Co-Sponsor

Public Advisor - Office of the Public Advisor, Energy Equity, and Tribal Affairs



Communities of Practice

Language Access

Patricia Carlos

Commissioner
McAllister

Labor & Workforce Development

Molly Mahoney

Vice Chair
Gunda

Supplier Diversity

Pierre Washington

Commissioner
Gallardo

Outreach & Engagement

Rachel Salazar

Chair
Hochschild

Benefits Development

Charles Smith

Commissioner
Monahan



Benefits Development COP

- **Commissioner Patty Monahan**

- **Members:**

- Jontae Clapp
- Paul Deaver
- Katherine Dillon
- Martin Flores
- Carousel Gore
- Sierra Graves
- Taylor Marvin
- Dorothy Murimi
- Esther Odufuwa
- Larry Rillera

- **"Benefits development"** includes measuring and tracking who benefits and how from CEC's programs, policies and investments. Examples:

- Lower energy costs
- Job creation and job quality
- Air quality and public health
- Mobility
- Energy resiliency and reliability

- **Goal:** Aim to ensure all communities receive value from these CEC efforts.



Top Recommendation for Benefits Development

- **Recommendation:** Conduct CEC-wide Assessment of Approaches to Community Benefits
- **Rationale:** Multiple programs and divisions in CEC approach the definition, measurement, and tracking of community benefits with different methods and resources.
 - Assessment should promote collaboration and cross-pollination of ideas across divisions and programs.
 - Project risks (e.g. gentrification, traffic impacts) should also be considered, not just benefits.





Outreach & Engagement COP

- **Chair David Hochschild**

- **Members:**

- Rachel Salazar
- Akruti Gupta
- Calleagh Turner
- Dorothy Murimi
- Elizabeth Menchaca-Guhl
- Harrison Reynolds
- Mabel Lopez
- Owen Howlett
- Reta Ortiz
- Robert Nolty
- Sierra Graves
- Tiffany Solorio

- **"Outreach & Engagement"** are methods to connect with the public in short- and long-term periods to inform, educate, invite and develop relationships and partnerships.
- **Goal:** Enhance meaningful engagement with Tribes and Justice Communities by leveraging existing CEC resources and new opportunities to promote JAEDI processes and outcomes.



Top Recommendation for Outreach & Engagement

- **Recommendation:** Equip staff to incorporate O&E in programs and projects by developing internal resources and training. Examples include clear CEC-wide O&E goals, stakeholder contact databases, and procedures for identifying opportunities and conducting O&E activities.
- **Rationale:** O&E practices are not implemented consistently across CEC due to varying levels of awareness, commitment, and support amongst staff.





Supplier Diversity COP

- **Commissioner Noemí Gallardo**

- **Members:**

- Reneé Webster-Hawkins
- Dorothy Murimi
- Brendan Burns
- Esther Odufuwa
- Eunice Lemos-Adair
- Pierre Washington

"Supplier Diversity" is a strategy of incorporating small businesses and diverse-owned businesses, suppliers and vendors into an entity's supply chain and business practices. Diverse-owned businesses are at least 51% owned and operated by members of minority groups.

Goal: Provide support and resources to small and diverse businesses to ensure they can compete for CEC contracts.



Top Recommendation for Supplier Diversity

Recommendation: Increase support and guidance for small and diverse businesses to fully participate in CEC funding opportunities.

Rationale: Offering tailored support and guidance, will better equip these businesses to navigate complex processes, fostering more inclusive and equitable funding opportunities.

- Consistent outreach to diverse businesses will need dedicated resources.
- Need to strengthen infrastructure to increase diverse business engagement in CEC procurement opportunities.





Workforce Development COP

- **Vice Chair Gunda**

- **Members:**

- Larry Rillera
- Molly Mahoney
- Reneé Webster-Hawkins
- Elizabeth Menchaca-Guhl
- Diana Mineta
- Livinus Ishaya
- Vanessa Durant
- Paul Dever

- **"Workforce Development"** refers to strategies and initiatives that aim to enhance the skills and competencies of people engaged in or available for work.
- **Goal:** To improve and establish efforts related to workforce opportunities in clean energy, including apprenticeships, job training, and career development.



Top Workforce Development Recommendation

- **Recommendation:** Establish working group dedicated helping fulfill the CEC's Partnership Agreement with the California Workforce Development Board.
 - Working group could support meetings, workshops, information sharing, and provide feedback on CEC/CWDB efforts.
 - Members could include representatives from each division and from the JAEDI-Out Workforce COP.
- **Rationale:** Supporting the Partnership Agreement will help foster CEC-wide movement that values and prioritizes this work as it relates to JAEDI.





Language Access COP

- **Commissioner McAllister**

- **Members:**

- Patricia Carlos
- Eunice Lemos-Adair
- Eleanor Oliver
- Dorothy Murimi
- Katherine Dillon
- Kathryn Kynett
- Valeria Bernal

- **"Language Access"** refers to the ability of individuals to access and understand information in their native language through services and resources that facilitate communication.
- **Goal:** Improve CEC's language services and resources to provide people with limited English proficiency with reasonable access to the same services as those who speak English.



Top Recommendation for Language Access

- **Recommendation:** Increase promotion of CEC's language services to the public at all events & through public-facing documents.
- **Rationale:** Actively promoting language services will improve CEC's outreach and responsiveness to people of all communities.
 - Nearly 43% of Californians over age of 5 speak a language other than English in their home
 - CA has over 200 languages spoken in the state, making it one of the most linguistically diverse regions.

English

Translation and interpretation services, including sign language, may be provided upon request. To ensure availability of these services, please make your request as soon as possible and no later than five working days prior to the event by contacting Public Advisor at publicadvisor@energy.ca.gov and (916) 957-7910.

Español

Se pueden ofrecer servicios de traducción e interpretación, incluido el lenguaje de señas, cuando se soliciten. Para garantizar la disponibilidad de estos servicios, solicítelos lo antes posible —a más tardar cinco días antes del evento— comunicándose con Public Advisor en publicadvisor@energy.ca.gov y (916) 957-7910.

Tiếng Việt

Dịch vụ dịch thuật và thông dịch, bao gồm ngôn ngữ ký hiệu, có thể được cung cấp theo yêu cầu. Để bảo đảm việc cung cấp các dịch vụ này, vui lòng đưa ra yêu cầu của quý vị càng sớm càng tốt và không quá năm ngày làm việc trước khi diễn ra sự kiện bằng cách liên hệ với Public Advisor tại publicadvisor@energy.ca.gov và (916) 957-7910.

简体中文

如有要求，可提供笔译和口译服务，包括手语服务。为了确保获取上述服务，请尽早提出需求，最晚不迟于活动之前五个工作日。联系人Public Advisor, 邮箱地址 publicadvisor@energy.ca.gov，电话(916) 957-7910。

Tagalog

Maaaring magkaloob ng mga serbisyo sa pagsalin at interpretasyon, kabilang ang sign language, kapag hiniling. Upang matiyak ang pagiging available ng mga serbisyong ito, gawin ang paghiling sa lalong

www.energy.ca.gov/contact/language-services



Percentage of Program Investments Tracked in Disadvantaged and Low-Income Communities



**Building Initiative
for Low-Emissions
Development**
100%



**California
Automated Permit
Processing
Program**
79%



**Long Duration
Energy Storage**
100%



**Clean Transportation
Program**
68%



**Electric Program
Investment Charge
(of only technology
demonstration and
deployment
projects)**
57%



**Food Production
Investment
Program**
98%



**California Schools
Healthy Air,
Plumbing, and
Efficiency Program**
62%



2023 Small Business and Disabled Veteran Business Enterprise Investments

Contracts with Small Businesses (SB)

- 48 SB contractors
- ~ 27% of CEC contracts with SB contractors
- ~ \$2.6 million in contracts with SB contractors

Contracts with Disabled Veteran Business Enterprises (DVBE)

- 21 DVBE contractors
- ~ 2.9% of CEC contracts with DVBEs
- ~ \$281,000 in contracts with DVBEs



CEC-CPUC Disadvantaged Communities Advisory Group



Román Partida-López **

Chair
The Greenlining Institute
April 1, 2023 - March 31, 2025



Julia Mary Popolizio Hatton **

Vice Chair
Rising Sun Center for Opportunity
May 9, 2024 - March 31, 2026



Fred L. Beihn ***

Arrowhead Solutions
May 9, 2024 - March 31, 2026



Senait Forthal *****

OC Goes Solar
June 12, 2024 - April 1, 2025



Chelsea Kirk *

Strategic Actions for a Just
Economy
May 9, 2024 - March 31, 2026



Elena Krieger, PhD **

Physicians, Scientists, and
Engineers (PSE) for Healthy Energy
April 1, 2023 - March 31, 2025



Sarah Sharpe *

Secretary
Central California Asthma
Collaborative
May 9, 2024 - March 31, 2026



Abimael Chavez-Hernandez *

West Modesto Community
Collaborative
May 9, 2024 - March 31, 2026



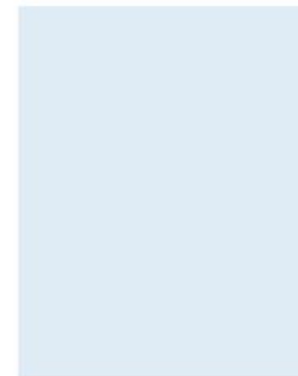
Stephanie Chen ***

Marin Clean Energy
April 1, 2023 - March 31, 2025



Curtis Silvers **

April 1, 2023 - March 31, 2025



VACANT *****

DACAG Tribal Representative



Tribal Affairs Highlights



Source: CEC



JAEDI-In

Carousel Gore, JAEDI Executive Co-Sponsor
Equal Employment Opportunity (EEO) Officer & Training Office
Manager



CEC Employee Led Groups

Employee Resource Groups (ERG's)

- **1st Gen ERG:** Ronnie Raxter, Coordinator.
- **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:** John Hingtgen, Coordinator.
- **La CEC Familia:** Guadalupe Corona, Coordinator.
- **Neurodiversity ERG:** Elise Ersoy and Reneé Webster-Hawkins, Coordinators.
- **Rainbow Affinity Group:** Josephine Crosby, Coordinator.

Employee Synergy Groups (ESG's)

- **Coffee Science & Culture:** Bruce Helft, Coordinator.
- **Discover CEC (new):** Marilyn Kung and Syeda Saba, Coordinators.
- **Move It Together:** Sean Anayah and Pamela Doughman, Coordinators.
- **Pickleball:** Joshua Croft, Coordinator.
- **Poets, Poetry, and Prose:** Gaylene Tompkins, Coordinator.
- *Coming soon* **Multilingual Library:** Eunice Lemos-Adair, Coordinator.



CEC Mentorship Program

In 2023, the Mentorship Program hosted two cohorts with a total of 109 participants!

46 Mentors

31 leaders

15 rank and file

Supervisors, managers,
CEAs, and Commissioners

63 Mentees

53 rank and file

8 leaders

2 students



Supervisor and Manager Mentorship Track coming soon!



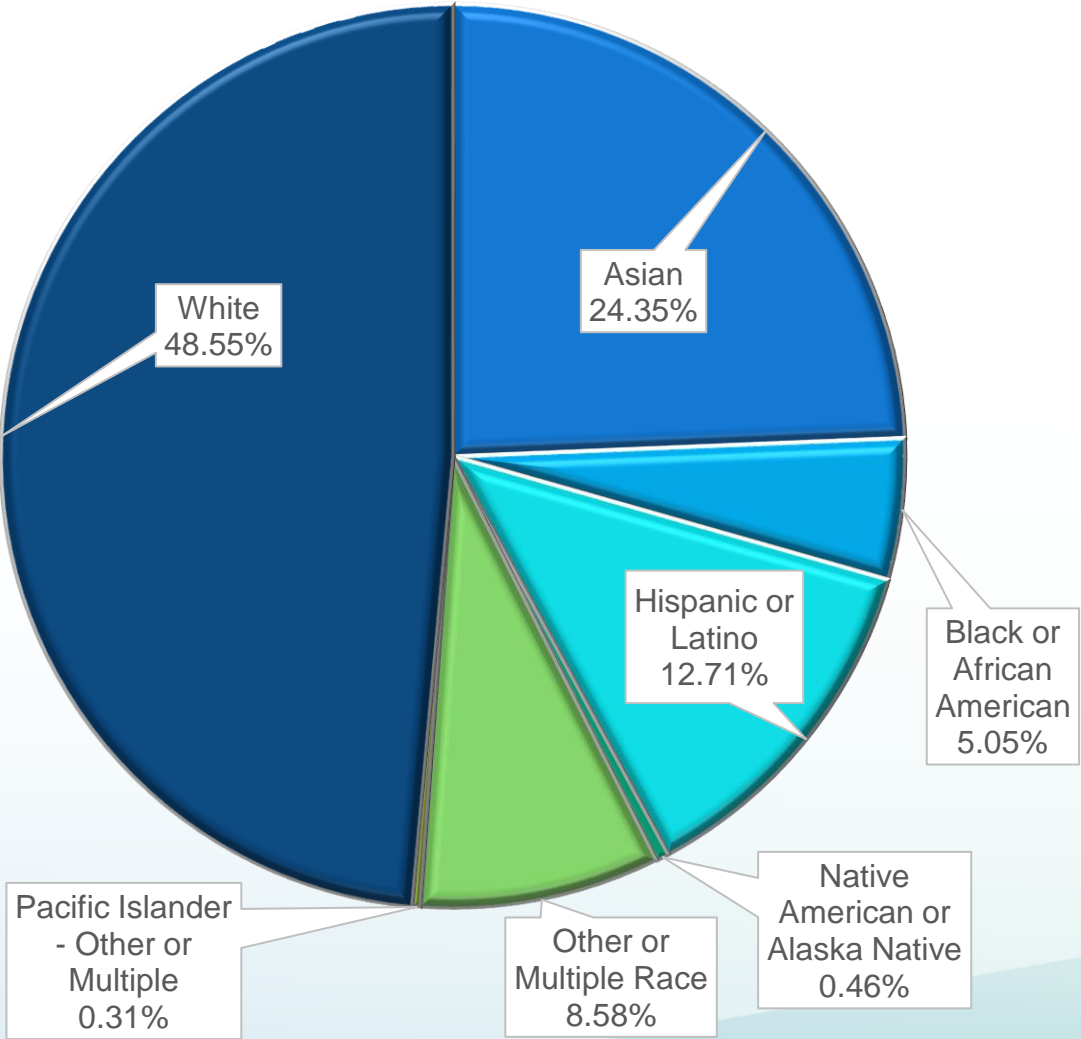
CEC Workforce Demographics



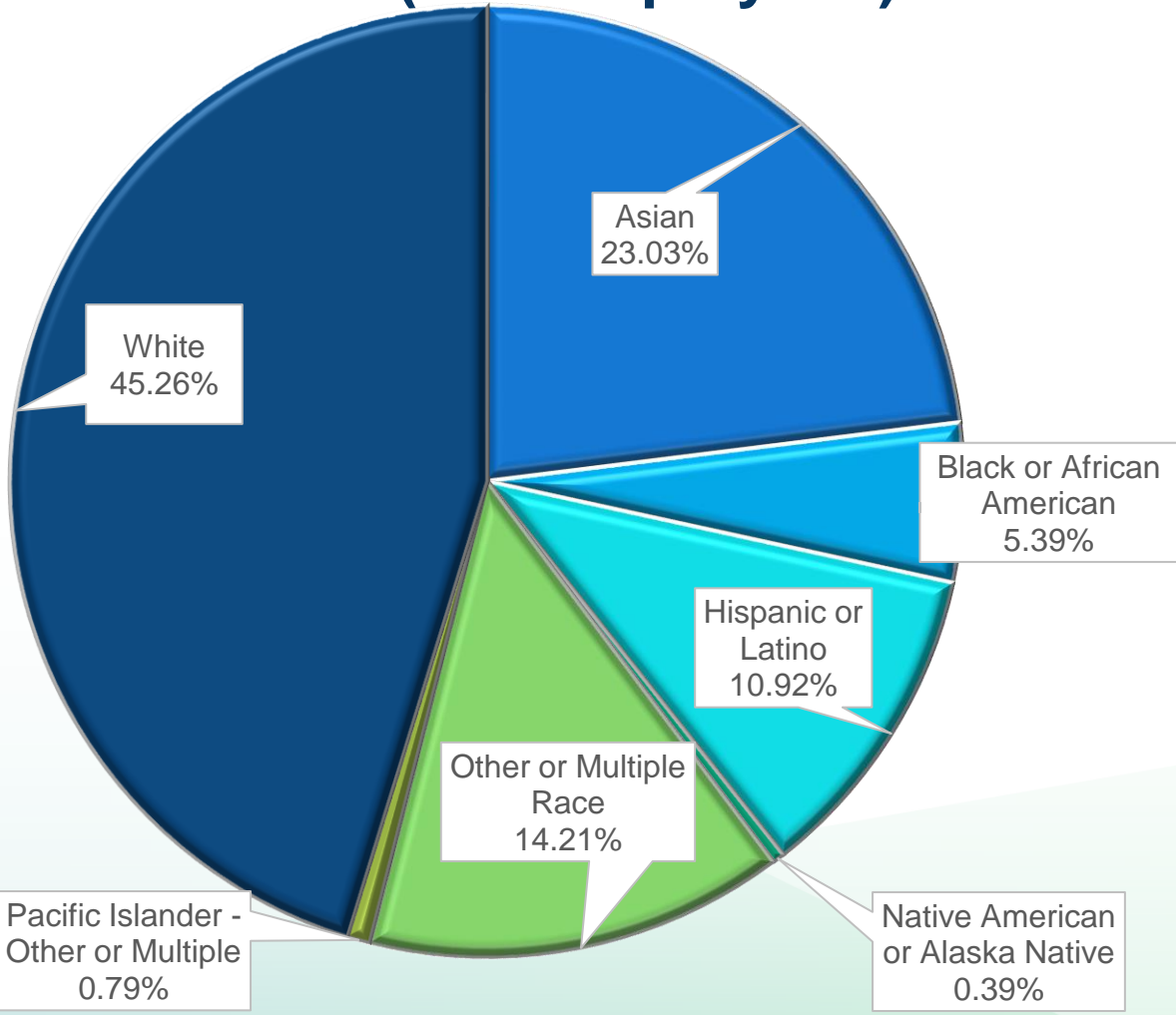


CEC Workforce Race/Ethnicity

2022 (653 Employees)



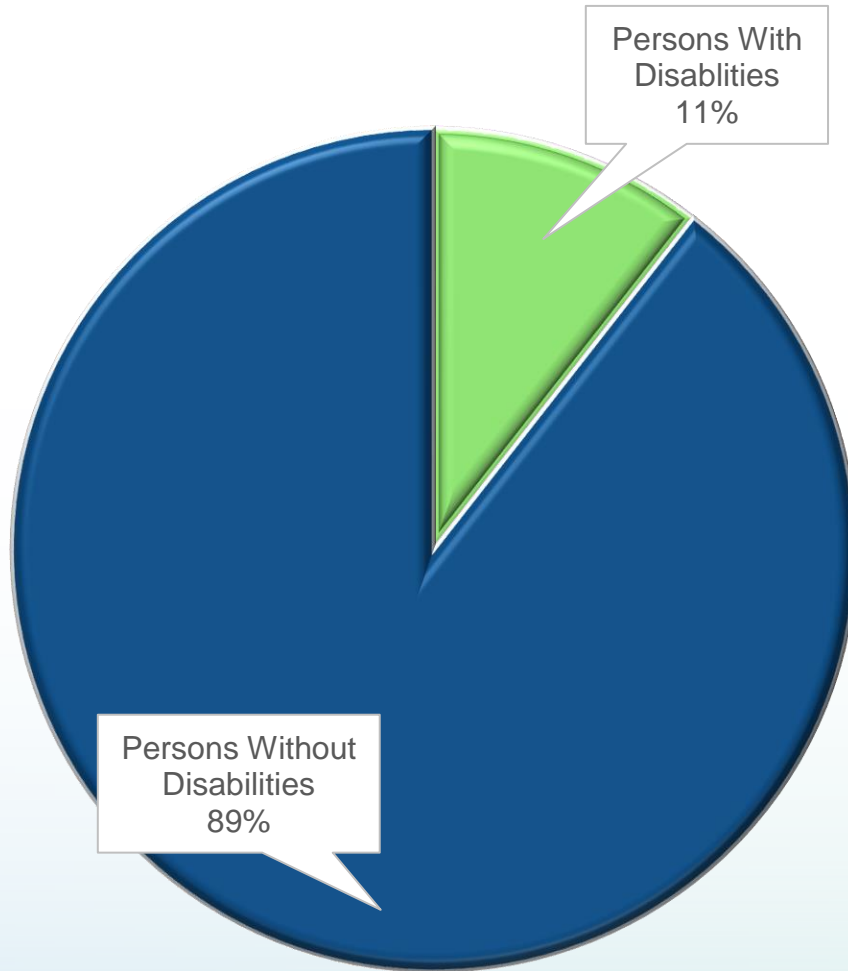
2023 (760 Employees)





CEC Workforce Ability Status

2022 (653 Employees)



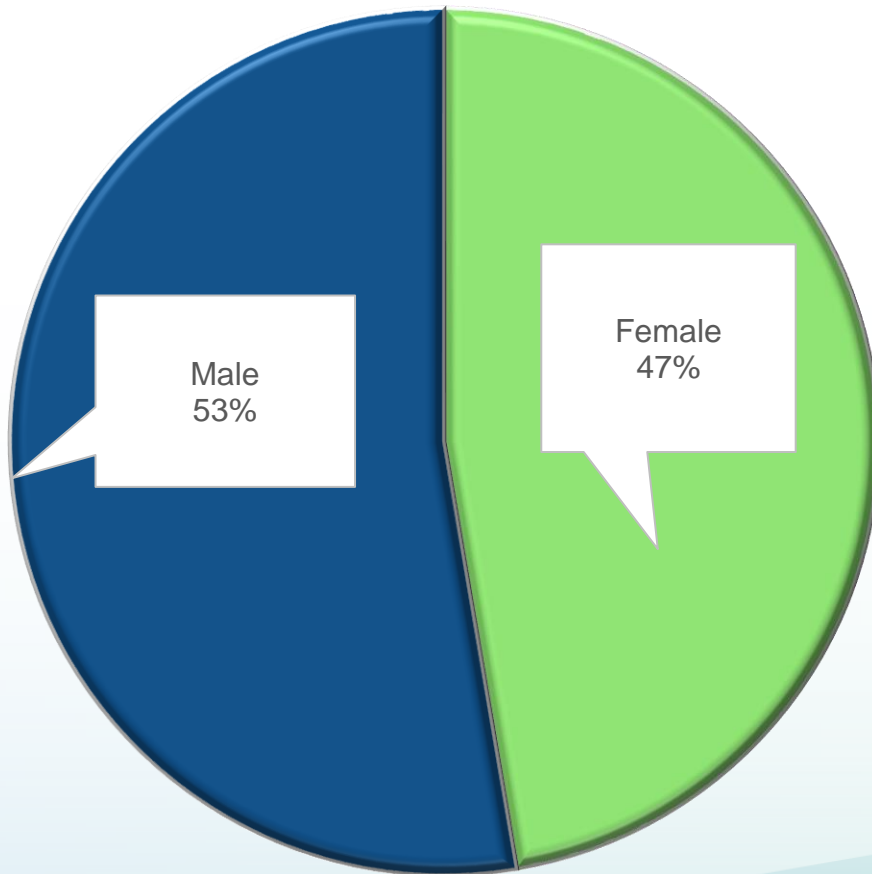
2023 (760 Employees)



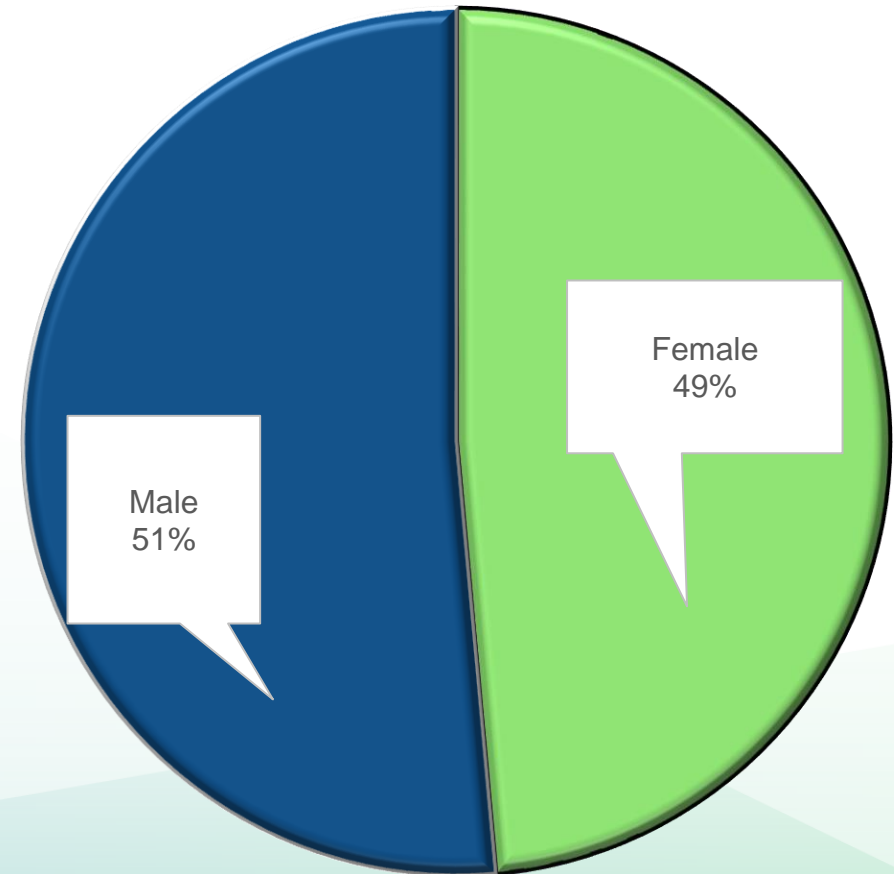


CEC Workforce by Gender

2022 (653 Employees)



2023 (760 Employees)

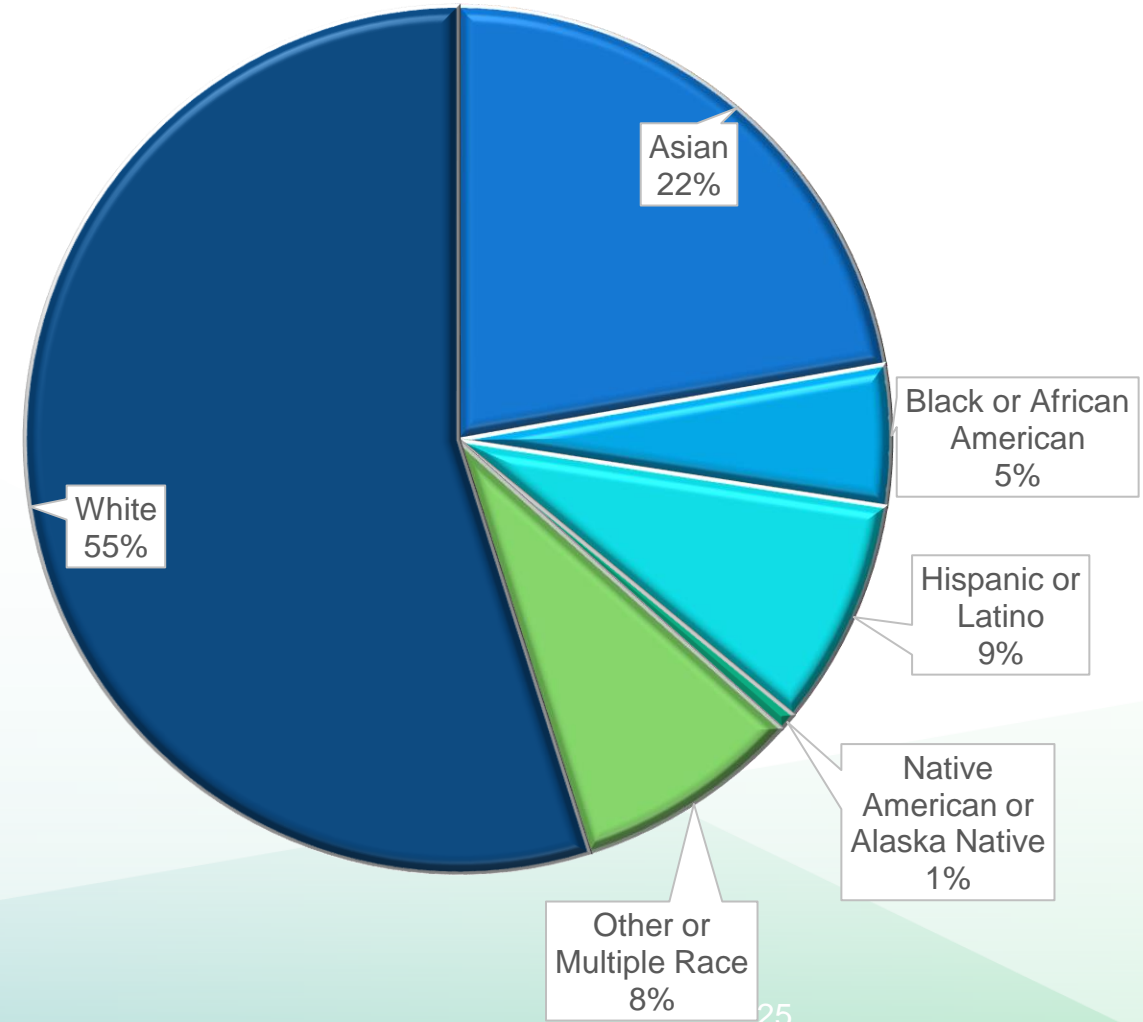
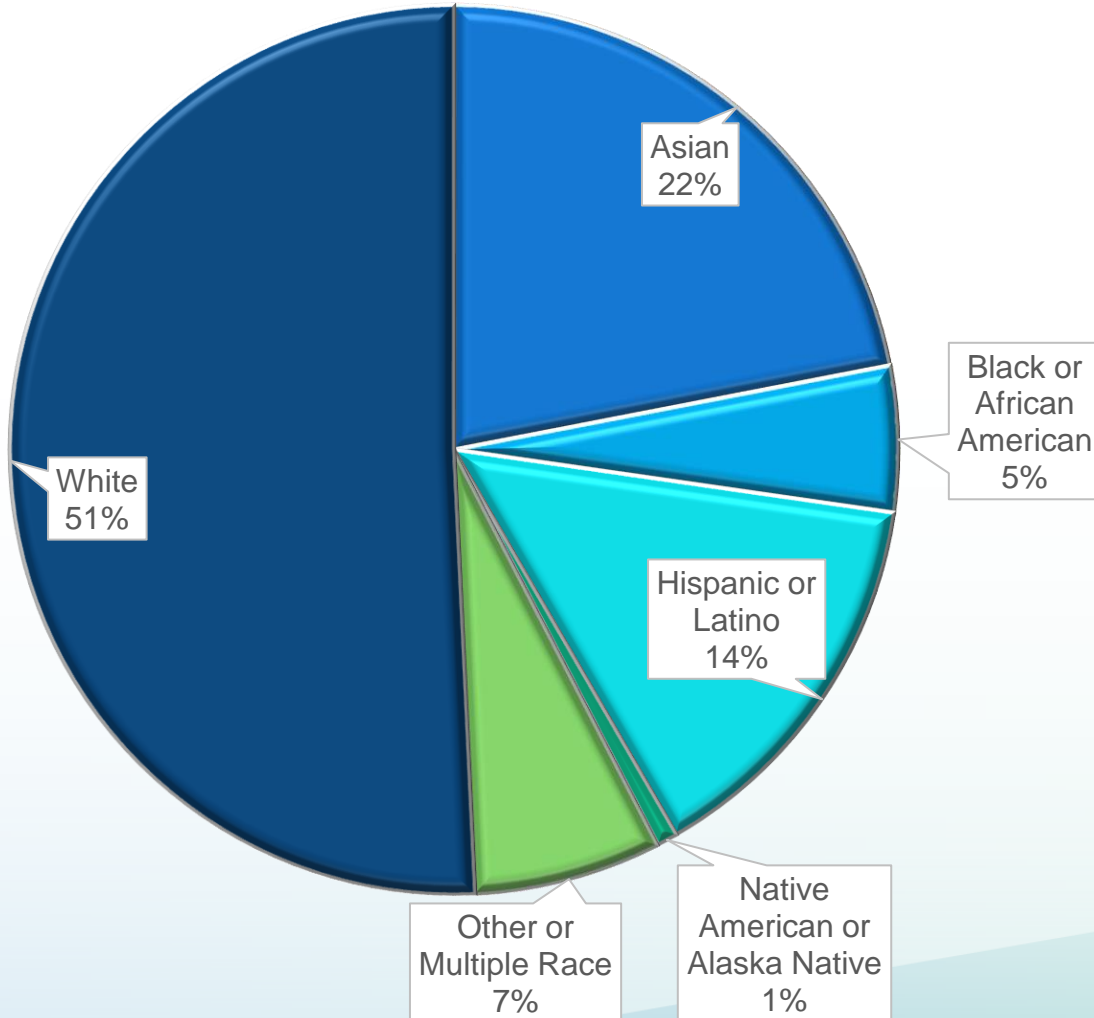




CEC Supervisors & Managers by Race/Ethnicity

2022 (132 Supervisors and above)

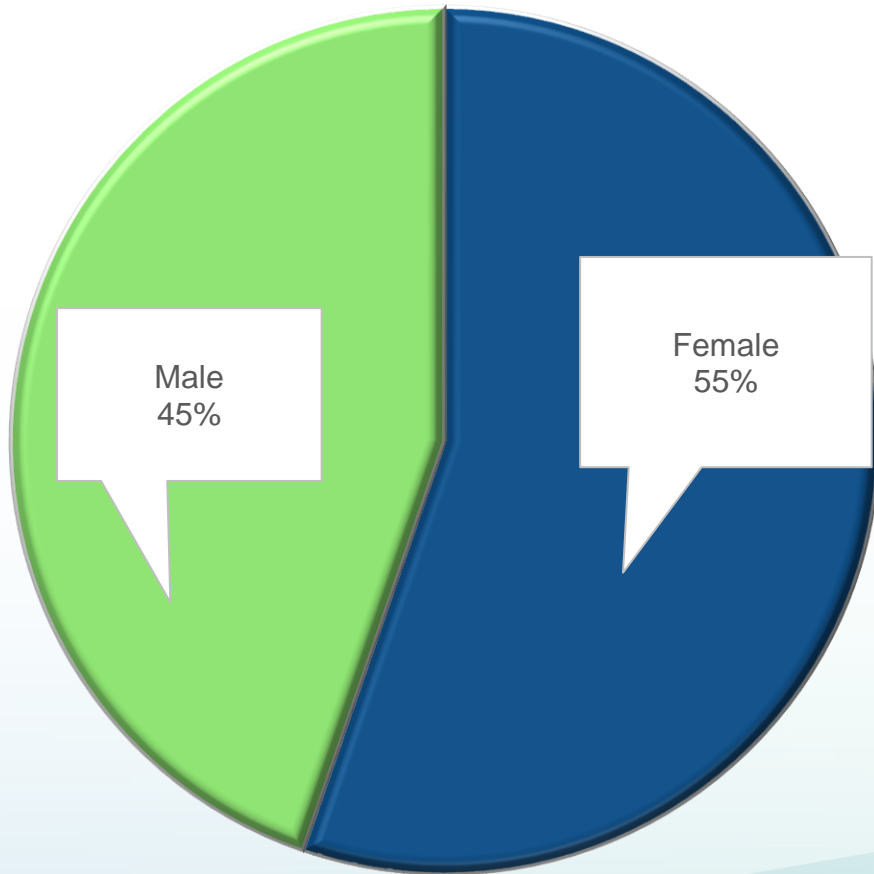
2023 (153 Supervisors and above)



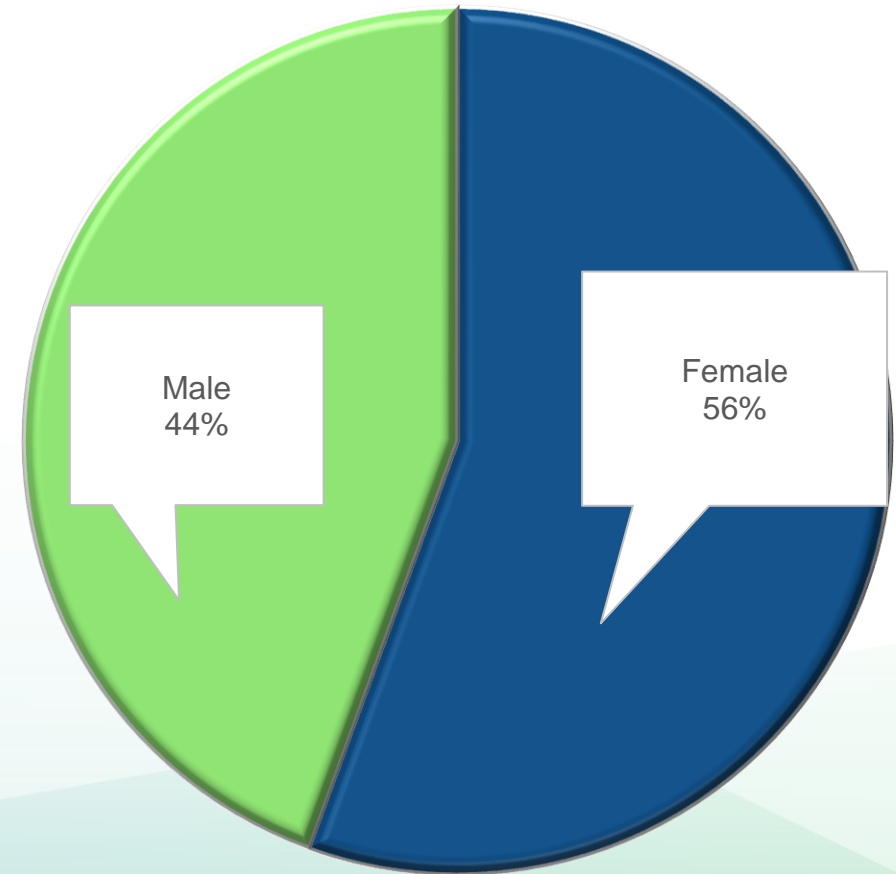


CEC Supervisors & Managers by Gender

2022 (132 Supervisors and above)



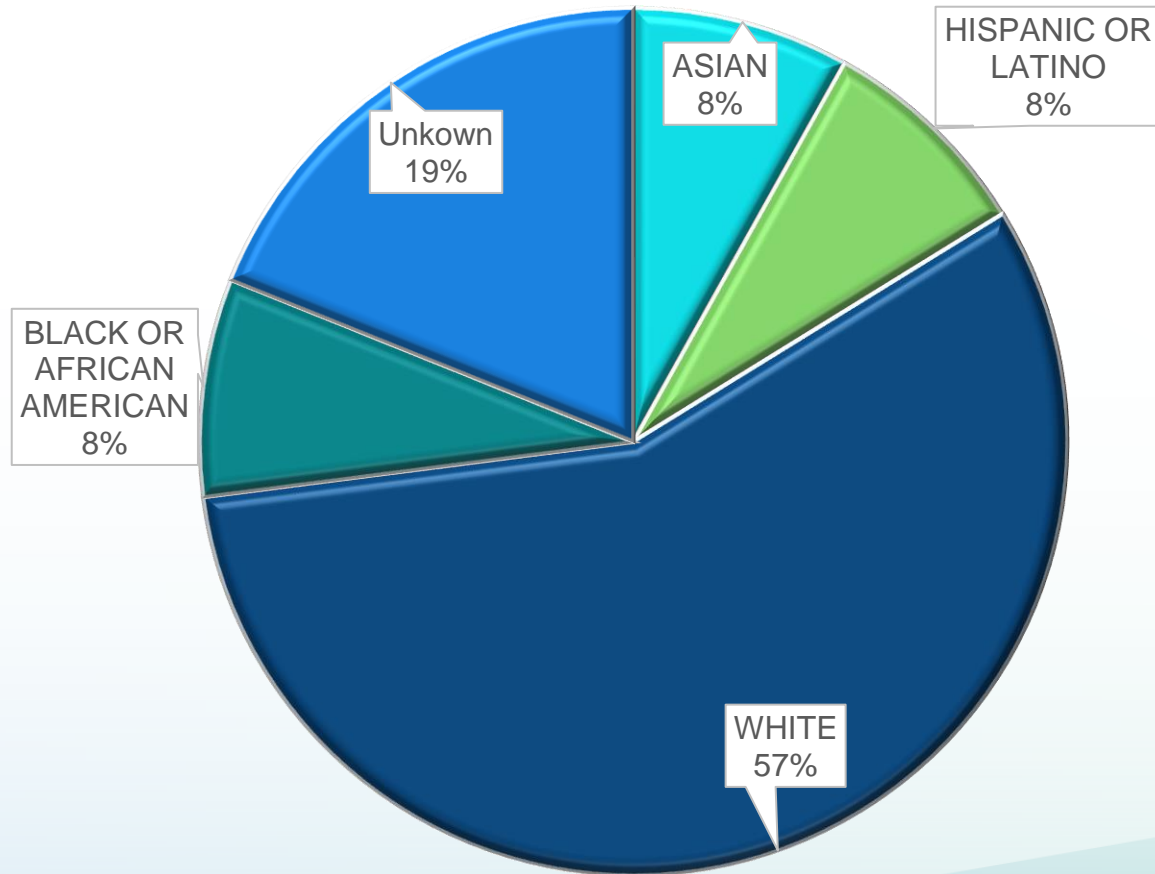
2023 (153 Supervisors and above)



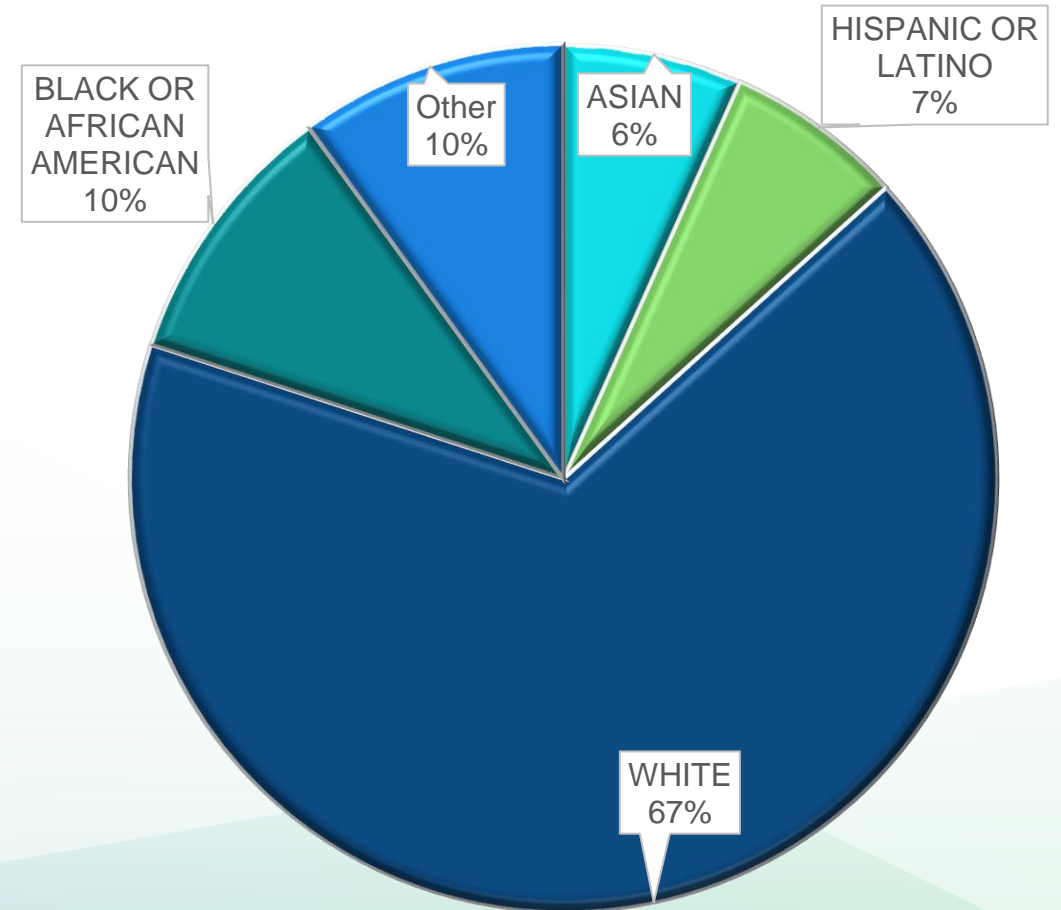


CEC Executive Management by Race/Ethnicity

2022 (37 Leaders)



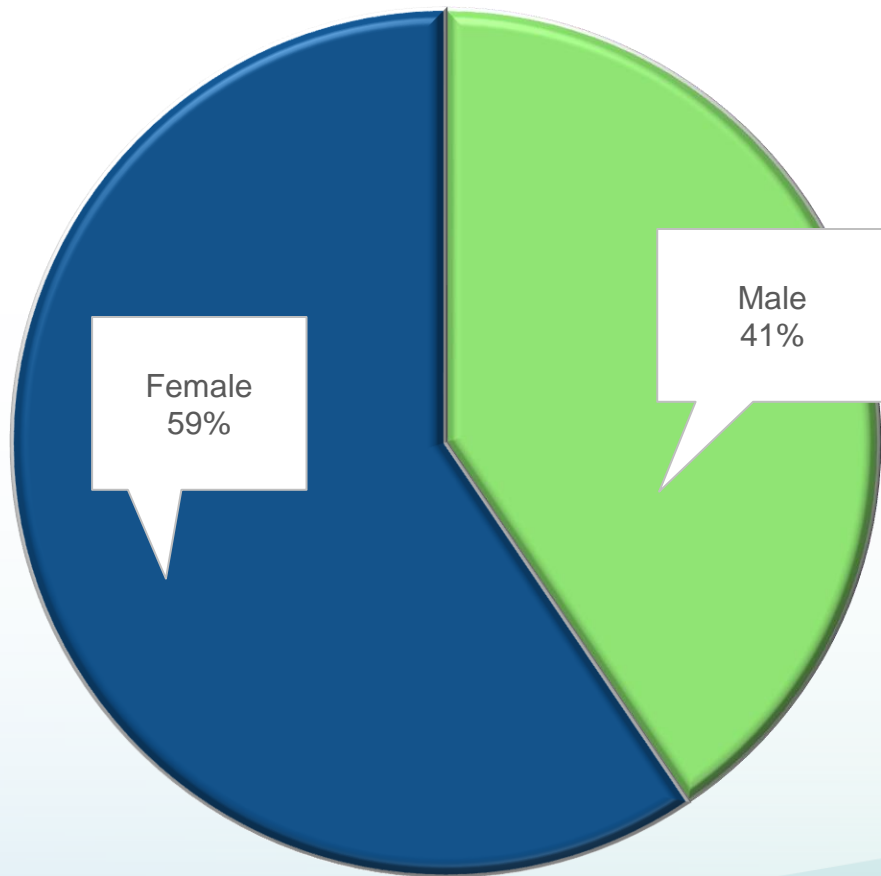
2023 (30 Leaders)



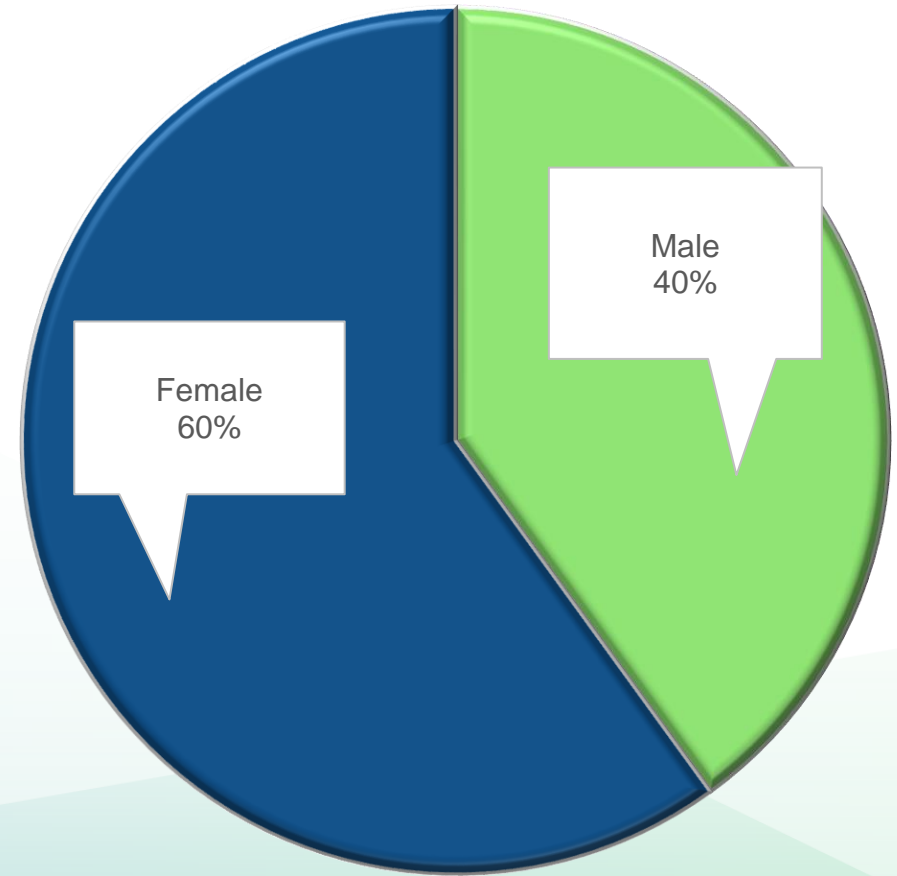


CEC Executive Management by Gender

2022 (37 Leaders)



2023 (30 Leaders)





Everyone is Invited!!!

Unity Celebration and JAEDI Awards

November 7, 2024

11 a.m. - 5 p.m.

Invitations coming soon!



Thank you for being a part of bringing
unity through diversity to the Energy
Commission!