



# **Item 6: Information Item - 2024 CEC Justice, Access, Equity, Diversity, and Inclusion (JAEDI) Report**

July 10, 2025, Business Meeting

Fabi Lao, Equity, Outreach, and Engagement Lead  
Office of the Public Advisor, Energy Equity, and Tribal Affairs

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



# JAEDI-Out

Fabi Lao, Equity, Outreach, and Engagement Lead  
Office of the Public Advisor, Energy Equity, and Tribal Affairs



# JAEDI History

- Diversity Resolution (2015)
- First Diversity Report (2016)
- IDEA Initiative (2019)
- JAEDI Initiative (2021)



Source: CEC's MPCO



# 2024 Investments in Disadvantaged Communities (DACs) and Low-Income Communities (LICs)



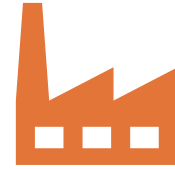
## CTP

75% in DACs, LICs, or both



## Gas R&D\*

23% in DACs & both (DACs/LICs)



## INDIGO\*

16% in both (DACs/LICs)



## EPIC\*

56% in DACs or LICs



## LDES\*

100% in DACs, LICs, or both



## FPIP\*

75% in both (DACs/LICs)

\* Technology demonstration & deployment projects



# 2024 RREDI Investments in Disadvantaged Communities (DACs) and Low-Income Communities (LICs)



## BUILD

100% in DACs or LICs



## CalAPP

45% in DACs or LICs



## CalSHAPE

35% in DACs or LICs



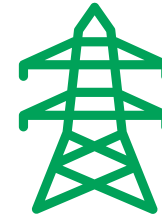
## CALEHP

44% in DACs



## ECAA

42% in DACs



## DEBA

84% in LICs



## HEEHRA

90% in low-income, single-family households



# 2024 Supplier Diversity Investments

## Contracts with Small Businesses (SB)

- 216 SB contractors
- ~ 41% of CEC contracts with SB contractors
- ~ \$24.8 million in contracts with SB contractors

## Contracts with Disabled Veteran Business Enterprises (DVBE)

- 59 DVBE contractors
- ~ 4.6% of CEC contracts with DVBEs
- ~ \$3 million in contracts with DVBEs



**Empower  
Innovation  
Connections**  
(as of June 2025)

- 5,000 members
- 1,340 diverse organizations



# CEC-CPUC Disadvantaged Communities Advisory Group



**Román Partida-López \*\*\***  
DACAG Chair  
The Greenlining Institute  
May 8, 2025 – March 31, 2027



**Julia Mary Popolizio Hatton \*\***  
DACAG Vice Chair  
Rising Sun Center for Opportunity  
May 9, 2024 – March 31, 2026



**Sarah Sharpe \***  
DACAG Secretary  
Central California Asthma Collaborative  
May 9, 2024 – March 31, 2026



**Gem Moon Montes\*** ★  
People's Collective for Environmental Justice  
May 8, 2025 – March 31, 2027



**Chelsea Kirk \***  
Strategic Actions for a Just Economy  
May 9, 2024 – March 31, 2026



**Chris Walker\*** ★  
Grid Alternatives  
May 8, 2025 – March 31, 2027



**Fred L. Beihn \*\*\***  
Arrowhead Solutions  
May 9, 2024 - March 31, 2026



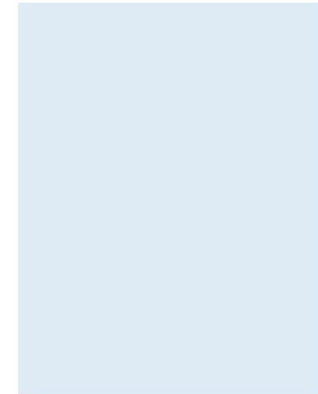
**Abimael Chavez-Hernandez \***  
West Modesto Community Collaborative  
May 9, 2024 – March 31, 2026



**Senait Forthal \***  
OC Goes Solar  
May 8, 2025 – March 31, 2027



**Elena Krieger, PhD \*\*\***  
May 8, 2025 – March 31, 2027



**VACANT \*\*\*\***  
DACAG Tribal Representative



# Follow Up on 2022 IEPR Recommendations

Recommendation	Action
Open an informational proceeding on equity and environmental justice to continue formal dialogue with the public	JAEDI and NEI Informational Proceedings started in 2024
Workforce development expertise	Hired workforce development experts
Regional approach and work more consistently with local government	Attended more local and regional events
Equity and environmental justice summit	Supported CNRA's 2024 Justice Rising - Environmental Justice and Equity Summit
Customized support to tribes and communities	Pre-application workshops and technical assistance





# 2024 Tribal Affairs Highlights



**Hoop Valley Public Utilities District**



**Middletown Rancheria**



**Tule River Tribe**



# 2025 JAEDI-Out Activities

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- Advancing JAEDI and NEI Informational Proceedings
- Updating JAEDI Framework



# JAEDI-In



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



# CEC Employee Led Opportunities





# CEC Employee Led Groups

## Employee Resource Groups (ERGs)

- **Asian-American and Friends (AAF) ERG:** Myoung-Ae Jones, Coordinator.
- **Black and Ally Community Resource Group (BLAC+):** Dorothy Murimi, Coordinator.
- **Disability Advisory Committee (DAC):** Hilary Fiese, Chair.
- **European Culture Group:** John Hingtgen, Coordinator.
- **La CEC Familia:** Guadalupe Corona, Coordinator.
- **Neurodiversity ERG (NERG):** Elise Ersoy and Reneé Webster-Hawkins, Coordinators.
- **Rainbow Affinity Group (RAG):** Josephine Crosby, Coordinator.
- **Veterans ERG (VERG):** Matthew Flynn and Loon Yee, Coordinators.
- *Coming soon* **Multi-Language Library (MLL) ERG:** Eunice Lemos-Adair, Coordinator.
- *Coming Soon* **Native American ERG:** Davina Whitethorne, Coordinator

## Employee Synergy Groups (ESGs)

- **Coffee Science & Culture:** Bruce Helft, Coordinator.
- **Discover CEC:** 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.
- **Try Something New Foodie (new):** Ronnie Raxter, Coordinator.
- *Coming soon* **AI Fans:** Joshua Croft, Coordinator.
- *Coming soon* **Data Energy Science:** Kadir Bedir and Justin Szasz, Coordinators.



# JAEDI-In Communities of Practice (JI-COPs)



## Access and Resources

This JI-COP will identify actions to improve and increase access to the resources and information for CEC's diverse staff needs.



## Hiring and Recruitment

This JI-COP will identify actions to enhance representation in all areas of CEC's workforce demographics through recruitment and hiring.



## Staff Development and Advancement

This JI-COP will identify actions to improve CEC's efforts to advance and develop staff in their careers.

JI-COP recommendations coming in 2026!



# CEC Mentorship Program

Coordinated by Greiana Williams





# CEC Mentorship Program

In 2024, the Mentorship Program hosted one cohort with a total of 63 participants!

## 26 Mentors

- 20 leaders (supervisors and above)
- 6 rank and file

## 37 Mentees

- 36 rank and file
- 1 leader







# CEC Mentorship Program

The Mentorship Program has successfully run for two years and in total has provided 260 mentorship opportunities.

## 116 Mentors

- 81 leaders (supervisors and above)
- 35 rank and file

## 144 Mentees

- 131 rank and file
- 11 leaders
- 2 students





# Mentorship Opportunities Coming Soon!



**C.A.M.P.: Leadership Track**

Coming soon is the Coaching and Mentoring Program (C.A.M.P.)! Through confidential sessions exclusively for supervisors and managers, CEC leaders will have the opportunity to learn how to coach, mentor, and supervise their staff to success.



**Excel: Student & Intern Track**

Coming soon is Excel! Through group mentoring sessions exclusively for CEC students and interns, participants will have the opportunity to network with staff, obtain assistance with their career goals, and gain knowledge from subject matter experts.



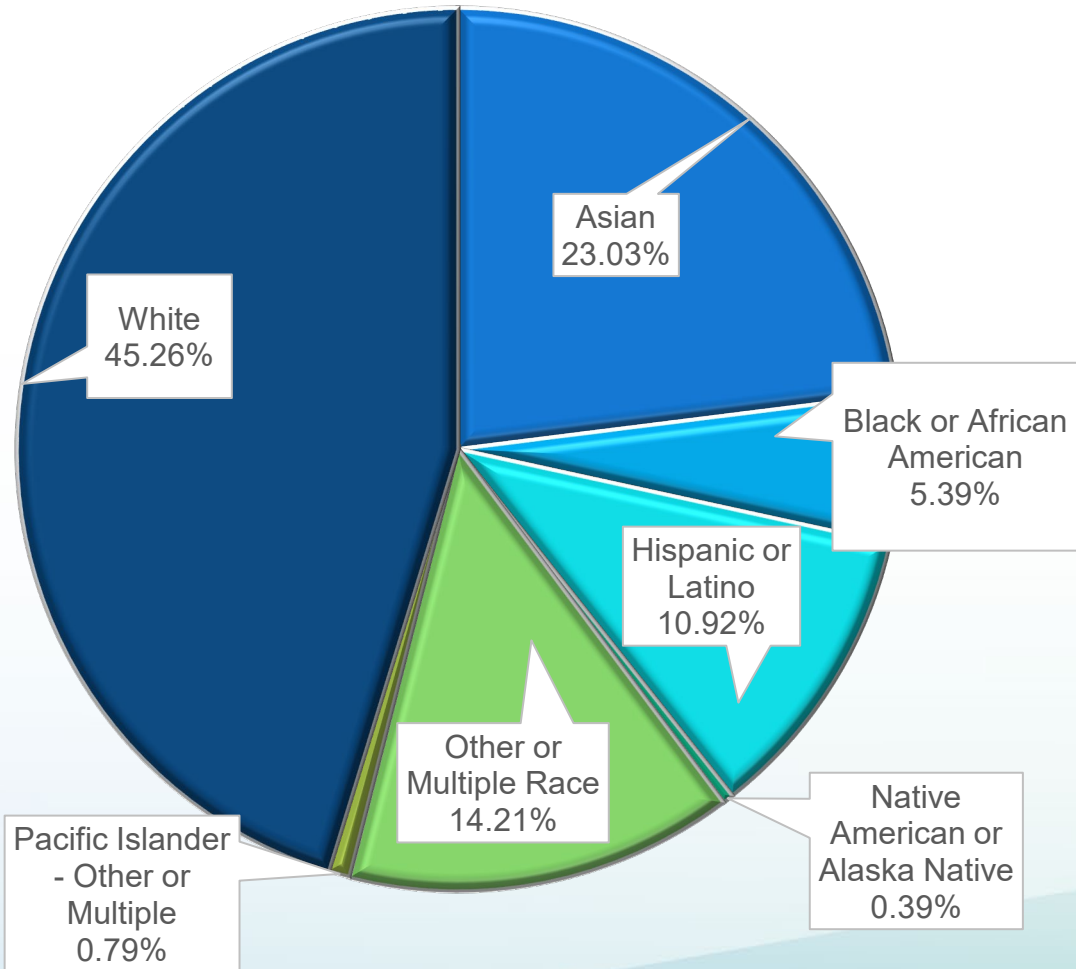
# CEC Workforce Demographics



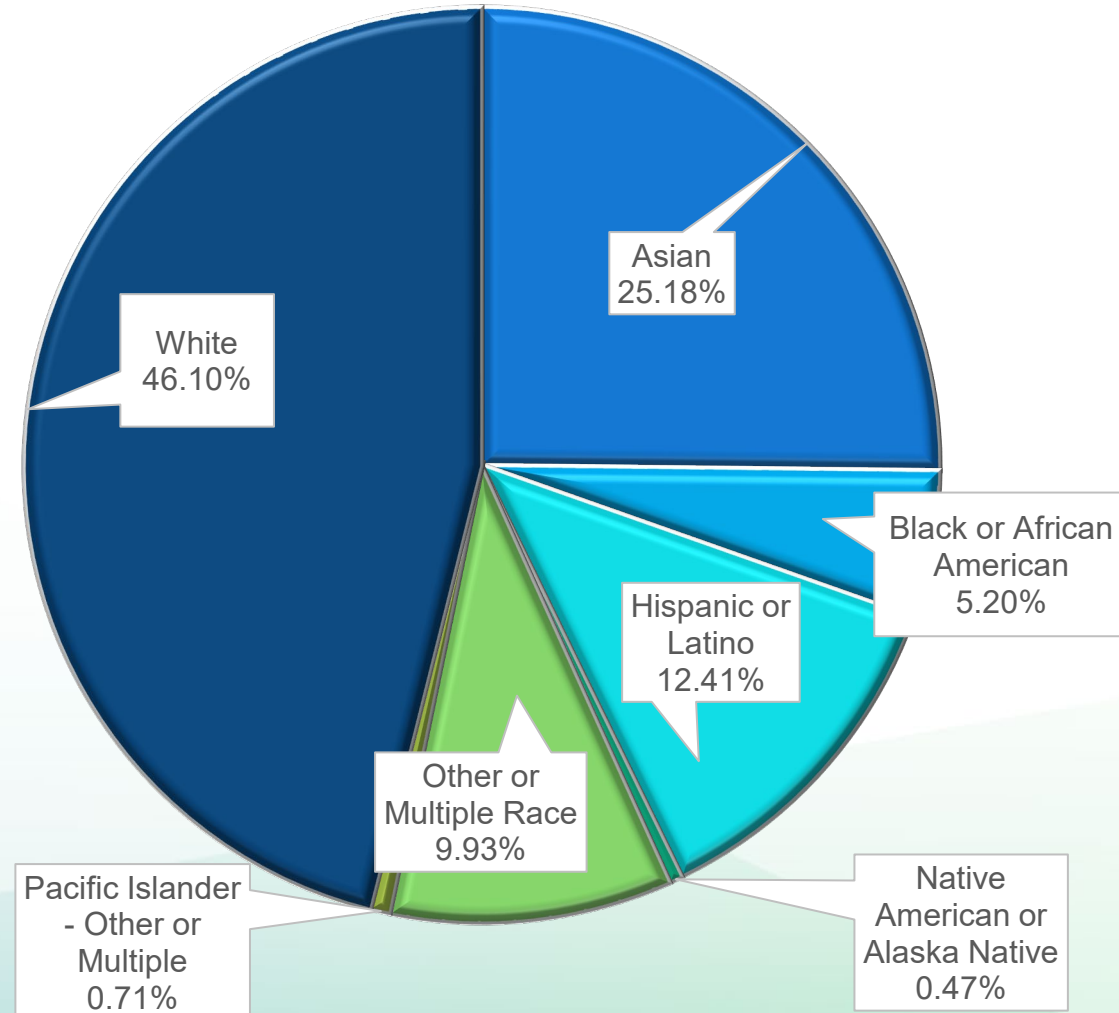


# Workforce Race/Ethnicity

2023 (760 Employees)



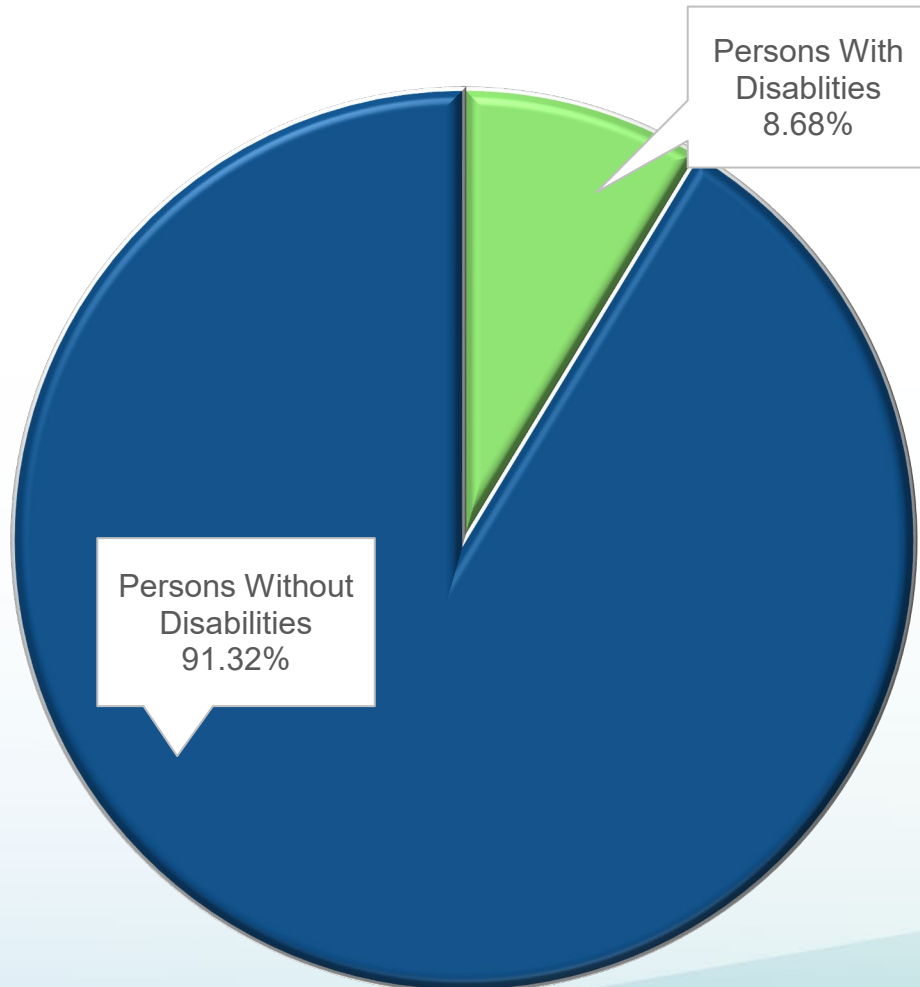
2024 (846 Employees)



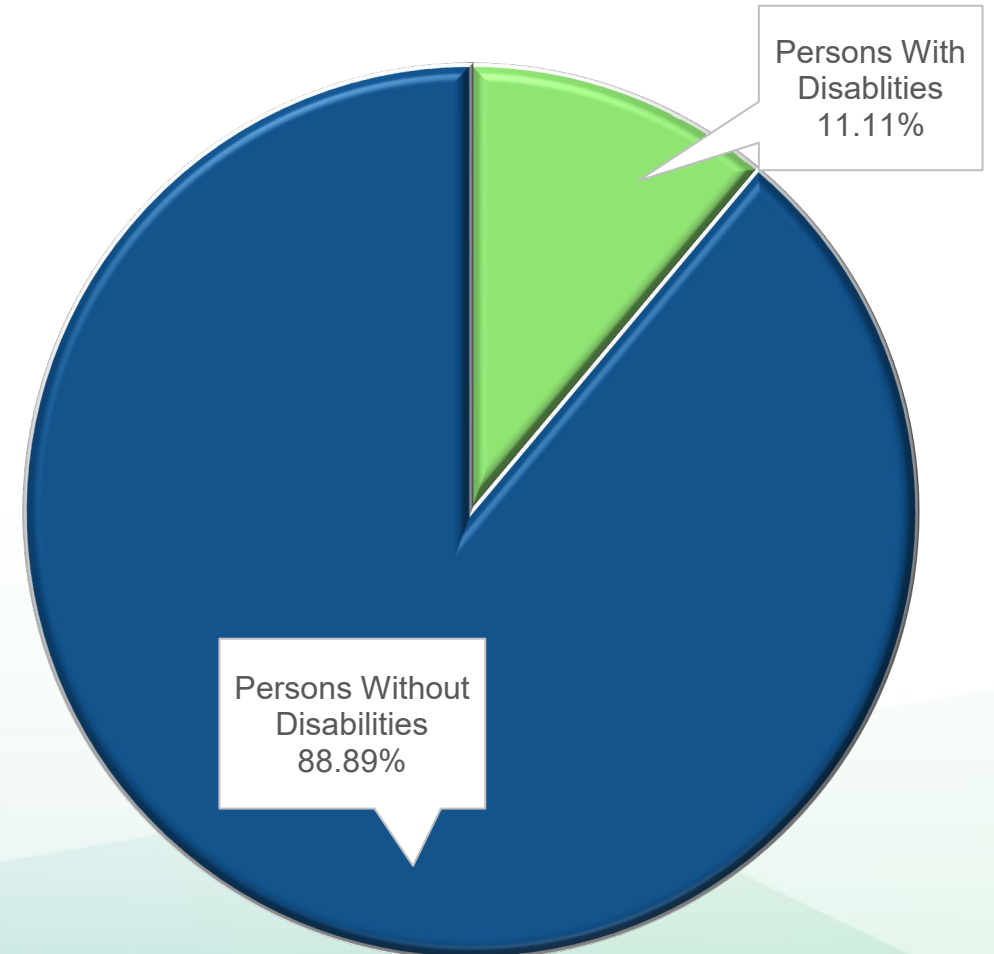


# Workforce Ability Status

2023 (760 Employees)



2024 (846 Employees)

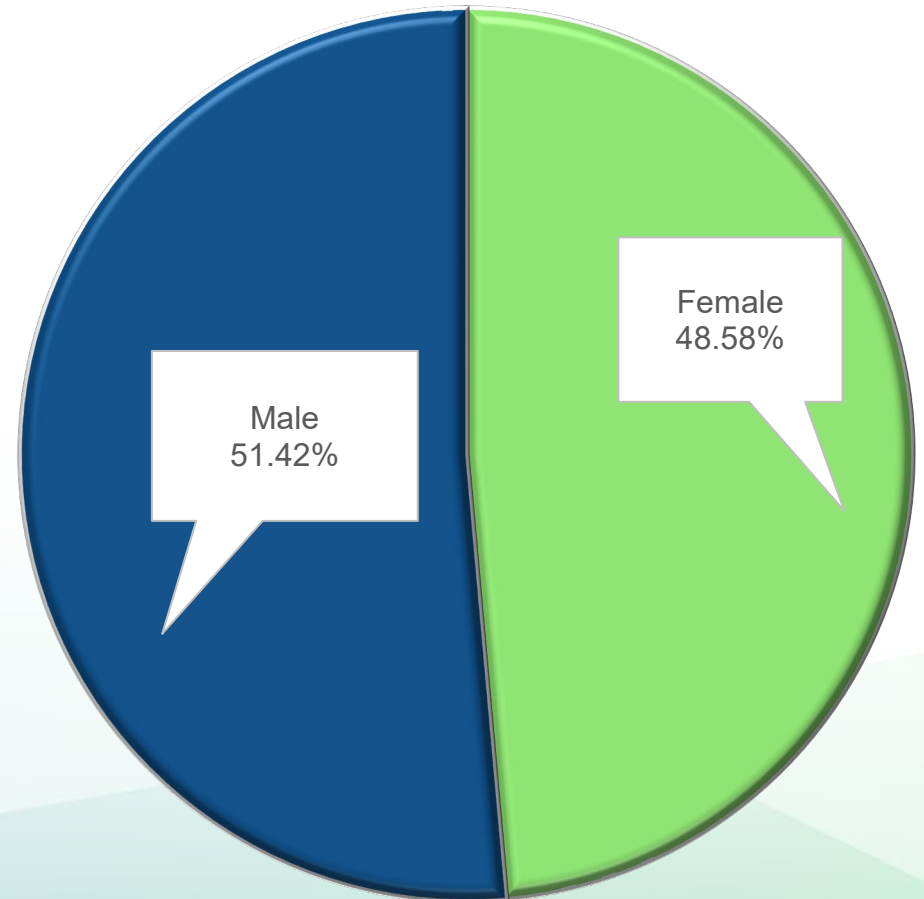
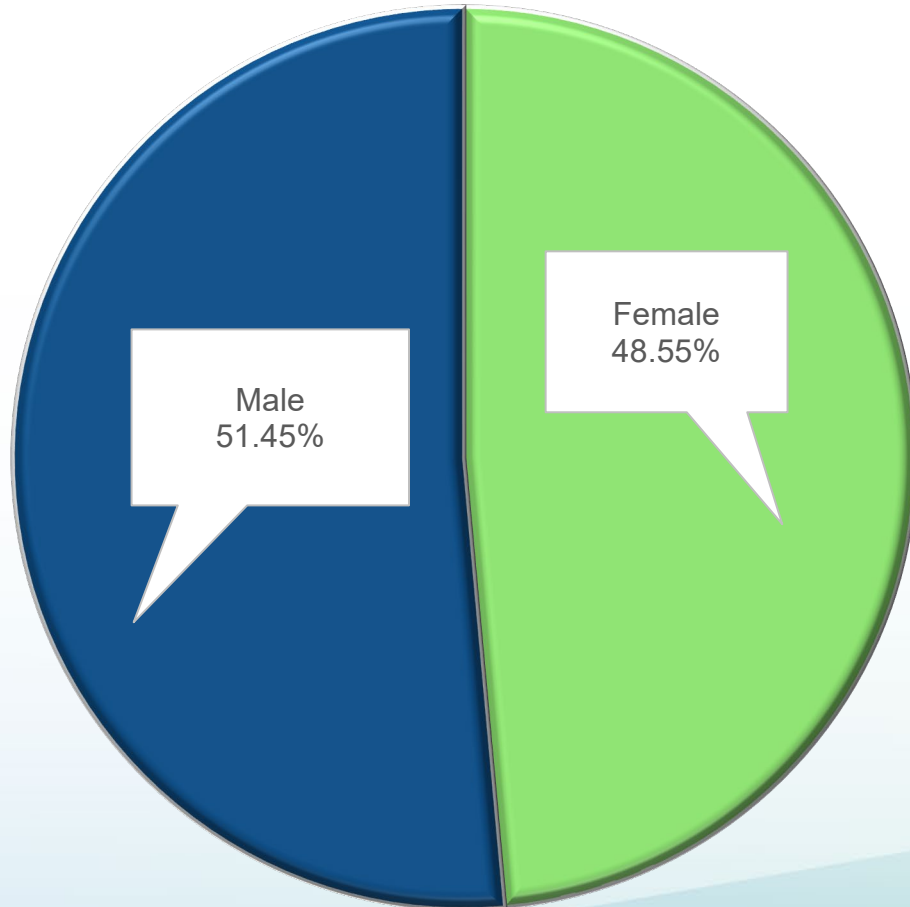




# Workforce by Gender

2023 (760 Employees)

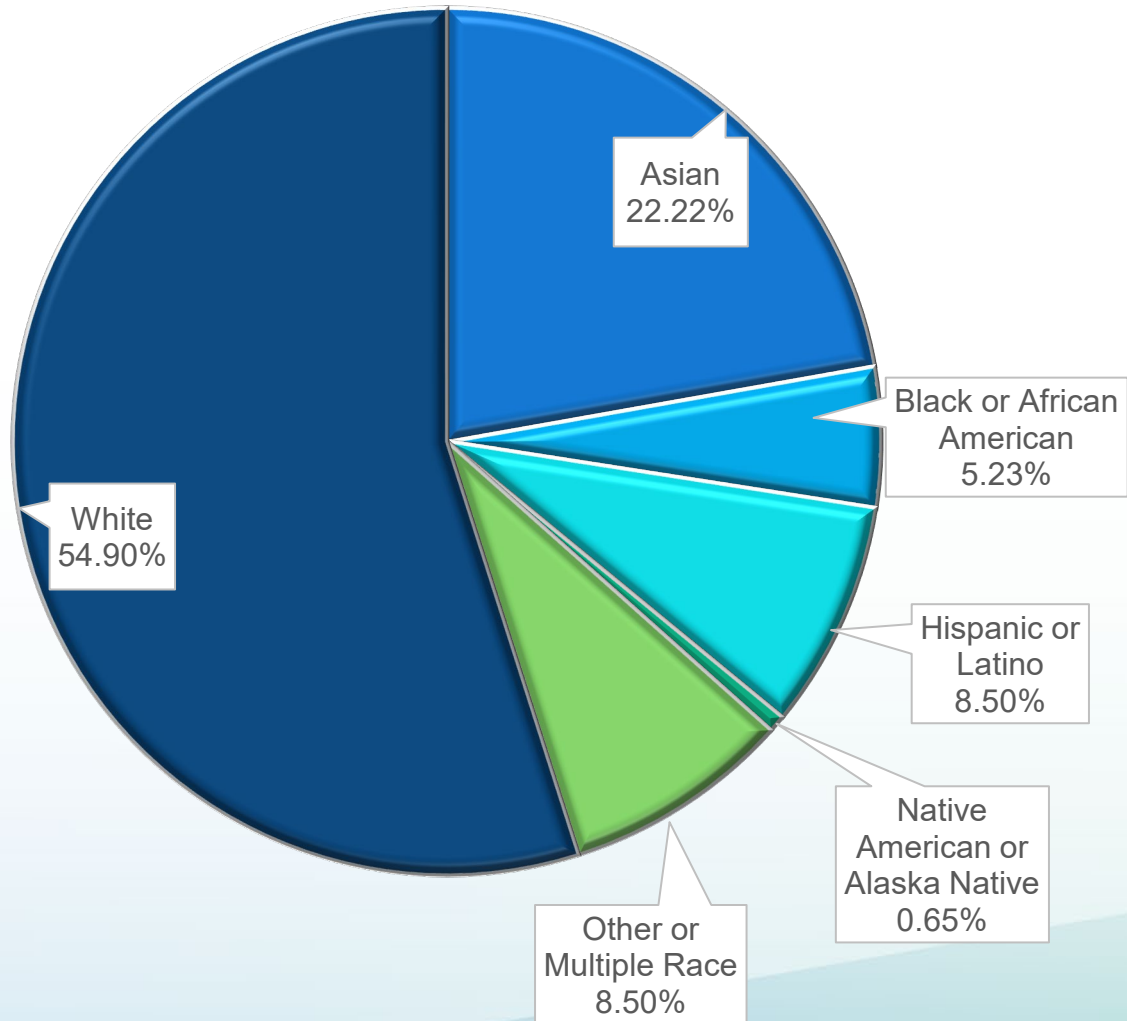
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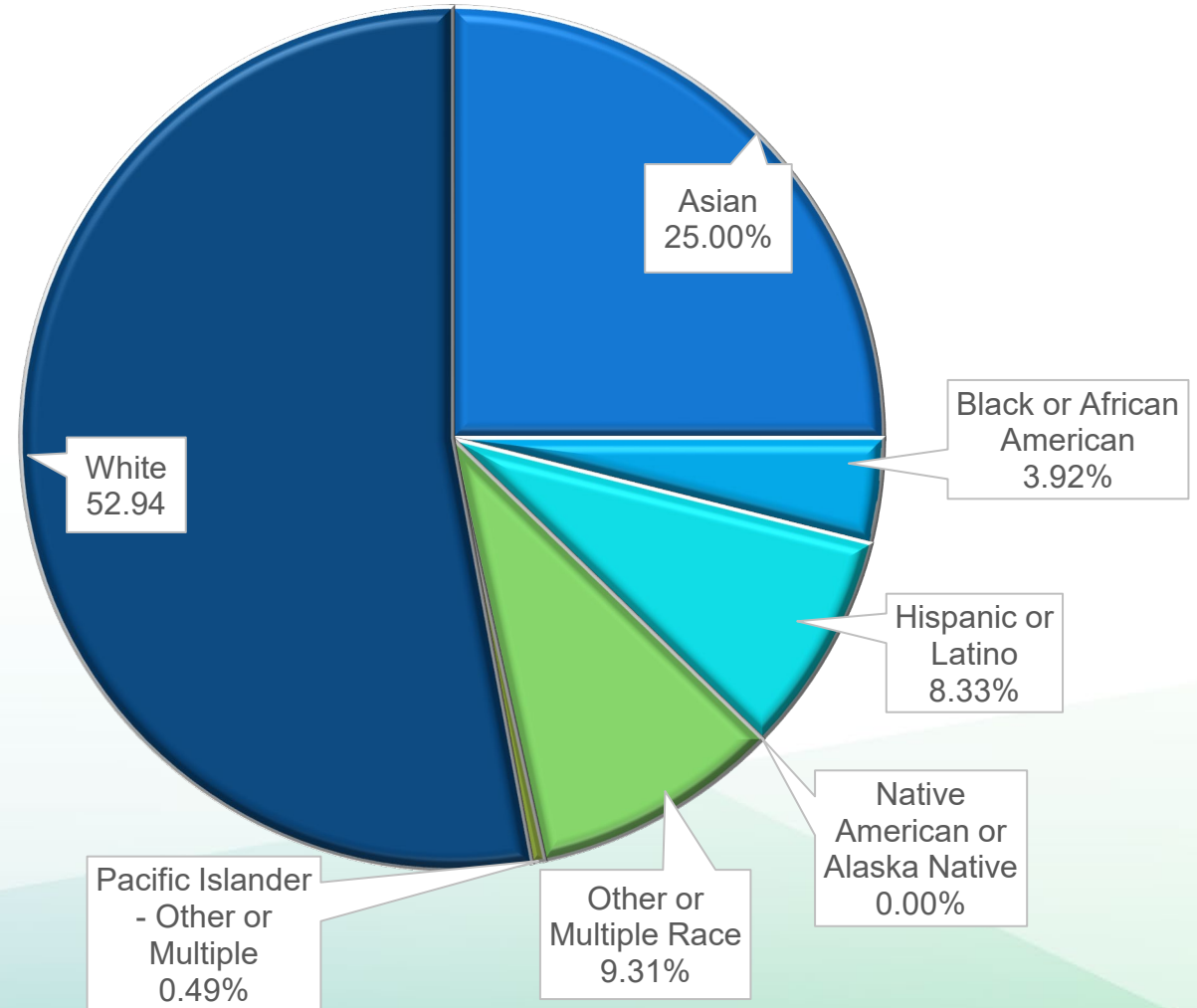


# Supervisors & Managers by Race/Ethnicity

2023 (153 Supervisors and above)



2024 (204 Supervisors and above)

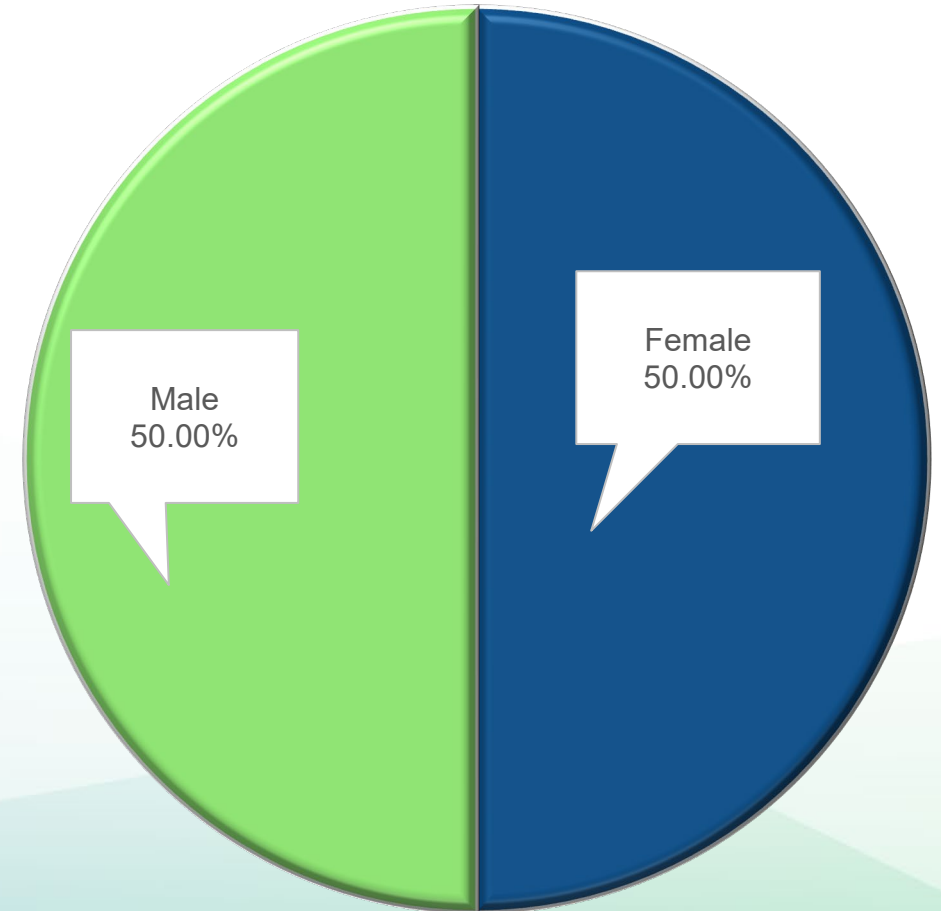
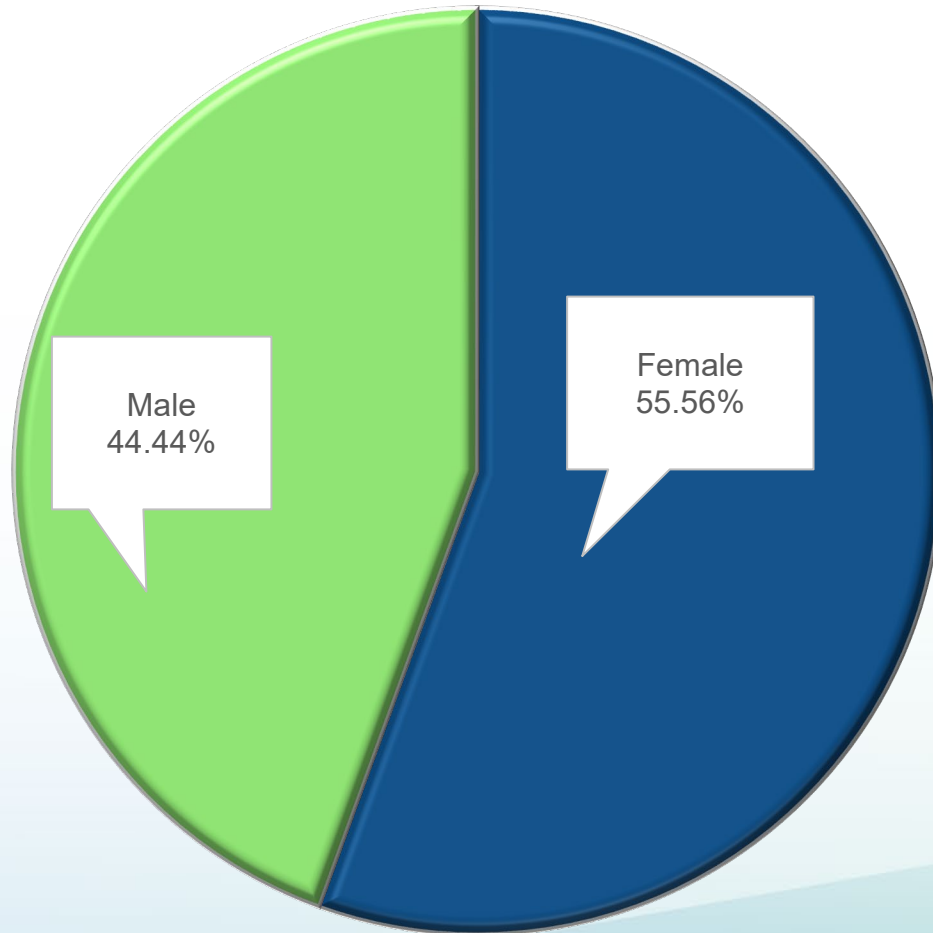




# Supervisors & Managers by Gender

2023 (153 Supervisors and above)

2024 (204 Supervisors and above)

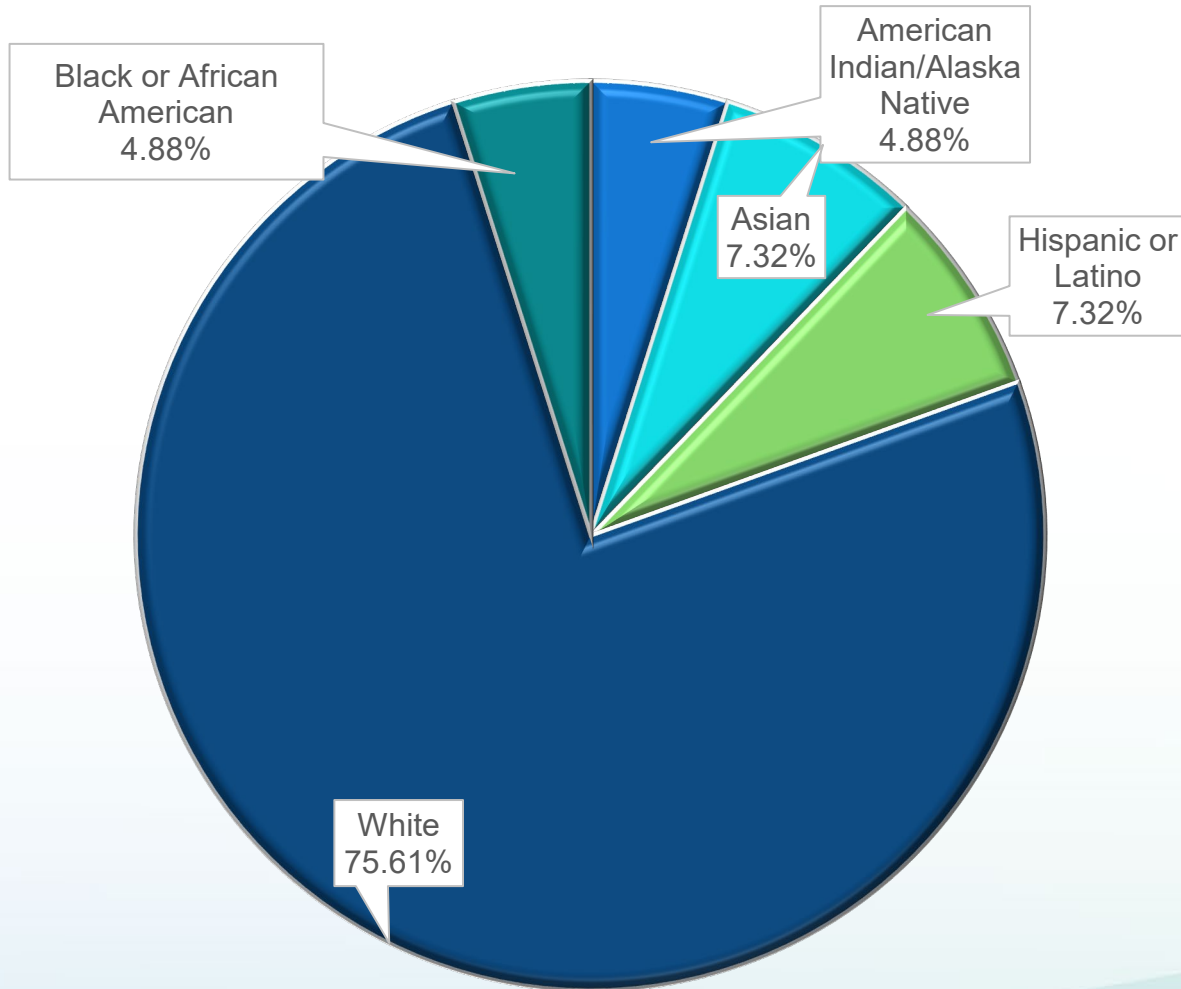




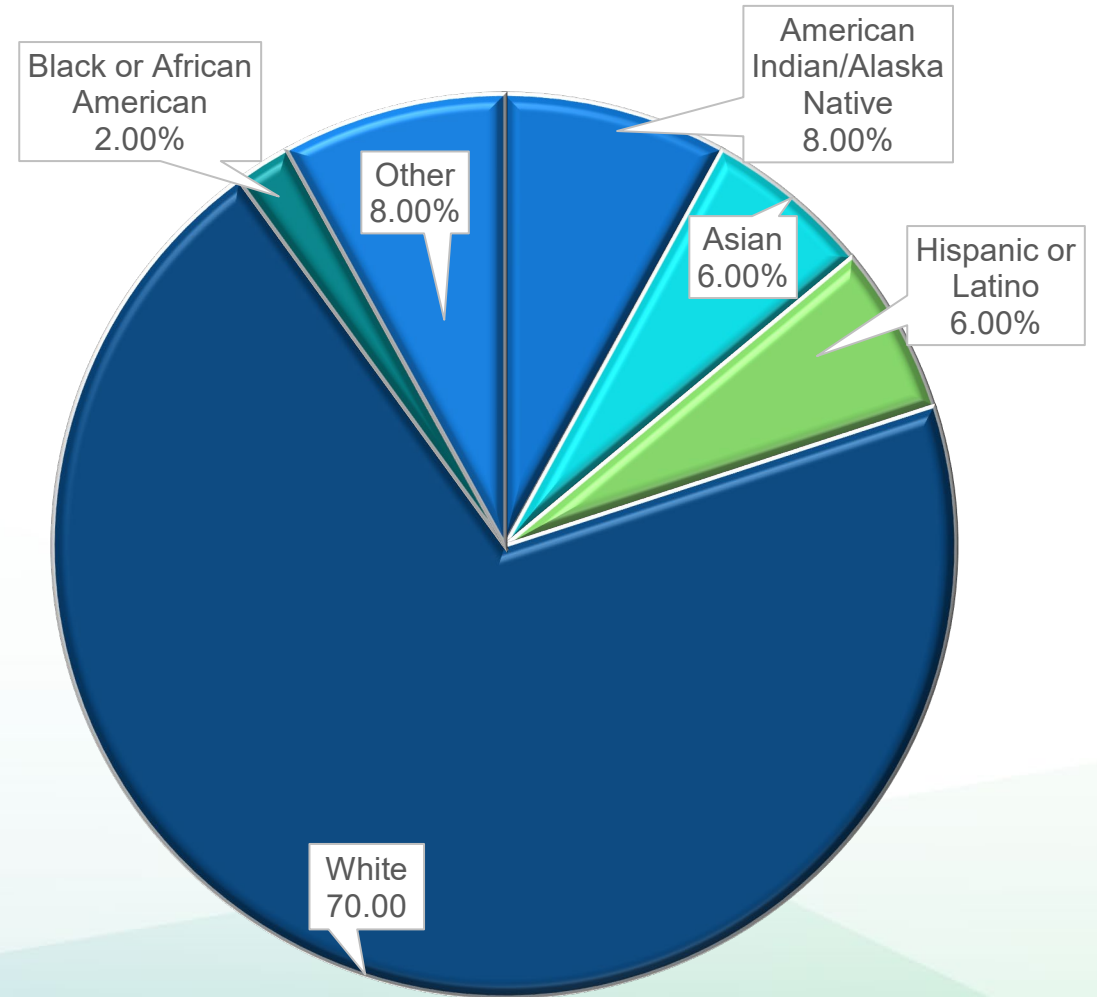


# Executive Management by Race/Ethnicity

2023 (41 Deputy Directors and above)



2024 (50 Deputy Directors and above)

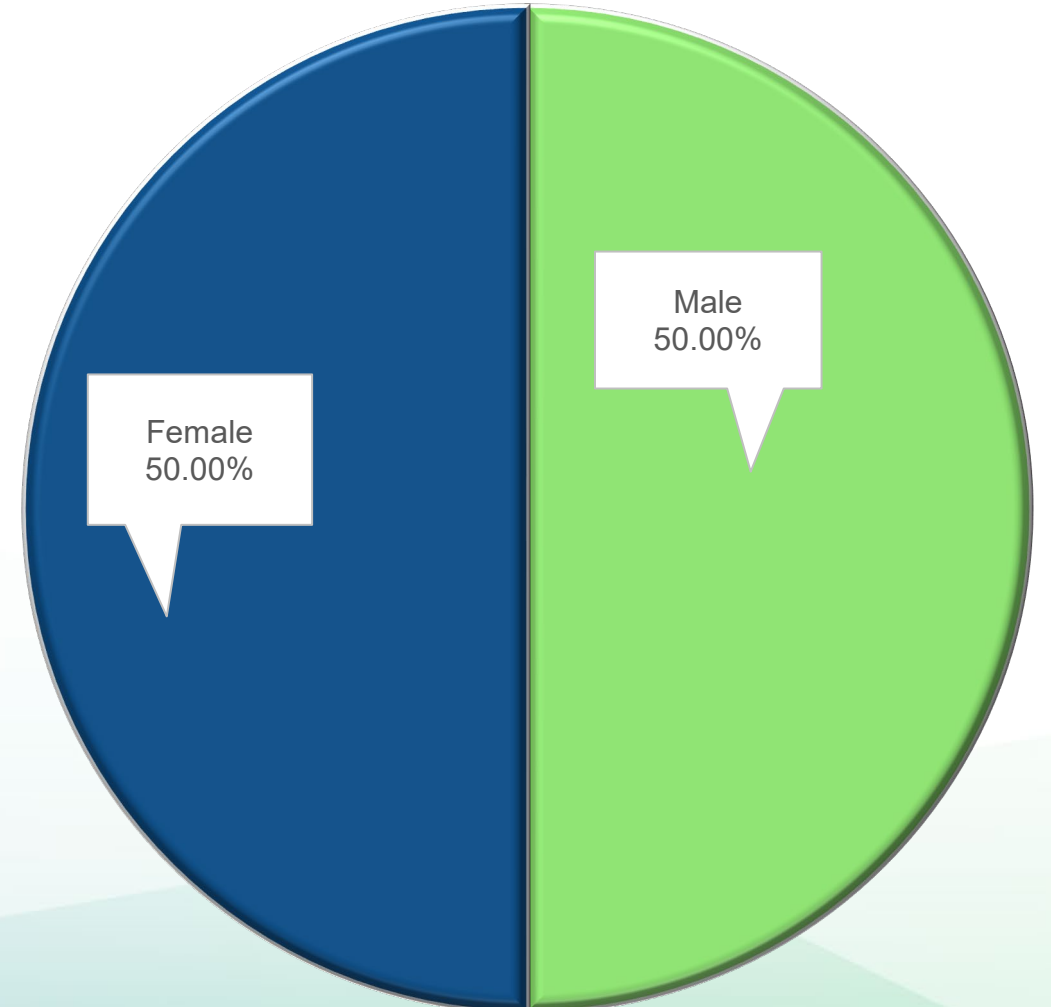
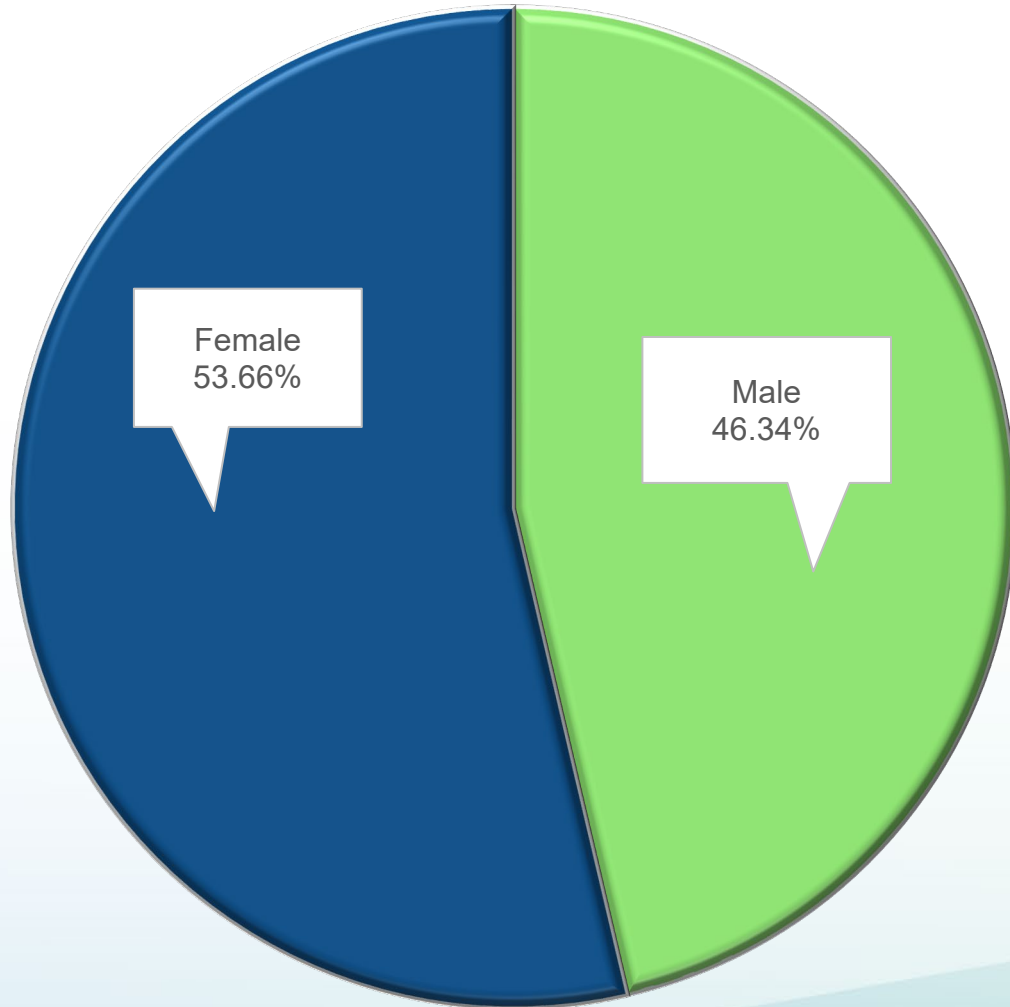




# Executive Management by Gender

2023 (41 Deputy Directors and above)

2024 (50 Deputy Directors and above)





# Diverse Interview Panels (DIP)

## DIPs Purpose

- Initiated in 2021 to reinforce fairness and limit bias in the hiring process
- DIPs do not lessen candidate qualification requirements
- DIPs do not encourage hiring based on protected characteristics

## DIPs Categories of Diversity

- Age/generational group
- Ability status
- Ethnicity/race
- Gender (identity or expression)
- Sexual orientation

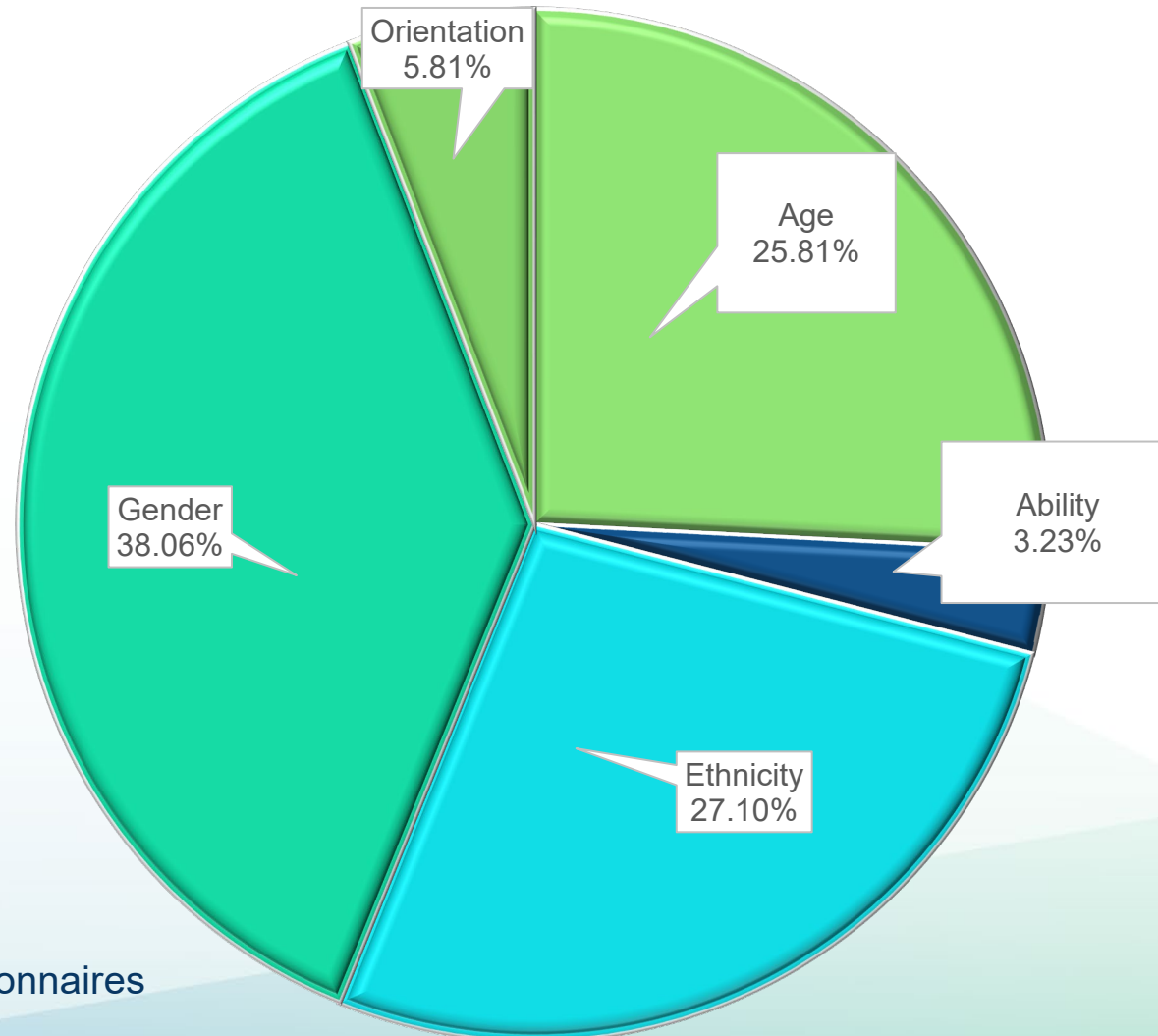


# 2024 DIPs By Diversity Level

2024 CEC DIP DIVERSITY LEVEL 64 Interview Panels			
DIVERSITY LEVEL	NUMBER OF CATEGORIES	NUMBER OF PANELS	PERCENTAGE
Not Diverse	0 of 5 Categories	2	3%
Minimally Diverse	1 of 5 Categories	11	17%
Moderately Diverse	2 of 5 Categories	17	27%
Broadly Diverse	3 of 5 Categories	27	42%
Significantly Diverse	4 of 5 Categories	6	9%
Extremely Diverse	5 of 5 Categories	1	2%



# 2024 DIPs By Diversity Characteristic



64 Interview Panels

87 Interview panelists completed questionnaires



**Everyone is Invited!!!**

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# **Unity Celebration and JAEDI Awards**

**October 29, 2025**

**Invitations coming soon!**



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