

# Diversity Equity and Inclusion Working Group

2021 First Quarter -- Achievements and Work in Progress

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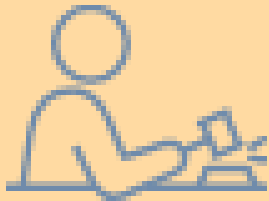
Finance and Administration Committee

April 7, 2021



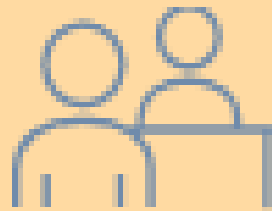
California Public  
Utilities Commission

# Diversity, Equity, & Inclusion Working Group Subcommittees



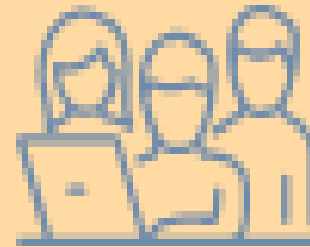
## **Governance**

Makes recommendations to the larger group related to the group's governance structure and members.



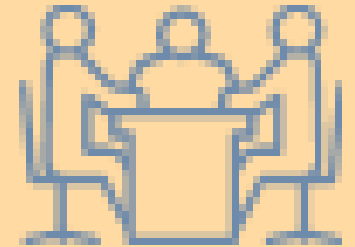
## **Recruitment & Hiring**

Develops recommendations for ways to increase diversity by looking at recruitment and hiring issues such as interview panels, job descriptions and requirements, recruitment practices, etc.



## **Retention, Promotion, & Training**

Examines promotion, training and other responsibilities that are jointly shared by HR and the various CPUC Divisions to eliminate bias in promotion and improve staff retention.



## **Workplace Culture**

Examines workplace culture within the various CPUC divisions to better understand the ways in which bias exists in our daily interactions.

# Governance Subcommittee Quarter 1 Accomplishments

- **In December 2020, the DEI Governance Subcommittee presented several proposals to govern the DEI working group**
  - Terms
  - Voting process
  - Meeting frequency
  - Workplan development
  - DEI Suggestion email inbox
  - CCORE and other affinity group representation and coordination
  - Role of the implementation team
  - Process for giving feedback on DEI related Commission activities
  - Commissioner sponsorship

*These are guidelines and are flexible based on the needs of the working group*

# Retention, Promotion, and Training Subcommittee Quarter 1 Accomplishments

## Mentoring Program Recommendation

- Currently the Mentoring for Supervisors program is available for any supervisors or managers, it is less about classifications and more about designation/serving in a supervisory or managerial role.
- Recommend that HR should incorporate the following suggestions in the mentoring program:
  - *Mandatory participation*
  - *Include diversity, equity, and inclusion practices*
  - *IDP should include a mentoring program*
  - *HR will solicit DEI feedback*
  - *Recommend that HR consider mentoring program for rank-and-file staff*

# Workplace Culture Subcommittee

## Quarter 1 Accomplishments

### Develop and present gender-neutral bathroom proposal to DEI Working Group

- *CPUC staff who identify as transgender or non-binary often do not feel comfortable using bathrooms designated for men or women.*
- *The CPUC should make a gender-neutral bathroom available for all employees at all locations.*
- *At least one gender-neutral bathroom available in every CPUC-occupied building by the date in late 2021.*
- *Required by law*

**STATUS: Submitted proposal to implementation team**

### Develop cultural event calendar for Executive Team and Commissioners

- *Reviewed various national and regional annual celebrations to create a list of cultural awareness days*
- *Developed to create an inclusive environment for all*

**STATUS: Calendar circulated to the Executive team and Commissioners and is used to plan cultural events and all staff emails**

### Develop proposal to include pronouns

- *To create an inclusive workplace the CPUC should encourage pronoun use in staff signature lines and use in daily interactions*

**STATUS: Drafting all staff email which will include the recommendation and resources.**

# HR, Hiring, and Recruitment Subcommittee Quarter 1 Accomplishments

## **Office of Diversity** Joint Proposal with CCORE

- *Supports establishment of the Office of Race, Diversity, Equity, and Inclusion*
  - Workgroup Coordination (DEI, CCORE, formal affinity group)
  - Training (Implicit bias, Structural Racism, Race Equity)
  - Advisory (EEO, affinity group, commissioners, executive, HR, etc.)

# Other updates

## Facilitator

As of 4/5/21, **Kikanza Nuri-Robins** has been retained to assist with the below:

- Setting and revisiting goals
- developing measurable goals and benchmark data for comparison at regular intervals
- Creating evaluation metrics
- Recommending stakeholders DEI should reach out to for information or feedback.

## Project Coordinator

As of 4/5/21, **Antoinette Siguenza** will serve as the project coordinator and will assist with the below:

- Creating project timelines and milestones for all subcommittee areas of focus
- Creating a reasonable meeting schedule to execute project timelines.
- Developing strategies for accomplishing projects
- Setting a timeline for completion
- Updating and managing DEI SharePoint with workgroup and sub-committee meeting notes and resources.
- Following up on action items after each working group meeting
  - Both DEI Working Group and implementation team/Commissioner actions.

# Diversity, Equity, & Inclusion Working Group

Governance	Recruitment & Hiring	Retention, Promotion, & Hiring	Workplace Culture
Nicole Cropper	Mona Dzvova	Amy Chamarty	Nicole Cropper
Katherine MacDonald	Enrique Gallardo	Stephanie Green	Patricia Miles
Michael Minkus	Robert Grimes	Rahmon Momoh	Michael Minkus
Joy Morgenstern	Kapil Kulkarni	Patricia Miles	Isaac Gendler (new member, Disability Advisory Council representative)
	Saud Muhammad	Leuwam Tesfai	
	Vier Kevin Truong	Antoinette Siguenza (new member, CCORE representative & project coordinator)	



**Thank you. Questions?**

