

CPUC California Coalition on Race Equity Team

“PUC Equity Alliance”

November 18th, 2020

Presentation to the CPUC Commissioners Committee Meeting



California Public
Utilities Commission

Capitol Coalition on Race and Equity

Trainers

- Government Alliance on Race and Equity (GARE)
- Public Health Institute (PHI)

Capitol CORE

- Racial Capacity-Building Program for State Employees
- Joined previous cohorts of GARE/Capitol CORE

Key Goals of Capitol Coalition on Race and Equity

1

Fluent in Race and Equity Best Practices for Government Organizations

2

Identify Internal Challenges to Achieve Racial Diversity and Develop Strategies to Achieve Racially Diverse Employees at All Levels

3

Develop a Racial Equity Action Plan and Framework to Improve CPUC Diversity

CPUC CORE Team Members

Sponsors

- Cris Rojas, Director Human Resources - Sponsor
- Shannon O'Rourke, Office of President Batjer - Sponsor

Team

- **Lucas Duffy**, Public Advocates Office
- **Jared Eakins**, Human Resources (Co-Coordinator)
- **Denise Fries**, Executive, Operations
- **Rachelle George**, Administrative Services (Co-Coordinator)
- **Tamera Godfrey**, Public Advocates Office
- **Saul Gomez**, Executive, Office of the Commission
- **Valerie Kao**, Administrative Law Judges
- **Desireah LaMar**, Executive, EEO
- **Charles Mason**, Executive, Business and Community Outreach
- **Michelle Moore**, Information Technology Services, Project Management
- **Antoinette Siguenza**, Human Resources, Learning & Development
- **Dieter Smiley**, Energy, Renewable Procurement & Market Development
- **David Van Dyken**, Safety Policy, Emergency Response
- **Jiai "Amy" Xu**, Utility Audits, Risk and Compliance
- **Kathleen Yip**, Energy, Emerging Procurement Strategies

Training Timeline

Fall 2020

- Trainings (August 19 and 20. Sept. 9, 24 and 30. Oct. 14 and 28.

Winter/Spring 2021

- Trainings (Jan. 13 and 14. March 10. May 12 and 13.

Summer 2021

- August 11 and 12.

Fall 2021

- Commencement: Celebrate Success & Plan for the Future – October 6

CCORE Training Focus

Training to Date

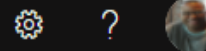
- Advancing Racial Equity
 - Foundations of racial inequality and structural racism
- Results Base Accountability
- Communicating About Race
 - Develop individual and agency statement

Training to Come

- Racial Equity Action Plan Tool and Development
- Community Engagement
- Workforce Equity
- Communicating about Race
- Train the Trainer

CPUC CCORE Sharepoint Site

SharePoint



CCORE

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Where does CPUC sit on the Racial Equity Assessment Continuum?

The Racial Equity Assessment Continuum is an aspirational matrix that maps the path we as an organization are travelling together. The assessment continuum is intended as a tool to help State agencies envision what can be accomplished as a fully in...



CPUC COHORT JOINS CAPITOL COLLABORATIVE ON RACE & EQUITY

Why is the California Public Utilities Commission participating in the Capitol Collaboration on Race & Equity (CCORE)? What is the Capitol Collaborative on Race & Equity (CCORE)? Capitol Collaborative on Race & Equity (CCORE) is a racial equity capa...

Schedule of Training Modules

See all

+ Add event

JAN

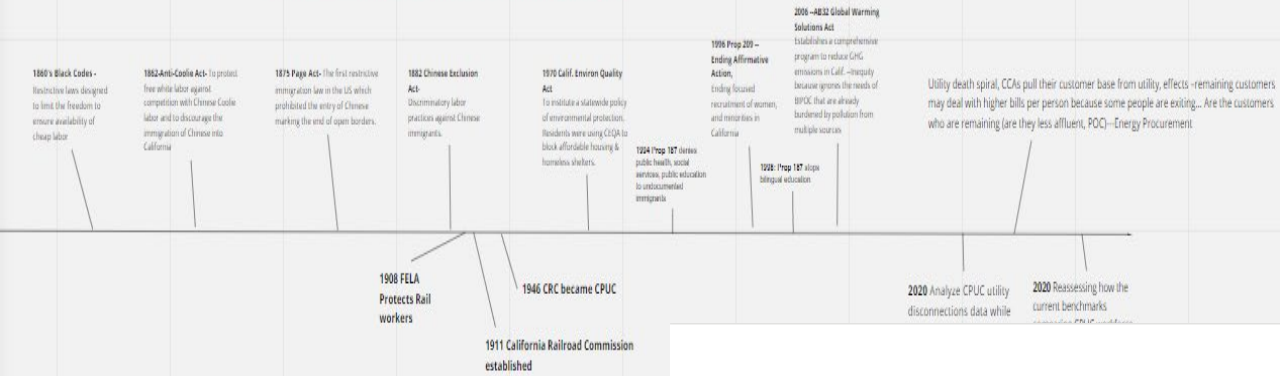
Module 4: Communicating About Race

https://capuc.sharepoint.com/sites/CCORE 11:00 AM

California Public Utilities Commission

RACIAL EQUITY TIMELINE HOMEWORK due 9/30

Identify Actions/Policies that created Racial Inequity



Racial Equity Timeline

Identify Actions/Policies that created Racial Inequity

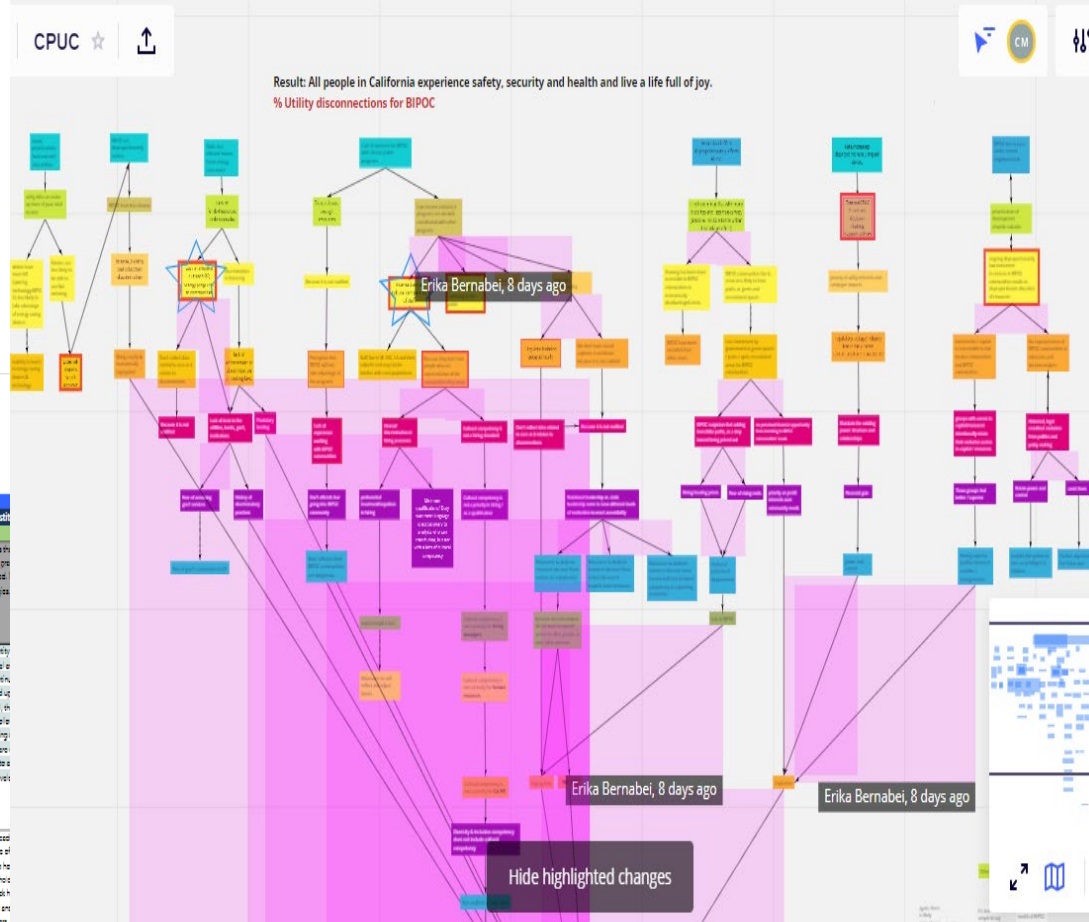
2020

Identify steps to Advance Racial Equity

Identify steps to Advance Racial Equity

Assessing Your Institution

	EXACERBATES RACIAL INEQUITIES			ACKNOWLEDGES RACIAL INEQUITIES	
	DESTABILIZING	DEVELOPING	TRANSITIONAL	CULTURE SHIFT	IMPLEMENTING
Organizational Characteristics	1. Exclusionary: Institutionalization of racism includes formal policies, practices, teaching, and discourses that disadvantage people and communities of color and disadvantage white people and communities of color.	2. Synthetic: Policies exist to diversify the workforce, but in large part they are not used or not implemented. Resources are not allocated for implementation or there may be an underlying belief that there isn't a need for anything to change.	3. Transactional: Policies and practices are in place to promote multiculturalism and diversity, but largely do not yield the intended results. It addresses different cultures, but not individual race and ethnic identity as topics.	4. Culture Shift: Policies and practices exist, but race and social identity topics are not a central focus. There is a historical view of leaving policies and practices to individual teams to address social equity goals. Policies and practices begin to shift so that there is a broad ownership of social equity initiatives.	Institutional: Institutionalization of equity policies and practices is the primary strategy for targeted strategies.
Organization Commitment	Organization identifies itself as striving to avoid a community that intentionally excludes people of color. Through internal and external communications the organization expresses a social justice goal (e.g. mission, vision, goals). The organization is actively engaged in the creation of a social environment where it is expressed that people of color have no access to various programs or benefits that are available to the workforce or programs. A, B	Organization identifies a need explicitly tied to population - the organization is a point of people of color with proper credentials and practices. Organizational internal and external communications offer diverse voices that have a problem, but may all assume people of color is represented in policies. The organization maintains an environment where people of color do not report problems out of fear for retaliation or further exclusion and, externally, the organization does not engage with communities of color. A, B, J	The organization identifies itself as diverse and multicultural. Internal and external communications acknowledge and reflect appreciation for diversity. The organization is actively involved in how it propagates an environment that continues patterns of privilege, making sure all stakeholders address racial equity internally and externally. A, B, D, J, K	Organization identifies as working towards social equity. Commitment to inclusion is formally integrated in internal and external communication. The organizational environment is such that there are some internal initiatives to address institutional and structural racism in both workplace and community relationships, but efforts are often disconnected. Further a proactive and cultural that maintains institutional racism is still present and relatively unaddressed. Frustrating opportunities to address social equity internally and externally. A, B, D, E, J, K	Organization identifies social equity, internal communication, development based on social equity goals. Still in uncertainty about how to address social equity. Financial resources are not available for staff to address social equity internally and externally.
Culture and Leadership and Management	Management and leadership communications directly support and model social justice practices from and/or are not clearly aligned with staff or outside groups raising issues associated with social equity including efforts to hold the organization accountable to inclusive practices. Methods to measure or track management/leadership's efforts toward inclusion are avoided and discouraged. B	Management and leadership communicates public support for diversity but are not committed to any internal systemic change practices. (including internal equity) but there are no internal or external accountability processes or structures in place. Or accountability processes and structures are in place but do not address any real, sustained impact. Efforts to measure or track management/leadership's efforts toward social equity are discouraged, models are created, but are not reliably used such that institutions' racism is perpetuated in the workplace and community. B, F	Management and leadership communicates a clear and written commitment to diversity. Management and leadership's role is to address diversity or social equity, but there are no internal or external accountability processes or structures in place. Or accountability processes and structures are in place but do not address any real, sustained impact. Efforts to measure or track management/leadership's efforts toward social equity are discouraged, models are created, but are not reliably used such that institutions' racism is perpetuated in the workplace and community. B, F	Management and leadership communicates a clear and written commitment to diversity. Management and leadership's role is to address diversity or social equity, but there are no internal or external accountability processes or structures in place. Or accountability processes and structures are in place but do not address any real, sustained impact. Efforts to measure or track management/leadership's efforts toward social equity are discouraged, models are created, but are not reliably used such that institutions' racism is perpetuated in the workplace and community. B, F	Management and leadership communicates a clear and written commitment to diversity. Management and leadership's role is to address diversity or social equity, but there are no internal or external accountability processes or structures in place. Or accountability processes and structures are in place but do not address any real, sustained impact. Efforts to measure or track management/leadership's efforts toward social equity are discouraged, models are created, but are not reliably used such that institutions' racism is perpetuated in the workplace and community. B, F
Workforce Recruitment and Retention	Explicit action is taken to prevent people of color, immigrants and refugees, and other disadvantaged populations from being hired. No outreach to communities of color for recruitment. Staff composition is majority white and does not reflect the community served. High rates of turnover from staff of color. A, B	Hiring practices assume a race neutral approach. Equal opportunity is interpreted as something that takes no regard to race or other protected classes. Recruitment strategy is aligned with an affirming action strategy, but is regarded as a white-washing people of color and other groups behind closed doors. Staff composition has very few people of color and does not reflect the community served. A, B	Clear and intentional recruitment efforts for hiring a diverse staff, but often efforts do not produce intended results. Results are often that are a "good fit" with the existing organizational culture. Staff composition reflects the same mixture of color as does not fully represent the community served. A, B	Clear understanding of institutional racism in hiring practices as a barrier to organization goals. Expanded outreach to communities of color for recruitment, diversity is reflected throughout hiring process. The organization is committed to a diverse staff composition that is representative of the community served. A, B	Race representation is seen as essential and becomes an institutional goal. Hiring and recruitment practices are standardized to address race bias in hiring. Programs and initiatives are created over time in order to adapt strategies to diverse staff composition that reflects the community served. Job descriptions throughout the organization reflect commitment to social equity. Continuous strengthening. C
Workforce Training and Development	Workforce policies and leadership do not support staff in building competencies, staff development or training on social equity and skill development are not provided. The institution	Workforce policies support and generally encourage staff to attend training opportunities. However, staff are often not given approval time or money to attend training and professional development opportunities. Few staff are	All staff are given equal access to training and development opportunities. Staff are encouraged to attend training and development opportunities. Few staff are	In addition to sponsoring social equity training, the organization implements metrics to track progress. Evaluation captures the outcomes of new and revamped workforce policies captures changes in staff attitudes and	Workforce policies support innovation to better meet the organization's mission towards social equity. Through training and additional education opportunities, staff feel supported and are incentivized to continue developing social equity skills. The



“All people in California experience safety, security and health and live a life full of joy.”

– PUC Equity Alliance (CPUC Capitol CORE TEAM)