

Diversity Equity and Inclusion Working Group

Work In Progress

Robert Grimes

Program Manager- Railroad Operations Safety Branch

Emerging Trends Committee

October 14, 2020

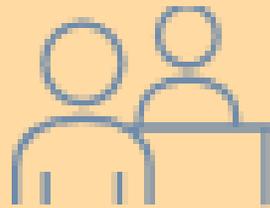


California Public
Utilities Commission

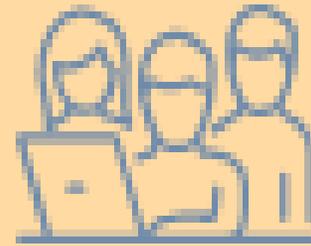
Diversity, Equity, & Inclusion Working Group Subcommittees



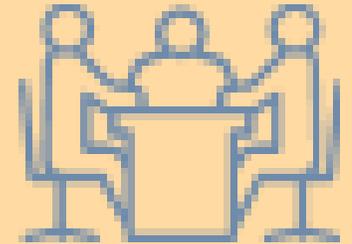
Governance



**Recruitment &
Hiring**



**Retention, Promotion,
& Training**



Workplace Culture

Diversity Equity and Inclusion Working Group Subcommittee on Governance

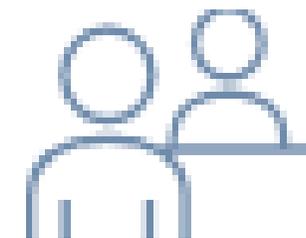


The Diversity Equity and Inclusion (DEI) Subcommittee on Governance will make recommendations to the larger DEI Working Group related to the governance structure, members, and voting of the DEI Working Group.

The Subcommittee on Governance will work to ensure that members have clearly defined roles and that the working group maintain clear channels of communication between the subcommittees, larger working group and implementation team.

The Governance subcommittee will also create avenues for all CPUC staff to provide suggestions and recommendations to the DEI workgroup.

Diversity Equity and Inclusion Working Group Subcommittee on Recruitment and Hiring



The Diversity, Equity, and Inclusion Working Group Subcommittee on Recruitment and Hiring will be focused on partnering with Human Resources to review current recruitment and hiring policies and develop strategies and solutions for identifying barriers to diverse recruitment and hiring.

The Subcommittee on Recruitment and Hiring will also be identifying how to expand national recruitment of diverse candidates and policies support the to hiring of diverse employees.

Diversity Equity and Inclusion Working Group Subcommittee on Retention, Training, & Promotion



The Diversity Equity and Inclusion Working Group Subcommittee on Retention, Training, and Promotion will be focused on developing strategies and solutions for identifying and mitigating bias in management that may serve as impediments to diverse employees being retained by the Commission or promoted within the Commission.

The subcommittee will also be identifying how training and growth opportunities can be equitably assigned to staff to support the fair promotion and development of diverse employees into management and leadership positions.

Diversity Equity and Inclusion Working Group Subcommittee on Workplace Culture



The Diversity Equity and Inclusion Subcommittee on Workplace Culture will be examining workplace culture within the various CPUC divisions to better understand the ways in which bias exists and impacts our daily interactions.

The Subcommittee will work on developing strategies to ensure that supervisors are accountable for the need to create an inclusive workplace and diversify their applicant pool.

The Subcommittee will work on identifying mechanisms to ensure that all employees can identify and report or discuss instances of bias that they have experienced or witnessed. This includes supporting employees so that they can report instances of bias and receive advice without endangering their careers

Diversity, Equity, & Inclusion Working Group

- DEI Working Group Facilitator: Mikael Villalobos- Associate Chief Diversity Officer in the UC Davis Office for Diversity, Equity, and Inclusion
- DEI Working Group Members

Governance	Recruitment & Hiring	Retention, Promotion, & Hiring	Workplace Culture
Nicole Cropper	Mona Dzvova	Amy Chamarty	Nicole Cropper
Katherine MacDonald	Enrique Gallardo	Mona Dzvova	Patricia Miles
Michael Minkus	Robert Grimes	Stephanie Green	Michael Minkus
Joy Morgenstern	Kapil Kulkarni	Rahmon Momoh	Hazel Miranda
	Saud Muhammad	Patricia Miles	
	Viet Kevin Truong	Leuwam Tesfai	

Thank you. Questions?

