



ARE WE THERE YET? A LOOK AT DIVERSITY AND INCLUSION

**NARUC Summer Policy Meetings
Subcommittee on Supplier and Workforce Diversity
July 15, 2018**

July 10, 2018





Mission

The National Utilities Diversity Council educates, develops best practices and guides efforts that will promote diversity in the utilities and communications industries in the areas of governance, employment, procurement, language access/customer service, and philanthropy.



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Setting Our Goals and Norms

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- Defining diversity and inclusion
- Elevator speech on why they should care about inclusion and diversity
 - ▣ We need a diverse workforce
 - ▣ Sustain the value of your portfolio into the future
 - ▣ It's the right thing to do
 - ▣ Important impact on our community and society

The Chatham House Rule

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Today we are delving into some important and heartfelt topics and we want to make sure that we create a safe space for sharing. So we ask you to agree to the Chatham House Rule, which was first instituted by The Royal Institute of International Affairs in 1927.

When a meeting, or part thereof, is held under the Chatham House Rule, participants are to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.

Deputy Mayor Kramer's "Yo" Rule

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- This is an erudite, eloquent, engaged and exciting group of Commissioners. We are lucky to have such a great group of brains in the room! This combination, though, can have an impact on timeliness in an engaged discussion like ours.

In the interest of making the most of our time, if your neighbor says something very similar to what you'd say (though perhaps you would say it more eloquently) could you just give a "yo"?

What is Diversity?

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Some Stats to Start – Generations in the US Workforce*

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- Greatest (1928-1945) – 2% of workforce
- Baby Boomers (1946-1964) – 25% of workforce
- Generation X (1965-1980) – 33% of workforce
- Millennials (1980-2000) – 35% of workforce
 - ▣ ‘Digital Natives’ (the youngest group – currently up to 24 years old),
 - ▣ ‘Digital Guinea Pigs’ (25 - 30 years old),
 - ▣ ‘Original Millennials’ (over 30 years old).*
- Generation Z (2000-) – 5% of workforce

- **More than 60% of millennials ages 22-32 have changed jobs between one and four times in the past 5 years.**
- **50% of the utility workforce will be retiring in the next few years (source: Utility Dive report)**

What About Gender?

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- 24% of women in STEM jobs want to stay in their jobs
- In 1976 over 90% of women responded to a survey that they were harassed in the workplace. In 2016, 40 years later, that percentage has dropped to just over 80%.
- 40% of female astronomers of color feel unsafe at work due to their race and gender.

What About Demographics?*

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- In 2016 61% of the US population was Caucasian. By 2060 that percentage will be 44%
- By 2020 just less than half of US children will be Caucasian.
- By 2060 one third of children will be Hispanic or Latino, one third will be Caucasian and the final third will be all other races.
- By 2030, one quarter of all Americans will be over 65. This is the first time in US history that older Americans will outnumber children.
- And just to keep us on our toes it's projected that by 2060 nearly 600,000 people will be aged 100 or more. This is compared to 82,000 in 2016.

*census.gov

What is Diversity?

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- Do really want diversity? Are we allowing others bring their diverse backgrounds to the workplace.
- Gender, sexual orientation, age, disability, religion, race
- Lack respect for women who are pregnant in the workplace.
 - Need to be more accommodating (flexible work schedule, etc.)
- Create a welcoming workplace
- Geographic diversity
- Social background diversity. Different viewpoints.
- 1st generation college graduates. Not talked about enough.
- Diversity is about more than just what we are when we were born.
 - The different paths leads to different perspectives.

What is Diversity?

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- Diversity is invited to the party and inclusion is asked to dance.
- Need to improve on cultural comp. We are not very good at knowing the baggage of others.
- We need to do a better job of understanding

What is Diversity? – Sometimes It's Math

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What is Inclusion?

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- ❑ When we think about in terms of workplace, its creating an environment where people can bring their best self to work.
- ❑ People need to get out of their silos. Inclusion requires a catalyst.
- ❑ Inclusion requires an encourager and care
- ❑ Compassionate consideration
- ❑ The expectation is that new people will conform to the organization's cultural norms.
- ❑ There's a sense that new people have to ask for permission.
- ❑ Finding a balance between cultural norms
- ❑ Have to realize who you have brought in. The organization needs to reflect this.
- ❑ Create diverse communities within organizations. Creates a spotlight, for example, leaders of color.
- ❑ The rules for POCs and women are more difficult. The leadership pipeline is smaller and more difficult.
- ❑ The future demographic shift should be more motivation

What is Inclusion?

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- Commissioners should be asking what the utilities supplier and diversity programs look like.
- Rooney Rule
 - ▣ For every coach interviewed, a person of color needs to interviewed
- Organizations have to realize the purpose of committing to diversity.
- Has to start at the top (CEOs) and then have plans to implement
- We need to have the economic opportunity discussion. Can lead to more minority and women owned businesses.
- The need to ask permission. Make sense to have a workforce that reflects your customer base.
- The leadership needs to make sure people do not have to constantly justify their existence.
- Diversity
 - ▣ Respect
 - ▣ How we value people?
- When you really value diversity, you're going to have diverse people in key leadership positions?

What is Inclusion?

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- ❑ Regulators-Primary goal is to serve the public
- ❑ Utility- Serve the public and shareholder
- ❑ Value you bring to the customer is good service.
- ❑ Inclusion is inclusive
- ❑ Diversity is recognizing historically that the systems were not in

How Do We Know if We Have It?

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Resources

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- Pew Research Center
- Census.gov
- *The Science of Sharing*, Exploratorium San Francisco - This was funded by the NSF and includes some really fascinating insights on how we perceive fairness. It's not what I expected; we really are pretty discerning.
- *Breaking Through*, David Thomas, John Gabarro
- *Our Separate Ways*, Ella LJ Edmondson Bell, Stella Nkomo
- *A third of Americans in national survey say focus on diversity has overlooked white men*, The Washington Post, October 16, 2017
- *The Results of a 1976 Survey of Women About Sexual Harassment At Work Remain Virtually Unchanged In 2017*, Redbook, March 27, 2017 – Yeah, Redbook, go figure.

Resources

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- *Making Differences Matter*, Thomas & Ely, Harvard Business Review, 1996
- The Kapoor Center 2017 TechLeavers Study
- EPI.org They have some really nifty data
- Nittle, Nadra Kareem. "Which U.S. States Have the Highest Minority Populations?" ThoughtCo, Jun. 14, 2018, [thoughtco.com/states-with-majority-minority-populations-2834515](https://www.thoughtco.com/states-with-majority-minority-populations-2834515).
- <https://www.nature.com/news/female-astronomers-of-colour-face-daunting-discrimination-1.22291>

Upcoming Free Webinars

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July 24, 2018

Vets for Success: Helping Veterans Transition Successfully into Corporate America

Neddy Perez, Senior Director, Talent Acquisition, TIAA

September 18, 2018

SCORE: Working with Small Suppliers

Joe Chow, Supplier Programs Excellence Manager,
Sempra Energy Utilities

Contact Us!

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Thank you!

Bishop Michael Curry

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- *Think and imagine a world where love is the way. Imagine our homes and families when love is the way. Imagine neighborhoods and communities where love is the way. Imagine governments and nations where love is the way. Imagine business and commerce when love is the way. Imagine this tired old world when love is the way....when love is the way, then no child will go to bed hungry in this world ever again. When love is the way, we will let justice roll down like a mighty stream and righteousness like an ever-flowing brook. When love is the way, poverty will become history. When love is the way, the Earth will be a sanctuary. When love is the way, we will lay down our swords and shields, down by the riverside, to study war no more. When love is the way, there's plenty good room, plenty good room, for all of God's children because when love is the way, we actually treat each other well, like we are actually family.*

Marriage of Meghan Markle and Prince Harry, May 19, 2018