



National Utilities Diversity Council 2016 Report of Operations

2016 was an exciting and productive year for the National Utilities Diversity Council. In programming, governance, and technology, NUDC reached new heights and made a new impact on diversity in utilities and communications.

Governance

The National Utilities Diversity Council continued 2016 under the leadership of Co-Chairs **The Honorable Ronald Brisé** of the Florida Public Service Commission and **Robert MacLean**, President of California and Hawaii American Water.

In 2016 two valued NUDC Board members stepped down due to professional retirement. NUDC Co-Vice Chair, **Rick Hobbs** and founding Director **Carl Wood**, retired from the Board of Directors. We thank Rick and Carl for their dedicated and creative leadership of NUDC. **Nelson Reyneri**, Vice President National Accounts and External Affairs for Liberty Power was elected to serve as Co-Vice Chair.

Three new Directors were elected to the NUDC's volunteer Board of Directors in 2016. **Jimmie Cho**, Senior Vice President of Gas Operations and Systems Integrity, Southern California Gas Company; **Reggie Davis**, Senior National Advisor, Utility Workers Union of America; and **The Honorable Sherina Maye Edwards**, Illinois Commerce Commission have joined the leadership of NUDC.

Strategic Visioning

In February the NUDC Board of Directors completed its strategic visioning project with help from Rebekah Lambert of Arts Consulting Group. The resulting action plan for next steps of organizational development was approved by the Board at its May meeting. Work has begun toward the first step of NUDC's new programming and administrative initiative.

Programming

Virtual Panel

Is Having a College Degree Necessary for a Successful Career in the Utilities and Communications?

Moderator – Rob MacLean, California American Water; NUDC Board Co-Chair
Panelists- Laura Butler, PG&E; Patrick Dillon, Utility Workers Union of America;
Cynthia Scherphorn, Oakland School ISDCFE Instruction; Rob Sunderland, Southern Company.

Webinars

Business Futuring: Using Annual Reports to Seek Business Opportunities – Eric Fisher, Southern California Edison

Showing Executive Readiness: Interview Tips – Laurie Dowling, NUDC

Mentoring and Millennials: Creating Meaningful Pathways – Julie Kantor, Twomentor, Ltd.

Best Practices in STEM – Neddy Perez, CEO & Founder, Creative D&I Solutions, LLC

Intentional Mentoring – Professor Becky Wai-Ling Packard, Mount Holyoke College

Prime Suppliers 2.0: Building Relationships and Best Practices – Timothy McLaughlin, San Jose Water

How to Manage Your Boss – Laurie Dowling, NUDC

Webinars are archived in the members' section of the NUDC website.

What people are saying about NUDC's webinars and programming:

- “This has been most helpful. I meet with my millennial mentee tomorrow and I now have a discussion topic!”
- “The most compelling part of this webinar was the approach by the presenter and the content of the presentation.”
- “I like the polls and the immediate review of our responses. The information was very interesting to me and as a millennial I find myself faced with the same issues of wanting to stay with my company but they are not providing me any way to move up. Working here for 5 years I have begun to look for other places that would recognize my value.”
- “The utilities involvement with the community as it pertains to establishing jobs and attracting innovative millennials, and the honesty of the panel were the most compelling parts of the virtual panel for me.”

Workforce Diversity Toolkit

In collaboration with the Subcommittee on Utility Marketplace Access (UMA) of the National Association of Regulatory Utility Commissioners, NUDC began planning for the Workforce Diversity Toolkit, which will provide data and tools to help encourage best practices in workforce diversity in utilities and communications. The Workforce Diversity Toolkit also will be developed through a cooperative agreement with the US Department of Energy Office of Economic Impact and Diversity.

Conference – The Brooklyn Brainstorm

We held our third national conference, *The Brooklyn Brainstorm* on May 26, 2016 at the Metro Tech Center in Brooklyn, NY. The program comprised keynote speeches from **The Honorable Travis Kavulla**, President of the National Association of Regulatory Utility Commissioners and **The Honorable Colette Honorable**, Federal Energy Regulatory Commission and The CEO's Perspective from **Janice Bryant Howroyd** of

ACT-1 Group. The group was welcomed by **Ken Daly**, President, National Grid New York, and **The Honorable Ronald Brisé**, Florida Public Service Commission and NUDC Co-Chair, and closing sponsor recognition was led by **Robert MacLean**, President, California American Water and NUDC Co-Chair.

In addition, the following round table sessions were held to delve deeper into timely aspects of diversity:

- ***Maintaining the Commitment: to Supplier Diversity.*** Moderator, **Rick Hobbs**, Southern California Gas Company
- ***Growing the Pool of Subcontractors.*** Moderator, **Dawn Gilbert**, American Water
- ***Predicting the Future.*** Moderator, **Gary Gioioso**, Philadelphia Gas Works
- ***Marketing to Millennials.*** Moderator, **The Honorable Sherina Edwards**, Illinois Commerce Commission

Speakers at the closing reception were:

CastleOak Securities L.P. (LaJohn McFadden)
CL King & Associates (Scott White)
Drexel Hamilton (Jeremy Traska)
The Elite Service Disabled Veteran Network (Bob Mulz)
Loop Capital Markets (Sidney Dillard)
National Grid (Maryjane Baer)
Osceola Consulting (John Tham)
The Williams Capital Group (David Finkelstein)

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