

# California Utilities Diversity Council (CUDC)



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## Charter Document – Adopted in March, 2016

### History and Purpose

California is the most ethnically and racially diverse state in the country where no racial or ethnic group represents a majority. Moreover, it is the most multilingual state where English is spoken by most but is also accompanied by Spanish, Mandarin, Cantonese, Tagalog and many other languages. There is a need to provide input to all utilities regulated by the California Public Utilities Commission (CPUC) to promote diversity within utility companies in a fashion that creates mutual understanding and cooperation that will result in improved human relations and improved business opportunities for utility companies. Key focus areas are governance, procurement, employment, customer service and marketing and philanthropy. There is also a need to advise and assist the CPUC to enhance their internal workforce; advise and assist the CPUC with their oversight role with utility companies; and advise and assist the CPUC to obtain input from all segments of California's communities in their proceedings.

To help the CPUC and the utilities address these needs, several stakeholder participants at the CPUC's July 22, 2003 public meeting on diversity proposed that a committee be created to act as a forum and as an advisory body on issues related to diversity and utility regulation.

The California Utilities Diversity Council (CUDC) was thus created with the endorsement of CPUC. The CUDC is intended to provide quality education, information, to advise and to act as a resource for the CPUC and the regulated utilities on issues of diversity in the areas of governance, procurement, employment, customer service and marketing, and philanthropy, with the purpose of reflecting the rich ethnic make-up of diverse populations within each of the areas.

It will also advise other bodies such as the National Association of Regulatory Utility Commissions where appropriate. Council members will represent key stakeholders including but not limited to the business communities, consumer groups, multi-language interests, education, labor, service-disabled veterans, and the utility companies.

### Vision

To be a resource, and to work collaboratively with the California Public Utilities Commission and regulated companies to promote California's rich diversity.

## **Goals**

1. Provide leadership and be a visible and active organization working with and advising the California Public Utilities Commission and the regulated utilities, and other entities such as the Governor's Office, the State Legislature, the National Association of Regulatory Utility Commissions, the White House, and Congress on diversity issues related to the utilities. Assess progress on diversity, procurement, employment, customer services, marketing and philanthropy.
2. To facilitate and promote outreach to the diverse business communities whose development is important to the economic well-being of California.
3. Produce relevant white papers, reports or annual report highlighting the efforts, accomplishment or issues being addressed or covered by the California Utilities Diversity, produce an annual report highlighting the accomplishments of the California Utilities Diversity Council by CPUC's En Banc each year.
4. To create and enforce an environment where any CUDC member is permitted to express their thoughts without fear of repercussion, intimidation or breach of confidence from any other member of the Council.

## **Home of the CUDC**

The CUDC address is 1017 L Street #306, Sacramento California, 95814; phone (916) 752-4386 fax 415.795.7526 website [www.cudc.biz](http://www.cudc.biz) and email [jperez@cudc.biz](mailto:jperez@cudc.biz)

## **Use of Roberts Rules of Order to Conduct Business**

CUDC uses Roberts Rules of Order to conduct business.

## **Financial Support**

California Utilities Diversity Council is supported by companies agreed to assist the unpaid volunteers to the CUDC and set up a per diem structure that recognizes business owners and non-business owners. A commitment for funding the per diem plus food expenses is sought for up to six meetings in 2016. Moreover, valuable staff time is donated by Edison, PG&E, Sempra Energy (San Diego Gas & Electric Company, Southern California Gas), California Water Company, Pacific Gas & Electric Company, Time Warner Cable and the California Public Utilities Commission. Additionally, the community member organizations substantially volunteer their time and effort to the CUDC's goals.

## **Diversity Agenda for 2016**

### **Standing Committees**

- A. Procurement
  - a. Forums
  - b. White Paper(s)
  - c. Outreach
  
- B. Employment
  - a. TELACU Education Foundation
  - b. Regalettes, Inc.
  - c. Outreach
  - d. Other
  
- C. Philanthropy
  - a. Support items A & B above

### **Membership**

The California Utilities Diversity Council (CUDC) is composed of a Board appointed jointly by the Chair and Co-Vice Chairs of the Council. The Council will represent the following interest groups:

1. Proportional ethnic/racial makeup of the state of California
2. Multi-language interests
3. Corporate and Small Business
4. Labor
5. Policy makers
6. Utility companies
7. Non-profit consumer groups
8. Service Disabled Veterans
9. Diverse geographical and organizational representation

### **Terms and Conditions of Membership**

Each member is appointed for two years. Each year every member will be asked if they wish to continue their active participation. Those who choose to end their tenure will be replaced as specified above. Attendance is required at all meetings of the CUDC and those who choose to participate in meetings via telephone conference call will be counted as present but will not be eligible for per diem. The CUDC will make arrangements for participation in the telephone conference call. Any member with three unexcused absences will be removed from the Council.

Each organization may be represented by one individual only. An alternate may be designated when the representative is unable to attend a meeting and is eligible to vote. Each member of the CUDC is entitled to one vote. For the purposes of per diem administration, for those eligible, only one member per organization is entitled to per diem.

To nurture complete, honest and open discourse representing any view that is not prohibited under EEO or other law, the CUDC members agree to abide by a set of rules of engagement. The rules of engagement will be developed by an ad-hoc committee of the CUDC and adopted by a majority vote of the CUDC members. All members agree to adhere to will the rules of engagement. A violation of the rules of engagement will be grounds for termination of membership as determined by the Directorate.

### **CUDC Executive Committee**

1. Chair: Jose L. Perez, Publisher, Latino Journal
2. Co - Vice Chair: Gwen Moore, GEM Communications
3. Co - Vice Chair: Nancy Zarenda, Director, Spanish Language Academy
4. Co – Vice Chair: Eric Fisher, Southern California Edison
5. Co – Vice Chair: Joan Kerr, Pacific Gas & Electric

### **Members of the CUDC – 2016:**

4. Faith Bautista, National Asian American Coalition, South San Francisco
5. Dennis Huang, Asian Business Association, Los Angeles
6. Julian Canete, California Asian Chamber of Commerce, Sacramento
7. Dee Dee Towery, National Association of Women Business Owners, Oakland
8. Ruben Guerra, Latin Business Association, Los Angeles
9. David C. Lizarraga, TELACU Education Foundation, Los Angeles
10. Rob Howard, Utility Workers Union of America, Oceanside
11. Tracey Stanhoff, American Indian Chamber of Commerce of California
12. Frank Montes, California Hispanic Chamber of Commerce, San Bernardino
13. Peter B. Ramirez, Service Disabled Veterans Owned Business Corp., San Jose
14. Sam McClure, National Gay & Lesbian Chamber of Commerce, Washington D.C.
15. Aubry Stone, California Black Chamber of Commerce, Sacramento
16. Betty Jo Toccoli, California Small Business Association, Los Angeles
17. Frank J. Quevedo, The Quevedo Group, LLC, Palm Desert
18. Bob Mulz, The ELITE SDVOB Newtork
19. Joan Kerr, Pacific Gas & Electric, San Francisco
20. Eric Fisher, Southern California Edison, Rosemead
21. Nancy Smith-Taylor, San Diego Gas & Electric, San Diego
22. Richard D. “Rick” Hobbs, Southern California Gas Company
23. Deane Leavenworth, Time Warner Cable, Sacramento
24. Jackie Glover, California Water Association

Liaison to CUDC: Stephanie Green, California Public Utilities Commission, San Francisco

**Administration**

Financial support is provided by the utility company members of the CUDC.

**Charter Adoption**

A majority of the CUDC members adopt this as its charter on this day of

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**Jose L. Perez, Chair**

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**Gwen Moore, Co-Vice Chair**

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**Nancy Zarenda, Co-Vice Chair**

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**Eric Fisher, Co-Vice Chair**

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**Joan Kerr, Co-Vice Chair**