



DIVERSITY TOOLKIT

Mississippi Public Service Commission- Regulatory Actions to Improve Workforce Diversity

The Honorable Cecil Brown, Vice Chairman Emeritus, Mississippi Public Service Commission

Alexander G. Washington, Ph.D., Former Chief Policy Advisor,

Mississippi Public Service Commission

Agenda

- Role of the Mississippi Public Service Commission
- How workforce diversity drives economic development
- Workforce reporting and lessons learned
- Historically Black Colleges and Universities Utility Career Summit

Commissioner Cecil Brown & Dr. Alex Washington

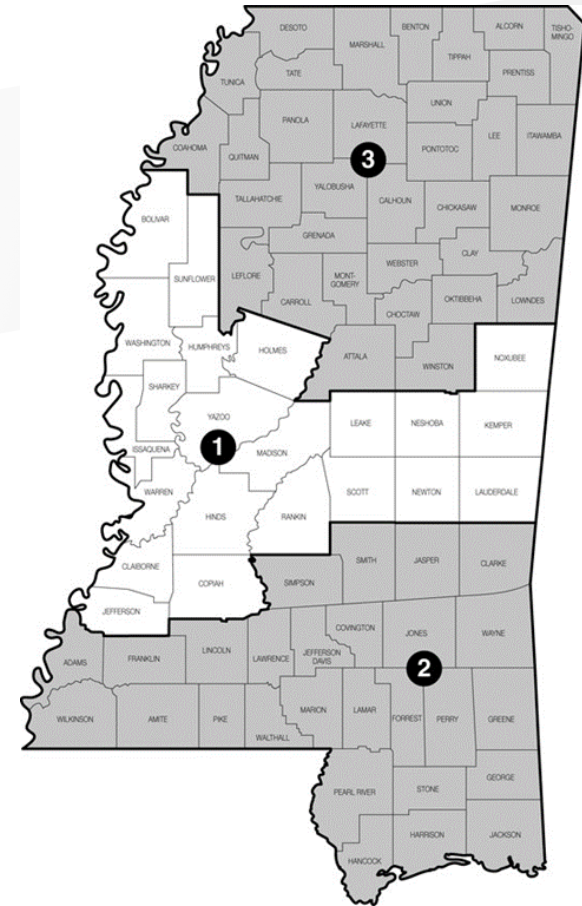


- Regulators and utilities should examine the demographic composition of their districts, state, and service territories.
- Utilities should consider increasing the representation of minorities in mid-management positions.

MS Public Service Commission

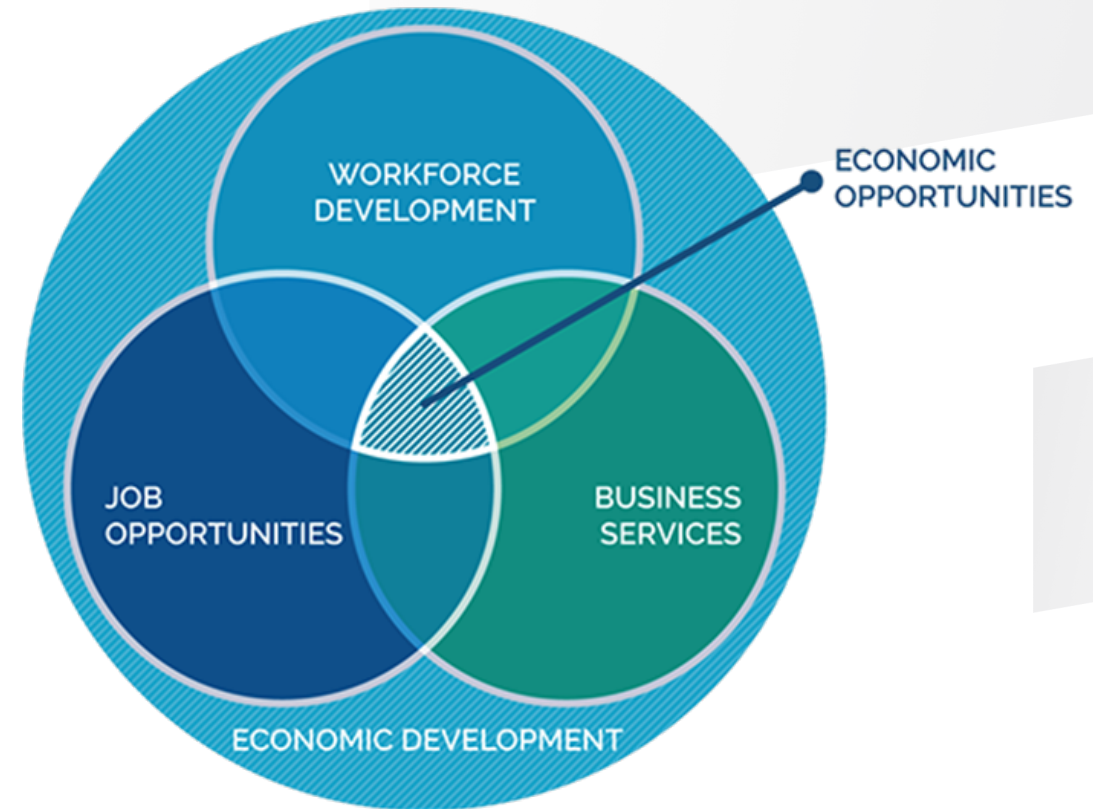
- Citizens from each of the three regional districts (Northern, Central, and Southern) elect commissioners to four year terms.
- District 1 (Central)
 - Cecil Brown-Vice-Chairman
- District 2 (South)
 - Sam Britton
- District 3 (North)
 - Brandon Presley-Chairman

The Commission also has support personnel, including attorneys and pipeline safety investigators.



Statutory Authority

- With respect to rate-regulated public utilities, Section 77-3-2(1)(i) of the Mississippi Code gives the Public Service Commission the responsibility to foster, encourage, enable and facilitate economic development in the state of Mississippi.



Audience Poll

Does your state Commission take action to understand and improve economic development?

- A. Yes
- B. No
- C. I don't know

If yes, please type what the commission is doing in the chat box!

Workforce Diversity drives Economic Development

- Commission's Role:

- State's utility regulator
- Economic development
- Utility sector / jobs
- Pipeline for utility labor force
- Track annual progress

- Utility's Role:

- Recruitment at all institutions
- Awareness opportunities for students, parents, counselors, and educators
- Facility tours
- Internship / Apprenticeship opportunities
- Track annual progress



Audience Poll

If you work for a utility, what type of outreach does your company do for workforce diversity?

- A. We partner with universities (are any of them Minority Serving Institutions?)
- B. Apprenticeships/internships
- C. Community based awareness with cultural organizations promoting jobs within the utilities
- D. Other
- E. I am not sure what type of outreach my company does!

Commission Actions

- **HIRE Mississippi** (Commission Rule #30)
- July 1st of each year, utilities must file reports to the Commission
 - Created to increase utility engagement with Mississippi suppliers and potential suppliers
 - Keeping Mississippi companies informed of utility general business procurement activities, contracts for construction and maintenance of utility infrastructure and professional services
 - Rule does not prevent a utility from choosing the lowest and best bidder



BELOW ARE LINKS TO MISSISSIPPI UTILITIES TO SIGN UP FOR THEIR HIRE MISSISSIPPI PROGRAM:

Electric Providers

Entergy Mississippi
Mississippi Power Company

Natural Gas Providers

Atmos Energy
CenterPoint Energy
Spire Energy

<http://www.psc.state.ms.us/hirems.aspx>

Commission Actions

- **UTILITY WORKFORCE REPORTING**
(Commission Order 2018-AD-141)
- May 1st of each year, utilities must file a report to the Commission
 - Gather information to assist the Commission's efforts to advance economic development
 - All rate-regulated, investor-owned public utilities with at least 100,000 customers and/or with greater than 50 employees in the state of Mississippi
 - Reports containing workforce demographics, recruiting/educational outreach participation
 - First reports due on May 1, 2019

EMPLOYMENT DATA

• Total Number of Employees: _____

(The above figure should reflect the total number of employees employed in the State of Mississippi, on a full-time, part-time, or contract basis.¹⁾

Employment data must be pulled from one pay period in October, November or December of the current survey year. Self-identification is the preferred method of identifying the race and ethnic information necessary for the report. The utility is required to attempt to allow the employee to use self-identification to complete the report. If an employee declines to self-identify, employment records or observer identification may be used.

**Report all permanent full and part-time employees, including apprentices and on-the-job trainees. Blank spaces will be considered zeros. Report employees in only one category.

JOB CATEGORIES	Hispanic or Latino Male	Hispanic or Latino Female	Non-Hispanic or Non-Latino Male	Non-Hispanic or Non-Latino Female
Executive/Senior Level Officials and Managers				
First/Mid-Level Officials and Managers				
Technicians				
Sales Workers				
Administrative Support Workers				
Craft Workers				
Operatives				
Laborers and Helpers				
Service Workers				

Utility Workforce Reporting

RECRUITING AWARENESS REPORTING DATA

Name of Recruiting Event in MS attended in the Past Calendar Year	Date(s) Attended	Event Sponsor

Non-Hispanic or Non-Latino Female Employees

JOB CATEGORIES	White	Black or African American	Native Hawaiian or other Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races
Executive/Senior Level Officials and Managers						
First/Mid-Level Officials and Managers						
Technicians						
Sales Workers						
Administrative Support Workers						
Craft Workers						
Operatives						
Laborers and Helpers						
Service Workers						

• Total Number of Employee hired in the State of Mississippi in the Past Calendar Year: _____

Commission Partnerships

- National Strategic Planning and Analysis Research Center (NSPARC)
- Mississippi Employment Security Commission
 - MississippiWorks.org
 - MSGradJobs.com
 - MSTechJobs.com
- Mississippi Institutions of Higher Learning
- Mississippi Department of Education
 - Career and Technical Education Centers
- Mississippi Community College Board
- Mississippi School for Math and Science (MSMS)
- Woodward Hines Education Foundation
- Pathways 2 Possibilities (P2P)
- Mississippi State University–Research and Curriculum Unit
- Mississippi Development Authority
- Mississippi Construction Education Foundation

Commission Partnerships

- Mississippi Counseling Association
- Mississippi State Conference NAACP
- 100 Black Men
- National Association of Regulatory Utility Commissioners (NARUC)
- Chambers of Commerce
- John C. Stennis Institute of Government and Community Development



Alcorn State University's Deans and Department Heads – November 2017

Question for Vice Chair Brown

What has made these relationships successful? How did you first reach out to these organizations?

What We Know

- A state plagued by unemployment and low wage positions
- 8 public colleges/universities
- 15 community colleges
- 7 Historically Black Colleges & Universities
- Private colleges, trade programs, and workforce centers



What We Know

- Mississippi's Utility Industry
 - In 2017, roughly 4,000 employed by investor-owned utilities
 - 73% white
 - 87% of senior level employees white
 - 84% male

MS's Utility Industry

Mississippi Power Company

Entergy Mississippi LLC

Entergy Nuclear Headquarters

Atmos Energy

CenterPoint Energy

Spire Energy

Midcontinent Independent Systems Operator

Mississippi Electric Cooperatives

Telecommunications Companies

Mississippi Rural Water Association

Mississippi Utility Contractors



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Historically Black Colleges and Universities Utility Career Summit

The goal of the HBCU Utility Career Summit was to:

1. Ensure educators and their students are aware of the career opportunities in Mississippi's utility industry
2. Give utility employers information about Mississippi's seven HBCUs and their students
3. Discuss the importance and benefits of diversity in the workplace



Summit Speakers

- Mississippi Institutions of Higher Learning
- Mississippi Community College Board
- National Strategic Planning and Analysis Research Center (NSPARC)
- Entergy Nuclear
- Atmos Energy
- American Petroleum Institute
- CenterPoint Energy
- MISO
- American Association of Blacks in Energy (AABE)
- National Utilities Diversity Council (NUDC)
- U.S. Department of Energy
- Mississippi State Conference NAACP
- Mississippi Association of Colleges and Employers
- Tougaloo College
- Public Service Commissioners- Connecticut, Arkansas, Michigan, & Louisiana

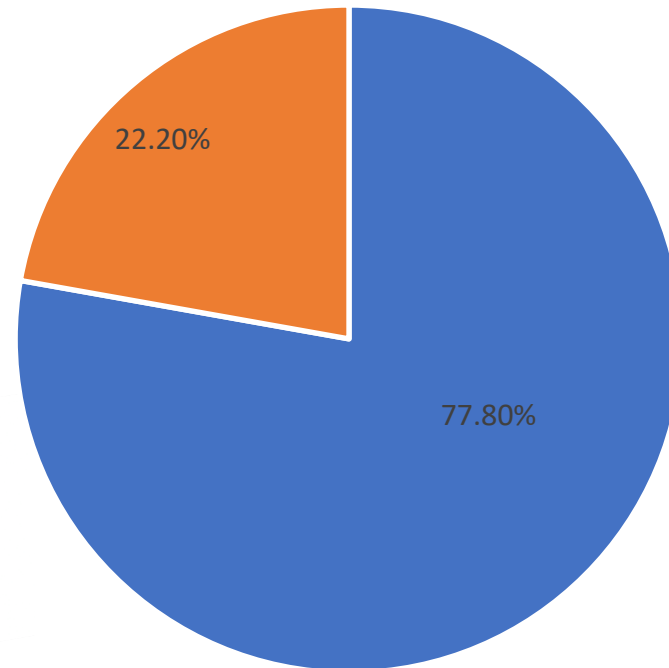
Summit Participants

- Educational Institutions 34%
- Utilities 29%
- Government 11%
- Nonprofits 6%
- Consulting/Legal 3%
- Students 2%



Summit Survey Results

What was your overall feeling about the Summit?



■ Excellent ■ Good

Question for Dr. Washington

Is this summit being replicated in other states?

What suggestions would you offer for those who want to replicate the summit?

Summit Survey Results: Future Topics of Interest

Various positions within the fields

Funding available for students of color

workforce diversity and data.

If there are institutions that have created educational pathways specifically for utilities, it would be great to hear their process and results. I would love to hear if the statewide longitudinal system can assist the utilities industry in collecting critical data about the pipeline of students that could become potential employees.

Ideas on how to connect with these students.

Entrepreneurship, access to government contracts

n/a

Partnership opportunitites

It would be great to have a student perspective.

Special Thanks



**HISTORICALLY BLACK COLLEGES/UNIVERSITIES (HBCU)
UTILITY CAREER SUMMIT**

OCTOBER 16, 2018

THANK YOU TO OUR SPONSORS



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NATURAL GAS PIPELINE
BIRMINGHAM, ALABAMA



Elevating Mississippi to a Higher Degree



MISSISSIPPI
CHAPTER



MISSISSIPPI PUBLIC SERVICE COMMISSION
CHAIRMAN - BRANDON PRESLEY
VICE-CHAIRMAN - CECIL BROWN
SOUTHERN DISTRICT - SAM BRITTON



Question and Answer

Please type your questions in the question box!

Thank you!

If you have questions feel free to email
Cecil Brown cecilbrown5@gmail.com

Alex Washington
awashington2009@gmail.com



DIVERSITY TOOLKIT

Upcoming Webinars

April 16, 2019 “**Better Together: Creating Successful Relationships Between Supplier Diversity and Operations**”

Elissa Ouyang, Chief Procurement Officer, California Water Service Company

José Espinosa, Supplier Diversity Program Manager, California Water Service Company



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