

PENNSYLVANIA PUBLIC UTILITY COMMISSION
Harrisburg, Pennsylvania 17120

**Notice of Proposed Rulemaking for
Diversity Reporting of Major
Jurisdictional Utilities**

**Public Meeting held April 14, 2022
3017284-LAW
Docket No. L-2020-3017284**

STATEMENT OF CHAIRMAN GLADYS BROWN DUTRIEUILLE

At the February 6, 2020 public meeting, I issued a motion directing an update of our diversity reporting policy statement and directed that the updated policy statement be turned into a regulation. Today is just over two years later, but not that long ago in regulatory time, and the Commission considers the diversity reporting final rulemaking order.

This rulemaking order requires each major jurisdictional utility, those with net plant in service of \$10 million or more, to annually file:

- (1) A copy of corporate policy committed to improving diversity in the workplace and in the procurement process.
- (2) A description of training implemented on diversity initiatives in employment and in the contract of goods and services.
- (3) The demographic composition of the major jurisdictional utility's workforce, reporting the number of employees by gender, race and ethnicity, LGBTQ, persons with disabilities and veterans.
- (4) A description of diversity recruiting strategies.
- (5) A description of diversity promotion efforts.
- (6) A description of diversity retention efforts.
- (7) A brief description of involvement with organizations promoting diversity.
- (8) A summary of diverse businesses that the utility contracts with for goods and services, including the percentage of dollars spent with diverse and non-diverse businesses.

Corporate diversity is not just a social justice issue, it is a financial issue. Recent studies have documented the relationship between diversity and improved financial performance.¹ I have noted before that Pennsylvania is a diverse state when it comes to energy production, natural resources, manufacturing, agriculture, and last, but not least, the citizens of the Commonwealth. Our jurisdictional public utilities, as regulated monopolies, have a unique connection to the communities they serve and should draw on the strengths provided by the diverse citizens of this state, whom I might add are also utility customers. Properly structured, diversity programs can successfully leverage untapped talent pools in this time of increased utility workforce retirements. I believe that the transparency that comes with this reporting requirement is beneficial on many levels, and will strengthen the overall goal toward reliability in utility service.

This rulemaking does acknowledge statutory limitations for additional reporting requirements on certain entities under Subsections 3015 (e-f) of the Public Utility Code, 66 Pa. C.S. §§ (e-f), which arguably constrain the Commission from requiring additional reports from the major telecommunication utilities. Although this rulemaking does not require reporting by such companies. I believe that most, if not all, have a good story to tell, which can be done through voluntarily filing this report.

I wish to thank Law Bureau staff for their diligent work on this rulemaking, as well as the many Commenters whose views enriched the docket.

April 14, 2022
DATE



Gladys Brown Dutrieuille, Chairman

¹ <https://www.barrons.com/articles/how-a-diverse-workforce-can-help-company-performance-51546625800>