

**PENNSYLVANIA  
PUBLIC UTILITY COMMISSION  
Harrisburg, PA 17120**

**Diversity Rulemaking of Major  
Jurisdictional Utilities**

**Public Meeting held April 4, 2024  
3017284-CMR**

**STATEMENT OF COMMISSIONER KATHRYN L. ZERFUSS**

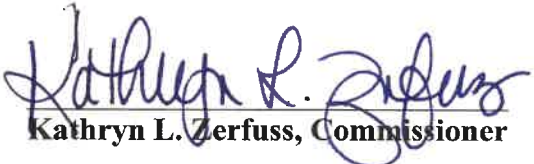
Our actions today mark the start of the yearly publication of diversity reports, consistent with our Diversity Reporting Regulations, 52 Pa. Code §§ 51.11-51.13. The transparency that comes with the publication of these reports is beneficial. The information we receive from the public utilities provides valuable insight into the diversity initiatives the utilities are engaging in to better serve their customers and to attract a labor force that is representative of the customers that live and work in the utilities' communities.

In addition to the diversity initiatives the utilities are engaging in, I strongly believe it is equally important for this Commission to evaluate itself to understand if we are moving the needle to attract diversity of thought and diversity of perspective and to celebrate and support peoples' differences. Any efforts to advance diversity, equity, and inclusion (DEI) measures start with strong leadership committed to fostering a culture of diversity, respect, and inclusivity in the workforce and the communities in which we live and serve.

As I mentioned in other public comments, I have been having conversations with industry and state officials, alike, on how we can join efforts, as partners, to advance diversity and equity for the benefit of all Pennsylvanians. I have also been looking closely at the DEI initiatives our sibling agencies, including other independent agencies, have been engaging in. Some of these DEI initiatives include, but are not limited to, hiring a Diversity Officer, or appointing personnel to lead diversity efforts at the agency; establishing home-grown committees, councils, or task forces to develop internal recommendations; developing internal DEI policies; and providing specialized training and workshops.

It is critical for us to engage in similar DEI initiatives so that we can be an employer of choice and attract and maintain a strong workforce to carry out our responsibilities of ensuring that Pennsylvania residents and businesses are receiving safe, reasonable, efficient, and reliable utility service. To achieve this goal, the Commission's DEI initiatives should be part of our strategic planning initiative. We must also consider the viewpoints, experiences, ideas, and recommendations of our employees in order to better incorporate diversity, equity, and inclusion into the Commission's daily work.

**DATE: April 4, 2024**

  
**Kathryn L. Zerfuss, Commissioner**