

Advisory Council on Utility Supplier and Workforce Diversity

Meeting Minutes

Date: January 14, 2020

Location: DC Water, 1385 Canal Street, SE, Headquarters Boardroom

Time: 4:30 pm – 5:30 pm

Call to Order

Chairman Willie L. Phillips of the Public Service Commission of the District of Columbia (PSC) called the meeting to order at 4:30pm and welcomed the members of the Advisory Council and guests.

Adoption of September 10, 2019 Meeting Minutes

The minutes of the September 10, 2019 Advisory Council meeting were read for correction and adoption. There were no additions or corrections. A motion was moved and seconded to accept the minutes as written. By unanimous vote, the minutes were approved.

Vote on the draft Council Charter

PSC Chairman Phillips presented the draft Council Charter to the Council for review. A motion was moved and seconded to accept the Charter as written. By unanimous vote, the Charter was approved.

Election of Officers

PSC Chairman Phillips nominated David M. Velazquez, President and CEO of Pepco Holdings, and David L. Gadis, General Manager and CEO, DC Water as Chairman and Vice Chairman, respectively, of the Advisory Council on Utility and Workforce Diversity. There were no objections to the nominations. A motion was moved and seconded to accept the nominations of Mr. Velazquez and Mr. Gadis as Chairman and Vice Chairman. By unanimous vote, the nominations were approved.

Opening Remarks by the Chairman and Vice Chairman

Chairman Velazquez offered opening remarks, thanking PSC Chairman Phillips for his leadership and the work of the Commission. He spoke on PEPCO's commitment to working with local businesses and residents. Mr. Velazquez also addressed the need to update the Memorandum

of Understanding related to supplier diversity between the Public Service Commission, PEPCO, Verizon, and Washington Gas.

Vice Chairman Gadis also offered remarks and began by welcoming the Advisory Council to DC Water. Mr. Gadis provided a brief overview of DC Water's efforts and accomplishments with contracting with District based businesses and CBE's. He then spoke to DC Water's local hiring initiative, so-called DC Water Works, which has, since 2016, helped more than 300 District residents get jobs. Mr. Gadis ended his remarks by offering his support of the Advisory Council.

Discussion on Supplier and Workforce Diversity Best Practices

Chairman Velazquez thanked the DC Infrastructure Academy (DCIA) for the support of PEPCO's Quick Path to Energy training program. The Chairman acknowledged that other local partners are helpful in providing job opportunities for the graduates of the program. He applauded DCIA for its support in offering physical as well as soft skills training. He also noted the helping returning citizens obtain gainful employment was notable and there were lessons learned on how to support the participants.

Mr. Arlen Herrell, Associate Director, Department of Employment Services (DOES), announced that the next PEPCO Quick Path to Energy training cohort will include five women, the largest number of female participants since the inception of the program. Mr. Herrell noted that DOES' Office of Talent Services is available to assist local firms with recruitment.

Mr. Dennis Desmond, Laborer's International Union of North America (LIUNA) representative, shared the success of Gilbane Construction's partnership with the Department of General Services (DGS). Mr. Desmond reported that Gilbane and DGS partnered to facilitate an asbestos removal training program for District residents from Wards 6, 7, and 8.

The floor was then opened to the members of the Advisory Council to provide comments and suggestions. Below are the suggestions and comments offered by the Council:

➤ Best Practices

1. Identify best practices to increase contract opportunities for District-based businesses.
2. Identify specific outcomes of the policy recommendations that will be submitted to the Public Service Commission.
3. Consider utilizing a standardized contract model for utilities.

➤ Training and Development

4. Assist small businesses interested in capacity building support (in utilities).
5. Assist firms navigate the Certified Business Enterprise certification process.
6. Agencies should consider dividing larger contracts, when feasible, into smaller scopes of work.
7. Identify job trainings that are available for specific utility work.

➤ **Stakeholder Engagement**

9. Introduce DC Public Schools' students early in their academic career to utility training.
10. Consider working with the Workforce Investment Council, DCIA, the Office of Apprenticeship and Training to consider existing programs. For example, the Federal City Council and the DC Public Schools have a partnership to train students within its members' various industries.
11. Add Capital Providers and a Capital Working Group to the Advisory Council.
12. Determine how DCIA can be helpful in filling jobs for local partners.

➤ **Monitoring and Reporting**

13. Consider a uniform reporting system of all utilities' supplier diversity achievements.
14. Develop a process in which suppliers can be included on all major spending for goods and equipment.
15. Establish a process by which graduates of DCIA are mentored and tracked after graduation.

➤ **Advisory Council Organization**

16. Organize the Advisory Council into working groups where specific topics can be reviewed prior to the May 2020 Advisory Council meeting. Vice Chairman Gadis offered to lead this effort. The suggested working groups are:
 - a. Business Development (to include mentor protégé partnerships);
 - b. Outreach;
 - c. Job Training and Retention (to include apprenticeship);
 - d. Supplier Diversity

PSC Chairman Phillips noted that he would like to see two objectives achieved from the Advisory Council:

1. All MOUs are updated and modernized;
2. Develop a set best practices to be used as a resource guide.