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## Assembly Utilities & Commerce Committee

### Informational Hearing on Diversity in the Energy Workforce

May 19, 2014

San Diego Gas & Electric and  
Southern California Gas Company

Shawn Farrar – Director of Diversity

# Importance of Diversity

## Leadership Starts at the Top

- Diversity is very important to Sempra Energy's board. In fact, the charter of our Corporate Governance Committee explicitly states that the composition of our Board should reflect diversity.
- We believe diversity in the boardroom is needed to leverage a company's full potential. Currently 31% of Sempra's board is minority and 23% female.
- Diversity in the leadership levels drives the success of our programs
- Diversity at all levels is important because we develop employees throughout the organization to become our future leaders. Currently 57% of our workforce is minority and 30% is female.
- Current year minority hires and promotions are 65% and 61% respectfully .





# Our Diversity Strategy





# *Training and Development Succession Planning*

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- Leadership Insight Inventory is an assessment tool we've implemented; this helps us identify employees with leadership potential early in their career, and put development plans in place.
- Building on Strengths: Designed to develop utility leaders for director and officer positions. High Potential Women and Minorities is a prime focus.
- M-Power: 6 month structured Diversity Mentoring Program. Employees are paired with a mentor in a leadership role.
- Employee Diversity Councils and Local Diversity Councils: Opportunity for diverse employees to demonstrate their leadership capabilities.



## Future State

### ➤ Aging Workforce

- Important to develop future pipeline. 38% of the workforce is eligible for retirement within the next 5 years.

### ➤ Diversity and Skill Gaps

- Research is showing the talent with the skills the utilities will need in the Science Technology Engineering and Math (STEM) arena are not increasing; this is especially true for minorities and females.

### ➤ Workforce Development Programs

- Internal programs being developed to build internal talent.
- Focused program to increase awareness to ensure a future diverse workforce.

# Building California's Future Pipeline

- **K-8**
  - National Society of Black Engineers – Summer Engineering Experience for Kids (SEEK)
- **High Schools and Trade Schools**
- **Workforce Readiness Mentorships**
  - Mentoring College Students
- **College Recruiting Programs**

