

Hispanics In Energy



2022
ANNUAL REPORT



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Message from Chairman

Joseph Dominguez

President & CEO, Constellation Energy

Ten years ago, we founded Hispanics In Energy (HIE) with the goal of propelling Hispanic participation in America's energy sector. I'm proud of how far we've come since then and am pleased to say we had another incredible year. Thank you for all your work to make our organization a success.

Our board and team strengthened our organization tremendously in 2022. Throughout the year, we accomplished the following:

- Signed a Memorandum Of Understanding with the U.S. Hispanic Chamber (USHCC) and the Hispanic Association of Colleges & Universities (HACU), a network of 560 Hispanic Serving Institutions (HSIs).
- Worked with the White House to place Hispanics in energy-related leadership posts.
- Reviewed and updated our by-laws to reflect representation of Hispanic energy consumers and ratepayers.
- Onboarded two new board directors.
- Developed an organizational plan.
- Hosted a powerful 2022 Energy Legislative Summit in Washington, D.C.
- Recognized Hispanic utility commissioners.
- Increased membership with energy companies, trade associations, and individuals.

We believe in operating our organization as effectively and efficiently as possible. We could not do that without the commitment of our team, volunteers, and donors. To all those who helped us this year, thank you for all you have done, and all you continue to do. If you have not yet gotten involved, I ask that you consider volunteering or contributing financially to our organization. Thank you—and here's to an even more successful 2023!

Joseph Dominguez
Chairman of the Board



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STATE OF HISPANIC AMERICANS and ENERGY

- Hispanic and Latino Americans are the largest minority group in the US, representing 18.9% of all Americans and 62.7 million people.
- Hispanic Americans represent \$2.8 trillion of gross domestic product (GDP) and would be the 5th largest economy in the world.
- Hispanics and Latinos are composed of White, Asian, Black, and Indigenous people
- Hispanics make up an estimated 20% of the 12.5 million oil and gas industry workers, mostly in well-paying, unionized occupations.
- There is a scarcity of Hispanic CEOs leading America's 2,700 energy companies.
- Hispanics are underprepared and underrepresented in science, technology, engineering, and math (STEM) energy occupations.
- Far too few Hispanic-owned businesses are doing business in the energy sector.
- Hispanics and Latinos are missing on corporate energy boards and in the C-Suite, which highlights the need for greater diversity, equity, and inclusion efforts.
- Very few Hispanics sit on utility commissions and federal regulatory bodies.
- Five-hundred sixty (560) Hispanic-Serving Institutions are underfunded
- Many companies now have Hispanic employee resource groups
- Federal, state and utility commissions are seeking to increase Hispanic participation on their boards.
- Energy trade associations are eager to engage the Hispanic community on issues of energy policy, outreach, and inclusion.





BOARD OF DIRECTORS



Chairman
Joseph Dominguez
President & CEO
Constellation Energy



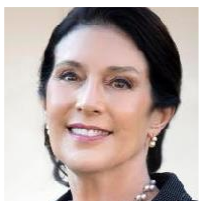
Vice Chairman East
Judge Nelson A. Díaz
PECO Board Member
Author



Vice Chairman West
Lewis Binswanger
Sr. Vice President
ComED



President & CEO
José L. Pérez
Publisher
Latino Journal



Treasurer / VP Admin.
Nancy Zarenda
President, Spanish
Language Academy



Corporate Secretary
Olman Valverde, Esq.
Lawyer
Energy Law



Board Member
Monica Martinez
Former Commissioner
Michigan PSC



Board Member
Jose Niño
Chairman
Biofriendly Energy



Board Member
Maria Pia Tamburri
Vice President
Dominion Energy



Executive Assistant
Tin Khuong
Hispanics in Energy



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ABOUT HISPANICS IN ENERGY

Hispanics In Energy (HIE), created in 2012, is an industry and community driven 501(c)(3) national non profit organization headquartered in Sacramento, CA. For more information, visit: www.hispanicsinenergy.com

MISSION

Hispanics In Energy is designed to propel Hispanic inclusion in America's energy industry.

VISION

Hispanics In Energy is a resource for the energy industry, utility companies, municipalities, communities, and elected and appointed officials with oversight responsibility for energy related policies and practices. The pillars include:

- Procurement (supplier diversity for Hispanic-owned businesses)
- Employment (jobs and workforce development)
- Governance (corporate board and c-suite)
- Energy Communication and Public Affairs
- Public Policy (legislative and regulatory)
- Spanish Language Access (ratepayers and energy consumers)
- Environment (well-being of people and planet)





STRATEGIES

The Board of Directors adopted three short-term strategic areas to impact Hispanic inclusion in the energy sector:

1. Hispanic business contracting with energy companies
2. Jobs and workforce development with a key focus on energy STEM
3. Increase Hispanic presence in corporate governance including board positions and the C-Suite.

MOU WITH USHCC TO INCREASE HISPANIC BUSINESS OPPORTUNITIES

Since its inception HIE has worked to increase business between Hispanic-owned companies and the energy industry. It built on its team's knowledge and experience gathered over a decade in working with the California Utilities Diversity Council and the California Public Utilities Commission and the 32 regulated companies. Spend with diverse firms increased from \$1 billion in 2003 to \$10 billion today. Current reports may be reviewed at www.cpuc.ca.gov

In 2022, HIE signed a Memorandum of Understanding (MOU) with the U.S. Hispanic Chamber of Commerce. The partnership lays out steps to increase Hispanic business contracts with energy companies.

The MOU was executed in Santa Fe, New Mexico on April 28, 2022.





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ARIZONA CORPORATION COMMISSION

Supplier Diversity 2nd Annual Meeting

October 4, 2022 – Phoenix, Arizona

ARIZONA CORPORATION COMMISSION

CHAIRWOMAN LEA MÁRQUEZ PETERSON

HOSTS SECOND ANNUAL SUPPLIER DIVERSITY SUMMIT

TUCSON—Arizona Corporation Commission (ACC) Chairwoman Lea Márquez Peterson on October 4th held a Second Annual Supplier Diversity Summit to hear presentations from regulated utilities on their supplier and corporate board diversity programs.

The Summit was held in-person and virtually to allow hybrid attendance for presenters and small business owners. The Business Expo was held in person at the ACC building in Downtown Phoenix. To view the recording of the presentations, please visit azcc.gov/live.

“We were thrilled to host the Second Annual Supplier Diversity Summit at the Arizona Corporation Commission to hear how regulated utilities have progressed in diversifying their corporate vendors and suppliers. We must monitor the procurement efforts of our regulated utilities to ensure that they are reaching out to business owners that are representative of our broader population.”

“We partnered with local chambers of commerce and trade organizations across the state to ensure that Arizona’s businesses are involved in the conversation. Our partners for the event included, of course, **Hispanics in Energy**.”

“As chairwoman of the Arizona Corporation Commission and the first Latina to hold statewide office in Arizona, I host this annual event as a way to learn what our utilities are doing to ensure diversity considerations are included in their supplier procurement programs, as well as how they are improving year over year. This year we heard from 14 different utilities that operate in Arizona, each making progress on tracking and building out their supplier diversity initiatives.”

“It is so important as a regulator to support minority, veteran, and women-owned businesses in Arizona and ensure that the utilities that operate in our state are being intentional about supporting these critical businesses that help keep our economy thriving.”

“In the coming months, I will be publishing a tracking sheet to show how our biggest utilities are faring with their diversity goals, and of course, next fall, I look forward to hosting another summit.”



LEA MÁRQUEZ PETERSON
Chairwoman,
Arizona Corporation Commission



JOSÉ L. PÉREZ
President & CEO of,
Hispanics in Energy (HIE)





MOU WITH HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES (HACU)

November 1, 2022 San Diego, CA

HACU represents 559 Hispanic-Serving Institutions (HSIs) consisting of community colleges, four-year higher education institutions, and graduate schools, both public and private. HSIs comprise 17% of all colleges and universities, yet educate more than 67% of the 3.8 million Hispanic college students.

HIE has created a strategic partnership with HACU and their vast network of HSIs to educate and train thousands of future energy STEM workers, who are scarce in the energy industry. This collaboration was spotlighted by a \$2 million grant by Dominion Energy who will concentrate efforts on selected HSIs to educate Hispanic youth to meet the company's unique energy workforce needs. Southern Company and Exelon have also begun to invest in and benefit from the exceptional and unique work of HACU.

This strategic partnership will result in an adequate pool of educated and trained Hispanics for the energy STEM jobs of the near future.





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WORKING TO INCREASE THE NUMBER OF HISPANICS IN THE C-SUITE

HIE continuously assists in getting Hispanics appointed to key positions in both the private and public sectors. It recommends that executives consider Hispanic candidates for work in critical slots.

CPS ENERGY – SAN ANTONIO

Mr. Rudy Garza, after serving as interim President & CEO, was selected as CPS Energy’s first President & CEO of Hispanic descent. The \$13 billion municipality is among the largest in the country and is led by Trustee Janie González, who will be installed as chair of the board in February 2023.





MAJOR ACTIVITIES OF 2022

JANUARY	State of Energy – American Petroleum Institute – Washington, D.C.
FEBRUARY	NARUC Winter Meeting – Washington, D.C.
MARCH	<ul style="list-style-type: none"> • CERA Week – Houston, TX • Speaker MARC Conference – Chicago, IL
APRIL	HIE & U.S. Hispanic Chamber of Commerce sign MOU Santa Fe, NM
MAY	HIE 2022 Energy Legislative Summit Washington, D.C.
JULY	NARUC Summer Meeting HIE Recognition of Hispanic utility commissioners San Diego, CA
SEPTEMBER	<ul style="list-style-type: none"> • Speaker at CPS Energy Board Meeting – San Antonio, TX • Speaker at API Northeastern Region Meeting – Boston, MA • Virtual Speaker at NiSource GOLD, Hispanic Employee Resource Group
OCTOBER	<ul style="list-style-type: none"> • HIE & HACU sign MOU – San Diego, CA • Speaker Los Angeles Department of Water & Power – Los Angeles, CA • Speaker Maryland Hispanic Chamber Energy Summit – Baltimore, MD
NOVEMBER	<ul style="list-style-type: none"> • Speaker at Dominion Energy’s Employee Resource Group – Richmond, VA • Engaged with CAISO on western grid enhancement –Sacramento, CA • NARUC Annual Meeting – New Orleans, LA • NALEO Edward – Roybal Award Washington, D.C.
DECEMBER	<ul style="list-style-type: none"> • IUBDC Reception – Chicago, IL • National Petroleum Council meeting – Washington, D.C. • White House Summit – Washington, D.C.



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SELECTED HIGHLIGHTS OF PROGRAMS

2022 ENERGY LEGISLATIVE SUMMIT

May 18-19, Washington, D.C.





SELECTED HIGHLIGHTS OF PROGRAMS

RECOGNITION OF HISPANIC UTILITY COMMISSIONERS

July 19, San Diego, CA



Edison Electric
INSTITUTE



Chair

Lea Márquez Peterson

*Arizona Corporation Commission
Phoenix, AZ*



Chair

Rebecca Cameron Valcq

*Public Service Commission of Wisconsin
Madison, WI*



Chair

Joseph Maestas

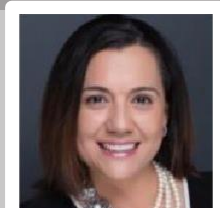
*New Mexico Public Regulation Commission
Santa Fe, NM*



Commissioner

Anna Tovar

*Arizona Corporation Commission
Phoenix, AZ*



Commissioner

María Bocanegra

*Illinois Commerce Commission
Chicago, IL*



Commissioner

Lori Cobos

*Texas Public Utilities Commission
Austin, TX*





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A Special Thank You to Our Corporate Partners!



comedSM
AN EXELON COMPANY



Edison Electric
INSTITUTE



Constellation



American
Petroleum
Institute



Nicor Gas



SOUTHWEST GAS



**Dominion
Energy**

Actions Speak Louder



Meta



AFPM

American
Fuel & Petrochemical
Manufacturers



OUR PAST AND CONTINUING SUPPORTERS

- U.S. Hispanics Chamber of Commerce
- Hispanic Association of Colleges & Universities
- Maryland Hispanic Chamber of Commerce
- Georgia Hispanic Chamber of Commerce
- CA Hispanic Chambers of Commerce
- National Association of Hispanic Publications
- Latin American League of United Citizens (LULAC)
- TELACU Education Foundation
- Los Angeles Latino Chamber of Commerce
- Congressional Hispanic Caucus Institute
- Congressional Hispanic Leadership Institute
- Latino Corporate Directors Association
- University of CA Latino Alumni Association
- Chicanos Por La Causa

HIE is in full compliance with federal and state financial and corporate requirements.



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PARTICIPATING STATES/CITIES – 2012-2022

CALIFORNIA – Sacramento, San Francisco, San Jose, Fresno, Bakersfield, Los Angeles, San Diego, Long Beach

NEVADA – Las Vegas, Reno, Carson City

ARIZONA – Phoenix, Tempe, Tucson

COLORADO – Denver

NEW MEXICO – Albuquerque, Las Cruces, Santa Fe

MINNESOTA – St. Paul, Minneapolis, Duluth

WISCONSIN – Madison

ILLINOIS – Chicago

TEXAS – El Paso, Houston, San Antonio, Austin

VIRGINIA – Richmond, Suffolk

WASHINGTON, D.C.

NEW JERSEY – Jersey City

MARYLAND – Baltimore

NEW YORK – New York City

MASSACHUSETTS – Boston

OHIO – Columbus

CONNECTICUT – Hartford

RHODE ISLAND – Providence

NEW HAMPSHIRE – Concord

NORTH CAROLINA – Raleigh Durham

FLORIDA – Juno Beach, Miami

PUERTO RICO – San Juan

USA REGIONS





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PLANS FOR 2023 INCLUDE

2023 ENERGY LEGISLATIVE FORUM

February 15, 2023 – Washington, D.C.

CREATION OF VIRGINIA HISPANICS IN ENERGY CHAPTER

March 2023 – Richmond, VA

USHCC ENERGY SUMMIT

April 2023 – Santa Fe, NM

2ND ANNUAL RECOGNITION OF HISPANIC UTILITY COMMISSIONERS

July 2023 – DTBD – Austin, Texas

CALIFORNIA ENERGY CHALLENGES & OPPORTUNITIES FORUM

November 2023 – DTBD – La Quinta, CA

ONGOING PROJECTS

- Implementation of MOUs
- U.S. Hispanic Chamber of Commerce to increase Hispanic business in all-the-above energy sector
- Hispanic Association of Colleges & Universities to increase the number of energy STEM graduates and creation of an energy executive leadership institute
- Increasing the number of Hispanics appointed to utility commissioners, corporate boards, C-suite and federal energy regulatory bodies
- Enhancing the value of Hispanic employee resource groups
- Enhancing strategic relationships with the White House, Congress, state constitutional officers, legislators, local government officials, and regulators
- Research and development of white papers, studies and surveys
- Virtual policy and energy specific forums

Join Us at Hispanics In Energy! www.hispanicsinenergy.com