



# CLIMATE CHANGE AT THE PSC?

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**Public Service Commission of Maryland**

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# OVERVIEW

- **The Project and Why**
- **Results / Highlights**
- **Next Steps**

# Climate Survey

- **Nothing similar in almost 9 yrs**
- **No DEI-related training**
- **Lack of Documented Formal Complaints**
  - **2 recorded between '06 and '16**
- **Isolated**
- **Diverse Workforce ≠ Equitable**

# Survey Contents

- **54 Total Questions**

**Age**

**Religion**

**Sexual Pref.**

**Ed. Bkgd.**

**Interactions**

**Improvements**

**Diversity**

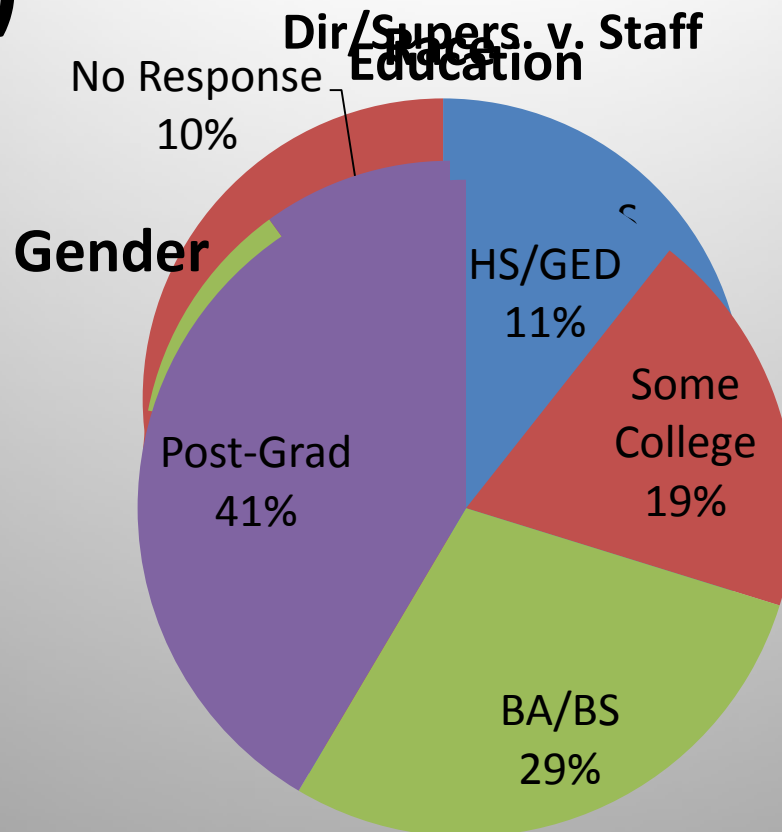
**Exp. at PSC**

# Expectations?



# Actual Results

- 100 responses from 146 employees (68.5%)



# Highlights

- **79% believe Commission promotes fair treatment, and E/ees with varied bkgd./exp. valued**
- **97% felt competent in interactions w/ others**
- **57% felt comfortable talking about race/diffs.**
- **75% felt no pressure to change**

# Highlights Cont'd

- **15% experienced discrimination**
- **20% witnessed discrimination**
- **13% felt potential for negative consequences if complaints made**
- **44% either did not know or did not agree/disagree w/ Commission efforts to improve diversity**



# Recommended Improvements

- **Increasing diversity in leadership positions (37%) and Commission Staff (30%), and retention (27%)**
- **D&I Workshops, Training (36%)**
- **D&I-related communications (34%)**

# Open Ended ?s

- **Harassment/Discrimination and did not report, why? (15)**
  - Afraid of outcome
  - Not confident in process
  - Uncomfortable reporting
- **If reported, satisfactorily resolved? (4)**
  - 3 No's
  - 1 expressed concern over supervisor's control / playing favorites

# Open Ended ?s

- **Ideas to improve DEI (23)**
  - **D&I workshops training**
  - **Recruit people w/ Diverse Career & Life Experiences**
    - **Hire more women / more men**
  - **Transparency / Communication**
  - **Promote from within; salary increases; opportunities to adv. regardless of race / relationships**

# Open Ended ?s

- **Miscellaneous (12)**
  - **Be Fair & Equitable**
  - **Focus on Professionalism, not Racial / Cultural Differences**
  - **Little change expected**

# Next Steps

- **Distribute Results to EEO Group**
- **Analyze results and prepare Commission's Annual EEO Policy**
- **Prepare summary for Commission's review and approval**
- **Release results to all employees**

# CONCLUSION

