

# WHITE HOUSE FORUM ON MINORITIES IN ENERGY



NOVEMBER 13, 2013  
EISENHOWER EXECUTIVE OFFICE BUILDING  
SOUTH COURT AUDITORIUM  
9:00 A.M. — 12:00 P.M.







November 13, 2013

Dear Stakeholder:

Welcome to the White House Forum on Minorities in Energy, co-hosted by the Department of Energy (DOE), the Council on Environmental Quality, the White House Office of Science and Technology Policy, and the White House Office of Public Engagement. Thank you for joining us as we expand the conversation on the role of minorities in the energy sector.

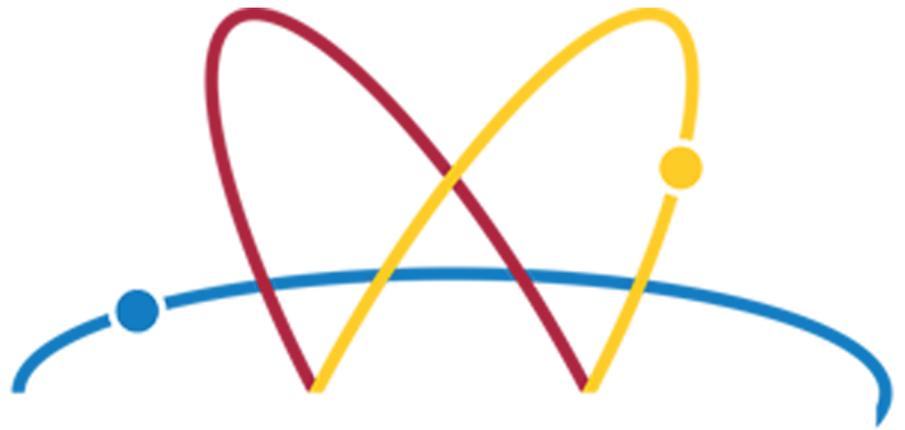
The Minorities in Energy Initiative, led within DOE by the Office of Economic Impact and Diversity, links together academia, industry, government, and nonprofits to provide individual perspectives on addressing challenges in the areas of energy economic development; science, technology, engineering and math (STEM) education; and climate change. The Department has a substantial role to play in addressing President Obama's priorities, like climate change, through innovative clean energy technology. These priorities are key to evolving our economy as we continue to be global leaders in the energy sector.

The Minorities in Energy Initiative will take an all-of-the-above approach to energy platforms regarding research, technology, and policy driving our energy economy. Although Hispanics, African Americans, Asian Americans, and Native Americans make up 24 percent of our workforce, they comprise only nine percent of the STEM workforce. The Department is committed to working with you to foster greater diversity and inclusion in the energy sector.

Today, the Department is pleased to announce the Ambassadors for the Minorities in Energy Initiative. The Ambassadors are key leaders in industry, government, academia, and nonprofits who are committed to lending their voices and vision to inform and inspire Americans about the critical need for greater diversity in STEM professions, energy entrepreneurship, and climate change adaptation and mitigation.

Sincerely,

Ernest J. Moniz  
Secretary of Energy



# **EXECUTIVE SUMMARY**

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## **Overview**

The mission of the Department of Energy is to ensure America's security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions.

A cornerstone of technology leadership and its accompanying jobs is a vibrant science and technology enterprise. To achieve this, the Department needs to cultivate the entire technology innovation chain, from enabling discoveries to research, development, demonstration, and deployment. The Department must create the conditions today that will harness the next generation of scientists and engineers to support its mission, administer its programs, and conduct the research that will support energy economic development and realize the nation's science, technology, and innovation agenda.

There is compelling evidence that carbon-dioxide emissions from human activities are adversely affecting the climate. Our responsibility to future generations is to eliminate most of our carbon emissions and transition to a sustainable energy future. As the country takes steps to address climate change through mitigation and adaptation efforts, we can expect there to be business and workforce opportunities that follow.

In July 2013, the Secretary of Energy tasked the Office of Economic Impact and Diversity to assemble a broad group of stakeholders from across academia, non-profit organizations, policy groups, and business to begin a dialogue on the position of minority communities as it relates to the Department and the energy sector overall. These stakeholders included the White House Office of Science and Technology Policy, the White House Office of Public Engagement and the White House Council on Environmental Quality. The stakeholders met over several weeks and identified three areas that were key and the development of strategies to engage minority communities in the energy sector. These three focus areas are STEM Education/ Workforce Development, Energy Economic Development, and Climate Change. This effort was the beginning of the "Minorities in Energy Initiative (MIE)."

The timing for such an initiative could not be better - energy is the third largest industry in the U.S. and it is growing rapidly. Our country is undergoing an energy revolution spurred by new technology in fossil fuel recovery and renewable energy generation. Our aging infrastructure needs to be upgraded and expanded to allow for new fuel sources to come on-line. The government and private sector are poised to make large investments in energy efficiency to adapt to climate change. The MIE seeks to engage minority communities, job seekers, and business owners in this rapidly expanding sector by increasing awareness, building capacity, and uncovering policy solutions to overcome the challenges of these communities to fully engage in energy.

The MIE will be a sustainable program of the Office of Economic Impact and Diversity (ED) at the Department. The initiative will provide a national platform for ED to accomplish its mission mandated by Congress when it created the Office in 1978, which is to ensure that minority communities have full access to the programs and activities of

the Department, that needs of these communities be taken into account when energy policy is developed, and that DOE promote engagement of minority communities in the overall energy sector. To assist ED in accomplishing its broad mission, MIE is both internally focused on increasing participation of minorities and minority businesses in the Department's activities as well as externally focused on building capacity of minority communities to participate in the energy sector job and business opportunities.

The MIE has been designed with three major components:

- 1) **Annual Symposium:** The MIE kick-off event on September 24, 2013 served as the first symposium, and the MIE will host one such gathering per year to review progress over the past year, identify new challenges, and recalibrate the program's goals and activities.
- 2) **Ambassadors Program:** Selection of leaders who have committed to lending their voice to the mission of MIE and will include MIE in their speaking engagements throughout the year.
- 3) **Annual Recognition Program:** An annual recognition program will highlight the efforts of individuals and organizations that have achieved tangible results in increasing the engagement of minority communities in the energy sector through achievements related to STEM education/workforce development, climate change, energy literacy, and increasing the capacity of minority businesses to participate in the energy sector.

The conversation has begun, the focus areas have been identified, the major components of the MIE have been framed, and the strategy and implementation will begin. Summaries of the discussions, findings, and recommendations from the kick-off break-out sessions are below:

## **STEM Education/Workforce Development**

### **STEM Education**

The United States must engage the full diversity of our country and create a STEM workforce that looks like America to address the energy challenges facing our nation and to seize the economic opportunities that lie ahead. According to the U.S. Bureau of the Census, by the year 2050 there will no longer be a majority race. Latinos are the fastest growing population and are expected to grow from 17 percent in 2012 to 26.98 percent in the year 2050.

As a nation, we need to ensure minority students are involved in STEM education at the pre K-12, community college and four-year college levels. One example is to focus on President Obama's goal, preparing a 21st century workforce in STEM to produce one million STEM graduates and prepare new teachers in STEM over the next decade. Participants from academia, non-profit organizations, industry and federal agencies, came together to showcase best practices and recommended solutions to common barriers shared by underrepresented minority communities.

## Highlights:

- Historically Black Colleges and Universities produce 19 percent of undergraduate science graduates and 20.1 percent of black undergraduate engineering graduates;
- Hispanic Serving Institutions, Tribal Colleges and Universities (TCUs), and Asian American Native American Pacific Islander Serving Institutions are having tremendous success at graduating Hispanic, Native, and Asian Pacific Islander students, respectively;
- Successful programs sponsored by federal agencies and non-profit organizations provide examples of best practices in engaging diverse students in STEM fields. Best practices include: exposure to STEM education and career opportunities, financial assistance, one-on-one mentoring, and research and development opportunities; and  
These institutions have expanded their reach and impact by partnering with larger, better resourced institutions, research laboratories, federal and state agencies, and foundations and corporations.

## Challenges:

- Inadequate preparation in grades pre K-12 is a major obstacle for students pursuing STEM. Programs aimed at literacy and remedial preparation in science and math are necessary to overcome this challenge; scholars, literacy experts, sociologists, psychologists, and new-generation community leaders to design programs that shore up youngsters' self esteem, educational capacity and commitment to personal and social responsibility;
- To increase the number of minority students graduating with STEM degrees;
- Transition of minority students from community colleges to four-year and graduate degree programs;
- Lack of underrepresented minorities that share similar experiences and strategies to create and support a network of young professionals in STEM.

## Recommendations:

- Invest in early STEM education and literacy initiatives;
- Invest in broad STEM mentoring initiatives including pairing college students with middle and high school students;
- To increase the number of STEM early college pipeline programs;
- Invest public (federal and state) and private dollars in research, training, education and workforce preparation for Minority Serving Institutions (MSIs);
- Reform existing Parent Loan for Undergraduate Students (PLUS) Program policies to provide financial assistance to underrepresented minority students to attend and graduate from college;
- Design and execute a social marketing campaign highlighting the role of DOE in educating a diverse energy

- workforce to make STEM disciplines appealing to future professionals;
- Encourage, enroll, and graduate underrepresented minorities and females in STEM disciplines;
- Increase and support internships for STEM students entering the workforce that lead to a clear pathway to permanent jobs;
- Hire and retain additional underrepresented elementary and secondary STEM education professionals and administrators; and
- Develop and sustain energy and environment Ph.D. programs at MSIs.

## **Workforce Development**

An estimated 60 percent of energy sector job growth will occur in skilled and technical jobs requiring up to two years post-high school training. These jobs are often overlooked in efforts to promote STEM education. These jobs are accessible for the majority of Americans who will not pursue a four-year degree. The Workforce Development panel consisted of industry, trade groups, and community college representatives. The conversation covered the drivers for increased workforce demand in blue collar and semi-skilled jobs due to a retiring workforce, the rapid expansion of energy production in the U.S. related to technological advancements in fuel recovery, and new renewable energy generation.

### Challenges:

- Lack of awareness of high paying energy related jobs;
- A reluctance to move or commute to where the jobs are;
- Lack of engagement in training, certification, and associate degree programs that would prepare people for these jobs;
- Negative view of the energy sector (especially oil and gas); and
- Lack of engagement by minorities in relevant unions that are the path to many of these jobs.

### Opportunities:

- There is an overabundance of opportunities for high-paying jobs;
- The opportunity sells itself if we can just get the word out; and
- The production of oil and gas in new areas of the country provides for new opportunities.

## **Energy Economic Development**

The global energy industry is a \$6-trillion economy that encompasses diverse energy sources from renewable to fossil, innovative energy efficiency technologies, transportation fuels, infrastructure, and supportive supply chains. With

growing demand both domestically and abroad, and innovations in energy technologies, the importance of increasing minority participation in the energy sector is paramount. As minority communities are re-imagined with green technologies and innovative energy technologies are brought to market there is a great economic opportunity to be captured by minorities and minority communities.

The energy economic development session gathered feedback from members of the government, academia, and the private sector to understand the economic issues plaguing minority entrepreneurs and communities in the energy sector.

Economic impact, for the purposes of the MIE Initiative, is measured by three components:

- Capital (public funds, private investment);
- Employment/Job Creation (direct, indirect and salary ranges); and
- Revenue generated by energy-related firms (i.e., Minority owned businesses and energy-related firms that serve minority communities).

Highlights:

- Lack of access to capital, resources, and information from the private sector and federal agencies;
- Limited access to entrepreneurship opportunities in the energy sector inclusive of sustainability, oil and gas, energy efficiency, and renewable energy market segments; and
- Increase in public-private partnerships for economic impact.

Challenges:

- Decreasing support to minority businesses and educational institutions in the federal budget;
- Difficulty in getting access to loans and bonding from financial institutions;
- Late or lack of awareness of opportunities in the federal or private sectors; and
- Identification of appropriate federal, academic, and private partners to seek opportunities in the energy sector.

Recommendations:

- Allocate more federal research, development, and technology development funds for minority businesses and education serving institutions;
- Develop one universal application for applying for contracts and grants; and
- Modify federal bonding requirements.

## Climate Change

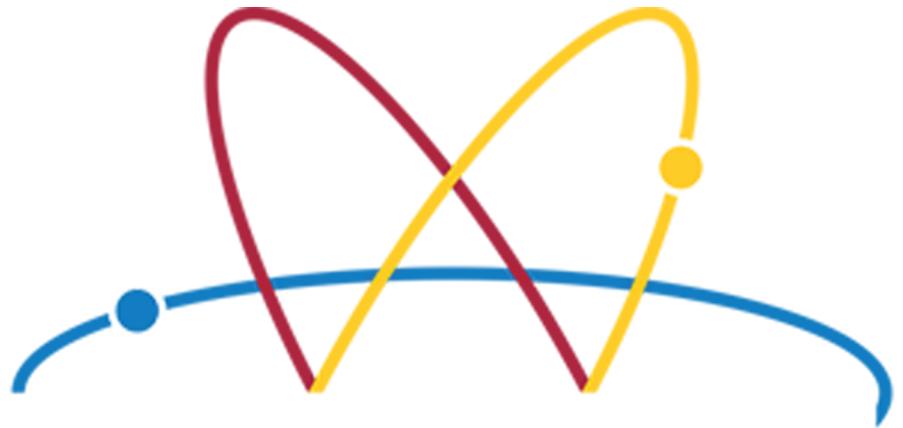
The climate change panel used two domestic pillars of the President's Climate Action Plan to frame their discussions- a call to cut carbon pollution through utilizing clean technologies in fossil fuel power plants and bringing renewable energy resources online and the call for preparing the United States to invest in our building and transportation infrastructure to better prepare the country for impacts resulting from more severe weather. The panel participants discussed challenges facing minority and tribal communities, ways these communities can influence climate change policy and build capacity, and efforts that should be undertaken to ensure minority communities are aware of economic opportunities.

### Challenges:

- Hurricane Sandy rebuilding efforts experienced local failures in organizing minority voices on climate change adaptation;
- Lack of resilient energy systems and plans for vulnerable communities to recover from the extreme weather disasters and economic costs resulting from climate change; and
- Failure to address high energy costs for low income and minority communities.

### Recommendations:

- Convene regional public meetings and public engagement opportunities for minorities that will be integral to the development of compliance standards for power plants called for in the President's Climate Action Plan, led by the Environmental Protection Agency;
- Utilize the environmental knowledge of Tribal and Alaska Native communities;
- Create new business models for affordable electricity for minority communities; and
- Expand community engagement offices in the Energy Department and National Laboratories.



# **AMBASSADORS**



## AMBASSADOR BIOGRAPHIES



**Nina Davuluri** was crowned Miss America 2014. Nina became the second consecutive contestant from New York and the first contestant of Indian descent to win the Miss America Competition. As Ms. America 2014, she will travel approximately 20,000 miles each month speaking to audiences about her platform, Celebrating Diversity through Cultural Competency. As part of this campaign, she has launched “a new social media campaign to encourage constructive and civil dialogue on diversity issues.” Nina is a graduate of University of Michigan and plans on attending medical school. During her year as Miss America she will serve as spokesperson for STEM (Science, Technology, Engineering, and Mathematics).

Davuluri has asked people to “forward representative thoughts and stories about their experiences on how we as a nation can advance cultural awareness.” Nina hopes to encourage other to be proud of their heritage, while accepting each and every culture.

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**Emily Duong** is the 2013 Pacific Miss Asian America entering the international platform for the Miss Asia World Pageant representing the United States. She received degrees in Communications and Business Administration from George Mason University’s School of Social Science and Humanities and plans pursue a career in medicine. Ms. Duong is highly involved in the national Asian-American community holding executive and leadership position run by students and alumnus to promote academia, cultural awareness, empowerment, and philanthropy for humanity through scholarships and cultural exchange. She is an active community organizer for the Mid-Atlantic Union of Vietnamese Students Association (MAUVSA) and has been invited to speak at universities and conferences across the country. Her goal to bridge

the gap between diverse cultures of the world serves to spread a positive influence for the next generations to come.



**Sarah EchoHawk** is the Chief Executive Officer of the American Indian Science and Engineering Society (AISES) and is an enrolled member of the Pawnee Nation of Oklahoma. Before joining the American Indian Science and Engineering Society (AISES), she worked for First Nations Development Institute (First Nations) for six years. During her tenure with First Nations, she served as the Director of Development and Communications and most recently held the position of Executive Vice President. Prior to her tenure at First Nations, Ms. EchoHawk worked for the American Indian College Fund, raising support for tribal colleges. During her tenure Ms. EchoHawk worked in program management, communications, foundation relations and individual giving. Ms. EchoHawk holds a Master of Nonprofit

Management (M.N.M.) degree from Regis University and earned her undergraduate degree in Political Science and Native American Studies from Metropolitan State University of Denver. She attended law school at the University of Colorado and has completed graduate coursework in applied communication at the University of Denver.



**Senator Rodney Ellis** representing District 13 in the Texas State Senate. Senator Ellis has passed over 600 pieces of legislation and is recognized nationally for his leadership on increasing greater access to college for high-achieving Texas students, championing criminal justice reforms to protect the innocent and hold the guilty accountable, and fighting to provide quality affordable health care to the most vulnerable Texans, and many other issues. Senator Ellis is the proud founder of the Texas Legislative Internship Program (TLIP). Since TLIP's inception, it has become the largest legislative internship program in the state and has provided nearly 400 young people the opportunity to develop hands-on skills while making a difference in Texas politics and public policy. Senator Ellis is the current Chairman of the Senate

Committee on Open Government, which investigates how to improve the transparency of state government. He is a member of the Senate State Affairs, Natural Resources, and Transportation committees. In past sessions, he chaired the Senate Finance, Jurisprudence, Government Organization, and Intergovernmental Relations committees.



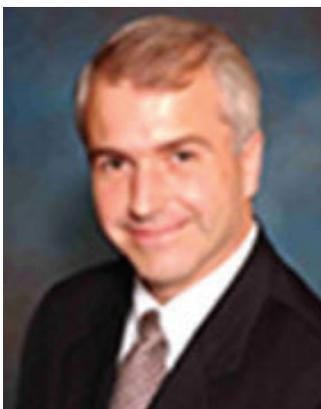
**Randa Fahmy Hudome** has more than twenty-five years of legal and public policy experience. In 2003, Randa launched Fahmy Hudome International (FHI), a strategic consulting firm which provides critical advice and counsel to Fortune 500 companies, foreign governments, media organizations, and private sector entities with an interest in international business transactions and energy policy. Prior to founding FHI, Ms. Fahmy Hudome was appointed by President George W. Bush to serve as the United States Associate Deputy Secretary of Energy. Working with the White House and the Departments of State and Commerce, she developed and implemented international energy policy. Randa was also the point person at the Department of Energy for increased advocacy on behalf of American energy companies seeking business around the globe. Prior to government service, Randa was a practicing attorney with the law firm of Willkie, Farr and Gallagher, where she specialized in the areas of international trade and corporate litigation.



**Robert W. Gee** is President of the Gee Strategies Group LLC, a consulting firm providing policy analysis, advocacy, and litigation support services for the energy, utility and critical infrastructure industries based in Washington, D.C. His diverse client base includes investors, trade associations, utilities, and public sector institutions. From 1997 to 2000 he served as Assistant Secretary for Policy and International Affairs and as Assistant Secretary for Fossil Energy of the U.S. Department of Energy in Washington, D.C. He chaired the Energy Department's Central Asia/Caspian energy strategy, and oversaw the national research program for oil and gas and advanced clean coal technologies. He currently serves as President of Asian Americans in Energy, the Environment, and Commerce (AE<sup>2</sup>C); as a member of the Development Advisory Board of C12 Energy; and as member of the Board of the Northeast-Midwest Institute. He is also a member of the National Petroleum Council, a federal advisory committee to the US Secretary of Energy.



**Jack Gerard** is President and CEO of the American Petroleum Institute, the national trade association that represents all aspects of America's oil and natural gas industry. Gerard has led API since November 2008, expanding its membership and influence in all 50 states and globally, adding offices in Dubai and Singapore to its operations in Beijing, enabling API to better inform the public and policymakers on important energy issues. API's Washington presence is the foundation for the oil and natural gas industry's advocacy and outreach at state, federal and global levels on public policy, standards and certification programs, and as the source for information on industry best practices. Prior to joining API, Gerard served as president and CEO of the American Chemistry Council, and earlier held the same position at the National Mining Association. Gerard also spent close to a decade working in the U.S. Senate and House.



**Mauro Gregorio** is President of the Energy Solutions business of The Dow Chemical Company, which includes Energy; Oil, Gas & Mining; and Alternative Energy. He is responsible for driving profit and growth strategies across those four global business units. Previously, Gregorio served in a dual role in Dow's Performance Plastics division. He was business vice president for the global Hygiene & Medical business and commercial vice president for North America. Since then, he has served in numerous leadership roles, including vice president for Plastics in Europe, global business director for Alternative Feedstocks; global business director for Engineering Plastics; director of the Plastics Commercial Distribution Channels in North America and product director for High Density Polyethylene and Propylene in Latin America. Gregorio earned a Bachelor of Science degree in chemical engineering from Escola de Engenharia Maua in Brazil and a Master of Business Administration degree from Northwood University in Michigan.



**Michelle L. Holiday** is the Founder and President of Michelle Holiday and Associates, a Native woman-owned consulting company specializing in tribal energy and economic development, stakeholder relations, government relations/federal affairs, permitting and siting transmission projects, public affairs and communications, project management, and strategic planning. Michelle has had an expansive career advising senior executives as their subject matter expert on energy policy, utilities, business strategy and tribal matters. During her time with Edison International and Southern California Edison (SCE), she held various management positions in their government affairs, public affairs, customer service, and equal opportunity departments allowing her to work on energy policy, large transmission and renewable projects, stakeholder engagement and diversity initiatives. Today Michelle is at the forefront of tribal energy development and works with a number of Native American tribes and organizations, utilities, and energy industry organizations. She also sits on the board of the National Center for American Indian Enterprise Development (NCAIED) and serves on the board of Walking Shield Inc.

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**Janice Bryant Howroyd** is the Founder and CEO of the ACT•1 Group, a global leader in deploying talent and resource management solutions. Today ACT•1 is leading the industry as the largest staffing agency in America that is woman/minority-owned. She is a strong advocate for balance of education and entrepreneurship in the workforce. Active industry involvement gives her a unique understanding of the challenges faced by global workers and business owners alike. She is also the author of *The Art of Work: How to Make Work, Work for You!*, in which she distills over 30 years of experience into a work/life balance guide for individuals wishing to further their personal and professional success. ACT•1 has a strong and successful history of DESIGNING workforce technologies. We work with the largest energy companies and scholarship minorities. The ACT•1 Group influences minority access to professional careers with energy companies.



**Freeman A. Hrabowski, III**, has served as President of UMBC (The University of Maryland, Baltimore County) since 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance. He chaired the National Academies' committee that produced the recent report, *Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads*. He also was recently named by President Obama to chair the newly created President's Advisory Commission on Educational Excellence for African Americans. In 2008, he was named one of America's Best Leaders by U.S. News & World Report, which ranked UMBC the nation's #1 "Up and Coming" university the past five years (2009-13). In 2012, he received the Heinz Award for his contributions to improving the "Human Condition" and was among the inaugural inductees into the U.S. News & World Report STEM Solutions Leadership Hall of Fame.

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**Marie C. Johns** has been a leader in business, civic and government service for more than 30 years. Throughout her career, Ms Johns focused her community service in the areas of education and economic development. She held senior positions in the telecommunications industry, including serving as President of Verizon Washington. She is highly regarded for her corporate citizenship including the SEEDS (Students Educated for Economic Development Success) program. The SEEDS program leverages corporate resources for greater community good and allows drop outs to complete their high school requirements and receive technical training for jobs in the telecommunications industry. Over 200 students were employed as a result of the SEEDS program. In 2009, Marie was nominated by President Barack Obama to serve as Deputy Administrator of the U.S. Small Business Administration (SBA). Following her Senate confirmation, she was responsible for management of the nearly \$1 billion agency and development of SBA programs and policies.



**Dr. Irving Pressley McPhail** is the sixth President and Chief Executive Officer of the National Action Council for Minorities in Engineering, Inc. (NACME). He joined NACME in 2007 as executive vice president and Chief Operating Officer. Dr. McPhail founded and served as principal of The McPhail Group LLC. He also served 15 years as a college president or chancellor of colleges and universities in Baltimore, MD, Saint Louis, MO and Memphis, TN. Under his leadership, The Community College of Baltimore County was named one of 12 Vanguard Learning Colleges in the U.S. and Canada in 2000 by the League for Innovation in the Community College and was awarded the PBS O'Banion Prize for Leading the Way to Change in Teaching and Learning in 2003. He earned a bachelor's degree in development sociology at Cornell University and a master's degree in reading at the Harvard Graduate School of Education. He earned the doctorate in reading/language arts at the University of Pennsylvania as a National Fellowships Fund Fellow.

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**The Honorable Hazel R. O'Leary** served as the President of Fisk University in Nashville, Tennessee from 2004 through February 2013 and currently serves on the boards of directors of the Nashville Alliance for Public Education, Nashville Business Community for the Arts, World Wildlife Fund, Arms Control Association and CAMAC Energy Inc. Ms. O'Leary served as an Assistant Attorney General and Assistant Prosecutor in the state of New Jersey and was appointed to the Federal Energy Administration under President Gerald Ford and to the United States Department of Energy under President Jimmy Carter. In 1989, she became Executive Vice President for Environmental and Public Affairs for the Minnesota Northern States Power Company and in 1992 she was promoted to President of the holding company's gas distribution subsidiary. Ms. O'Leary served as the United States Secretary of Energy from 1993 to 1997 and as President and Chief Operating Officer for the investment banking firm Blaylock and Partners in New York from 2000 to 2002.



**Michael Rencheck** was appointed the President and Chief Executive Officer of AREVA Inc. in March 2012. In January 2010, Mike was named the Chief Operating Officer of AREVA Inc., as part of AREVA's new global structure. Mike came to AREVA in January 2009 as the President and CEO, AREVA NP Inc. He successfully led the turnaround of AREVA NP Inc., improving performance, achieving profitability, and establishing sustainable growth. Earlier in his career, Mike worked at Public Service Electric & Gas Company Salem Nuclear Station as Director of Engineering and Duquesne Light Company's Beaver Valley Power Station. Mike earned a bachelor's degree from Ohio Northern University in electrical engineering and a master's degree in management and information systems from Robert Morris University in Coraopolis, PA.



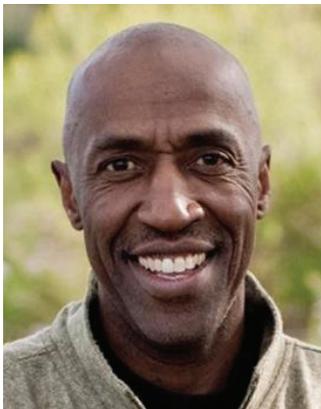
**The Honorable Bill Richardson** sought the Democratic nomination for President of the United States in 2008. He recently completed his second term as Governor of New Mexico in January 2011. Richardson was elected Governor in 2002 and re-elected in 2006 with the support of 69 percent of voters, representing the largest margin of victory for any Governor in state history. Prior to being elected governor, Richardson enjoyed a very successful and fulfilling career in public service; academia and the private sector-few can match his wide-ranging experience and his level of dedication to protecting the rights and improving the quality of life of people in New Mexico, the United States and around the world. Richardson served for 15 years in northern New Mexico representing the 3rd Congressional District. Richardson served in 1997 as the U.S. Ambassador to the United Nations, and in 1998, he was unanimously confirmed by the U.S. Senate as Secretary of the U.S. Department of Energy.



**Susan L. Taylor** is the Founder and CEO of the National CARES Mentoring Movement. After 27 years at the helm of Essence magazine, Taylor left publishing to devote her life to building the National CARES Mentoring, founded as Essence CARES. The National CARES mission is to help end inter-generational poverty by securing and transforming the lives of under-resourced Black children. National CARES affiliates recruit caring adults to serve as mentors and role models at local youth-serving organization. The national group-mentoring programs focus on the emotional, social and academic development of children and the wellness of the adults who parent and mentor them. National CARES is piloting The Rising: An HBCU–Public Schools Literacy and STEM- Mentoring Initiative®. Now in development at Clark Atlanta University and

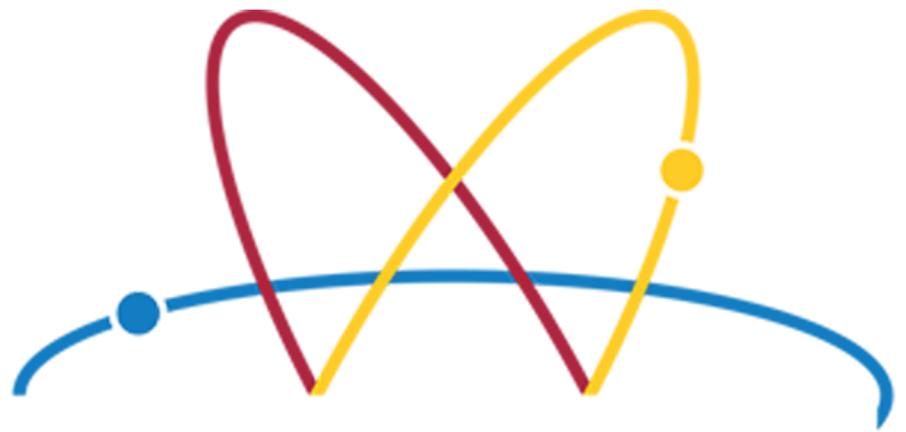
funded by the National Science Foundation, Verizon, AT&T, Coca-Cola and the Department of Energy, the initiative is designed to increase middle-school students’ self-esteem, reading comprehension, STEM competencies and critical-thinking skills. Once refined, The Rising will be offered for replication throughout the HBCU system.

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**Trent Tucker**, known as one of the great 3-point shooters in the NBA, played for several teams including the World Champ Chicago Bulls in 1993. Trent attended the University of Minnesota on a basketball scholarship and went on to lead “the Gophers” to a big 10 Conference Championship in 1982. He played in 61 playoff games during his career. Trent holds the Chicago Bulls record for most 3-pointers in one game and ranks fifth in 3-point field goal percentage in the history of the entire NBA. After retiring from the NBA in 1993, Trent got involved with the communications industry working as a broadcast analyst for the Minnesota Timberwolves and is currently heard on KFAN radio. Trent has been very active in the Minnesota communities for over 20 years. His basketball camp (named after him)

had its 24th Annual camp session this past year in Minneapolis, Minnesota. In 1998 he started his own non-profit dedicated to empowering youth to make positive choices, increase self-respect, and develop a vision for the future.



# THE VOICES



# TODAY'S VOICES: CONTINUING THE DIALOGUE

## WHITE HOUSE FORUM ON MINORITIES IN ENERGY

### NOVEMBER 13, 2013



Ms. Michelle D. Bernard,  
Political Analyst, MSNBC

Colonel Liana L. Bratland,  
U.S. Army

Ms. Nina Davuluri,  
Miss America 2014

Gwendolyn Keyes Fleming,  
Chief of Staff to the  
Administrator, U.S.  
Environmental Protection  
Agency

Heather Foster, Associate  
Director, White House Office  
of Public Engagement

Robert W. Gee, President,  
Gee Strategies Group, LLC



Danielle Gray, Assistant to  
the President and Cabinet  
Secretary

David Hinson,  
National Director, Minority  
Business Development  
Administration

The Honorable Dr. John P.  
Holdren, Director of the White  
House Office of Science and  
Technology Policy

Dr. Freeman Hrabowski,  
President, University of  
Maryland, Baltimore  
County

Ms. Melanie Kenderdine,  
Director of Energy Policy and  
Systems Analysis and Energy  
Counselor to the Secretary, U.S.  
Department of Energy

Dr. Dimitri Kusnezov,  
Senior Advisor to the  
Secretary of Energy



Melissa Lavinson,  
Vice President of Federal  
Affairs for PG&E Corporation

Camsie McAdams,  
Senior Advisor on STEM  
Education, U.S. Department  
of Education

The Honorable Ms. Nancy  
Sutley, Chair, White House  
Council on Environmental  
Quality

Dr. Wayne Watson, President,  
Chicago State University and  
Chairman of the Board of  
Directors of the National  
Association for Equal  
Opportunity in Higher Education

Dr. Daniel Wildcat,  
Co-Director, Haskell  
Environmental Research  
Studies Center

Dr. John Silvanus Wilson Jr.,  
President, Morehouse College



The Honorable Dr. Ernest Moniz,  
Secretary, U.S. Department of  
Energy

The Honorable Daniel B.  
Poneman, Deputy Secretary  
of Energy, U.S. Department  
of Energy

The Honorable LaDoris "Dot"  
Harris, Director, Office of  
Economic Impact and  
Diversity, U.S. Department  
of Energy

# THE FIRST VOICES: BEGINNING THE DIALOGUE MINORITIES IN ENERGY KICKOFF SEPTEMBER 24, 2013



Lezli Baskerville  
President & CEO of NAFEO

Dr. Benjamin F. Chavis Former  
CEO of the NAACP

Fumbi Chima  
Vice President of Global  
Technology Services and Strategic  
Partnerships, Wal-Mart Inc.

Edie Fraser, CEO of  
STEMconnector (Moderator)

Sylvester Jim. Gates  
Professor, University of Maryland



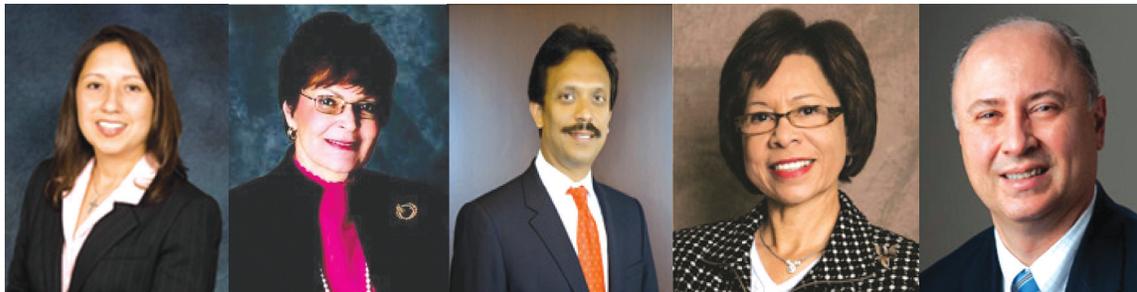
Jack Gerard, CEO & President,  
American Petroleum Institute

Thomas H. Graham,  
Vice President, People Strategy  
& Human Resources,  
PEPCO Holdings, Inc.

Mauro Gregorio  
President, DOW Chemical

Dr. Nancy B. Jackson, Manager,  
Int'l Chemical Threat Reduction,  
Global Security Center, Sandia  
National Laboratories

The Honorable  
Mary Landrieu,  
Senator-Louisiana



Monica Martinez  
President, Hispanics in Energy

The Honorable Hazel R.  
O'Leary, former Secretary  
of Energy

Sajan Pillai, Chief Executive  
Officer, UST Global

Hilda Pinnix-Ragland, Chair, NC  
Board of Community Colleges

Michael Rencheck President  
and CEO, AREVA Inc.

**THE FIRST VOICES:  
BEGINNING THE DIALOGUE  
MINORITIES IN ENERGY KICKOFF  
SEPTEMBER 24, 2013**



Dr. Sidney A. Ribeau  
President, Howard University



Dr. Gilbert L. Rochon  
President, Tuskegee  
University



Dr. Mark Rosenberg  
President, Florida  
International University



Johnny C. Taylor, Jr.,  
Esquire, President and CEO,  
Thurgood Marshall College  
Fund (TMCF)



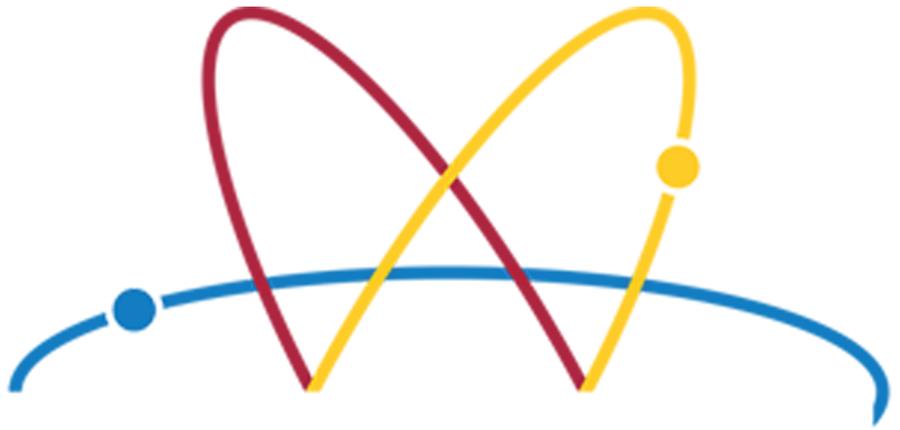
Carroll Thomas  
Associate Administrator,  
Small Business Admin.



Dr. David Wilson President,  
Morgan State University



Rudolph Wynter, President,  
FERC Regulated Businesses, National  
Grid



# **SPEAKER BIOGRAPHIES**

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## **MODERATOR:**

**Michelle D. Bernard** Bernard is the chairman, founder, president and CEO of the Bernard Center for Women, Politics & Public Policy and is a frequent political and legal analyst on MSNBC and other television networks. Bernard is a regular political analyst with *Hardball*, and *The Daily Run Down*. Additionally, Ms. Bernard appears on HBO's *Real Time with Bill Maher* and *The McLaughlin Group*. She is a regular guest commentator on BBC Radio and National Public Radio's *All Things Considered* and is a contributor for *The Hill's Political Pundits Blog*, *The Huffington Post*, and *The Washington Post's She The People*. Bernard is the author of *Moving America Toward Justice: The Lawyers' Committee for Civil Rights Under Law, 1963-2013*, *Women's Progress: How Women Are Wealthier, Healthier and More Independent Than Ever Before* and is a contributing author to the National Urban League's *State of Black America*.

## **WELCOMING REMARKS:**

**The Honorable LaDoris "Dot" Harris** was nominated by President Obama to be the Director of the Office of Economic Impact and Diversity at the United States Department of Energy. Ms. Harris brings nearly 30 years of management and leadership experience to this position, having served at some of the world's largest companies and created a successful energy, IT, and healthcare consulting firm. Ms. Harris has served as an executive at General Electric Company (GE) and held a number of leadership positions in GE's Energy and Industrial Systems businesses. Before joining GE, Ms. Harris was an officer and Vice President of Operations & Production for ABB Service, Inc. Ms. Harris was the President and CEO of Jabo Industries, LLC, a minority woman-owned management consulting firm concentrated in the energy, IT, and healthcare industries Ms. Harris holds a B.S. in Electrical Engineering from the University of South Carolina in Columbia, South Carolina and a M.S. in Technology Management from Southern Polytechnic State University in Marietta, Georgia.

**The Honorable Dr. John P. Holdren** is the Assistant to the President for Science and Technology, Director of the White House Office of Science and Technology Policy, and Co-Chair of the President's Council of Advisors on Science and Technology (PCAST). Prior to joining the Obama administration Dr. Holdren was the Teresa and John Heinz Professor of Environmental Policy and Director of the Program on Science, Technology, and Public Policy at Harvard University's Kennedy School of Government, as well as professor in Harvard's Department of Earth and Planetary Sciences and Director of the Woods Hole Research Center. Previously he was on the faculty of the University of California, Berkeley, where he co-founded in 1973 and co-led until 1996 the interdisciplinary graduate-degree program in energy and resources. During the Clinton administration Dr. Holdren served as a member of PCAST through both terms and in that capacity chaired studies requested by President Clinton on preventing theft of nuclear materials, disposition of surplus weapon plutonium, the prospects of fusion energy, U.S. energy R&D strategy, and international cooperation on energy-technology innovation.

**Danielle Gray** is an Assistant to the President and Cabinet Secretary. She serves as President Obama's primary liaison to the Cabinet departments and agencies, helping to coordinate policy and communications strategy across the Administration. Prior to this, she served as Deputy Director of the National Economic Council and Deputy Assistant to the President for Economic Policy, where she focused on labor, education, and training issues. Ms. Gray previously served as Senior Counsel to the Assistant Attorney General for the Civil Division, where she focused on constitutional challenges to federal statutes, policies, and agency actions. She also served as Special Assistant to the President and Associate Counsel to the President. In that role, she provided legal advice on domestic and economic policy issues ranging from health care to labor to civil rights. She also worked on judicial nominations, including two Supreme Court confirmations.

## OPENING REMARKS

### **The Honorable Secretary Ernest Moniz, U.S. Department of Energy**

As United States Secretary of Energy, Dr. Ernest Moniz is tasked with implementing critical Department of Energy missions in support of President Obama's goals of growing the economy, enhancing security and protecting the environment. This encompasses advancing the President's all-of-the-above energy strategy, maintaining the nuclear deterrent and reducing the nuclear danger, promoting American leadership in science and clean energy technology innovation, cleaning up the legacy of the cold war, and strengthening management and performance.

Prior to his appointment, Dr. Moniz was the Cecil and Ida Green Professor of Physics and Engineering Systems at the Massachusetts Institute of Technology (MIT), where he was a faculty member since 1973. At MIT, he headed the Department of Physics and the Bates Linear Accelerator Center. Most recently, Dr. Moniz served as the founding Director of the MIT Energy Initiative and of the MIT Laboratory for Energy and the Environment and was a leader of multidisciplinary technology and policy studies on the future of nuclear power, coal, nuclear fuel cycles, natural gas and solar energy in a low-carbon world.

From 1997 until January 2001, Dr. Moniz served as Under Secretary of the Department of Energy. He was responsible for overseeing the Department's science and energy programs, leading a comprehensive review of nuclear weapons stockpile stewardship, and serving as the Secretary's special negotiator for the disposition of Russian nuclear materials. From 1995 to 1997, he served as Associate Director for Science in the Office of Science and Technology Policy in the Executive Office of the President.

In addition to his work at MIT, the White House and the Department of Energy, Dr. Moniz has served on a number of boards of directors and commissions involving science, energy and security. These include President Obama's Council of Advisors on Science and Technology, the Department of Defense Threat Reduction Advisory Committee, and the Blue Ribbon Commission on America's Nuclear Future.

A member of the Council on Foreign Relations, Dr. Moniz is a Fellow of the American Association for the Advancement of Science, the American Academy of Arts and Sciences, the Humboldt Foundation, and the American Physical Society.

Dr. Moniz received a Bachelor of Science degree *summa cum laude* in Physics from Boston College, a Doctorate in Theoretical Physics from Stanford University, and honorary degrees from the University of Athens, the University of Erlangen-Nuremberg, and Michigan State University.

## SPECIAL REMARKS

**Heather Foster** is the Associate Director of the White House Office of Public Engagement. Before joining the White House, Heather served as the Policy and Outreach Advisor at the Center for Faith-Based and Neighborhood Partnerships at the Department of Education. Heather advised faith and community organizations on administration policy and encouraged partnerships with struggling schools across the country. Heather also worked on the Obama Presidential Campaign serving on the national faith outreach team in Chicago, Illinois. Heather is a Georgia native, proud member of Delta Sigma Theta Sorority, Inc. and a graduate of Northwestern University.

**Nina Davuluri** was crowned Miss America 2014. Ms. Davuluri became the second consecutive contestant from New York and the first contestant of Indian descent to win the Miss America Competition. As Ms. America 2014, she will travel approximately 20,000 miles each month speaking to audiences about her platform - Celebrating Diversity through Cultural Competency. As part of this campaign, she has launched "a new social media campaign to encourage constructive and civil dialogue on diversity issues." Ms. Davuluri is a graduate of University of Michigan and plans on attending medical school. During her year as Miss America she will serve as a spokesperson on the values of STEM education (science, technology, engineering, and mathematics). Davuluri has asked people to "forward representative thoughts and stories about their experiences on how we as a nation can advance cultural awareness." Ms. Davuluri hopes to encourage other to be proud of their heritage, while accepting each and every culture.

## STEM EDUCATION/WORKFORCE DEVELOPMENT PANEL:

**Dr. Freeman A. Hrabowski, III**, has served as President of UMBC (The University of Maryland, Baltimore County) since 1992. His research and publications focus on science and math education, with special emphasis on minority participation and performance. He chaired the National Academies' committee that produced the 2011 report *Expanding Underrepresented Minority Participation: America's Science and Technology Talent at the Crossroads*. He also was recently named by President Obama to chair the newly created President's Advisory Commission on Educational Excellence for African Americans. In 2008, he was named one of *America's Best Leaders by U.S. News & World Report*, which ranked UMBC the nation's #1 "Up and Coming" university the past five years (2009-13). In 2012, he received the *Heinz Award* for his contributions to improving the "Human Condition" and was among the inaugural inductees into the *U.S. News & World Report STEM Solutions Leadership Hall of Fame*.

**Dr. Dmitri Kusnezov** received A.B. degrees in Physics and in Pure Mathematics with highest honors from UC Berkeley. Following a year of research at the Institut für Kernphysik, KFA-Jülich, in Germany, he attended Princeton University earning his M.S. in Physics and Ph.D. in Theoretical Nuclear Physics. At Michigan State University he conducted postdoctoral research and then became an instructor. In 1991, he joined the faculty of Yale University as an assistant professor in physics, becoming an associate professor in 1996. He has served as a visiting professor at numerous universities around the world. Dr. Kusnezov has published over 100 articles and a book. He joined federal service at the National Nuclear Security Administration in late 2001 and is a member of the Senior Executive Service and is also a Visiting Researcher at Yale. He currently serves as a Senior Advisor to the Secretary of Energy.

**Camsie McAdams** is the Senior Advisor on STEM Education, advising the US Department of Education on P – 20 STEM issues. Her work includes carrying out strategic planning for STEM at the Department, serving on multiple inter-agency STEM education groups and representing the Department's STEM commitments in a variety of public-private forums. Appointed

to this position in August 2012, Ms. McAdams represents the Department in the strategic planning process for the federal Committee on STEM Education (CoSTEM) and is leading the design of a major STEM innovation initiative for the second term under Education Secretary Duncan and President Obama. As a result of a major reorganization in STEM funding across the entire Administration, the Department will be leading efforts to transform P-12 STEM teaching and learning; Ms. McAdams and a team of leaders from across the Department have designed a suite of complementary STEM initiatives that will streamline, target and direct investments to reach more teachers and more students, more effectively.

**Dr. John S. Wilson Jr.** has dedicated more than 25 years to the advancement of socially conscious and purposeful education; student success; and the good that comes from a college education. As a scholar, an educator, a consultant, a strategist and a fundraiser, he has moved universities and organizations forward with his efforts and vision. In January 2013, Dr. Wilson took office as the 11th president of Morehouse College, the nation's only private, liberal arts institution dedicated to the education of African American males. Prior to that position, Dr. Wilson was appointed by President Barack Obama to serve as the executive director of the White House Initiative on Historically Black Colleges and Universities (HBCUs), a position he held since 2009. Dr. Wilson received his Bachelor's degree from Morehouse College and earned two master's degrees in as well as a doctorate from Harvard University.

#### **ENERGY ECONOMIC DEVELOPMENT PANEL:**

**Robert W. Gee** is President of the Gee Strategies Group LLC, a consulting firm providing policy analysis, advocacy, and litigation support services for the energy, utility and critical infrastructure industries based in Washington, D.C. His diverse client base includes investors, trade associations, utilities, and public sector institutions. From 1997 to 2000 he served as Assistant Secretary for Policy and International Affairs and as Assistant Secretary for Fossil Energy of the U.S. Department of Energy in Washington, D.C. He chaired the Energy Department's Central Asia/Caspian energy strategy, and oversaw the national research program for oil and gas and advanced clean coal technologies. He currently serves as President of Asian Americans in Energy, the Environment, and Commerce (AE<sup>2</sup>C); as a member of the Development Advisory Board of C12 Energy; and as member of the Board of the Northeast-Midwest Institute. He is also a member of the National Petroleum Council, a federal advisory committee to the US Secretary of Energy.

**David Hinson** is the National Director of the Minority Business Development Agency (MBDA), a bureau within the United States Department of Commerce. Mr. Hinson oversees a national network of 40 MBDA Business Centers, including centers in Alaska, Hawaii and Puerto Rico and the first of its type Federal Procurement center located in Washington, D.C. MBDA's core mission is to expand the U.S. economy and create new jobs by promoting the growth and global competitiveness of large, medium and small businesses that are minority-owned. Since the start of the Obama Administration, MBDA has assisted minority-owned firms in obtaining nearly \$15 billion in contracts and capital, creating and saving over 33,000 jobs. Under his leadership, MBDA has experienced the three best performing years in the 44-year history of the agency. Prior to joining the Obama Administration as a presidential appointee, Mr. Hinson was President and CEO of Wealth Management Network, Inc., a multi-million dollar independent, financial advisory boutique where he provided global asset management and risk management services to high net worth and emerging wealth clients.

**Melissa Lavinson** is the Vice President of Federal Affairs for PG&E Corporation. She is responsible for directing the company's efforts to shape, develop, implement and manage public policy on all federal issues that impact our business. Lavinson will also continue to build the company's relationships at the federal level with Congress and the administration,

trade associations, non-governmental organizations and other key players. Lavinson joined PG&E in 1997 in government relations and has held an increasing level of responsibilities in the company's federal affairs office, most recently serving as Senior Director since 2008. Her career has included assignments in California and the nation's capital, both within the utility and the holding company, as well as representing the company in legislatures throughout the country. She has also distinguished herself in the industry and is recognized for her expertise in energy and environmental policy, being regularly called upon by various coalitions to provide strategic insight and direction.

**Wayne D. Watson, Ph.D** is the President of Chicago State University (CSU). Dr. Watson joined CSU after a successful 30-year tenure at the City Colleges of Chicago, one of the largest community college systems in the nation, where he served eleven years as system Chancellor and four years as President of Kennedy-King College. In 1998, Dr. Watson was profiled by the Chronicle of Higher Education as an 'Agent of Change' for his efforts to institute change, raise academic standards, and achieve new levels of excellence in education. He currently serves as Chairman of the National Association for Equal Opportunity in Higher Education (NAFEO), and a member of the American Council on Education's Board of Directors. Wayne Watson received a Bachelor of Arts in Education, a Master of Arts in Teaching and a Doctor of Philosophy in Education Administration from Northwestern University. He is the proud father of three adult children.

#### **CLIMATE CHANGE PANEL:**

**Melanie A. Kenderdine** joined the Department of Energy as Director of Energy Policy and Systems Analysis and Energy Counselor to the Secretary in May 2013. Prior to serving in her current role at DOE, Ms. Kenderdine worked as the Executive Director and Associate Director of the MIT Energy Initiative (MITEI). During her six-year tenure at MITEI, she raised over \$500 million from industry and private donors for energy research and education, was a member of the research team for MIT's Future of Natural Gas Study, and was the rapporteur and editor for the MITEI Symposium Series. Before joining MITEI, Ms. Kenderdine served as the Vice President of Washington Operations for the Gas Technology Institute (GTI) from 2001 to 2007. From 1993 to 2001, Ms. Kenderdine served as a political appointee in President Bill Clinton's administration; she served in several key posts at DOE, including Senior Policy Advisor to the Secretary, Director of the Office of Policy, and Deputy Assistant Secretary for Congressional and Intergovernmental Affairs.

**Gwen Keyes Fleming** serves as Chief of Staff to the Administrator of the Environmental Protection Agency (EPA). Ms. Fleming was appointed by President Obama as Region 4 (Atlanta) Regional Administrator of the EPA in September 2010, the first African-American to hold this position. Previously, she served as the first African-American and first woman DeKalb County District Attorney and Solicitor General. She was the youngest ever to be elected Solicitor General. Ms. Fleming is a New Jersey native and earned a bachelor's degree in finance from Douglass College and she earned her law degree from the Emory University School of Law. Ms. Fleming credits her parents, Ursula Keyes, a retired registered nurse and her late father, Andrew J. Keyes, a former Tuskegee Airman, as the reason for her commitment to community service. She is married to Randal Fleming and they have two sons.

**Dr. Daniel Wildcat** is a Professor at Haskell Indian Nations University in Lawrence, Kansas, and an accomplished scholar who writes on indigenous knowledge, technology, environment, and education. He is also co-director of the Haskell Environmental Research Studies Center, which he founded with colleagues from the Center for Hazardous Substance Research at Kansas State University. A Yuchi member of the Muscogee Nation of Oklahoma, Dr. Wildcat is the coauthor, with Vine Deloria, Jr., of *Power and Place: Indian Education in America*, and coeditor, with Steve Pavlik, of *Destroying Dogma: Vine Deloria, Jr., and His Influence on American Society*. Known for his commitment to environmental defense and cultural

diversity, Dr. Wildcat has been honored by the Kansas City organization The Future Is Now with the Heart Peace Award. His newest book, *Red Alert! Saving the Planet with Indigenous Knowledge*, will be released later this year.

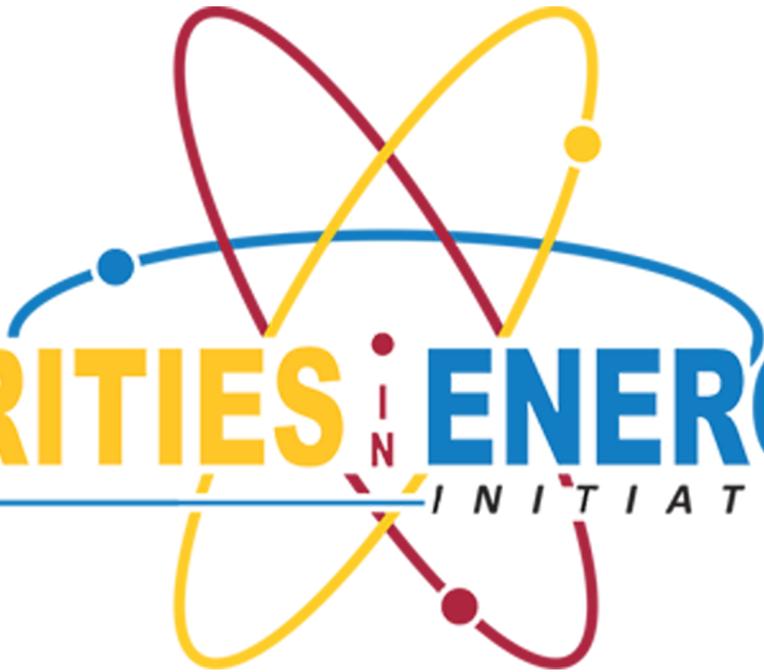
**Colonel Liana L. Bratland** is a Human Resources Officer with over 24 years of service in the United States Army. She has served in a variety of command and staff positions, in the United States and overseas in Bosnia-Herzegovina, Iraq, and Afghanistan, at Headquarters, Department of the Army, Field Army/Corps, Division, Brigade, Battalion and Company levels. Her most recent assignment was as the Eighth Army G-1 in South Korea (2011-2013) and prior to that as the Director, CJ1, NATO Training Mission-Afghanistan/Combined Security Transition Command-Afghanistan (2010-2011). Colonel Bratland is currently a Chief of Staff, Army Senior Military Fellow at the Joint Center for Political and Economic Studies, a Washington DC-based think tank that conducts research and policy analysis on topics of concern to African Americans and other minorities.

### **NEXT STEPS:**

**The Honorable Daniel B. Poneman** is the Deputy Secretary of Energy. He was nominated by President Obama to be Deputy Secretary of Energy on April 20, 2009, and was confirmed by the United States Senate on May 18, 2009. Under the leadership of Secretary of Energy Steven Chu, Mr. Poneman also served as Chief Operating Officer of the Department. Between April 23, 2013, and May 21, 2013, Mr. Poneman served as Acting Secretary of Energy. Mr. Poneman first joined the Department of Energy in 1989 as a White House Fellow. The next year he joined the National Security Council staff as Director of Defense Policy and Arms Control. Prior to assuming his responsibilities as Deputy Secretary, Mr. Poneman served as a principal of The Scowcroft Group for eight years, providing strategic advice to corporations on a wide variety of international projects and transactions. Mr. Poneman received A.B. and J.D. degrees with honors from Harvard University and an M.Litt. in Politics from Oxford University. He has published widely on national security issues and received the 2005 Douglas Dillon Award for Distinguished Writing on American Diplomacy.

### **CLOSING REMARKS:**

**The Honorable Nancy Sutley** is the Chair of the White House Council on Environmental Quality (CEQ). As the principal environmental policy adviser to the President, Sutley helps to develop and coordinate the Administration's environmental and energy policies and initiatives. During her tenure, the Administration has launched a Federal sustainability initiative that has already reduced the Government's greenhouse gas emissions by 15 percent; established the first National Ocean Policy to support healthy ocean, coastal, and Great Lakes resources, communities and industries; created the first Federal agency climate change resilience plans to protect communities, infrastructure and natural resources from climate change impacts; and launched the America's Great Outdoors Initiative to support locally driven conservation efforts that expand recreation, create jobs, and protect and restore our most cherished natural resources. Under Sutley, CEQ has led efforts to modernize implementation of the landmark National Environmental Policy Act to improve the quality and efficiency of Federal environmental reviews, facilitate quicker, more informed decision-making, and increase transparency and accountability. Sutley received her bachelor's degree from Cornell University and her Master in Public Policy from Harvard University.



**MINORITIES** IN **ENERGY**  
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