



Bullet Points for the Energy SubCommittee – April 20, 2021

By Jose L. Perez, President & CEO, Hispanics In Energy

- Thank the Members for inviting Hispanics In Energy to this critical discussion on “Generating Equity: Deploying a Just and Clean Energy Future.” Thank Congressmen Bobby Rush and Fred Upton for being speakers in our past policy forums in Chicago and Washington DC.
- Hispanics In Energy – Driving Hispanic inclusion in America’s all energy sectors since 2012:
 - America’s largest minority group at 18% of the total population of over 60 million people
 - The highest labor force participation rate of any group in America, Hispanics like to work
 - Over a \$2.3 trillion consumer purchasing power contribute substantially to America’s economic growth and prosperity
 - The population is young compared to all Americans and now represents 25% of America’s K-12 students
 - Core objectives are Hispanic inclusion in energy governance, jobs, procurement, language access, environment, policy, and philanthropy
 - Convenes energy legislative forums, policy seminars, and summits related to the core objectives
 - Represents a network of Hispanics who work in the energy industry
- Some principles we believe should be included in this proposed Act are:
 - Laws and regulations designed to encourage and stimulate clean energy must ensure that Hispanic, American Indian, African American, and other disadvantaged communities have access to the opportunities it brings.
 - Policies should avoid adverse consequences or disadvantages, such as job loss or the inability to access the benefits.
 - More than 4.1 million jobs connect to the natural gas industry
 - 83% of natural gas jobs are local
- HIE supports a holistic approach that strives to promote more significant decarbonization through all resource options, and that ensures every person – from small business owner to rural farmer to impoverished inner-city mother - has the chance to take part in the social and economic benefits of a cleaner tomorrow
 - Direct reduction of methane and CO2 emissions through the use of renewable natural gas and hydrogen that utilized current underground infrastructure
- Challenging areas in finding solutions in DEI for Hispanics In Energy include:
 - Corporate governance such as Hispanics on the board of directors and in the C-Suite
 - Contracts with Hispanic-owned businesses with all the energy sectors and with a particular challenge to transition them to clean energy areas
 - Jobs in energy with an emphasis on our Hispanic American Energy STEM Institute



- Hispanics In Energy works to find DEI solutions for:
 - Oil and gas companies
 - Fuel and petrochemical manufacturing plants
 - Utilities
 - Investor-owned
 - Municipal
 - Water companies/hydroelectric
 - Co-ops
 - Nuclear Power Plants
 - Coal
 - Alternative energy
 - Regulators
 - Policy Makers
- Hispanics In Energy supports the goals of a clean, safe and robust environment driven by clean energy generation, distribution, and concern for our climate within the following energy sectors
 - Fossil energy (petroleum, natural gas, by-products)
 - Exploration
 - Extraction
 - Transportation
 - Refining / distribution
 - Gasoline
 - Natural Gas
 - Chemical
 - Renewable energy
 - Generation (solar, wind, nuclear)
 - Distribution
 - Nuclear energy
 - Generation
 - Distribution
 - Alternative energy
- Hispanics In Energy urges the expansion of nuclear power generation due to its advanced technological safety, cost, and is 100% renewable
 - America leads the world in nuclear safety
 - Creates thousands of good-paying jobs
- Hispanics In Energy welcomes the Biden Administration's commitment to DEI policy formulation and stands as a strategic, knowledgeable resource for the energy regulators and industry. His infrastructure proposal offers hope for current energy workers displaced by policy changes. It allocates some help to find ways to address the hardship such a move could have on thousands if not millions of workers.



- From a Hispanic inclusion perspective, we have a tremendous amount of work to do, and Hispanics In Energy needs to be at the table as these ideas are being formulated and executed in the following:
 - Appointment of Hispanics to responsible positions within the Department of Energy, Federal Energy Regulatory Commission, Nuclear Regulatory Commission
 - Advocating for our Hispanic American Energy STEM Institute to generate thousands of graduates with energy STEM degrees beginning in 2025 by adequately utilizing our 530 Hispanic Serving Institutions and groups like Parents Institute for Quality Education
 - Advocating for more business contract opportunities for our Hispanic owned-businesses with energy companies and transitioning them to the clean energy sector
 - Advocating for Hispanic appointments in energy company board of directors and the C-suite
- State of Hispanics in America's Energy Sector
 - Although Hispanics are 18% of the population, only seven are CEOs in the top 2700 energy companies or 0.3% representation
 - Few, probably less than 2%, are board members of energy companies
 - No Hispanic has ever served on the Federal Energy Regulatory Commission or the Nuclear Energy Regulatory Commission, and few Hispanics work in those organizations
 - Only seven Hispanics are utility commissioners of the 198 in America, with the 50 states
 - Hispanics still lag in jobs, business, and Spanish language access services
- Essential considerations for "Generating Equity: Deploying a Just and Clean Energy Future."
 - Be careful not to expand poverty in the Hispanic or any other community by being too hasty and rushing forth policies that may cripple rather than help minority communities.
 - HISPANICS IN THE US AND HISPANICS IN THE OIL AND GAS INDUSTRY (1 MINUTE)
 - As of 2019, the [Hispanic population](#) in the [United States](#) is over 60.47 million.
 - The top two states with the highest Hispanic population are:
 - [California](#): 15.57 million
 - [Texas](#): 11.52 million
 - Switching to oil & gas production
 - According to the US Information Administration, the top 5 oil-producing states are Texas, North Dakota, New Mexico, Oklahoma, and California.
 - And in three of these oil-producing states, here is the % of Hispanics compared to their total population
 - New Mexico, 49.26%
 - Texas, 39.75%
 - California, 39.32%
 - These are three of the top 5 oil & gas-producing states in the USA
- And who is the fastest group ethnic group in each of these states - Hispanics
 - What does the oil & gas workforce look like?



- In 2019, in Texas, Hispanics comprised nearly 30% of the oil & gas workforce, in California, also 30%.
- And who is the fastest growing population in Odessa, Texas, you guessed it, Hispanics. Why? Because of jobs.
 - Hispanics are a large part of the oil and gas business. In California, for example, they are 30% of the workers or about 115,000 workers in good-paying jobs. The average earning by these workers is about \$100,000 per year plus benefits and overtime. Should these jobs disappear, it would mean an \$18 billion hit on Hispanic workers, families, and communities in California alone. That would be devastating. Imagine what similar effect this would have in other states like Texas, Colorado, New Mexico, to name a few. Some ideas to mitigate the potential human disaster include:
 - Complete development of technology and science to resolve the harmful effects of carbon emissions caused by burning fossil fuels
 - Perform a comprehensive and in-depth study to determine how these workers will be re-trained, assured the same compensation and benefits, and protected from job loss and expansion of poverty, such as those experienced by the coal miners and their communities
 - Hispanic oil and gas workers have a significant presence in the oil fields, shale plays, pipelines, and refineries
 - DEI barely exists for Hispanics, African Americans, and Indigenous people in the clean energy space. Congress should require DEI as part of any plan to continue shifting resources and tax breaks to renewable energy and here is why:
 - The renewable energy sector has yet to demonstrate how clean energy jobs can replace the job, security, labor union protection, career ladder, and sustainable careers in the oil and gas sector
 - The renewable energy sector has no track record of building Hispanic ownership of renewable energy companies with strong sustainability for the long haul
 - The Permian Basin (New Mexico and Texas that encompass 82,000 square miles), should be allowed to develop for several reasons, including:
 - It represents a \$3 trillion opportunity
 - If fully actualized, it would create an estimated 415,000 jobs on the Texas side alone
 - The local communities exceed 65% Hispanic populations
 - It helps secure America's energy independence
 - It would substantially increase wealth in the Hispanic community
 - Similar oil and gas leading states offer powerful union good-paying jobs in California, Texas, New Mexico, Colorado, Oklahoma, the Gulf of Mexico, and more recently, in North Dakota
 - We already have an example of what happens when you move from fossil fuels to wind & solar – the coal mining industry. Miners lost their jobs and with no thought-out plan



for career transition. Sure they were given small grants, but the labor unions labeled them as inadequate. Let's not repeat that same mistake with oil and gas Hispanic and other minority workers

- Finally, the federal government needs to partner with groups like Hispanics In Energy to create and sustain the education and preparation of thousands of energy STEM graduates within the next three years. This action will help solve the more challenging problems faced by companies and minority communities
- For more information about our Hispanic American Energy STEM Institute, please visit our website at www.hispanicsinenergy.com

The Clean Futures Act is heavy on eradication, eradicating gas-powered vehicles, stopping the use of non-clean energy, and eradicating fossil fuel exploration.

Recommendations:

1. The time for this is not now. There are too many unanswered questions and the potential impact on American energy workers, Hispanics, and others, is too profoundly devastating. In California alone, this policy would be an \$18 billion hit on California Hispanic works. We can see a similar impact on Hispanic communities in Texas, New Mexico, Colorado also. Why would we want to expand poverty to Hispanics and other energy workers and their communities?
2. While some of the proposed policies would have devastating effects on perhaps hundreds of thousands of Hispanic oil and gas workers, we believe that the long-term future is clean energy. We appreciate the Biden Administration's intention of creating opportunities to transition fossil fuel workers into the clean energy space, provided the workers have equal pay, benefits, and employee protection.
3. America's energy strategy must include all the above energy mix, including nuclear, oil and gas, the solar, wind, and alternative sources.
4. DEI must be included in every aspect of a clean energy strategy to ensure that no community of people based on ethnicity, race, gender, sexual orientation, or religion is excluded and left out of these opportunities.
5. We request to be invited to any discussion, advisory group, or related efforts to help shape a strategy that achieves the goal without harming so many people.

Thank you for your consideration, and I look forward to answering any questions you may have.