

2022 DE&I: Diversity Recruitment - Transcript

LaToya Asia: At Dominion Energy, we know diverse talent increases our workforce's range of skills, abilities and experiences and makes us a better, more competitive company. So we take a very intentional approach to hiring with a strong strategic focus on diversity.

For example, we look for ways to standardize the hiring process to reduce any potential for bias. That's why we require hiring panels to be diverse themselves. And when we post jobs, we work with hiring leaders to ensure the requirements listed for the role fit the job.

We don't add unrelated requirements that might be nice but aren't necessary. This approach increases the number of people who feel comfortable applying.

We want to cast the widest net possible. The tight labor market in 2021 challenge us to do more and focus on staying competitive.

In fact, we actually grew our diverse applicant pool through our partnerships with diverse organizations, historically black colleges and universities, Hispanic serving institutions, tribal colleges and universities, along with other efforts such as our annual Careers and Energy Diversity Student Conference and our annual Summer Internship Program.

Of course, hiring diverse candidates is just the start. We work hard to create a culture where everyone feels welcomed, included and valued for who they truly are, starting from day one. Because our vision is to become the most sustainable energy company in America. And getting there takes all of us working together.