

## **2022 DE&I: ERGs - Transcript**

**Stephanie:** Our Employee Resource Groups, or ERGs, play a critical role in our corporate vision and strategy by enriching our culture of diversity, equity and inclusion. By creating a safe space where employees can feel like they're part of a family, even while meeting new people they wouldn't normally run into.

ERGs build community and deepen understanding. When everyone is welcome and valued not just for what they do, but for who they are, we all succeed ... together.

**Alyssa:** I define inclusion as being literally having a seat at the table, but not just a seat at the table. A seat at the table and a voice to be heard. I'm really happy that our thought process with diversity has shifted, and we started talking more about inclusion and equity as well.

**Edgardo:** So I'm an electrical engineer for Dominion and I work in the Electric Distribution Coordination and Protection Team. We're a group of five and I'm the only Hispanic but we have somebody from India, someone from Morocco, African-American representation, and also somebody that's native to the United States. And just in our conversations, you can feel that we're very inclusive and we want to learn about the other person and we want to see their perspectives. We want to hear about their culture and that just creates just a better team and a better dynamic on our team. And I think that's very powerful.

**Vidhu:** We want to foster a healthy working environment where everyone feels safe and welcomed. I think inclusion makes the place more vibrant.

**Tera:** I was surprised that my coworkers were just unbothered by me coming out. It didn't seem to change their reflection about me as a person at all, which was the best case scenario and I'm just glad that it worked out that way. And Dominion Energy is a very accepting company.

**Tasha:** We have created that inclusive environment here at Dominion Energy where our thoughts and opinions and our ideas, our background is being heard, and we are open sharing those, and because we know that they will listen to us.

**Jeremy:** Well, nobody wants to work for an organization that doesn't want them to work for them. Nobody wants to work for an organization that isn't concerned with their feelings or their opinions or their experience. And I think inclusion really speaks to the ability for the organization to let the employee know that they're here for a reason. They have a purpose. They're welcome. And that that they are valued.

**Lauren M:** I hope that when people come to work at Dominion Energy, they actually see

so many different kinds of people, and they know that whether they feel different from their coworkers or whatever the case may be. We're all here for the same purpose.

**Lauren L:** Diversity is not just about culture, race, ethnicity, gender, or sexual orientation. It goes a lot deeper than that. It's all about different types of thought, way of approaching things, different perspectives. And when we have all of those different things come together, we can really create a strong, inclusive and powerful workplace.