

2022 DE&I: Our Journey Continues - Transcript

Cedric Green: At Dominion Energy. Actions speak louder.

We make progress, not just promises. We're proud of the progress we made in 2021.

Wendy Wellener: We contributed \$11.4 million to organizations that do the work of diversity, equity and inclusion. That includes \$5.3 million for historically black colleges and universities and \$530,000 for college scholarships for students from underrepresented communities.

We also partnered with the Hispanic Association of Colleges and Universities to reach the Hispanic and Latino students.

We increased spending with diverse suppliers to a billion dollars, a 24.5% increase over the year before.

Keith Windle: We've been named one of the nation's best employers for diversity, one of the best employers for women, and one of the best places for LGBTQ plus equality and one of the best employers for Veterans by Forbes magazine. The Human Rights Campaign and others.

We don't pursue DE&I to win kudos, but we're happy when independent third parties can see our efforts are making a real difference.

Cedric Green: Why do we care about DE&I so much? For two reasons. It is good for business, and it is the right thing to do.

Diverse companies are more innovative, more creative. They see around corners better. They're better able to serve their customers and communities. Their employees feel more comfortable coming to work as their authentic selves.

Wendy Wellener: And when employees do that, they can focus all their energy on taking the company to new heights.

We're glad fostering an environment of diversity, equity and inclusion benefits our company. But even if that weren't the case, we do it anyway because in the end, how we treat people is not a matter of dollars and cents.

Cedric Green: We believe everyone has the right to be treated with dignity, fairness and respect, and everyone has a duty to treat others the same way.

Keith Windle: We want all of our employees to come to work each day knowing they will be welcomed, valued and celebrated not only for what they do, but for who they are. Being the truest version of themselves.

Wendy Wellener: Our vision is to become the most sustainable energy company in America. To that end, we're fiercely committed to hiring the best people, encouraging them to reach their full potential, valuing their uniqueness, and taking that spirit into the community so we can all move forward together.