

Executive Summary

Our company’s core values of Safety, Ethics, Excellence, Embrace Change, and One Dominion Energy (our term for teamwork) drive everything we do. Ethics — doing what’s right — means treating people as they should be treated and requires faithfulness to diversity, equity, and inclusion. An intentional focus on DE&I can create a competitive advantage, by deepening our understanding of all customers’ perspectives, allowing us to reflect the values and contributions of our communities, and making us more responsive and innovative. With the approval and oversight of our Board of Directors, together with the support of leadership across the company, we are building a culture of DE&I for both our employees and the communities we serve. Importantly, we are building that culture in partnership with them. DE&I is integrated into all aspects of our corporate strategy.

Our Journey

We understand growing in DE&I is a journey — a marathon, not a sprint. At the same time, in recent years we have picked up the pace. The mileposts along our way include:

Early 2000s

Executive Diversity Council formed.

2009

Student Intern Diversity Scholarship program established.

2015

Employee Resource Groups (ERGs) created; DE&I requirement added to annual incentive program.

2018

Formal Environmental Justice policy adopted.

2019

Annual Careers in Energy Diversity Student Conference launched.

2020

Diverse workforce representation goal and the HBCU PromiseSM both announced.

By the Numbers

Dominion Energy reports workforce representation numbers to comply with federal requirements, to track our progress, and to find opportunities for growth.

- From 2016 through 2020, we increased diverse hiring 13.4 percentage points, from 36.2% to 49.6%, and increased diverse workforce representation 2.7 percentage points, from 31.9% to 34.6%.
- During the same period, we increased diversity at the leadership level and at the executive level (our CEO’s direct reports are 71% diverse, for example).
- We are committed to increasing diverse workforce representation 1 percentage point each year with a goal of reaching at least 40% by year-end 2026.
- We achieved the 1 percentage point goal in 2020.
- Diverse hiring from 2016 through 2020 has grown:
 - 10.4% for Women
 - 3.4% for Blacks
 - 2.8% for Hispanics
 - 1.4% for Other
 - 0.1% for Asians

Our Report



African American Resource Group



Asian Pacific Islander Resource Group



DiverseAbility Resource Group



Latino Resource Group



LGBTQ+ Resource Group



Veterans Resource Group



Women's Resource Group



Young Professionals Resource Group

Our People

The company's employees are its most valuable assets. Nothing happens without them. We have programs and policies in place to increase diverse hiring and strengthen our culture of equity and inclusion. Our strategy takes a multi-faceted approach to build a stronger DE&I culture at every level, so employees can bring their whole selves to work each day.

- We have eight ERGs focused on employees, communities, business, and recruiting:
 - African American
 - Asian Pacific Islander
 - DiverseAbility
 - LGBTQ+
 - Hispanic
 - Veterans
 - Women
 - Young Professionals
- The DE&I requirement for our annual incentive program (AIP) has included sexual-harassment training, leader-led training on discrimination in the workplace, supplier-diversity goals, and unconscious-bias training. Since we established the DE&I AIP goal in 2015, at least 95% of leaders and employees have completed it each year.
- Beginning in 2020, we added a personal holiday for all employees to commemorate Juneteenth.
- Our Careers in Energy Diversity Student Conference provides a unique path for us to identify diverse students to compete for internships (72 of the 125 students who attended the conference in 2020 earned internships).

Our Communities

We are committed to supporting and respecting all communities within our service areas — whether those communities are distinguished by geography, economics, race/ethnicity, or some other attribute.

2020 highlights:

- Launched and contributed \$2 million toward a two-year, \$5 million Social Justice and Community Rebuilding Grant Initiative to help address the fundamental causes of systemic racism. Recipients included Urban League affiliate offices in Hampton Roads, Virginia; Cleveland, Ohio; Charleston, South Carolina; and Columbia, South Carolina.
- Contributed an additional \$2.2 million from the Dominion Energy Charitable Foundation to organizations that directly support DE&I.
- Announced a six-year, \$25 million commitment to support Historically Black Colleges and Universities and \$10 million to provide scholarships to students from underrepresented communities.

Our Partners

Real commitment to DE&I involves making sure we conduct our core business in a way that is inclusive. We're working hard to expand the number of small, local, and diverse companies we look to for the goods and services we rely on.

- Over the past five years, we have averaged 10.4 percent growth in supplier diversity spending.
- We ask our prime, non-diverse suppliers to award a minimum of 20 percent of their subcontracts to diverse suppliers.