

## Key Takeaways

### Our Journey

- **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 HBCU Promise both announced.

### By the Numbers

- 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% each year with a goal of reaching **40% by 2026**. We achieved the 1% 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 People

- Eight ERGs (African American, Asian Pacific Islander, DiverseAbility, LGBTQ+, Hispanics, Veterans, Women, Young professionals) focus on four areas: **employees, communities, business, and recruiting**.
- DE&I requirement for annual incentive program (AIP) includes 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 successfully completed it each year.
- Additional personal holiday for all employees beginning in 2020 to commemorate **Juneteenth**.
- 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

#### 2020 Giving Highlights:

- Launched and contributed \$2 million toward a two-year, **\$5 million Social Justice and Community Rebuilding Grants 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

- **10.4 percent average growth** for spending on supplier diversity over past five years.
- Target for prime, non-diverse suppliers to award a minimum of **20 percent minimum target** of their subcontracts to diverse suppliers.