

Our D&I Journey

Establishing Foundation

- D&I becomes a core value at FE
- Established workforce diversity aspirations
- Conducted Benchmarking visits
- Helping Women Grow EBRG established
- Unconscious bias training for leaders
- Hired full-time diversity consultant
- Developed Diversity Recruiting Strategy
- Created EBRG Guidelines
- Added Individual Contributors to Exec D&I Council
- Diversity Benchmark Reporting established
- Developed Business Imperative for D&I
- Enhanced Supplier Diversity program
- Reinstated Exit Surveys
- **Recognition:**
 - *GI Jobs Military Friendly Employer designation*

Gaining Traction

- Implementation of:
 - D&I KPI
 - D&I scorecard
 - D&I employee survey
 - CEO priority or managers and above
 - Recruiting policy changes
- EBRG expansion – MOSaic, Thrive, Alternate Current established
- Development and implementation of Mentoring Program
- Establishment of D&I Working Group and Business Unit Implementation teams to address survey priorities
- Interactive D&I Root Map experience for all employees
- Expanded training options
- Joined the CEO Action for Diversity & Inclusion
- Diversity Week celebration
- Building/strengthening relationships to expand talent pipeline (Historically Black Colleges & Universities, community/academic organizations)
- Transgender guidelines developed
- Established D&I Director role
- **Recognition:**
 - *GI Jobs Military Friendly Employer designation*

Taking Hold

- Continue meaningful D&I dialogue
- Policy reviews
- D&I annual report
- D&I Employee Survey
- Ongoing training and education
- Aspirational:
 - Higher stock price
 - Operational Excellence
 - Diverse workforce representation
 - Linkage between D&I and Safety
 - Engaged employees
 - Strong employee retention
 - D&I is the fabric of our organization



Strategic Commitment

- Executive D&I Council Formed in November

Gearing Up

- Unconscious bias training for all employees
- D&I Champion network established
- Veterans & Allies and Women in Leadership EBRGs established
- Development of:
 - D&I KPI
 - D&I scorecard
 - D&I employee survey
 - CEO priority for managers and above
 - Recruiting policy changes
- Participated in DiversityInc Top 50 Survey
- Established D&I Best Practices Team
- Staffed D&I Outreach position
- **Recognition:**
 - *GI Jobs Military Friendly Employer designation*

Building Momentum

- D&I added to our Corporate Objectives
- Inclusive leadership experience for supervisors and above
- Hiring process improvements and training
- Reinforced accountability
 - CEO Priority
 - D&I KPI
- Employee Value Proposition
- D&I employee survey
- Diverse pay equity study
- Continued EBRG expansion
- Diversity month celebration
- Candidate sponsorship exploration
- Union leadership engagement
- Continue addressing employee survey priorities
 - Work/Life balance
 - Recognition
 - Hiring/promotion process transparency
- **Recognition:**
 - *DiversityInc Top Utilities List*
 - *Bloomberg Gender Equity Index*
 - *GI Jobs Military Friendly Employer designation*