



# Advancing Racial and Social Justice, Diversity, Equity, and Inclusion

**E**EI's member companies—America's investor-owned electric companies—are committed to advancing racial and social justice and diversity, equity, and inclusion (DEI) measures across our industry and have agreed to integrate workforce development and DEI priorities into one strategic initiative.

As part of our focus on enhancing our industry's DEI commitment, member companies are working collaboratively and have pledged to take meaningful action to:

- Promote racial and social justice.
- Advance DEI goals and diversify the workforce at all levels.
- Provide more equitable access to employment opportunities for underrepresented and underserved members of their communities.
- Create a workforce that is more representative and responsive to people of all backgrounds.
- Take measurable actions that can address the racial and gender gaps within the industry and accelerate the ability to reach and support those suffering from systemic racism, poverty, and economic disadvantages.

We recognize that DEI issues are multifaceted and that our industry must better engage and support underrepresented groups within our workforce and communities. We also must hold leadership accountable to grow cultural competency in our organizations by identifying tools and resources to build and to sustain an inclusive and respectful workplace, now and in the future.

## Turning Intentions Into Actions

Last year, EEI member companies were asked to review our industry DEI goals and the recommended actions to achieve them and to commit to implement at least three actions over the next year. **The recommended goals for companies are:**

- Ensure that DEI efforts are driven from the top.
- Remove barriers to entry by expanding and broadening the pool of diverse candidates.
- Establish stronger community connections.
- Establish infrastructure academies and training programs.

**RESULT** **100% participation**  
among EEI member companies.

In December 2020, EEI hosted a workshop to showcase some of the innovative DEI work underway across the industry, including Duke Energy's pilot of a revised CAST test, Entergy's comprehensive approach to community engagement, Evergy's Light Source supplier diversity program, and Exelon's new dimensions of its DEI corporate strategy focused on racial equity.

**RESULT** Member companies, on average, are **implementing 5 new or enhanced actions to meet their DEI commitment—only 3 are required.**

# Measuring Our Progress In Meeting Industry Goals

## Industry Goal #1

### Ensure That Diversity, Equity, and Inclusion Are Driven From the Top

RESULT

**97% of EEI members**

are taking new or additional actions to meet this goal.

#### Actions Companies Are Taking To Meet This Goal:

- **Developing Opportunities for Growth:** Having more intentional involvement in opening channels of opportunity for the development and advancement of rising diverse (and more specifically Black) employees. This not only will have a positive impact on our business and the communities we serve, it also puts this talent in the best position to help build the next generation of diverse corporate leaders.
- **Committing to Partner with Minority- and Women-Owned Businesses:** Prioritizing and enhancing commitments around building capacity and access to minority- and women-owned business enterprise firms (specifically Black-owned businesses) to foster economic growth and innovation. Recognizing the economic power of our companies and the ability to influence broader change by encouraging diversity within our own supply chain.
- **Sharing Their Diversity and Inclusion Strategic Roadmap:** Creating a diversity council or leader within the organization who is responsible for advancing the DEI agenda and who will work closely with the CEO, the C-suite, and the board of directors in driving action to cultivate inclusive culture and talent and to provide updates on progress.



## Industry Goal #2

### Remove Barriers to Entry by Expanding and Broadening the Pool of Diverse Candidates

RESULT

**95% of EEI members**

are taking new or additional actions to meet this goal.

#### Actions Companies Are Taking To Meet This Goal:

- **Eliminating Biases and Providing a More Inclusive Work Environment:** Adopting policies and practices that address unconscious bias in hiring, interviewing, and training with the goal of promoting broader representation of diverse genders and people of color within the workforce. Focusing efforts on development, mentoring, and sponsorship programs to retain and advance diverse talent.
- **Reassessing Job Requirements:** Identifying a common industry set of critical skills for the future lineworker. Rethinking how roles and responsibilities are defined using a DEI lens. Using these efforts to better inform position descriptions and to define physical requirements, critical skills, and knowledge needed for the current and future workforce.
- **Reevaluating Industry Testing/Physical Assessments:** Developing multiple paths for entry/reentry into the profession. Reevaluating reliance on the CAST test (pass/fail) as the sole determinant of a candidate's ability to succeed. Considering other effective measures to aid in the selection of candidates across a wide variety of construction and skilled trades occupations. Providing more paths to entry by allowing new entrants and experienced lineworkers to qualify through traditional testing, on-the-job assessments, and educational equivalency.
- **Redefining Fit-for-Duty Requirements:** Providing more paths to ensure committed candidates can seek gainful employment, using letters of recommendation (e.g., employer or judicial letters of recommendation) and outside independent assessments to evaluate individuals with previous convictions.

# Measuring Our Progress In Meeting Industry Goals

## Industry Goal #3 Establish Stronger Community Connections

RESULT

**>85% of EEI members**

are taking new or additional actions to meet this goal.

### Actions Companies Are Taking To Meet This Goal:

- **Strengthening Partnerships/Securing Advocates:** Educating and building awareness of STEM and energy careers through multi-year and multi-dimensional outreach campaigns. Strengthening and broadening networks with partners that have established and trusted relationships within the community (e.g., non-profits, Employee Resource Groups (ERGs), and employee impact leaders) to direct candidates to the profession and to company programs.
- **Promoting Industry Jobs to Diverse Communities:** Developing videos and social media templates that focus on career outreach to underrepresented groups and highlight the need for, and value placed on, a diverse workforce.



## Industry Goal #4 Establish Infrastructure Academies & Training Programs

RESULT

**>50% of EEI members**

are taking new or additional actions to meet this goal.

### Actions Companies Are Taking To Meet This Goal:

- **Creating Meaningful Pathways Into Company Careers for Work-Ready Adults:** Partnering with other companies/groups (e.g., IBEW, local nonprofits, accredited schools/training programs, or regional contractors) to offer company-managed training programs. With direct financial support through adoption of accredited “jobs” programs, providing pathways that culminate with a guaranteed job placement at the member company or with a member’s labor contractor.
- **Offering Internships/Bootcamps:** Creating short-term “entry” programs to provide interested diverse candidates with the necessary information and awareness of career opportunities, the skills and commitment needed to be successful (e.g., hours, working outside, physical nature of the job, including the need to climb poles), and advancement opportunities within the profession.
- **Developing Accelerated Learning Programs:** Sponsoring or partnering to create defined training programs (e.g., company’s own training or in partnership with other companies, IBEW, Northwest Line College, or similarly accredited line training programs) that specifically are targeting or attracting people of color and gender diversity.



# A Closer Look At Company Actions

## ACTION

### 2/3 of EEI members

plan to **share their DEI strategic roadmap for the first time.**

#### Companies Are:

- Creating DEI leadership teams, executive councils, or steering committees.
- Establishing a formal DEI leader position and the supporting team structure.
- Developing DEI metrics dashboards, targeted scorecards, and inclusion indexes.
- Implementing DEI surveys to measure progress toward a more inclusive culture.
- Reporting plans and progress of enterprise-wide DEI commitments to leadership and the Board.
- Establishing ERGs and aligning these groups to broader DEI corporate goals.

## ACTION

### ~80% of EEI members

are **now working to eliminate biases and provide a more inclusive work environment.**

#### Companies Are:

- Providing education and awareness opportunities focused on allyship and bias in the workplace.
- Using analytics to review dropout rates, demographic data, and turnover rates.
- Auditing HR processes for potential bias throughout the recruitment-to-retention lifecycle.
- Assessing each step of the skilled craft entry programs to identify barriers to entry.
- Implementing cross-cultural mentoring programs available to new hires.
- Ensuring a diverse slate of interview candidates and panel representatives.
- Conducting a critical assessment of education requirements on all job descriptions.

## ACTION

### ~70% of EEI members

plan to **strengthen partnerships and secure advocates.**

#### Companies Are:

- Forming new/strengthening existing relationships with minority community organizations.
- Developing STEM and energy career outreach campaigns focused on girls and youth of color.
- Promoting ambassador networks that leverage employee volunteers in community engagement with local colleges, Historically Black Colleges and Universities (HBCUs), and diverse organizations.
- Establishing HBCU partnerships that focus on STEM labs of the future and modernizing spaces that offer digital learning experiences.
- Issuing an annual report for and about the community as a subset of ESG reporting.

## ACTION

### 1/3 of EEI members

will **offer internships and bootcamps.**

#### Companies Are:

- Using analytics on conversion rate of interns and scholarship awardees to full-time employees to ensure a diverse pipeline of entry-level positions.
- Developing summer youth programs focused on connecting opportunity to diverse communities.
- Creating joint apprenticeship training programs and funding for underrepresented students to work in our industry.
- Focusing on the development of female line mechanic and work-ready adult bootcamps.
- Tying short-term entry programs to overall workforce strategy for longer-term planning and retention of a diverse workforce.
- Launching pre-apprentice programs in high schools to create awareness around non-traditional pathways for people of color and with gender diversity.

## About EEI

The **Edison Electric Institute** (EEI) is the association that represents all U.S. investor-owned electric companies. Our members provide electricity for more than 220 million Americans, and operate in all 50 states and the District of Columbia. As a whole, the electric power industry supports more than 7 million jobs in communities across the United States. In addition to our U.S. members, EEI has more than 65 international electric companies with operations in more than 90 countries, as International Members, and hundreds of industry suppliers and related organizations as Associate Members.

Organized in 1933, EEI provides public policy leadership, strategic business intelligence, and essential conferences and forums.

For more information, visit our Web site at [www.eei.org](http://www.eei.org).

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