

Ari Taylor:

I'm Ari Taylor.

Nicole Baab:

Hi, I'm Nicole Baab.

Roosevelt Jones:

My name is Roosevelt Jones.

Faby Helme:

My name is Faby Helme.

Jesse Myrick:

My name is Jesse Myrick.

Tonya Byrd:

My name is Tonya Byrd.

Connie Tran:

My name is Connie Tran.

Group:

And this is my ERG story.

Speaker 9:

And this is my ERG story.

Speaker 10:

I'm going to give you a photo and I want you tell me what comes to mind, when you see this.

Tonya Byrd:

I remember this. The first Africans to come into this country, came into Hampton at Fort Comfort. And so this was an event that; and my cousin's in this photo. This was an event that we had to honor and commemorate those first 20 and odd Africans who came into this country.

Speaker 11:

If I were speaking to someone who didn't know what an ERG is, I would say it's a family within a family. It's a group of employees who believe in some of the same things, who support some of the same causes and they do things together.

Speaker 9:

The purpose of an ERG, of connecting with people, showing that you're an ally and standing up for what you believe in and what you are as a person, really speaks volumes to developing the company culture and making an inclusive work environment.

Speaker 13:

I started out as a woman in the engineering field at VCU. So I kind of came with, not a lot of experience working with other women, how to support women coming through the internship program and things like that. So that's been something that I've learned from working with We3 and volunteering with We3, and that I've been able to use in my personal life as well.

Roosevelt Jones:

Working with different people throughout the organization, getting to know different folks, learning from their experiences, sharing my experiences, coming together as a team. It really excites me.

Ari Taylor:

It's nice to know that there's an organization that supports not only Black people but queer folks. Because in reality, we aren't just one thing. So I get very excited thinking about the fact that the company supports us in all of our true forms, not just in one specific variation.

Speaker 12:

When I wanted to join something, especially the DIVERSEability group here in South Carolina. It made me just want to feel like I was doing something, not just for the employees but for outside group of folks that are disabled.

Connie Tran:

In the past, it was a norm where people felt they had to hide certain parts of themselves before coming into the workplace. So it's really important to build spaces where people feel comfortable to bring their whole selves and that way you can really connect with people's true selves.

Speaker 14:

Even lighting up the building, when we did it for pride, I had people email me and say, "I had to stop my car. I was driving along and I never expected to see something like that." And it made me tear up that an employer would be so open about supporting the LGBTQ community. It was pretty dope.

Jesse Myrick:

Proud to work for a company that really tackled tough questions and allowed employees to turn around and coordinate and host events. To turn around and have open dialogue and discussions of what's going on. And to be able to learn from different, like I said, lenses or groups and their perspectives.

Nicole Baab:

HOLA! has really opened my heart and my soul to meeting people of Latin or Spanish descent or individuals who have an appreciation for this culture. It's been really powerful for me. It's incredibly profound, what the ERGs have done for me.

Faby Helme:

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This is a company that is constantly changing, constantly evolving. It's not some tired, old utility company. And we have an emphasis on all of our core values. And every single person you meet will talk about how important that is. So it's not just, you're an employee. It's more important than that. It's you as an individual.