
Regina J. “Gina” Elbert
Senior Vice President and Chief Human Resources Officer

Regina J. “Gina” Elbert is senior vice president and Chief Human Resources Officer.

She oversees the human resources function for the company, including policy and strategy, employee and labor relations, employee compensation and payroll, benefits design and administration, and HR technology and analytics. Elbert also is responsible for strategic oversight of talent acquisition, employee engagement and retention, leader and employee development, and the company’s diversity, equity, and inclusion efforts.



Elbert joined Dominion Energy in 2011 as senior counsel for employee benefits. She was promoted to manager–Executive Compensation in 2014 and to managing counsel in 2017. In 2018, she was named deputy general counsel and became vice president–Human Resources Business Services in 2019. She became senior vice president–Human Resources in April 2022, and assumed her current role in January 2024.

Prior to joining Dominion Energy, Elbert worked as an associate in the Richmond office of McGuireWoods and clerked for Chief Justice Leroy R. Hassell, Sr. of the Supreme Court of Virginia. She was appointed to the Mayor’s Commission on Pension Liability Assessment for the City of Richmond (2011) and to the Advisory Committee on Domestic Violence Issues in Virginia’s Courts (2007).

She serves on the board of directors of Center for Energy Workforce Development, the Richmond YWCA, Richmond Forum, Bon Secours Richmond Health System, and Richmond Retirement System. She previously served on the board of directors of Equality Virginia and as chair of Equality Virginia Advocates.

Elbert received a bachelor’s degree in economics and foreign affairs from the University of Virginia and earned her law degree at Harvard Law School.