

SCR Video Transcript

At Dominion Energy, we believe that diversity, equity, and inclusion are essential to our mission of providing reliable, affordable, and increasingly clean energy that powers our customers every day. These inclusion efforts transcend mere rhetoric or procedural formalities; they embody the principles that drive our culture, our innovation, and our performance.

From 2020 through 2023, we increased the representation of people with diverse backgrounds and identities at our company from 34.6% to 37.7%.

Our dedication to creating an inclusive environment is exemplified by our Employee Resource Groups (ERGs). Our nine employee-led ERGs represent a wide range of diversity dimensions, including but not limited to race, ethnicity, gender, sexual orientation, disability, and veteran status. These ERGs are open to everyone, and are pivotal in achieving our business objectives, such as increasing employee engagement, fostering talent development, and engaging in community outreach. Our Engagement & Inclusion Councils, which are aligned with our business segments, play a crucial role in enhancing the employee experience.

Throughout 2023, we supported multiple events to reinforce diversity, equity, and inclusion. We3, our women's ERG, held a company-wide women's conference that helped women and their allies network, make connections, and learn new areas of the business. We also backed cultural events organized by other ERGs to celebrate the diverse talent at Dominion Energy and promote understanding and inclusion across our workforce. We honored our first Diversity, Equity, and Inclusion Champion and hosted a panel to bring attention to the challenges faced by employees with invisible disabilities. We also expanded our employee benefits to include fertility services.

Each of these efforts benefits not only our employees, but also the diverse communities we serve – helping our employees better understand and relate to the everyday experiences of our customers.

We're proud of our progress, but we know that our journey continues, and we are committed to continuous education and growth.

Dominion Energy. Powering your every day.