

Making progress on our commitments

Not Started

On-track

Behind Schedule

Completed

Internal Actions	Timeline	Progress
Greater Data Transparency/Dashboard <ul style="list-style-type: none"> Publish the DEI Report which tells a holistic enterprise-wide story supported by DEI Data Create officer-level dashboard for continued visibility 	May 2021 Q2 2021	Completed Completed
Inclusion and Cultural Literacy Training <ul style="list-style-type: none"> Deploy web-based training to all employees in anti-racism and microaggressions Monitor increase in Inclusion Index in following year 	Q4 2021 2022	On-track Not Started
Talent Accelerator <ul style="list-style-type: none"> Pair officers with high-potential talent Track assigned employees 	Q4 2020 Q4 2021	Completed On-track
Talent Pipeline <ul style="list-style-type: none"> Measure success rate of converting Black interns and scholars to full-time employees 	Q2 2021	Completed
Career Coaching & Assessment <ul style="list-style-type: none"> Launch pilot program (Networkers membership) Create metrics to determine efficacy of career counselor program and impact on employee career paths 	Q4 2020 Q4 2021	Completed On-track

Internal Actions (cont.)	Timeline	Progress
Audit for Potential Bias in HR/Ethics Processes <ul style="list-style-type: none"> Find and select third-party supplier Audit three key HR/Ethics processes 	Q4 2020 Q4 2021	Completed On-track
External Actions	Timeline	Progress
Greater Data Transparency <ul style="list-style-type: none"> Issue 2020 Supplier Diversity Economic Impact Report Issue 2020 Community Impact Report 	September 2021 Q2 2021	On-track Completed
Industry/External Partnership and Allyship <ul style="list-style-type: none"> Become AABE Energy Equity Partner Determine funding policy for 2021 and grant awards 	August 2020 Q3 2021 and Ongoing	Completed On-track
Skilled Craft Scholarship Program <ul style="list-style-type: none"> Establish program parameters with identified non-profit partner(s); initiate outreach to identify scholarship applicants Award scholarships 	Q2 2021 Q3 2021	Completed On-track
Marketplace Development & Supplier Diversity <ul style="list-style-type: none"> Issue Marketplace Study to assess availability of diverse businesses 	Q2 2021	Completed

Status as of 6/30/21