

# Making progress on our commitments

Not Started

On-track

Behind Schedule

Completed

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

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

Status as of 4/26/21