



NARUC

Winter Committee Meetings

Subcommittee on Supplier and Workforce Diversity



Hiring and Diversity–Utility Apathy or Enthusiasm?

2017 NARUC WINTER COMMITTEE MEETINGS
SUBCOMMITTEE ON SUPPLIER AND WORKFORCE DIVERSITY

Diversity & Inclusion Maturity Matrix

CULTURE CHANGE

REGULATORY COMPLIANCE

D&I enhances our competitive advantage

LEVEL 1

BASIC

Leaders are familiar with basic principles of HR and diversity.

LEVEL 2

AWARENESS

Leaders and management have awareness of benefits of diverse workforce and inclusive culture.

LEVEL 3

UNDER- STANDING & APPLICATION

Through development actions, all employees understand how diversity applies to their role and work environment.

LEVEL 4

INTEGRATED

Leaders and management have knowledge and skill set to enhance business performance through effective inclusion.

LEVEL 5

SUSTAINABLE

All employees consistently and unconsciously demonstrate inclusive behaviors. Being inclusive is how we do business.

NIPSCO Inclusion and Diversity Review

February 2017



Diverse Candidate Pool

➤ Inclusion and Diversity at NIPSCO

- Mission is to advance an inclusive and diverse culture of acceptance and accountability throughout the NIPSCO organization recognizing and celebrating the differences among our employees, customers and communities and over time, to build an organization that reflects the diversity of our customers
- Diversity is more than race or gender, it includes diversity of thought, life experience, culture, ability, generation, sexual orientation, etc.
- A diverse workplace brings different ideas and different perspectives that foster more creative problem solving and new ideas
- I&D is not a program or series of events, it is an ongoing strategic initiative that is part of our operating plan
- Drive Diversity in recruiting by casting a wide net – of the 146 hires in 2016, 43% were diverse (both race and gender).

Diverse Candidate Pool (cont.)

- Goal is to provide hiring managers with a diverse slate of candidates
 - Company's expectation is that the most qualified candidate will be selected for the job, but we want to ensure that our candidate slates are diverse
 - Sponsorship and participation in job fairs, e.g.:
 - AABE National Conference
 - USHLI – United States Hispanic Leadership Institute
 - Indiana Black Expo
 - The Times of NWI

Diverse Candidate Pool (cont.)

- The company also posts to numerous diversity job boards

Type of site	Number of sites	Examples
Diversity	20	africanamericanjobsite.com asianamericanjobsite.com hispanicjobsite.com
Disability	12	Easter Seals US.jobs Disability Agency for Persons with Disability
Military Networks	17	armedservicejobs.com Honor Guard Network militarygigs.com
Federal Government Sites	8	CareerOneStop Hero 2 Hired (H2H) My Skills My Future
State Government Sites	4	State and US Territory Workforce Agency Job Banks Vet Central State of Indiana
College Sites	400+	Over 400 Colleges and Universities in the recruiting area
Other Sites	16	beyond.com Meelieu – Engineering jobs only recruiter.com
Metro Areas on US.jobs	4	Gary, South Bend, Fort Wayne, Indianapolis

Diverse Candidate Pool (cont.)

- Other avenues used to reach diverse candidates
 - Community Outreach
 - 45 organizations, examples include:
 - Greater LaPorte Economic Development Corp
 - Indiana Minority Enterprise Center
 - NAACP of Hammond
 - Chesterton United Methodist Church
 - America Helping Heroes
 - The Light House Mission Ministries, Inc.
 - CareerBuilder
 - 39 diverse sites CareerBuilder posts to, examples include:
 - Black Business Professionals
 - Multicultural Women's Council
 - Women on Business
 - MSN Latino
 - Immigrant Magazine
 - After Fifty Living

Diverse Candidate Pool (cont.)

➤ Employee Retention

- It is important for NIPSCO employees to be provided with resources to succeed
 - House of Inclusion: An internally developed and led discussion tool.
 - In 2016, all frontline employee attended House of Inclusion to understand the company's expectations related to Inclusion and Diversity
- I&D initiatives are now part of the employee onboarding process
- NIPSCO has developed numerous Affinity Groups (Employee Resource Groups) to provide support to employees
 - Each ERG has it's own Executive Sponsor and Board of Directors
 - They develop their own Charter and Mission Statement
 - Numerous individual and joint ERG meetings are held throughout the year
 - Formal mentoring opportunities are available

Employee Resource Groups

➤ DAWN

- Developing and Advancing Women at NiSource

➤ LEAD

- Leadership and Education for African American Development

➤ GOLD

- Generating Opportunities for Latinos & Diversity

➤ NiVets

- NiSource Veterans

➤ GENesis

- Connect, engage and support the next generation of workers

➤ PACE

- Promoting Asian Culture and Engagement

Appendix: The Numbers

The Numbers: Part of the Story

Headcount by Gender and Manager Level										
	Director	Mid Mgr	Individual Contributors			Sr Officer	Sr VP	Frontline Supervision		
Sex			Non-Mgr	NonMgr Eng	NonMgr Int			Supervisor	Supv FLL	VP
Female		9	31	576	17	2	1	22	29	
Male		33	114	1750	111	17		3	65	168
Total		42	145	2326	128	19	1	3	87	197
% Diversity		21%	21%	25%	13%	11%	100%	0%	25%	15%

Total	2954
% Diverse (Female)	23%

Headcount by Ethnic Group and Manager Level										
	Director	Mid Mgr	Individual Contributors			Sr Officer	Sr VP	Frontline Supervision		
Ethnic Grp			Non-Mgr	NonMgr Eng	NonMgr Int			Supervisor	Supv FLL	VP
ZORMORE		1	27	3				2	2	
AMIND		1	7						1	
ASIAN		2	18	6				1		
BLACK		11	202	2	1			4	13	1
HISPA	1	6	122	11	3			5	10	
WHITE	41	124	1950	106	15	1	3	75	171	5
# of Diverse	1	21	376	22	4	0	0	12	26	1
% Diverse	2.38%	14.48%	16.17%	17.19%	21.05%	0.00%	0.00%	13.79%	13.20%	16.67%
Total	42	145	2326	128	19	1	3	87	197	6

Headcount by Ethnic Group			
	Count		%
2 or more	35		1.18%
Amind	9		0.30%
Asian	27		0.91%
Black	234		7.92%
Hispanic	158		5.35%
White	2491		84.33%
Total	2954		100%

Non-White %	Non-White count
15.67%	463

Gender Diveristy

- Approx. 25% of our organization is female
- Approx. 6% of females are in Manager and Above positions

Racial Diversity*

- Approx. 16% of our organization is racially diverse
- Approx. 5% of racial minorities are in Manager and Above positions

*females included

The Take-Away

- Numbers are important... and can be skewed – disaggregate the data
- Diversity is broader than race and gender – the multiplicity of employees is broader than one or two categories
- Inclusion and Diversity are both important to the on-going dialogue at NIPSCO and NiSource



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