



Demonstrating Value and Leveraging Power Through Employee Resource Groups

Moderator: **Hon. Sherina Maye Edwards** - Commissioner, Illinois

Panelists: **Hon. Colette Honorable** - Commissioner, FERC

David Weaver - Vice President, Regulatory Affairs, Southern
Company Gas

Janese Murray - Vice President, Diversity & Inclusion, Exelon

Laura Butler - Vice President, Talent Management & Chief
Diversity Officer, PGE

NARUC 2016 SUMMER MEETING
SUBCOMMITTEE ON UTILITY MARKETPLACE ACCESS

Employee Resource Groups: The Power and Opportunity of Intentional Inclusion



Southern Company Gas

David C. Weaver
Vice President,
Enterprise External Affairs
July 24, 2016

Employee Resource Groups



African American



Women



Veterans



New Hires



Young Professionals



Hispanics



Multigenerational



LGBT

Employee Resource Groups

Positive Impact

- Volunteer time & talent in underserved communities
- Informal employee development through workshops
- Educate across employee groups about workplace diversity
- Student of the business opportunities
- LGBT Human Rights Campaign Corporate Equality Index
- Financial literacy workshops
- Early childhood development workshops



Employee Resource Groups

Leadership Development

- Supports development of enterprise competencies
 - Business acumen
 - Results
 - Driving results
 - Functional expertise

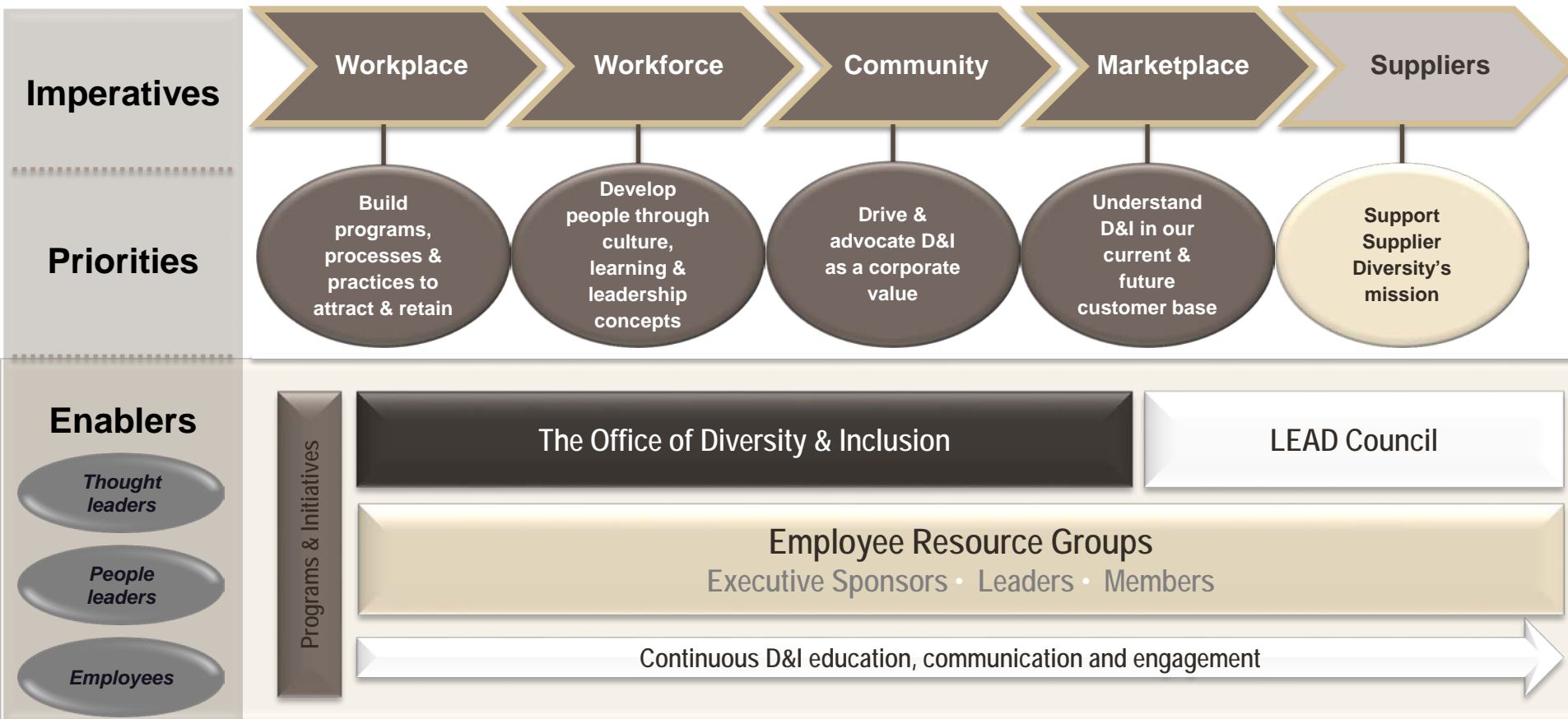


SoCo Gas ERG Framework and Strategy

Our Mission

To partner with the organization to create a workplace where all employees can thrive and feel **valued**, **respected** and **productive**.

What does our organization look like? • What does our organization feel like?





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Unlocking the Power of People through our ERGs





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