DiverseAbility Employment Initiative - Timeline

October 2018
Dominion Energy co-hosted a Randy Lewis event with VA BLN to learn about Randy’s model of employing Individuals with Disabilities

October 2018
Dominion Energy piloted the program with our first DEI Interns.

March 2019
Dominion Energy partnered with the Rehabilitation Research and Training Center at VCU to help us match our business needs with the skills of local individuals with disabilities.

April 2019
Kickoff of DiverseAbility Employee Resource Group. Randy Lewis was the guest speaker.

August 2019
Dominion Energy surveyed leaders, scheduled tours and interviews with interested leaders to determine the opportunities available.

November 2019
VCU RRTC will help our teams identify any supports needed for people with disabilities and help the new employees learn their jobs and their workplace.

January 2020
First DEI Intern hired in HR Communications after the initial pilot.
DiverseAbility Employment Initiative - What We Learned
Dominion Energy

- Adopt and convey a philosophy that the DiverseAbility Employment Initiative is a “win-win”

- Rotation of duties is important to find the “sweet spot”

- Communication is the key to programmatic success
DiverseAbility Employee Resource Group

• Recruit, support and retain disabled employees

• Support the needs of employees who are caregivers, leaders and peers to disabled individuals

• Provide a more inclusive environment for the disabled