

Diversity and Inclusion at PG&E

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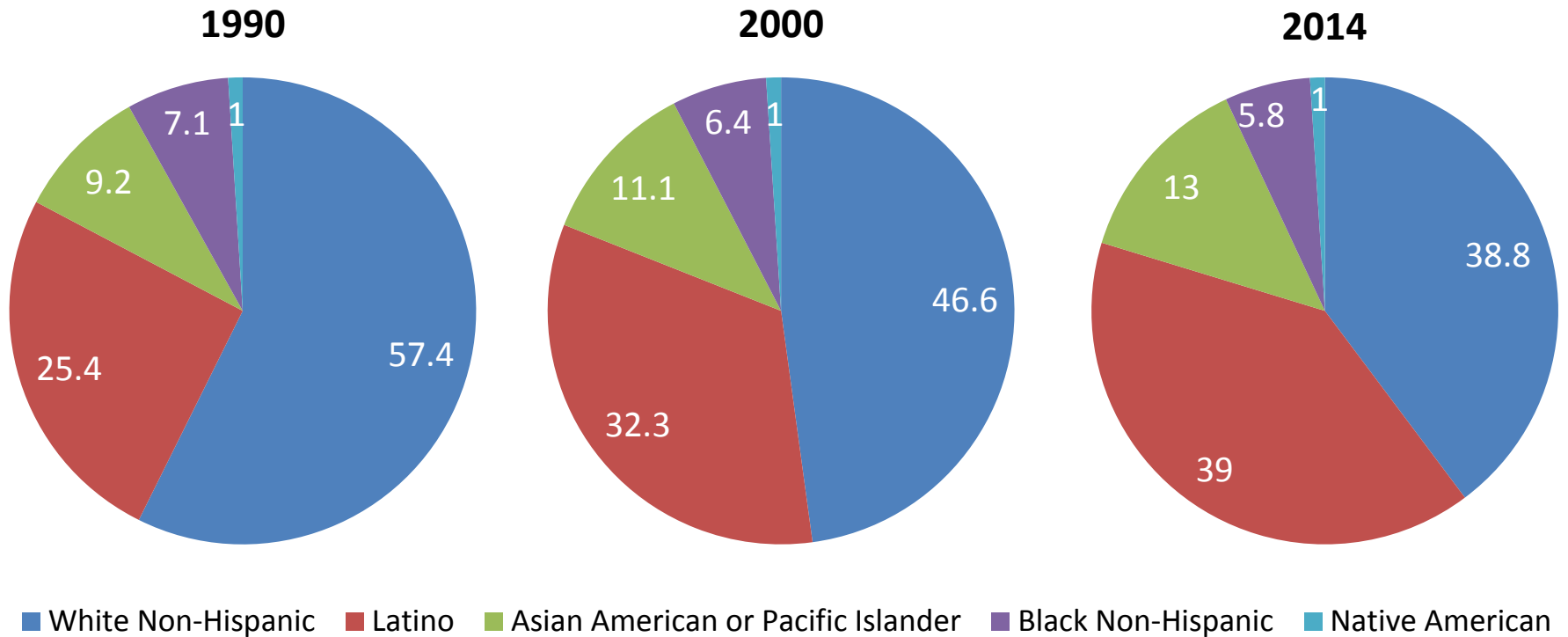
Vice President, Talent Management & Chief Diversity Officer

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The Communities We Serve



Population of California

Source: Pew Research Center



Workforce Diversity & Inclusion

Unlocking the potential of our employees to be their best



1 Utility



Workforce Diversity & Inclusion

Leadership Driving Inclusion



Chief Diversity Officer



Diversity Council



Employee Resource Groups

Processes to Grow and Develop a Diverse Workforce and Inclusive Culture

Workforce Development

- ERG and BrightMinds Scholarships
- Internships
- PowerPathway
- MESA
- CEWD
- Supplier Development

Hiring and Promotion

- Workforce Diversity Action Plans
- University Programs
- Community based organizations
- SWE, NSBE, SHPE

Leadership & Career Development

- ERG Leader development
- Mentoring
- MBA Fellowships
- Tuition Reimbursement
- Succession Management

Inclusive Culture

- President's Diversity Champion Award
- Core competency
- Required leadership training
- DI Tailboards (learning)
- Everyday Inclusion
- Employee Resource Groups
- Continuous improvement



Workforce Diversity & Inclusion

Workforce Diversity Action Plans Include:

Workforce Diversity:

- Aspirational Hiring Goals
- External Recruitment Strategies
- Internal Development Strategies

Inclusive Culture:

- Regular Partnership Meetings
- Everyday Inclusion Examples
- Learning Activities

How are we measuring progress?

Aspirational Hiring Goals

PG&E is focused on hiring in parity with the labor market that exists today; while simultaneously working to increase the diversity of the workforce of the future.

- PG&E continues to see a steady increase in women and minorities.
- Largest gains at the director, manager and staff levels.
- Manager and staff level are the feeder pool to drive increases in director and officer levels.
- The percentage of minority officers has increased significantly to 29.3%.

Affirmative Action Plans (AAPs)

PG&E develops AAPs to support the Company's goal of growing and maintaining a workforce that reflects the labor market and meets federal requirements. Plans include a detailed internal workforce analysis and a comparison to appropriate labor market(s).

Inclusion Engagement Index

Employee Engagement is measured through our Premier employee survey. A subset of questions in the survey provide insight on inclusion. Questions saw a 4% increase from 2011 to 2012 and include:

- My workgroups has a climate in which diverse perspectives are valued.
- I can safely share my thoughts, concerns and opinions with my immediate supervisor.
- How satisfied are you with your involvement in decisions that affect your work.



Key Measures

Result		Measurement
+ 6% Minority + 1% Female	↔	Aspirational Hiring Goal – Hiring at parity with existing Labor Market (Target is 0%)
71%	↑	Premier Inclusion Engagement Index
0%	↔	Parity in High Potentials and Succession Candidates
4350	↑	Employee Resource Group Membership
76%	↑	Employee Resource Group Engagement
\$317,000 157 Students	↓	Scholarships
59% Minority 37% Female	↑	University Programs Hiring - Interns
73% Minority 27% Female	↑	University Programs Hiring - Interns
62%	↑	PowerPathway population diversity
81%	↑	PowerPathway placements