

# **Workforce Diversity**

**Assembly Utilities and Commerce Committee  
Informational Hearing  
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# Workforce: Building Diversity



## Workforce

Actively recruiting a diverse workforce

Leveraging strategic partnerships

Building a diverse pipeline of future leaders

### Workforce Representation

- SCE's workforce reflects the labor market availability

### Diversity Recruiting

- Leverage strategic partnerships with National Society of Black Engineers, Society of Hispanic Professional Engineers, American Indian Science and Engineering Society, and Society of Women Engineers

### Leadership Recruiting

- Provide diverse candidate slates for leadership roles
- Ensure diverse interview and selection teams for leadership roles

### University Partnerships

- 12 Target Campuses (2 HBCU's, 2 AANAPISI, 5 HSI's)
- Internships are paid/compensated

# Workplace: Inclusion & Engagement



Building networks and cultural awareness

Promoting cultural competence

Fostering engagement in the workplace

## Employee Resource Groups

- 14 ERGs
- 2,500+ members
- Focus groups
- *The Strategic Leader* university-based certificate program for all Employee Resource Group board members

## Diversity Training

- Diversity and inclusion content is integrated throughout leadership development programs
- Unconscious Bias training scheduled for high potential leadership program participants and program alumni

## Engagement

<b>CATEGORY 14: Inclusion</b>
I feel that management promotes equal opportunity (e.g., growth in the company, no favoritism, access to opportunities) for all employees.
Management of SCE/EIX promotes diversity in the workplace (recognizing and respecting the value of human differences).
Employees at SCE/EIX are treated with dignity and respect, regardless of their position, background or beliefs.

# Recognition: Recent Awards



# Priorities: Future Focus Areas



## Priorities

### **Talent Acquisition**

- Establish a dedicated resource focused on veteran outreach
- Hiring an executive recruiter focused on leadership recruiting

### **Employee Resource Groups**

- Leverage ERG Board positions to develop future leaders
- Expand current talent development pilots to all ERGs

### **Training and Development**

- Expand the portfolio of leadership courses