

DEL STRATEGIC PRIORITIES AT A GLANCE

Strategic Talent Sourcing

Workforce Development

Building Trades Union.



Launched our "PowerEd" program to expand and amplify our relationships with 11 universities.

Entered historic diversity pledge with North America's

\$1.25 million "Powering Change" program kicked off,

PILLAR OUTCOMES BY THE NUMBERS:



24%

of management and executive hires were veterans. 16 percent of total hires were veterans.

relationships established with diversity-focused organizations to build brand awareness and career pipelines.

81%

of employees who responded to Great Place to Work® survey said Constellation is a great place to work.



\$1.5 Million

in scholarship commitment over the next 10 years through Constellation Scholars.

interns from HBCUs, Hispanic Serving institutions, and Minority serving institutions.



290,000

students supported by E2 **Energy to Educate Grant** Program since 2010.



- - Over **\$521 million** spent with diverse suppliers.

providing grants to six nonprofit organizations.

Established a dedicated Business (Supplier) **Diversity Team.**

21%

of our total managed spend is with diverse suppliers.



over 25+

outreach and engagement events attended, participated in, and/or sponsored.



965

new suppliers in our registered supplier registration system, SMART GEP.





Hosted inaugural **ERG Summit** uniting 120 chapter board members and sponsors.



Introduced the **DEI Spotlight Awards** an employee-driven program for individuals to nominate their peers and leaders promoting respect, belonging, diversity and equity.





employees graduated from the first THRIVE cohort



5.000+

participants engaged in 9 ERGs across 67 chapters.



1000+

employees attended the Allyship webinar series.