At Duke Energy, we aspire to be an innovative, customer-centric company. That requires us to attract and develop great employees. We want every voice at the table, and that’s why diversity and inclusion is a business imperative.

The utility industry is undergoing major transformation. Customer demands, public policy and new technologies are just a few of the driving forces.

At Duke Energy, we aspire to be an innovative, customer-centric company. That requires us to attract and develop great employees. We want every voice at the table, and that’s why diversity and inclusion is a business imperative. For us, this goes beyond race and gender. It includes diversity of thought, work and life experiences, perspectives, and cultures.

We’re committed to creating a workplace that values and respects everyone. We want every employee to reach his or her full potential. Our mission is simple: build a diverse workforce to deliver the right products and services to our customers and grow our business.

To support this mission, we have a four-pronged strategy:

- **Attract, engage and retain a diverse workforce.** Our workforce needs to reflect the customers and communities we serve. That means advancing diversity within our talent pipeline. We partner with the military, community colleges, historically black colleges, universities and organizations to attract diverse talent pools. We also created a 12-month sponsorship program to develop high-potential female and minority leaders.

- **Create an inclusive workplace. Employees need to feel comfortable at work.** We’ve launched unconscious bias training to show leaders how bias can affect their decisions and how to mitigate it. More than 500 leaders have completed this training in the last two years. We’ve also created ways for employees to talk about difficult issues affecting our communities.

- **Meet the needs of our increasingly diverse communities and customers.** The vitality of our communities is at the heart of our purpose. Through the Duke Energy Foundation, we support programs focused on economic mobility, education and workforce development, the environment, economic development, and community impact. We see the
impact our support has on our diverse communities. For example, we supported Project Scientist, which helps girls in Charlotte, NC, discover science, technology, engineering and math (STEM) careers.

- **Do business with diverse suppliers.** We believe building relationships with diverse suppliers can create a lasting economic impact in our communities. 2017 marks the third consecutive year Duke Energy has exceeded $1 billion in spend with diverse suppliers. Edison Electric Institute awarded us its 2017 Business Diversity Excellence Award for our supplier diversity program.

I'm proud of our progress to strengthen diversity in our recruiting pipeline, workforce and communities. Our inclusion in Black Enterprise’s 50 Best Companies for Diversity list, along with receiving a perfect score from the Human Rights Campaign for LGBT-friendly corporate practices and policies, shows we’re on the right path. Yet we must do more to reach our ultimate goal.

Diversity and inclusion is more than a phrase to us. It’s a steadfast commitment that will make us a better company and corporate citizen. It positions us for long-term success to deliver for our customers while making our company an employer of choice.