NextEra Energy is the world’s largest generator of wind and solar energy — thanks to the talent and hard work of our team. Nearly every company in our industry has access to the same technology and sources of capital, so our team is often the key difference-maker for our customers and shareholders. And we believe that building a great team requires a strong commitment to diversity and inclusion.

Our approach to diversity and inclusion reflects all three of NextEra Energy’s corporate values. We are committed to excellence. We do the right thing. We treat people with respect. These values drive absolutely everything we do at our company, yet diversity and inclusion may be the very best example of how all three of our values reinforce each other and make us a better company. Diversity and inclusion require respect, they are part of doing the right thing, and they help us make excellent business decisions.

Diversity and inclusion begin with clear values and a deep-rooted vision, but they are lived through leadership. NextEra Energy has a diverse board of directors. We have a diverse management team. Diverse candidates participate in our signature leadership development programs that prepare our top talent for new management opportunities. Diverse and inclusive leaders encourage their team members to express their ideas freely and allow people from all backgrounds to feel valued.

Leaders build diverse and inclusive teams, but a diverse and inclusive culture involves everyone. We host an annual diversity and inclusion summit that brings together voices from across the company to share ideas designed to enhance our culture, as well as an annual working session to transform best ideas into action. More than 1,800 of our team members participate regularly in employee resource groups, which are employee led and employee driven. And thousands of our employees volunteer or serve on boards of key community organizations, serving diverse communities in our home state of Florida and in the more than two dozen states where we deliver clean energy.

Generational diversity has been a major focus at NextEra Energy in recent years. We currently have roughly equal representation in our workforce from three different
generations: baby boomers, generation X and millennials. Each generation has come of age in a very different world, with different views on what matters in a corporate culture. Yet across the generations our team shares a common commitment to innovation so that we can strengthen our clean energy infrastructure for the benefit of our entire country.

One example of how we foster generational diversity is through our summer internship program. We welcome roughly 200 students and recent graduates from some of the top undergraduate and graduate programs in the country. We provide them opportunities to learn our business, work on complex business challenges and present their recommendations to their business unit leadership. We want our interns to work directly with seasoned professionals in our business, even as they network with each other and volunteer in the community.

A diverse and inclusive culture is always a work in progress, but we are pleased by the recognition we have earned along the way. Forbes has named NextEra Energy one of America’s Best Employers for Diversity & Inclusion, as well as one of America’s Best Employers overall. And we are equally proud of the fact that Fortune has named us the most admired company in our industry for 11 out of the last 12 years. We intend to continue to be a destination company for top talent in our industry so that we can continue to deliver best-in-class solutions for our customers and stakeholders.

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