

Diversity & Inclusion at Hydro One



- Diversity & Inclusion Strategy
- Diversity & Inclusion Effectiveness Review
- Indigenous Leadership Training
- Indigenous Network Circle Workshop
- Company Commitments



- Organizational benefits of Diversity & Inclusion
 - Higher productivity
 - Safety in the workplace
 - Engagement and trust
 - Better decision making
 - Creativity and innovation
- 3 main goals:
 - To build a diverse workforce
 - Create a culture of inclusion
 - Be a leader in diversity and inclusion in the energy sector.

Diversity & Inclusion Strategy



- We will consider our partners perspectives to help us achieve our goals and deliver them value. Our key partners are:
 - Unions
 - Customers
 - Communities
 - Employees & leaders
 - Shareholders



5 Paths in Achieving our Strategy

Workforce Planning

- Work with business leaders to identify where diversity and inclusion can enhance their business
- Establish a set of measures that are discussed and actioned with the business

Recruitment

- Develop a recruitment strategy that will attract diverse candidates
- Select diverse candidates and ensure our selection process is not biased

Succession Planning

- Identify and promote diverse candidates

Education and Leadership Development

- Develop a Women in Leadership program
- Roll out Indigenous Leadership Learning program
- Integrate diversity and inclusion principles into training and development programs
- Deliver specialized diversity and inclusion programs

Cultural Guidance and Outreach

- Conduct a diversity and inclusion effectiveness review
- Create and promote employee resource groups including an Indigenous Network Circle
- Develop strategic community partnerships and sponsor community and industry initiatives
- Create a Diversity Leadership Council

Diversity & Inclusion Review



Analysis of
talent
management
data

Corporate
Wide Diversity
& Inclusion
Survey

Focus Groups
and Interviews

A diagram consisting of three overlapping circles of a light red color, arranged horizontally. Each circle overlaps with its adjacent neighbor, and the central area where all three overlap is a darker shade of red. The circles contain text describing different training components.

On-line
Module

One day in
class
workshop

Visit to First
Nation
Communities

Indigenous Network Circle Workshop



Shared
insights and
personal
experiences

1-day workshop



30 Indigenous
Employees

Unanimously
agreed to develop
a Network

Company Commitments

- Hire a Diversity & Inclusion Consultant to focus on Indigenous Outreach, Recruitment and Inclusion
- Hire more Indigenous employees:
 - Regular hires
 - Co-op/Internship
 - New Grad
 - Summer Outreach Program
- Visit communities across the province sharing information about recruitment requirements and career opportunities
- Work with Hydro One Indigenous employees to educate and raise cultural awareness within the organization
- Engage Indigenous communities in a dialogue regarding training and development partnerships
- Research and adopt as required Indigenous employment and retention industry best practices

Questions?