

I See You and You Belong: **Cultivating an Authentic DE&I Strategy**

Prepared for MEWDC's 2024 Annual Summit

Angela Thompkins
Vice President, Community Affairs and Chief Diversity Officer
June 18, 2024

hello, my name is

ANGELA THOMPkins

VP & Chief Diversity Officer



RESIDES:
NOVI

HOMETOWN:
ROMULUS

Joined in 2013



Degrees



Married to
Charles



Daughter, Sister &
Aunt

FUN FACTS:

- Executive Assistant: Heather L'Huillier
- I am an expert shopper.



My First Job

Little Caesars @ Metro Airport

Favorite Food

Dessert



Favorite Movie

Legally Blonde

Favorite Artist

Fred Hammond

Favorite Quote

"Beware of destination addiction, a preoccupation with the idea that happiness is in the next place, the next job, and with the next partner. Until you give up the idea that happiness is somewhere else, it will never be where you are."

-ROBERT HOLDEN



Sorority Sister

Favorite Book-
The Secret



Mom to Chloe

Diversity, Equity, and Inclusion Strategy

Background: The Diversity, Equity, and Inclusion strategy was created as a part of the Talent Roadmap, specifically the guiding point-of-view that “**Diversity, Equity, and Inclusion will be embedded in our company like safety.**”

The values of our culture mindset guide the pillars of our Diversity, Equity, and Inclusion strategy



Our Culture

- Engaging ERGs
- Embedding DEI into our DNA

THREE PILLARS:



Our Co-workers

- Ensuring DE&I is in our whole employee experience (e.g. Attracting, Hiring, Retaining, Promoting, Developing)



Our Processes

- DEI standards embedded into everything we do

What is the focus of the Diversity, Equity, and Inclusion strategy?

BUILDING & SUSTAINING A WORLD CLASS, INCLUSIVE WORKFORCE AND CUSTOMER EXPERIENCE BY EMBEDDING DIVERSITY, EQUITY, AND INCLUSION INTO EVERYTHING WE DO. EVERY AREA OF THE COMPANY WILL HAVE DIVERSITY, EQUITY, AND INCLUSION STANDARDS/PROCESSES REPRESENTED IN THEIR WORK



BOTTOM LINE? DEI PROFICIENT PEOPLE CREATE DEI PROFICIENT PROCESSES; DEI PROFICIENT PROCESSES YIELD DEI OUTCOMES.

How do we ensure that the Diversity, Equity, & Inclusion Strategy shows up in all areas of our company?

Ensuring the Diversity, Equity, and Inclusion strategy shows up in all areas **starts with focusing on looking at key activities where unconscious bias is found to be most prevalent.** The goal is to look at those areas, and ask a series of questions that allow us to acknowledge and regulate that bias. The answers to these questions, combined with data, allows us to create action plans to fulfill the strategy. **Definition of unconscious bias: Learned stereotypes that are automatic, unintentional, deeply ingrained, universal and able to influence behavior**

Who applied?

- *How attractive are job postings?*
- *How are we showing up in the community?*
- *How are we reaching candidates?*
- *How are we branding our company to candidates?*

Who is hired/promoted?

- *How do we ensure bias doesn't exist in interviews?*
- *How do you engage with new hires?*
- *How do you ensure succession planning is equitable?*

How are people led?

- *How do you ensure performance management feedback is fair and equitable?*
- *How do you mitigate unconscious bias amongst leadership?*

Who is developed?

- *How do you develop individuals and connect them with mentors?*
- *How are development plans tailored to the person for targeted growth and progress?*

Who is recognized?

- *Are all recognition programs equitable?*
- *How do we select people for key opportunities?*
- *How transparent are we in our processes?*

Who leaves, when, and why?

- *Why are people leaving?*
- *What tools are needed to address root cause?*
- *Did unconscious bias impact the conditions?*
- *How is it mitigated?*

What are the next steps? How can I take action and be an advocate for this strategy?

Understand your own implicit bias



- Before you can answer the questions above within your organization, it's important to better identify potential areas of bias.
- [Click here to take a free implicit bias test offered through Harvard University.](#)

Continue to educate yourself



- [Click here to view our Diversity, Equity, and Inclusion website](#) which has our strategy and resources to continue to learn more.
- The Diversity, Equity, and Inclusion team is offering drop-in office hours **from 10 – 11 a.m. every Friday. Email the Office of Diversity, Equity, and Inclusion to get it added to your calendar.**

To Make DE&I Authentic ...



- Lean into your cultural values
- Hear and understand the voice of the people
- Focus on process
- Foster an “all of us own all of this” approach
- Move beyond representation
- Champion DE&I externally to attract and win customers, constituents, investors and talent

Authentic DE&I in Action

- Modeling our safety journey – an “all of us own all of this” approach
- Implementing “ouch and educate” in the moment
- An all-union-employee force of DE&I Inclusion Champions





ALL IN:

Building a Diverse Workforce in the Evolving Energy Industry

MEDWC Summit

June 18, 2024

Our Purpose	We improve lives with our energy			
 How We Serve	 SAFE	 CARING	 DEPENDABLE	 EFFICIENT
How We Lead	Inspire	Innovate	Deliver	
 Our Vision Statement	You are welcome here By valuing, including, and fueling the aspirations of everyone at DTE, we will take great care of each other and our customers, and serve as a force for good in our communities.			
 Our Strategic Priorities	Prioritize the effectiveness of the underrepresented talent pipeline	Create a “speak-up” culture that welcomes diverse voices	Make DE&I a defining and pervasive message in DTE’s communications	

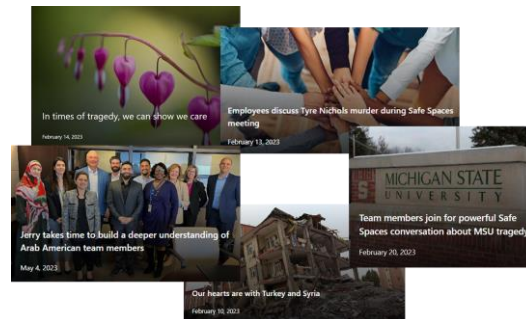
Welcome Week 2023



DTE: A leader in DEI



Speak Up Culture



DEI Pervasive in our Communications

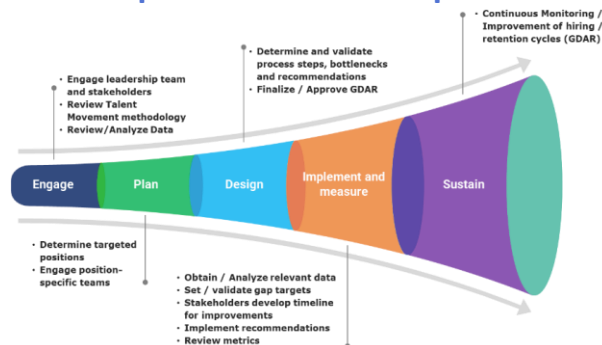
Internal

43 OurDTE stories
81 DTE News article
14 Leadernotes

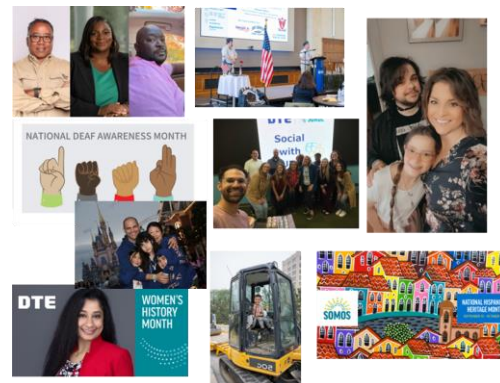
External

50 Social media posts
7 Empowering Michigan stories

Underrepresented Talent Pipeline



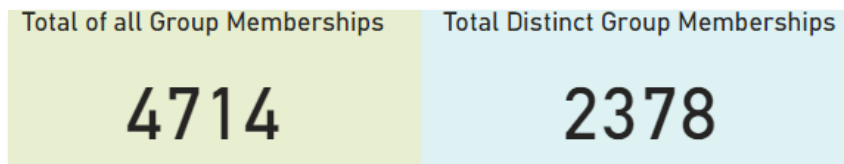
ERG Support



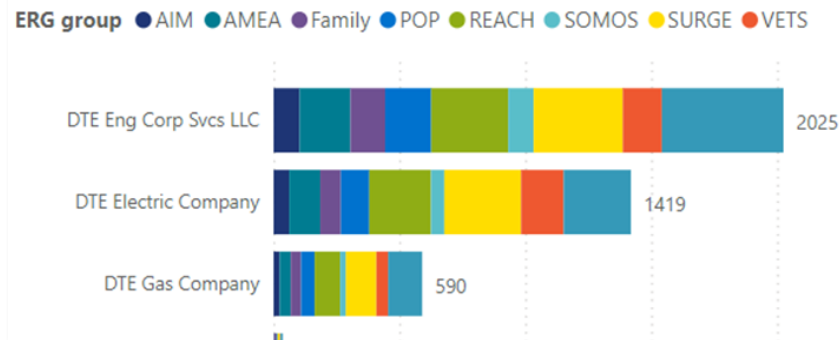
DEI Training for all Employees



Our Energy Groups (ERGs) and Business Resource Groups (BRGs) engage employees and help create an inclusive culture



Membership by Company and ERG group



Gas Operations
Regulatory Affairs
Project Management Office
Business Planning & Development
Corporate Services
Fermi
Distribution Operations
Corporate Communications
Energy Supply
Electric Sales & Marketing
Human Resources
Public Affairs
Renewables
Information Technology
Customer Service
Corporate & External Affairs
Controller's
Greater Michigan Gas
Corporate Safety
Environmental Safety