



Workforce & Supplier Diversity in the Utility Industry

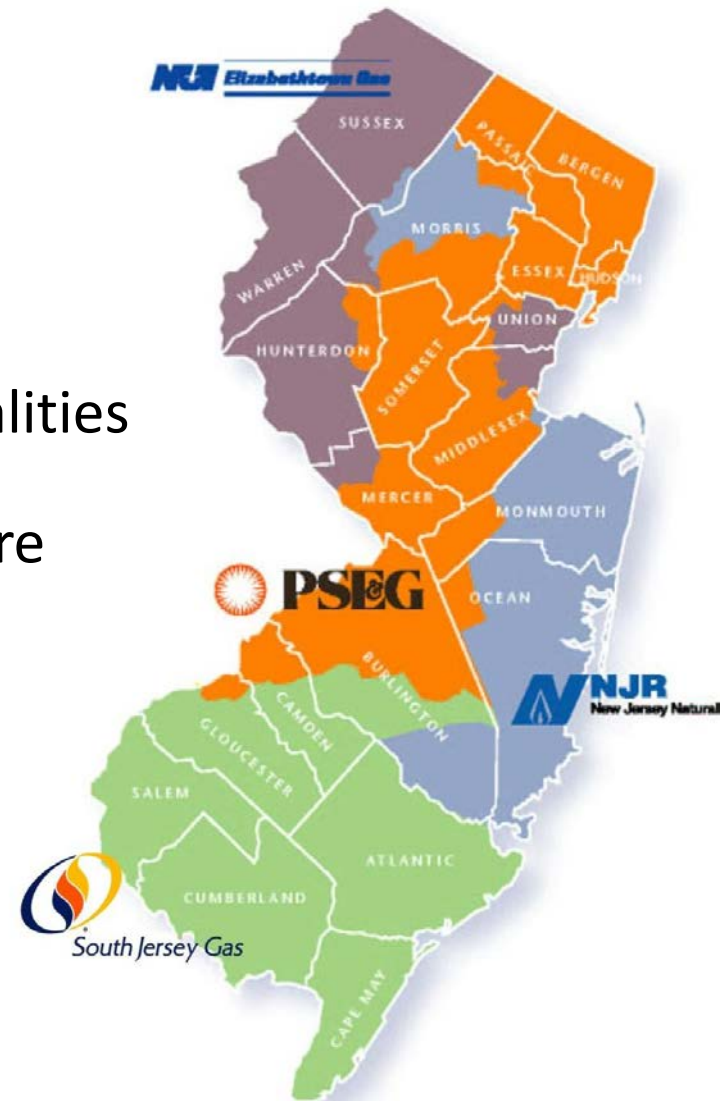
Hispanic Business Forum 2017

Chamber of Commerce Southern New Jersey

Shawn Abner-Purnell – September 22, 2017

South Jersey Gas

- 381,000 Customers
- 7 Counties & 117 Municipalities
- 6,500 Miles of Infrastructure



Our Approach – Leveraging Differences

Managing Diversity

Only a few differences count



Leveraging Differences

All relevant differences count



SJI's Commitment to Diversity & Inclusion



Business Case for Workforce Diversity

Diversity can boost innovation and employee engagement, and companies with greater gender and racial diversity financially outperform their peers

Harvard Business Review – August 2017

Diversity & Inclusion Challenges in the Utility Industry

Excerpts from a recent AGA survey – 32 utility companies participated

- “Hardest roles to fill are engineering positions with females and minorities”
- “Unemployment is very low – difficult time attracting quality candidates from the local market”
- “Balancing retirement rate with new employee rate and filling the gap in experience”

Leveraging our Differences through Workforce Diversity

- Broadening recruitment channels
- Reinforced behavior based interviewing
- Expanded competency model (Leadership Matters)
- Introduced matrix for selection
- Talent review meetings
- Expanding employee resource groups

Partnerships with the Utility Industry

- **Atlantic City Gateway Project**
 - South Jersey Gas move to Atlantic City
- **SJI Supplier Diversity Programs**
 - www.sjindustries.com
- **Supplier Diversity Development Council (SDDC)**
 - www.sddc-nj.org

Strength lies in our differences,
not in similarities

- Stephen R. Covey