



# Vision for an equitable future

TVA makes strides in Inclusion with Diversity enterprise- and community-wide in 2021, setting the scene to do more in the years to come.

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## Our Commitment

TVA commits to Diversity, Equity, Inclusion and Accessibility (DEIA) while recognizing the opportunity to make significant progress.

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At TVA, inclusion is our way. Always. Now, more than ever, we must embrace the fundamental values that define us. We have a mission to serve all who live, work and play in the Valley. The importance of respect, diversity, inclusion and simply caring for one another cannot be overstated and is central to everything we do.

As such, TVA is committed to Inclusion with Diversity and is taking deliberate steps to close the gaps we have identified. We recognize there is much work to be done. We are investing in Inclusion with Diversity because, first and foremost, it is the right thing to do. Only by embracing diversity of thought and talent among team members and stakeholders will TVA achieve its vision for the future – one centered around innovation and service to others.

TVA has:

- Elevated Inclusion as a Core Value of our enterprise.
- Created the Chief Diversity & Inclusion Officer position to drive DEIA initiatives.
- Shifted to a regional model that better identifies local community needs and adjusts our priorities and resources to match those needs.
- Enhanced recruiting, hiring, training, promotion and employee retention practices to advance DEIA within our workforce.
- Partnered with community leaders, businesses, schools and customers to reduce energy burden and improve energy efficiency through the Uplift programs.
- Promoted economic prosperity in local communities by welcoming businesses of all types to participate in our Diversity Alliance Program.
- Established steps to improve TVA supplier and subcontractor diversity.
- Encouraged the work of our Employee Resource Groups to lift the values of DEIA within our organization and community.
- Created a Public and Community Engagement Team to establish seven giving pillars with a focus on being a trusted neighbor through corporate giving, employee volunteer efforts and programs to help those in need.
- Developed informal pathways for the workforce to learn about one another and our diverse backgrounds and experiences.

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Read the Full Diversity, Equity, Inclusion and Accessibility Report at [tva.com/reports](https://tva.com/reports)