



CFTC Energy & Environmental Markets

Advisory Committee Meeting

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Diversity, Equity & Inclusion (DE&I)



Community



Company
Clarity



Connection



Capacity

DE&I Community Activity



- CODE: Community Opportunity for Diversity and Equity
 - CEOs for CODE (quarterly conversation on DE&I)
 - 280+ We Will Campaign (CEOs and managing partners)
 - Annual CODE Conference in October 2020
 - Lead Diversity (Chamber Leadership Academy)
 - Omaha 2040 Priority
- Empowerment network
 - Community Scorecard
 - Redefine the Game Leadership Development



Company Clarity on DE&I

- OPPD Board of Directors Resolution on Racism and DE&I
- Strategic Directive – 8 Employee Relations
- June 2020 Leader Huddles on Racism
 - Leadership discussion
 - Community leaders of color participation and discussion
 - Corporate Town Hall on Racism sponsored by the OPPD African American Network
- Employee Resource Groups

African American Network	Young Professionals Group	Latino Society	Veterans' Network	Women's Network
Society of Engineers	Pride	People of the World	<i>*Upcoming Parent Group</i>	

Connection to DE&I Initiatives

Gatherings & Roundtables

- For professionals of color and women
- 82 employees have participated to date

White Men as Full Diversity Partners

- Labs & roundtables
- 47 white, male leaders have attended
- Key to creating inclusive work environments

Courageous Conversations

- All employee town hall
- Diversity allies
- Employee development opportunities



Capacity Building for the Future



Building capacity & capability for the future

Inroads Interns

- Targets college-level students

Legacy I3 Initiative

- Started in 2017
- Targets juniors and seniors in high school
- 20-25 students per year
- Personal development boot camp
- Assigned an ambassador
- Career exploration
- 3 full-time employees to date (two call center employees and a line technician)



Thank You for the Opportunity

