



Diversity, Equity, & Inclusion

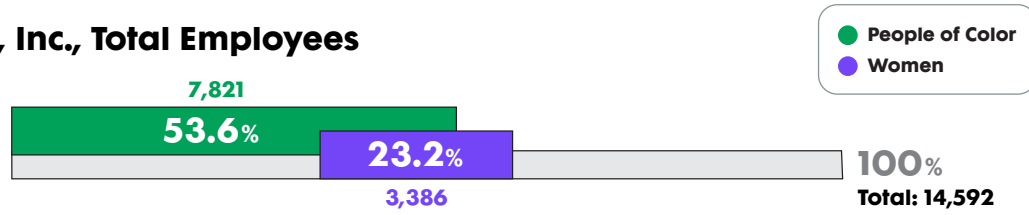
Annual Report 2023



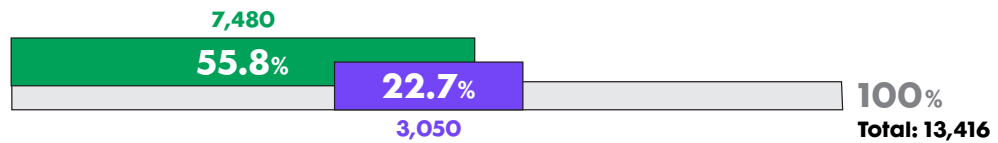
conEdison, inc.

Explore the Data

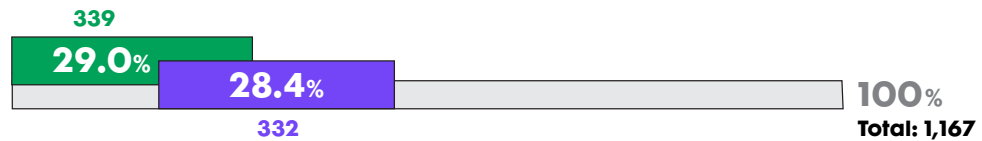
Con Edison, Inc., Total Employees



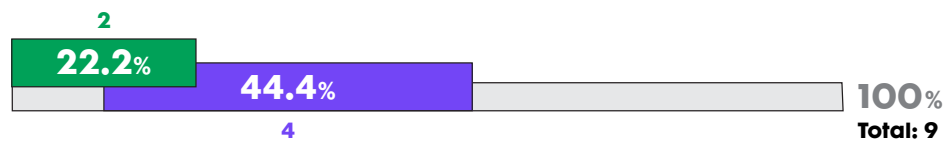
Con Edison of New York



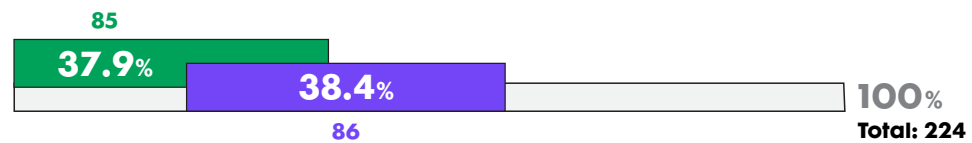
Orange and Rockland Utilities



Con Edison Transmission

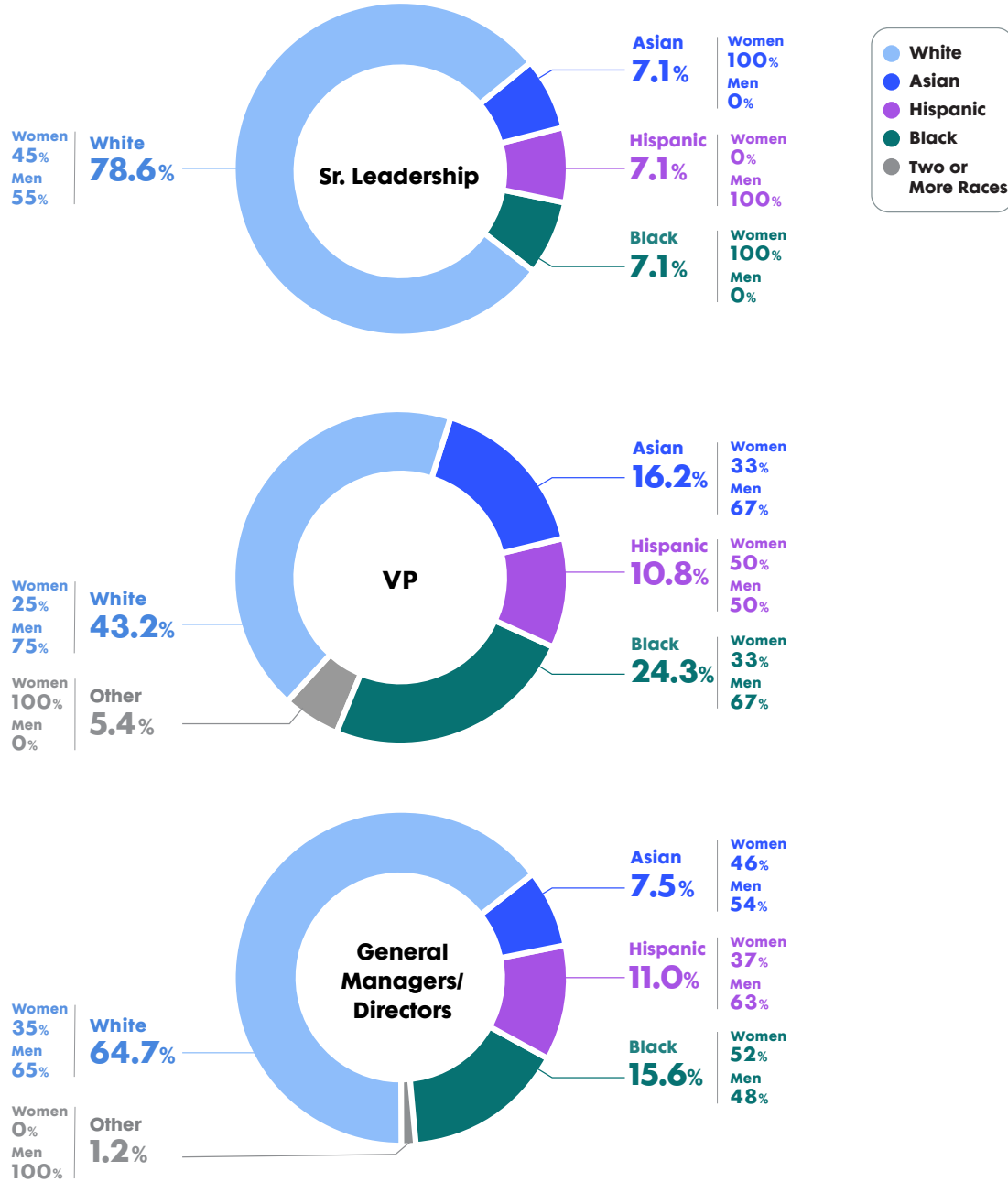


People of Color & Women – Directors, General Managers, and Above



Explore the Data

Diversity by Job Level and Demographic (CECONY, O&R, CET)



Diversity, Equity, & Inclusion: When Some Stepped Back, We Chose to Step Up

If one thing is certain, it's that diversity, equity, and inclusion discourse is more prominent than ever: in our communities and our schools, on social media and in the news. Companies have increasingly incorporated DEI into conversations and practice. At Con Edison, we began posting this report more than a decade ago to highlight our DEI efforts as we've prioritized DEI across the company. The depth and reach of our DEI practices have steadily grown over time.

For all this progress, halfway through the year, a shift happened, when the Supreme Court of the United States ruled that colleges and universities could no longer take race into specific consideration for granting admission. The landmark decision effectively dismantled affirmative action in higher education, and then it reverberated. Some companies faced their own lawsuits. DEI programs of all types were publicly questioned, mocked, and even rethought. But at Con Edison, we reaffirmed our commitment to DEI practices. Studies from business consultants McKinsey & Company and others show—and we believe—that companies who embrace DEI perform better and have more satisfied workforces.

In 2023, our biennial employee survey afforded us a second opportunity to measure satisfaction and sentiment related to our DEI efforts, with the benefit of having our first study as a benchmark. A sense of belonging—a key driver of inclusion—again rated high, at 84%. And psychological safety—the belief that one can speak up and openly, and another factor in inclusion—came through as an area where still more could be done. We responded by creating classes for field workers as well as managers at different levels. Nearly all executive leaders took Leading a Culture of Psychological Safety. By the end of the year, 624 managers at various levels also participated in Leading a Culture of Psychological Safety.

Another indication of belonging is demonstrated in our Employee Resource Group (ERG) membership, which is two-and-a-half times greater than it was just five years ago. Total membership across our 11 ERGs stands at 4,990, up significantly even from last year. A new ERG, MILE (Muslims for Inclusivity, Learning, and Empowerment), formed in time to partner with two other ERGs, APACE (Asian

Professional Alliance of Con Edison) and JADE (Jewish Americans for Development and Empowerment), for a fall event called Keeping Safe in Uncertain Times.

In considering what part DEI could play in our clean energy future, we looked to the areas we serve. New York State's Climate Leadership and Community Protection Act stipulates that at least 35% of clean energy investments must benefit disadvantaged communities. We extended our interpretation of the rule so that our investments will impact employment opportunities within those communities. To help meet this goal, our Strategic Workforce Engagement team received added resources and expanded responsibilities. One way it's working toward the goal: The team now partners with high schools, community colleges, and community groups to shape curricula to meet the known needs of the clean energy future. These graduates will be especially well-equipped to handle in-demand jobs as we transition away from fossil fuels, build new infrastructure, and begin to operate in an exciting new way.

This past year saw us stand our ground, encourage safe speak, and take our work to the streets. When we sensed our field employees needed a better support structure, we created a team led by a licensed social worker to do that important work. When our survey results revealed employees' desire to hear more about our DEI progress, we began providing senior leaders with curated information to cascade.

At a time when DEI is scrutinized elsewhere, we look for opportunities to do better. Year after year, we've seen the difference that strong DEI practices can make within the company. That alone propels us to continue our commitment and keep moving forward.

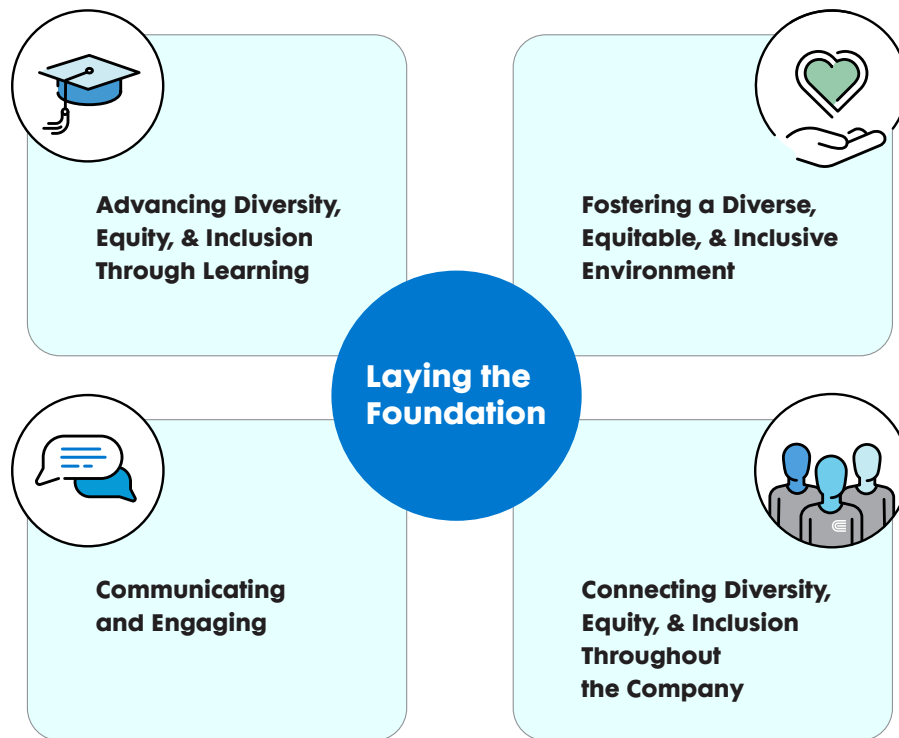
Tim Cawley, Chairman, President, Chief Executive Officer

Joan Jacobs, Vice President, Learning and Inclusion

Our Corporate DEI Strategy

Con Edison's corporate diversity, equity, and inclusion strategy is more important than ever. From the inception of our journey to today, we remain laser-focused on **four strategic goals: advancing DEI through learning, fostering a DEI environment, connecting DEI throughout the company, and communicating and engaging through a DEI lens.** We make investments in DEI initiatives to ensure all employees feel included and so that each person has a sense of belonging as they cultivate a purpose in the work they do.

4 Key Areas of Focus



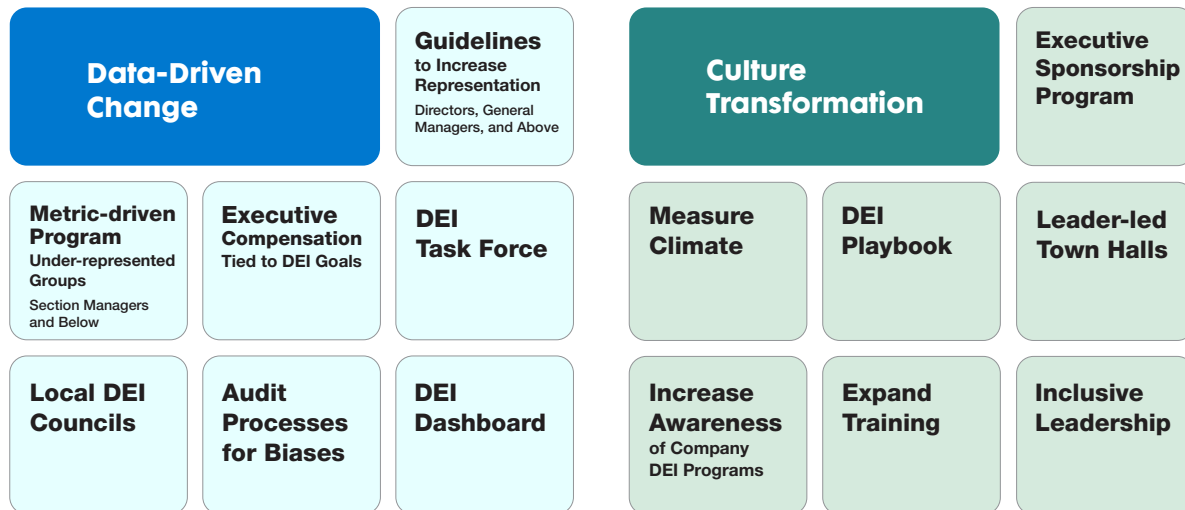
Our Corporate DEI Action Plan

Data-driven Change & Culture Transformation

In 2023, we completed the rollout of our 14-Point Action Plan. The goal of our plan is to equip leaders with the tools required to support a workplace where employees experience respect, fairness, value, and a sense of belonging. These 14 actions complement our existing DEI efforts to promote data-driven change and culture transformation that will strengthen us as a company as we move into the clean energy future. **The completion of the Action Plan rollout is not an indication that the work is done; the DEI Strategy and our Action Plan have been and continue to be our North Star toward an inclusive workplace for all employees.**

Our DEI Task Force—a team of mid-level managers—sought innovative ways to execute our Action Plan and DEI Strategy. Task force members facilitated the rollout of the second iteration of our DEI Inclusion Survey, worked on updating hiring tools to ensure interview questions reflected a commitment to DEI, facilitated a Global Diversity Equity and Inclusion Benchmarks Assessment, and organized and worked with the Local DEI Councils to further embed DEI into our culture.

Corporate Diversity, Equity, & Inclusion Action Plan





Advancing DEI Through Learning

Our foundational training remains an important part of our DEI strategy, because it helps create more fair, respectful, and inclusive educational environments for all employees. Our topics and facilitated interactivity enhance the quality of learning by exposing participants to diverse perspectives, experiences, and cultures, and by fostering critical thinking, empathy, and civic engagement. During 2023, we trained nearly 14,000 employees in an array of learning forums focused on DEI and Equal Employment Opportunity compliance.

Highlights

New training courses were implemented to support our overall work toward achieving a diverse, equitable, and inclusive workplace where everyone feels valued, included, protected, and respected. They include:

- **Leading A Culture of Psychological Safety** was created for management employees to learn key strategies to foster and support a safe environment. Through interactive discussion, participants learned what drives us toward a zero-harm culture and defines a pathway toward a diverse, equitable, inclusive, and innovative workplace.
- **Leading With Courage – How We Impact DEI** aimed to increase employees' understanding of characteristics that influence effective DEI leadership: self-awareness, curiosity, humility, and courage. The class explained how these characteristics will help leaders establish a culture of psychological safety to further advance DEI.
- **2023 Sexual Harassment Prevention**, an interactive online course, provided employees with an understanding of what constitutes sexual harassment. Participants learned how to report sexual harassment and received tips for performing different bystander interventions when confronted with a harassment scenario.
- **Respect and Equity in the Workplace** was designed to increase employees' understanding of harassment, discrimination, and related behaviors. It included a review of the company's non-discrimination and anti-harassment policies.



Fostering a DEI Environment

As we drive toward a clean energy future, we recognize that the work environment is also changing. To help our workforce become adaptable, we offer the tools to navigate these changes. Our strategic training programs communicate the importance of working in an environment free of bias. We provide relevant and constructive educational opportunities, we support employees' development by integrating DEI principles into our company culture, and we continue to build senior leadership's commitment to supporting a workplace that achieves diversity, equity, and inclusiveness.

Highlights

We introduced eight new DEI Conversational Toolkits in 2023. These resources provided managers and Local DEI Council leads with talking points, videos, and resources to facilitate various DEI topics:

- **Inclusion In Action** provides steps and strategies that can be implemented in the workplace to promote team cohesion, inclusivity, productivity, and more effective work environments.
- **Speaking Up Makes a Difference** shares the importance of speaking up and how allyship can foster an environment of safety and inclusion. These, in turn, encourage a speak-up culture where everyone is comfortable sharing their respectful perspectives freely with the knowledge their voice can make a difference.
- **Language for Inclusion** highlights what inclusive language is and means, why it matters, and the important role it plays as we work for greater understanding of diversity, equity, and inclusion.
- **I Am BUT I Am Not** offers an opportunity for discussion to gain awareness of stereotypes. It promotes the idea that we are so much more than what is seen on the outside.
- **Psychological Safety** reinforces that a psychologically safe workplace is both professionally and personally beneficial to our workforce. Employees also learn to understand the ways they can both recognize and influence an environment that is free of bias and safe for all.
- **Gender Pronouns** emphasizes ways to respectfully address coworkers in day-to-day conversations and routine interactions as we work to put inclusion into practice. By

building awareness of gender identity and the use of proper gender pronouns, employees learn to acknowledge and understand their importance

- **Overcoming Unconscious Bias – Cultivate Authentic Connections** promotes awareness of what our unconscious biases are, why they exist, and how our brains automatically come up with these assumptions. The importance of embracing individual differences, creating open communication, and building authentic connections are all discussed.
- **Be Curious – Foster a Culture of Inclusion** provides a deeper awareness of the importance of creating a safe space. Employees discuss how to build healthy interpersonal relationships, raise levels of awareness around inclusive behaviors, and foster a culture where inclusion is embedded in everyday interactions. They're encouraged to be curious and ask questions.



Connecting DEI Throughout the Company

We respect and appreciate the diversity of our workforce. This drives our efforts. Our policies and procedures are anchored by the four pillars of our DEI strategy: advancing DEI through learning, fostering a DEI culture, connecting DEI throughout the company, and communicating and engaging through a DEI lens. By establishing clear, measurable goals and encouraging constructive dialogue about DEI, we continue to embed a workplace principle: the expectation that employees will be encouraged to uplift their voices with ideas. As we look to the future, we are also focused on recruiting, hiring, and developing a workforce that is equipped to succeed in the clean energy future.

Highlights

- **Record Hiring** – In 2023, Con Edison hired 1,677 employees—a level of hiring not seen for 50 years. Women and people of color (including Latino, Asian, and Black employees) were hired at greater percentages than their current representation in our workforce.
- **Veteran Recruitment** – In total, we recruited 81 veterans in 2023. Our talent management team:
 - Worked with Central Operations to source and hire 15 veterans for field inspector positions.

- Continued to recruit at Military Transition Centers stateside and overseas. This allowed us to meet and guide potential employees while they were still serving, or ready to return to their hometowns and process out of the service.
 - Participated in the program Veterans in Energy Military Base Energy Awareness/Hiring Campaigns at Camp Lejeune, North Carolina and Camp Pendleton, California.
 - Met with counselors from Airman for Life at Yokota Air Base, Japan, to discuss opportunities for transitioning service members who are interested in careers in the energy industry. This led to additional contacts in Guam, South Korea, and Hawaii.
 - Attended the Student Veterans Association Convention in Orlando, Florida, to identify prospective employees.
 - Joined 20 energy companies for the first Energy Row in Norfolk, Virginia, an initiative to bring more military members into the energy industry.
 - Exhibited at a career fair at the United States Military Academy in West Point, New York.
-
- **Corporate Mentoring** – Mentorship is an important part of our corporate culture, so we:
 - Wrapped up our first Executive Sponsorship Program mid-year and launched a second cohort with 25 sponsors and 25 sponsored employees. One part of our 14-Point Action Plan, this program is focused on developing a strong pipeline of diverse leaders with a minimum 50% people of color and 50% women as participants.
 - Offer employees an opportunity to be mentored by executives through our Executive Mentoring Program. In 2023, the program had 104 participants: 25 mentors and 79 mentees.

- **Leadership Development** – We believe that preparing our leaders for the future is a critical component to their success, so we:
 - Redesigned and relaunched the Business Academy, Con Edison’s signature leadership program for high-potential leaders. This program’s objective is to build a dynamic coalition of leaders who are prepared to guide the company through an uncertain and increasingly competitive future by focusing on individual leadership, organizational leadership, and business acumen. Key topics highlighted in the new program include leading our transition to a clean energy future; executive presence; diversity, equity, and inclusion; financial acumen; data analytics; and AI.
 - Introduced recent college graduates to the energy industry through our Leadership Development Program, which offers a series of rotational learning experiences. In 2023, 32 management associates participated in the program. Women comprised half of the cohort, and 69% were of diverse backgrounds.
 - Provided technical and leadership development for recently promoted union employees through our Tools for Employees Advancing into Management Program. In 2023, 124 candidates graduated from the program.
 - Offered the training, tools, and resources that are necessary to be effective frontline leaders through O&R’s Leadership, Education, and Development Program. Fourteen candidates graduated from the program.

- **CEO Action for Diversity & Inclusion** – Chief Executive Officer Tim Cawley, along with Orange & Rockland Utilities President Bob Sanchez, joined with more than 2,000 peers from the world’s leading companies and universities to advance DEI across their organizations. They heard from speakers and explored diversity, equity, and inclusion through the lens of Environmental, Social, and Governance (ESG), with a specific focus on data and transparency. Each CEO signed a pledge to create a more diverse, inclusive, and equitable workforce and:
 - Cultivate environments that support open dialogue on complex—and often difficult—conversations around diversity, equity, and inclusion.
 - Implement and expand unconscious bias education and training.
 - Share best-known diversity, equity, and inclusion programs and initiatives—as well as those that have been unsuccessful.

- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies.
- Continued our participation in the CEO Action for Racial Equity Fellowship Program through CEO Action for Diversity and Inclusion. The aim of this program is to identify, develop, and promote scalable and sustainable public policies and corporate engagement strategies that will advance racial equity, address social injustice, and improve societal well-being. Joeann Walker, an attorney from our Law department, is representing us in this important initiative.



Communicating & Engaging

Our Employee Resource Groups (ERGs) positively impact our workforce by shaping employees' experiences and creating events that celebrate our diversity within and across groups. This was made clear by a 22% increase in participation in 2023—nearly 5,000 employees are now members of one or more ERGs, including nearly 280 O&R employees. Our number of ERGs also grew: MILE (Muslims for Inclusivity, Learning, and Empowerment) formed to be a voice for the Muslim community and became our 11th group. On an organizational level, our Local DEI Councils continue to elevate DEI issues and support ERG events. (The O&R Multicultural Advisory Council performs the same functions for all of O&R.) The year capped with an ERG End-Of-Year Celebration, which featured traditional dance, a fashion show, an array of cultural foods, and more. It drew nearly 200 participants and raised cultural awareness in a joyful atmosphere.

Highlights

In 2023, our DEI groups sponsored celebrations, information sessions, virtual tours, and more.

- **APACE**

Asian Professional Alliance of Con Edison

- Celebrated Asian American and Pacific Islander Heritage Month with a variety of events, including Cultivating the Tea Culture and a discussion about *Yellow: Race Beyond Black & White* with author and Queens College President Frank Wu.
- Observed Lunar New Year, Eid al-Fitr, Philippine Independence Day, and Diwali.
- Participated in community service outings for Habitat for Humanity and the Queens Botanical Garden.

- **BUILD**

Blacks United in Leadership and Development

- Celebrated Black History Month by hosting thought-provoking events, including Civic Engagement with Hon. Robin K. Sheares and Social Impact Panel: People for the Culture.
- Acknowledged Juneteenth, which commemorates the emancipation of enslaved Black Americans in the United States, with an event that celebrated self-determination, citizenship, and democracy through literature, poetry, music, food, and dance.

- **CapeABLE**

Advocating, Belonging, Leading,
Engaging Individuals With Disabilities

- Co-hosted the Mark Morris Dance Group's two-part series "Disability Inclusive Dance with Moms On IT/Dads Matter".
- Hosted Invisible Disabilities: Seeing Ourselves and Others with Compassion Lunch & Learn with the Employee Wellness Center.
- Held a Global Accessibility Awareness Day event with The Digital Factory.

- **CLARO**

Cultivating Leadership and Actively Realizing
Opportunities | Hispanic Heritage

- Celebrated Hispanic Heritage Month by sponsoring a community wellness event with a 5K walk/run in Inwood Park and hosting a Latinx in the Energy Transition panel discussion.
- Continued its Get to Know Your Executive series, which encourages open conversations between employees and company leaders.
- Co-hosted with CapeABLE a year-long Dance 2 Fitness series featuring salsa, yoga, and Zumba classes designed to raise awareness of the mental and physical health benefits that come from dance and movement.

- **Emerald Society of Con Edison**

Irish Heritage

- Celebrated Irish American Heritage and Women’s History months with a virtual tour of the Lower East Side Tenement Museum that featured the Moore family, and shared how Irish immigrants navigated a diverse city, maintained pride, and built community in lower Manhattan.
- Co-hosted events, including Focus on Wellness and Coping with Stress.

- **LGBTQ+**

- Celebrated Pride Month with events, including Poetic Expressions from LGBTQ+ Authors; Pronouns 101: A Beginners Guide to Inclusivity; and Discovering Alice Austen House, a historic house and museum focused on LGBTQ+ history and the pioneering American photographer who captured over 8,000 images of her life.
- Participated in the New York City AIDS Walk.
- Hosted a Transgender Day panel discussion.

- **JADE**

Jewish Americans for Development and Empowerment

- Celebrated Jewish Heritage Month by hosting I’ll Have What She’s Having: The Jewish Deli Lunch & Learn with the New York Historical Society.
- Sponsored Healing During Tragedy, a discussion with Rabbi Reuven Ibragimov that offered a message of hope and perseverance following the October attack on Israel.
- Co-hosted an event with HIAS, a non-partisan international Jewish humanitarian organization that provides vital services to refugees and asylum seekers in more than 20 countries.

- **Moms ON IT/Dads Matter**

- Led quarterly information sessions for employees that discussed the following company policies: family leave, maternity leave, parental leave, adoption benefits, and breastfeeding support.
- Co-hosted with WOCE a women’s health Lunch & Learn featuring Kelly Springer R.D., M.S., CDN, which covered different life phases and instructed men in how to recognize their role in supporting and understanding women’s health matters.
- Held the discussion Parenting Children with Technology to promote awareness for parents with children from preschool through college.

- **MAC**

O&R Multicultural Advisory DEI Council

- Restructured to focus on growing the Council to 22 members, including leadership.
- Co-hosted Mental Health Awareness Lunch & Learn featuring Lana Rumore, LMHC, director of Adult Rehabilitative Services at the Mental Health Association of Rockland.
- Sponsored numerous community blood drives.
- Hosted end-of-year Celebrate the Season event with the ERGs.
- Held quarterly Lunch & Learn sessions with support from the Office of Diversity & Inclusion.
- Engaged with employees during Customer Service Week and Spring Safety Day.
- Hosted an O&R ERG info session to provide employees an opportunity to connect with and learn about the ERGs.

- **MILE**

Muslims for Inclusivity, Learning, and Empowerment

- Formed at the end of the year to be a voice for the Muslim community, and to help educate colleagues, improve understanding, and provide support.
- Collaborated with APACE, JADE, and Corporate Security for the discussion Keeping Safe in Uncertain Times.

- **Veterans of Con Edison**

- Co-hosted a Lunch & Learn about resources and benefits for veterans with CapeABLE, the NYS Department of Veterans Services, and AFLAC.
- Supported and participated in the annual Tunnel to Towers 5K Run/Walk.
- Held Memorial Day observances across 13 locations in both Con Edison and O&R service territories.
- Sponsored an annual Military Appreciation Month event featuring former U.S. Navy Seal Team One member Curt Cronin.
- Attended the Veterans in Energy Leadership Forum in Washington, D.C.

- **WOCE**

Women of Con Ed

- Celebrated Women’s History Month with a monthlong series of programs centered on the theme Celebrating Women Who Tell Our Stories.
- Increased monthly membership in Lean In Circles by 18%. In 2023, topics changed quarterly, and each monthly conversation was designed to build upon the last.
- Featured women of Con Edison and Lean In Circles on Instagram and LinkedIn.

- **ERG Membership**

Employee Resource Groups of Con Edison	Members
APACE · Asian Professional Alliance of Con Edison	777
BUILD · Blacks United in Leadership and Development	415
CapeABLE · Individuals With Disabilities Advocating, Belonging, Leading, Engaging	173
CLARO · Hispanic Heritage Cultivating Leadership and Actively Realizing Opportunities	450
Emerald Society of Con Edison · Irish Heritage	800
JADE Jewish Americans for Development and Empowerment	181
LGBTQ+	205
MILE Muslims for Inclusivity, Learning, and Empowerment	174
Moms ON IT/Dads Matter	837
Veterans of Con Edison, Inc.	595
WOCE · Women of Con Ed	383
Total Membership	4,990



Awards and Recognitions

We're honored that our company and our employees received numerous accolades from trade groups, community organizations, and prominent publications in 2023.

Highlights

- The Asian American Business Development Center Outstanding 50 Asian Americans in Business Award 2023 Winner: **Jackson Koo**
- American Business Women's Association Ruth Whitehead Whaley Corporate Diversity Award
- AHRC (Advocacy, Humanity, Reimagination, Change) NYC 2023 Anne Kraus Award Winner: **Toni Agovino**
- ASPIRA of New York 2023 Circle of Latino Achievers Award Winner: **Omar (Yadiel) Ayala**
- *Black EOE Journal* 2023 Best of the Best: Top Utilities Energy, Oil & Gas Company; Top Employers Company; and Top Supplier Diversity Program
- **Edgar Roque** named as Business Council of Westchester 40 Under 40 Rising Star
- **Bobby Kennedy** included on *City & State* 2023 Above & Beyond: Innovators
- **Jen Hensley** designated as *City & State* 2023 Above & Beyond: Women
- **Gus Sanoulis** named to *City & State* 2023 Construction Power 100
- **Richard David** made the *City & State* 2023 Queens Power 100
- **Elvimar Rivas** named a *CS Week* 2023 Expanding Excellence Award Rising Star
- Disabled American Veterans 2023 Patriot Employer Award
- *DIVERSEability Magazine* 2023 Best of the Best: Disability-Friendly Company
- DiversityFIRST 2023 Top 50 Companies for Diversity
- Employer Support of the Guard and Reserve Seven Seals Award 2023
- Fair360 (DiversityInc) Top Regional Companies, Top Utilities, Top Company for Philanthropy 2023

- *Forbes* 2023 The Best Employers for Diversity, America's Best Large Employers, and Best in State Employer
- Glassdoor Employees' Choice Awards: Best Places to Work 2023
- Harlem YMCA 51st Annual National Salute to Black Achievers in Industry 2023 Winner: **Joe White**
- Harlem YMCA 2023 Deloitte Corporate Community Award
- *Hispanic Network* 2023 Best of the Best: Top Utilities Energy, Oil & Gas Company; Top Employers Company; and Top Supplier Diversity Program
- **Jennifer Jensen** made the *Irish Echo* 2023 40 Under 40
- *Irish Echo* 2023 First Responders Award Winner: **Brian McGeever**
- LanguageLine Solutions 2023 Client of the Year Award
- *Latina Style* 2023 Top 50 Best Companies for Latinas
- **Janette Espino** recognized as *Latina Style* 2023 Top 16 Corporate Latina Executives of the Year
- *Manage HR magazine* Talent Management 2023 Award Winner: **Rebecca Lynch**
- *Military Times* 2023 Best for Vets Employer
- *Professional Woman's Magazine* 2023 Best of the Best: Top Utilities Energy, Oil & Gas Company; Top Employers Company; and Top Supplier Diversity Program
- Schneps Media 2023 Latin Impact Award Winner: **Elvimar Rivas**
- **Robert Sanchez** named a Schneps Media PoliticsNY 2023 Power Player
- Summer Youth Employment Program 2023 Employer of the Year
- Vanderbilt YMCA 2023 Adult Volunteer of the Year Winner: **Joseph McGowan**
- YWCA 2023 Emerging DEI Leader Award Winner: **Donella Walker**
- *U.S. Veterans Magazine* 2023 Veteran-Friendly Company
- Vets Indexes 4 Star Employer 2023 Award



Supplier Diversity

For over half a century, we have demonstrated our commitment to the community by increasing our spending with diverse suppliers. Con Edison understands that adding diverse suppliers to our supply chain is not just an ethical obligation but also a business benefit: The more diverse businesses that are allowed to develop, the more they stimulate the economy.

We recognize supplier diversity as an opportunity to leverage the dollars we spend to spark economic growth within our service territory. In 2023, we spent \$569 million with diverse suppliers and \$702 million with small businesses, creating a positive impact on the communities we serve. In the decades that we've focused on supplier diversity, we've developed a diverse network of suppliers that contributes to a strong and sustainable business model that allows us all to thrive. The collaboration and diverse perspectives our partners bring to the process lead to more impactful and innovative solutions for our customers.

In 2023, we launched EquiTEA (Transformational, Engagement, and Action) roundtables to help remove barriers for diverse suppliers. This initiative aims to provide access for women-owned, minority-owned, and small businesses to interact with and secure business from internal customers and supply chain-sourcing professionals. During 2023, we held three roundtables with Asian-, women-, and Black-owned businesses, and helped over 25 companies increase their visibility, enhance their participation, and be positioned to bid for contract opportunities.

Our Green Energy Opportunities and Clean Energy Training programs have helped us build a network of partners that shares Con Edison's dedication to diversity and our goal of a clean energy future. The Clean Energy Academy is a partnership among our Customer Clean Energy Programs (formerly Energy Efficiency Programs), Willdan Energy Solutions, New York State Energy Research & Development Authority, and nonprofit organizations, including WeAct for Environmental Justice, the Fortune Society, Green City Force, and Nontraditional Employment for Women.

Through these collaborations, we leverage energy efficiency projects paid for by Con Edison to create contract opportunities for Minority and Women-Owned Business (MWBE) subcontractors and jobs for low-income New York City housing residents. So far, the Clean Energy Academy has yielded over \$30 million in contract opportunities for MWBE subcontractors. It has trained 1,020 New Yorkers to date in electrical and mechanical building systems, such as lighting, HVAC, and refrigeration. (In 2023, 437 participants were from disadvantaged communities and 288 were minorities and women, including 212 who were from low-income households.) We will continue to work with our partners to support and grow this program; in fact, the academy has already secured \$3.6 million to train more than 1,600 students in 2024. This innovative program supports our diversity goals while helping Con Edison achieve its goals of reducing energy use and related costs for customers.

Explore the Data

Employees										
	2019		2020		2021		2022		2023	
Total Employees	14,596		14,066		13,871		14,319		14,592	
Women	3,123	21.40%	3,085	21.93%	3,036	21.89%	3,239	22.62%	3,386	23.20%
People of Color	7,080	48.51%	6,900	49.05%	6,890	49.67%	7,398	51.67%	7,821	53.60%
Black	3,043	20.85%	2,931	20.84%	2,887	20.81%	3,152	22.01%	3,401	23.31%
Asian	1,256	8.61%	1,239	8.81%	1,262	9.10%	1,327	9.27%	1,436	9.84%
Native American	40	0.27%	43	0.31%	44	0.32%	44	0.31%	45	0.31%
Hispanic	2,599	17.81%	2,540	18.06%	2,551	18.39%	2,723	19.02%	2,809	19.25%
White	7,516	51.49%	7,166	50.95%	6,981	50.33%	6,921	48.33%	6,771	46.40%
Pacific Islander	30	0.21%	28	0.20%	32	0.23%	35	0.24%	35	0.24%
Two or More Races	112	0.77%	119	0.85%	114	0.82%	117	0.82%	95	0.65%

Hires										
	2019		2020		2021		2022		2023	
Total Employees	516		394		709		1,564		1,677	
Women	200	38.76%	127	32.23%	149	21.02%	496	31.71%	548	32.68%
People of Color	296	57.36%	223	56.60%	400	56.42%	1,045	66.82%	1,150	68.57%
Black	124	24.03%	86	21.83%	160	22.57%	497	31.78%	550	32.80%
Asian	57	11.05%	61	15.48%	78	11.00%	173	11.06%	204	12.16%
Native American	4	0.78%	3	0.76%	4	0.56%	12	0.77%	6	0.36%
Hispanic	105	20.35%	69	17.51%	146	20.59%	346	22.12%	375	22.36%
White	220	42.64%	171	43.40%	309	43.58%	519	33.18%	527	31.43%
Pacific Islander	4	0.78%	0	0.00%	5	0.71%	6	0.38%	7	0.42%
Two or More Races	2	0.39%	4	1.02%	7	0.99%	11	0.70%	8	0.48%

Explore the Data

Promotions										
	2019		2020		2021		2022		2023	
Total Employees	1,176		1,298		1,078		1,402		1,449	
Women	265	22.53%	256	19.72%	218	20.22%	326	23.25%	329	22.71%
People of Color	574	48.81%	606	46.69%	543	50.37%	700	49.93%	802	55.35%
Black	225	19.13%	260	20.03%	205	19.02%	268	19.12%	319	22.02%
Asian	95	8.08%	94	7.24%	100	9.28%	110	7.85%	129	8.90%
Native American	6	0.51%	7	0.54%	6	0.56%	5	0.36%	6	0.41%
Hispanic	233	19.81%	236	18.18%	222	20.59%	301	21.47%	331	22.84%
White	602	51.19%	692	53.31%	535	49.63%	702	50.07%	647	44.65%
Pacific Islander	7	0.60%	3	0.23%	5	0.46%	4	0.29%	4	0.28%
Two or More Races	8	0.68%	6	0.46%	5	0.46%	12	0.86%	13	0.90%



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