



Powering Progress

TVA strengthens Inclusion with Diversity in 2023, demonstrating uncompromising commitment and accountability for employees and the people it serves.

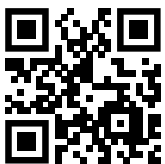
A core value

TVA embraces and celebrates diversity to foster belonging and build a more inclusive and equitable future.

At TVA, diversity is at the center of our organization’s culture, solidified by our commitment to create a more inclusive work environment. We recognize there is work to do, and each day we reflect on an organization that was built by the people for the people more than 90 years ago. Our mission is simple: To serve all who live, work and play in the Valley. And we uphold connection and community as the key factors to get us there.

Inclusion is a journey, not a destination and TVA has made strides during the past year to continue the progress. We have:

- Increased the visibility of the Inclusion with Diversity (IwD) Council internally and externally.
- Partnered with the Trades and Labor Council for Annual Employees to strengthen diversity of the hiring pool.
- Incorporated performance goals focused on Inclusion with Diversity for every leader to build an accountability framework for progress.
- Increased the number of women and people of color in leadership.
- Trained and supported leaders to deliver IwD content through forums that cover a range of DEIA topics specific to their business units, demonstrating the importance of an inclusive workplace.
- Piloted a diverse interview panel initiative with the goal of providing prospective employees with an interview panel whose demographics represent diverse perspectives.
- Increased supplier diversity through Ready Now, a mentorship program designed to prepare diverse small business owners to work with TVA.
- Cultivated support for nine Employee Resource Groups (ERGs) to encourage employee development and foster community.
- Partnered with Catalyst Sports and the Tennessee State Parks System to make nature trails in the Valley more accessible for those with physical limitations.
- Named one of Fair 360’s Top Utility Companies, a 2023 Top Military Friendly Employer, and a 2023 Leading Disability Employer from the National Organization on Disability.



Read the full report at
tva.com/diversity