

2022

CASE STUDY

Con Edison, Inc.:
The Importance of Inclusion & Collaboration



Veterans in Energy

www.veteransinenergy.org

THE SITUATION



conEdison, inc.

Con Edison asked the Veteran ERG to learn why veterans were leaving the company.

Con Edison, Inc. a New York-based company that operates one of the world's largest energy delivery systems to over 10 million customers, has a focus on veteran hiring and employs 700 prior service members with 65 currently serving in the National Guard or Reserves. The company asked the Veterans of Con Edison (VOC) ERG to gain a better understanding of why veterans were leaving the company.

The VOC ERG elected to partner with other Con Edison ERGs for the purpose of collaboration and celebration of their unique history and the shared contributions of each group.

Stephanie Roper, one of the VOC Co-Leads said, "These events celebrated our differences while recognizing that we are more alike than we are different."

THE SOLUTION



The Veterans of Con Edison, Inc. (VOC) ERG hosted four different events in partnership with other Con Edison ERGs

➤ **Black History Month (February)**

- Celebrating the Contributions of Blacks in the Military
 - Collaboration with Blacks United in Leadership & Development ERG
 - Showcasing two VOC Members, Marshall C. Nichols (UMC) and Kieron Alleyne (UMC)

➤ **Irish History Month (March)**

- Celebrating the rich history of the "Fighting 69th"
 - Collaboration with the Emerald Society ERG
 - Historical Virtual Tour of the 69th Armory Regiment

➤ **Asian Pacific American Heritage Month (May)**

- Celebrating Asian American Men & Women in the Military
 - Collaboration with Asian Professional Alliance of Con Edison ERG
 - Showcasing three VOC Members - Mark Simon (USAF), Julie Yong (USN), and Dan Chen (USMA Graduate)

➤ **National Service Dog Month (September)**

- Celebrating veterans with service disabilities
 - Collaboration with CapeABLE ERG & NYS Division of Veterans' Services
 - Execution of the PAWS Act of 2021

RESULTS & BENEFITS

Corporate Goals

Career Development

Community Involvement

Cultural Awareness

Corporate Goals:

- Advances diversity, equity & inclusion strategies
- Shows commitment from the top down and from the bottom up
- Fosters comradery, a sense of belonging, and aids veteran retention

Career Development:

- Helps navigate the unknown & develop a new “civilian” career path
- Provides greater access to resources & information
- Increases the opportunity to network across all levels of leadership

Community Involvement:

- Increases interest & participation in veteran-serving volunteer events
- Expands awareness of veteran needs within the communities served
- Provides veteran supporters with an opportunity to “give back” to those who served/are serving within their own community

Cultural Awareness

- Intersectionality creates opportunities to learn from others
- Helps to dispel stereotypes by learning more about the veteran & their unique experiences
- Aids the veteran’s transition by providing insight and guidance on maneuvering the civilian workplace / culture

VETERANS IN ENERGY MISSION



Merging military backgrounds, leadership experience, and a commitment to veterans helping veterans, VIE has identified three areas of focus:



Veterans in Energy

Veterans in Energy (VIE) provides transition, retention and professional development support to military veterans. The energy industry has a long history of employing military veterans because they have training and skills that match those required for technical, engineering, support and leadership positions in energy companies.

Through education and networking, VIE is focused on working with energy companies to improve the working environment, career development, and quality of life for military veterans and spouses working in the energy industry.



Networking: Understanding the support of one veteran to another, VIE works to connect military veteran employees for the purpose of leadership growth and professional development.



Leadership: Providing leadership training and opportunities at state, regional, and national levels.



Corporate support: Working with energy companies nationwide to create and implement Employee Resource Groups (ERGs) and professional development opportunities for their employees.



Partnerships

