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Tennessee Valley Authority

Regional Diversity Councils – October 23, 2008



Corporate Responsibility & Diversity

- **Ethics**
- **Diversity**
- **Equal Opportunity Compliance**
- **Office of the Ombudsman**
- **Community Relations**
- **Board Services**



Diversity – Good for Business

Diversity encompasses gender, age, background, religion, geographical roots, experiences, language, point-of-view, and levels of ability and disability.



Diversity – Good for Business

Scott E. Page

THE DIFFERENCE

HOW THE POWER OF DIVERSITY
CREATES BETTER GROUPS, FIRMS,
SCHOOLS, AND SOCIETIES

Scott Page is a professor of complex systems, political science and economics at Michigan.

His book is *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies.*

The Diversity Council Initiative

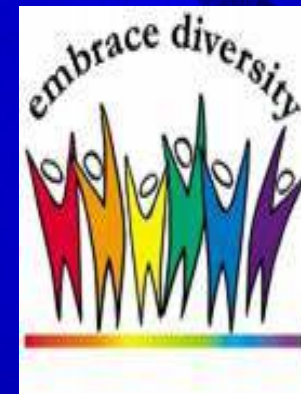
- **Alignment with TVA's CSFs and Strategic Plan.**
- **Executive sponsorship from Tom Kilgore embraced by Diversity Council and filtered down to the line orgs by way of the Business Council and organization councils.**
- **Business justification for the initiative.**
- **Managerial incentives for participating in affirmative employment, diversity recruitment, and retention efforts.**
- **Input and support from HR service managers, plant managers, special interest organizations, Trades and Labor Council, salary policy unions, and partner contractors.**
- **Communications package that highlights diversity activities, challenges, and successes.**



Diversity & the Strategic Plan

The Strategic Plan asks us to build a work environment in which employees are valued and take pride in their performance.

A key to building the right work environment is to demonstrate our commitment to diversity and ensure that differences are valued and respected in our workplace.





Diversity Council

Enhance the Council by aligning it with TVA's current organizational structure and affirmative employment plans.

Continue to support TVA's critical success factors and strategy to optimize a diverse workforce at TVA.

Diversity Council Structure

Executive and Regional Diversity Councils

The Executive Council will:

- Establish and communicate TVA's affirmative employment and diversity vision and goals.
- Model managing diversity behavior and hold organizations accountable for meeting affirmative employment and diversity goals.
- Appoint key members to the Regional Diversity Councils (RDC's).

Executive Council Members

- Ken Breeden, EVP, Customer Resources
- Vyrone Cravanas, Manager, Diversity Dev.
- Maureen Dunn, EVP & General Counsel
- Bridgette Ellis, SVP, OE&R
- Kim Greene, CFO & EVP, Financial Services
- Tom Kilgore, President & CEO
- John E. Long, Jr., CAO & EVP, Admin. Svs.
- Bill McCollum, COO
- Emily Reynolds, SVP, CG & VR
- Phil Reynolds, VP, Human Resources
- Ronald H. Rogers, Interim EVP, PSO

Regional Diversity Councils

The Regional Diversity Councils will:

- **Partner with Executive Council in implementing affirmative employment and diversity goals.**
- **Serve as diversity advocates and change agents.**
- **Develop partnerships with internal and external groups.**
- **Leverage diversity in support of business objectives, TVA policy, and federal requirements.**
- **Provide feedback on diversity initiatives to the Diversity Council.**
- **Communicate diversity initiatives and successes across TVA.**

Regional Diversity Councils

The RDC members will be:

- A cross-section of interested managers and employees from various organizations, office locations, and plant sites.
- Knowledgeable about their organizations' business and operations.
- Informed about key “people” issues.
- Able to effect or influence change in their organizations on key diversity issues.



Regional Diversity Council Meetings

- The Organizational Councils shall meet at least quarterly, and more frequently as necessary, to carry out their duties and responsibilities.
- Meetings of the councils may be called by the Senior Vice President of Corporate Responsibility & Diversity or the Manager of Diversity Development.

Regional Diversity Council Duties and Responsibilities

- Communicate TVA's diversity vision and goals.
- Serve as a forum for identifying and resolving diversity issues, and sharing diversity-related information.
- Foster a work environment where differences are valued and respected, and a culture where quality people want to work and contribute to TVA's success.
- Hold organizations accountable for implementing diversity efforts and initiatives of the councils.
- Review and assess workforce diversity demographics.

Special Emphasis Activities

- Disability Employment Awareness – October
- American Indian Heritage – November
- Martin Luther King, Jr. – January 19, 2009
- Black History – February
- Women’s History – March
- Asian/Pacific Islander Heritage – May
- Diversity Appreciation – August
- Hispanic Heritage - September

Question or comments . . .

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Conclusion

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*Appalachian Regional Commission Presentation –
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