



# Diversity Moment

Michael Coyle

Chief Diversity, Equity & Inclusion  
Officer – Corporate Client Services

PJM Interconnection

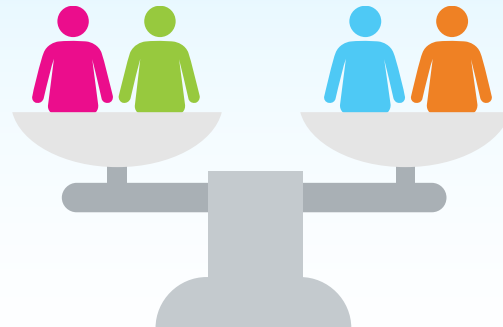
## Diversity

Is any difference that can make a difference



## Equity

Is fairness in structures and systems



## Inclusion

Is people feeling a sense of belonging and being comfortable expressing themselves



## ALLIES: WORKING TOGETHER



Diversity

Are willing to **explore their own and new perspectives with humility** in order to flex personally and to inspire change in others



Equity

**Play a crucial role** in reducing the occurrence of micro-inequities



Inclusion

**Create safe spaces** to bring about environments where everyone feels a sense of belonging and is comfortable expressing themselves





# I CARE Represents PJM Core Values

## PJM Core VALUES I CARE

These core values define the culture of teamwork we strive for at PJM Interconnection. The employee-defined core values are summarized by the acronym I CARE. The acronym begins with an "I" but is completed by a group of letters that each add value, like a successful team. PJM's success depends on our individual commitment to these core values, to our fellow employees and to our member companies.

### INTEGRITY

Behaving in an open, honest, trustful manner both professionally and personally.

**I act with integrity when I:**

- Maintain confidentiality and am worthy of trust.
- Follow through on what I have committed to do.
- Stand up for what I believe is right for PJM, as opposed to furthering a personal agenda.
- Behave professionally, displaying good character and high ethical principles.

### COMMUNICATION

Freely exchanging information, thoughts and concerns in an open, timely manner.

**I communicate effectively when I:**

- Listen to others with an open mind and a caring attitude.
- Solicit input and perspectives of those with different areas of expertise before making decisions.
- Distribute information promptly to all who are affected.
- Proactively share information, expertise, processes and ideas openly and accurately.
- Acknowledge limitations and request assistance when necessary.

### ACCOUNTABILITY

Being responsible for our actions and our outcomes.

**I am accountable when I:**

- Perform and complete tasks accurately and on time.
- Effectively manage resources provided.
- Meet agreed-upon standards and obligations.
- Admit mistakes and share lessons learned.
- Take responsibility for actions as an individual and as a member of a team.
- Behave in an open, honest, trustful manner both professionally and personally.

### RESPECT

Treating others fairly and with courtesy, emphasizing teamwork and valuing what each individual has to contribute.

**I show respect when I:**

- Show politeness and consideration for others.
- Recognize and accept the different abilities, backgrounds, cultures and needs of each individual.
- Openly acknowledge the contributions of others.
- Actively demonstrate and encourage equitable treatment of everyone.

### EXCELLENCE

Striving to achieve exceptional performance through teamwork and providing outstanding service.

**I exhibit excellence when I:**

- Consistently deliver quality in a timely manner.
- Accept change and risk, while welcoming changes.
- Help others to maximize their abilities.
- Take pride in my work and continually seek to improve.
- Work effectively with others for the good of all.

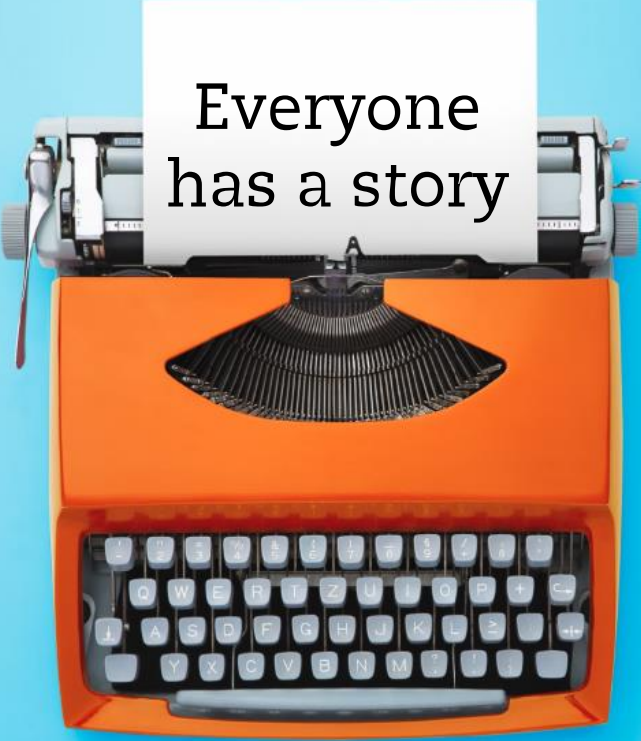
Integrity | Communication | Accountability | Respect | Excellence

## RESPECT

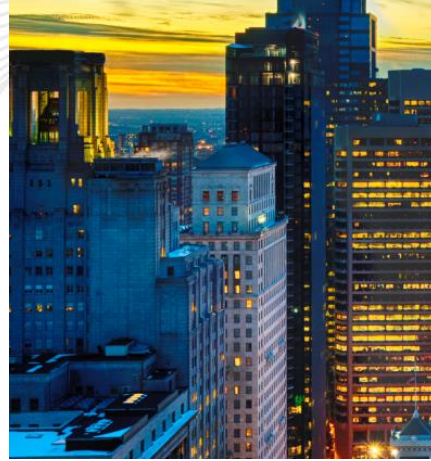
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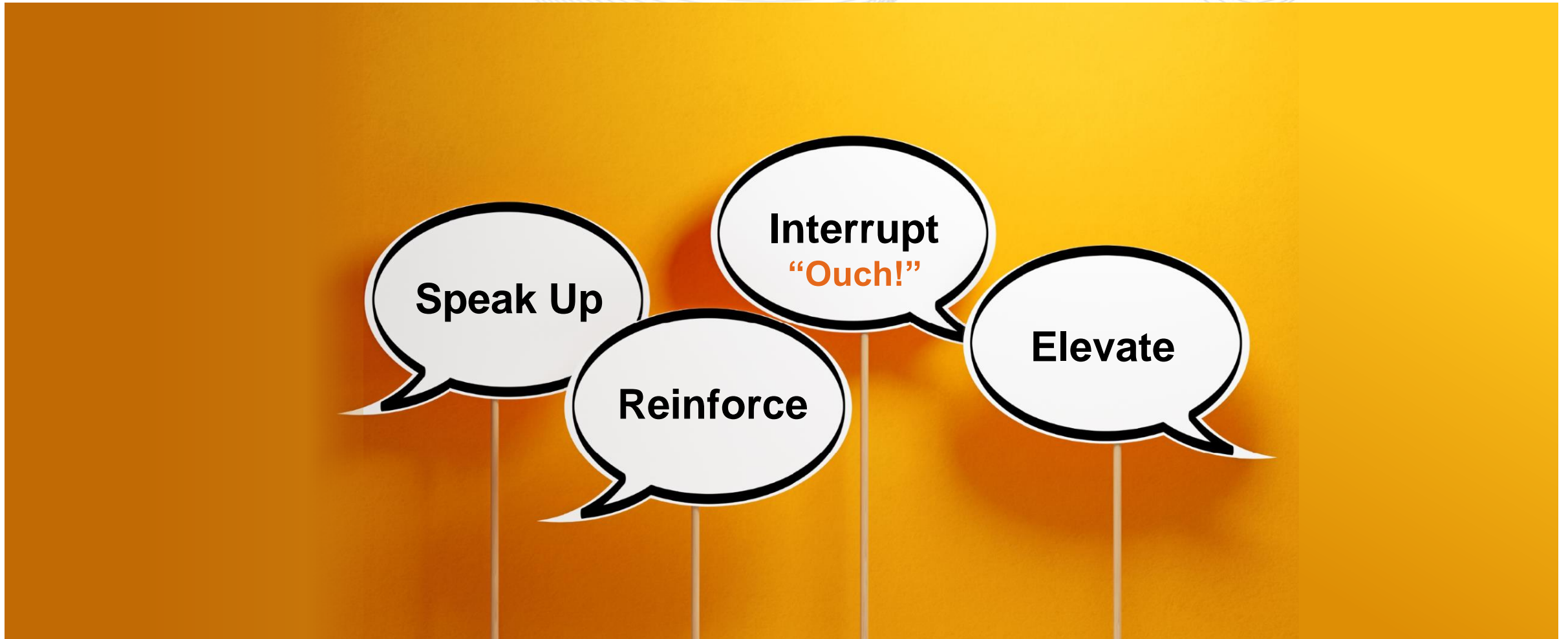
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A top-down view of a bright orange typewriter with a white sheet of paper inserted. The paper has the text 'Everyone has a story' printed on it in a black serif font. The typewriter is centered on a light blue background.

Everyone  
has a story







## You always have an Ally in PJM team members!

Contact a member of the Stakeholder  
Affairs or Compliance Teams if you have  
a concern or need help.

**Anonymously reach out to the PJM Compliance Hotline,**  
by calling 866-776-6942 or through the [online portal](#).