

Tammy Miller Started a Woke DEI Program



Diversity, Equity and Inclusion (DEI)

Our starting point

- **Unity Council:** The Unity Council was established in 2020 to celebrate diversity and inclusion while promoting equity, understanding and a sense of belonging, so all employee-owners can build a stronger foundation for Border States and the communities where we work and live.
- **Employee-owner Resource Groups:** The Employee-owner Resource Groups (also known as ERGs) were established in 2023 to foster an inclusive environment where all employee-owners at any level of tenure and any career position can help facilitate a company culture that is safe, welcoming and equitable to all. All groups accomplish Diversity, Equity and Inclusion initiatives through educational trainings, workshops, focus groups, surveys, speakers and community service opportunities.

Where we're headed

Our Do Good Key Result: Our diversity of leadership in each of our 11 areas mirrors the population of the community by 2027.

Diversity, Equity and Inclusion Training at Border States

Our Diversity, Equity and Inclusion training encompasses multiple opportunities in keeping with our diverse employee-owners' needs companywide.

173 employee-owners

accessed the glossary of terminology around Diversity, Equity and Inclusion in our training platform, the Learning Warehouse.

972.5 hours

of Unconscious Bias training for non-leaders.

426 hours

Allyship at Work Part 2 (leaders).

108 employee-owners

accessed an updated "Development Opportunities" guide in the Learning Warehouse to include ERGs.

318 hours

of Unconscious Bias training for leaders.

194 hours

Allyship at Work (leaders).

According To Her 2023 Statement Of Financial Interests and her personal LinkedIn, Miller Has Continued To Serve As Director And Board Chair Of Border State Electric Through At Least January 2023. (2023 Statement Of Financial Interests, North Dakota Secretary Of State, Filed 1/2/23)

ASSOCIATION OR INSTITUTION	CAPACITY	SELF	SPOUSE
Border State Electric	Director & Board Chair	X	



Tammy Miller
Lieutenant Governor - State of North Dakota

Full-time
Apr 2020 - Jan 2023 · 2 yrs 10 mos

Border States
32 yrs 1 mo

• **Board Chair**
2006 - Jan 2023 · 17 yrs 1 mo

• CEO
Full-time
2006 - Apr 2020 · 14 yrs 4 mos



• Executive VP & General Manager - SW Region
2003 - 2006 · 3 yrs

Show all 4 experiences →

Various
Charles Bailly (now Eide Bailly)
1982 - 1990 · 8 yrs