



EQUALITY IN ENERGY TRANSITIONS

INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

Equality in Energy Transitions Ambassadors Informational Packet

www.equality-energytransitions.org

@Equality_Energy

#Equalby30

#EqualityinEnergy

Technology Collaboration Programme

by **iea**

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Brief History of the Equality Initiative

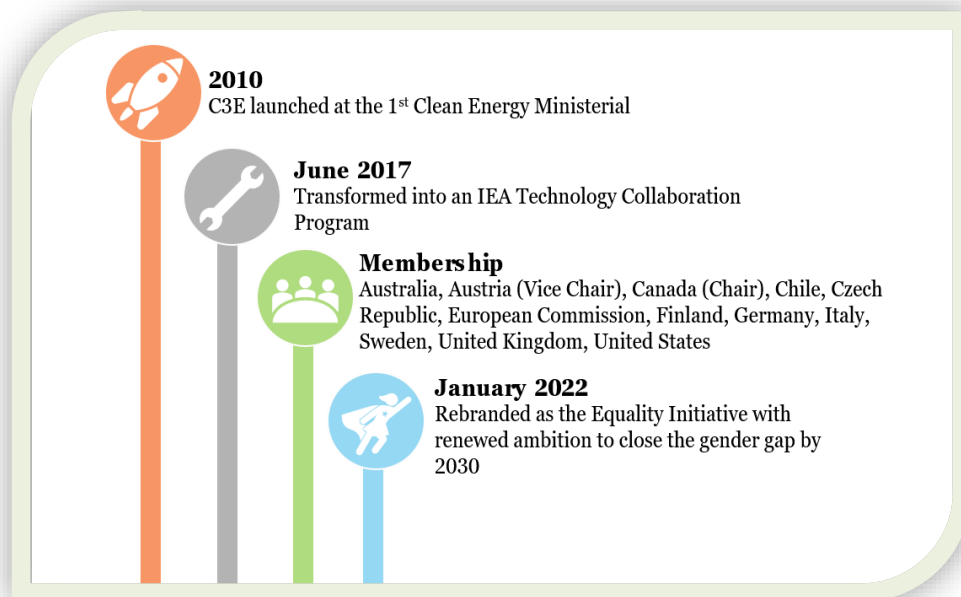
Equality in Clean Energy Transitions (formerly Clean Energy Education and Empowerment International) is a multilateral initiative working to accelerate gender equality and diversity in clean energy transitions, recognizing that transitions to a clean energy future will only garner success if we harness all possible talent. The energy industry remains one of the most gender imbalanced sectors, with women making up just 26% of the global workforce. Women's representation specifically in clean energy fields internationally is only slightly better at 39%¹, despite research that consistently shows that a diverse workforce results in greater organizational performance and stronger results.

In July 2010, the International Clean Energy Education and Empowerment (C3E) Initiative was launched in Washington, D.C., at the first Clean Energy Ministerial (CEM) meeting, a forum for energy and environment ministers and stakeholders from 23 countries and the European Union.

The Initiative's activities were re-organized as an International Energy Agency (IEA) Technology Collaboration Program (TCP) in June 2017. Countries were invited to re-join the joint IEA and CEM initiative with an updated work plan and objectives, bringing continuity and new energy to the work.

The TCP is a multilateral mechanism established by the IEA with a belief that the future of energy security and sustainability starts with global collaboration. The program is made up of thousands of experts across government, academia, and industry in 55 countries dedicated to advancing common research and the application of specific energy technologies.

Recently in June 2022, the C3E Initiative revisited its objectives and rebranded under the new banner of the Equality in Energy Transitions Initiative (or the Equality Initiative) with an aim to close the gender gap by 2030.



1. Source: Advancing Diversity & Inclusion in the Energy Sector, Equal by 30, 2021

Current Lead & Member Countries

Canada and Austria led the renewed ambitions and rebranding of the Equality Initiative and hosted the 10th Executive Committee meeting in April 2022.



Equality Chair:
Anette Hollas,
Canada



Equality Vice Chair:
Sabine Mitter, Austria

Lead CEM Member(s)



Canada



United States

CEM Members and Participants



Australia



Austria



Chile



Czech Republic



European Commission



Finland



Germany



Italy



Sweden



United Kingdom

9th Executive Committee Meeting: Virtual, November 2021



The 5 Workstreams

Members agree to support the goals and the work of the Equality Initiative's five workstreams by participating in the Data Collection, Knowledge Building, & Policies workstream, and at least one of the other four focus areas:



Workstream 1: Data Collection, Knowledge Building, & Policies

The first important step to change is having a solid understanding of the current landscape. At present, there is limited gender-disaggregated data regarding the energy sector and inadequate knowledge about how to make the sector more gender diverse. It is critical for countries and organizations to join efforts to improve systematic data collection in order to understand trends and identify actions aimed at increasing women's presence and participation in the energy sector.

The purpose of this workstream is to collect existing data and improve knowledge on gender equality in the energy sector. The objectives of this workstream are to support the development of policies and actions that may accelerate gender equality and improve equal opportunities for men and women in the future. Particular attention is paid to sharing expertise and good practice policies at international and national levels.

All participants contribute to the Data Collection, Knowledge Building and Policies workstream and is coordinated by the IEA.



Status Report on Gender Equality in the Energy Sector, launched at CEM10 in 2019

This is the second annual status report (released under C3E). This report includes a greater number of countries and indications, providing more insight from the data. The Equality Initiative intends to play an active role by providing the necessary support for the implementation of an information system to monitor the current state of the sector, implement actions, and track progress. In this document, you will find the most recent data we have gathered from member countries. This knowledge could support the development of policies and actions that may accelerate gender equality and enable equal opportunities for men and women in the future.

All participants contribute to the Data Collection, Knowledge Building and Policies workstream, with Italy serving as the lead country and IEA as coordinator.

Workstream 2: Ambassadors Cohort – Led by the United States

Equality in Energy Transitions Ambassadors are given opportunities to attract, retain, and inspire the next generation of women leaders in the clean energy sector through public speaking engagements, serving as a role model, and championing careers of up-and-coming professionals in the field.

Ambassadors serve as a volunteer for a two-year term, renewable once. Up to five ambassadors can be selected from each of the Equality Initiative's member country and come from multi-disciplinary clean energy fields, including industry, government, and universities. The ambassadors' cohort is made up of proactive and highly qualified women, men, and non-binary individuals who are leaders in the clean energy field and champions of gender equality.

The United States' Department of Energy is leading the Ambassadors Program.

Workstream 3: Awards and Recognition – Led by Canada

A clean energy future will only succeed if we harness all possible talent and help to close the gender gap. This is why the Equality Initiative has established the International Equality Initiative Awards Program, which aims to bring recognition to those accelerating the transition to a low carbon economy through advancing women's participation in clean energy and closing the gender gap in the energy sector. The program contributes to the Equality Initiative's goals to inspire women around clean energy issues in order to attract more young women to these important careers, support their advancement into leadership positions, and connect women in clean energy around the globe.



Dr. Ibilola Amao, C3E International Woman of Distinction Award Winner 2020, (c) Lonadek Nigeria Limited

The Equality Initiative currently has three award categories:

The Woman of Distinction Award recognizes and celebrates a professional woman working in the energy sector who goes beyond business-as-usual.

The Organizational Award recognizes an organization that has taken actions to recruit, develop, and retain women within the clean energy sector. This award is open to public, private, and non-profit organizations.

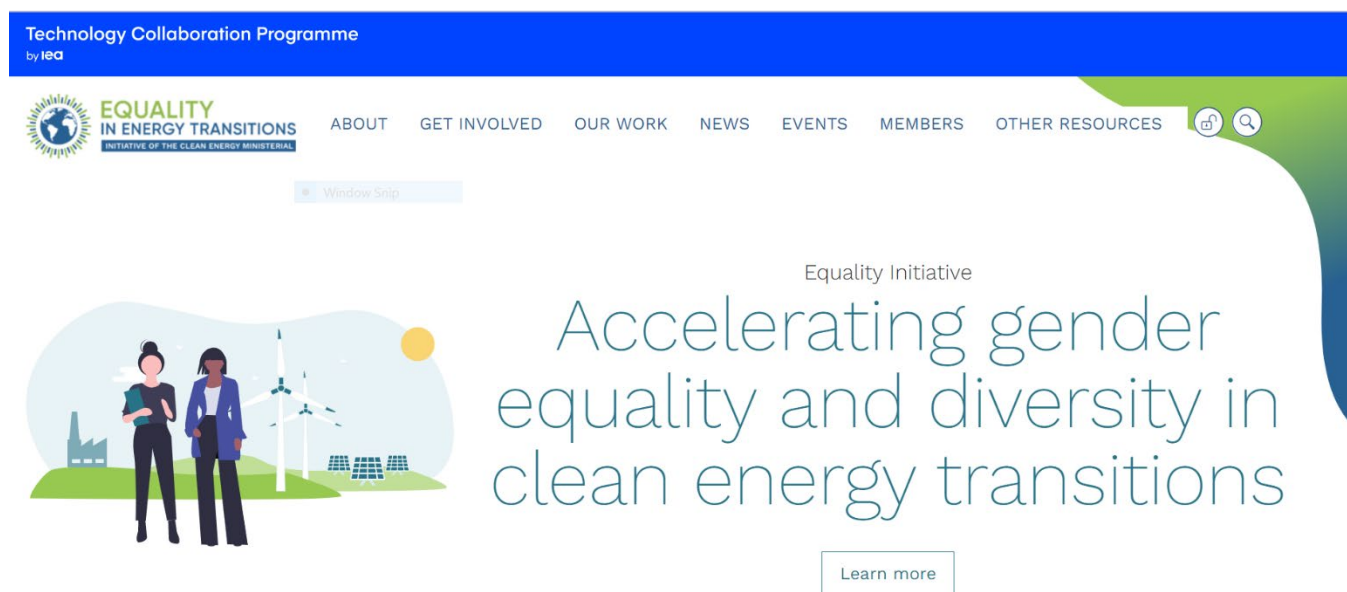
The NEW Emerging Leader in Renewable Energy Award recognizes and celebrates a woman new to the renewable energy sector who has shown to be an exceptional role model as well as outstanding promise to advance the role of women and has had an impact through demonstrated leadership, innovation, or initiative in the renewable energy sector. This award will recognize excellence in leadership, policy and advocacy, technical advancement and R&D, project development, community engagement, promotion/adoption of clean energy technologies, and/or volunteer work.

The Equality in Energy Transitions Awards are presented at the annual Clean Energy Ministerial.

Workstream 4: Dialogue and Communications – Led by the Austria and Coordinated by the Initiative’s TCP Secretariat, the Austrian Society for Environment and Technology

Under ÖGUT’s leadership, the Equality Initiative launched a renewed website for international collaboration, networking, and dissemination. The platform houses information about the Equality Initiative and expands the reach of its activities, broadening its network of women in energy. The Equality Initiative is communicating actively on multiple Social Media platforms such as [Twitter](#), [LinkedIn](#) and [YouTube](#).

The Equality Initiative also organizes domestic and international workshops and conferences and holds side-events at high level meetings in the framework of the Clean Energy Ministerial or the IEA Ministerial.



Workstream 5: The Equal by 30 Campaign – Led by Canada

Equal by 30 is a campaign run by the Equality Initiative in partnership with public and private sector organizations to work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector by 2030. This workstream is led by Canada. Empowering and increasing the representation of women in the energy sector is essential in the transformation to a clean energy economy. Growing evidence demonstrates that gender diversity increases profits and generates efficiencies. For Equal by 30 signatories, gender diversity is serious business!

Equal by 30 asks organizations, companies, and governments to endorse principles, then take concrete action to accelerate the participation of women in the clean energy sector and close the gender gap.

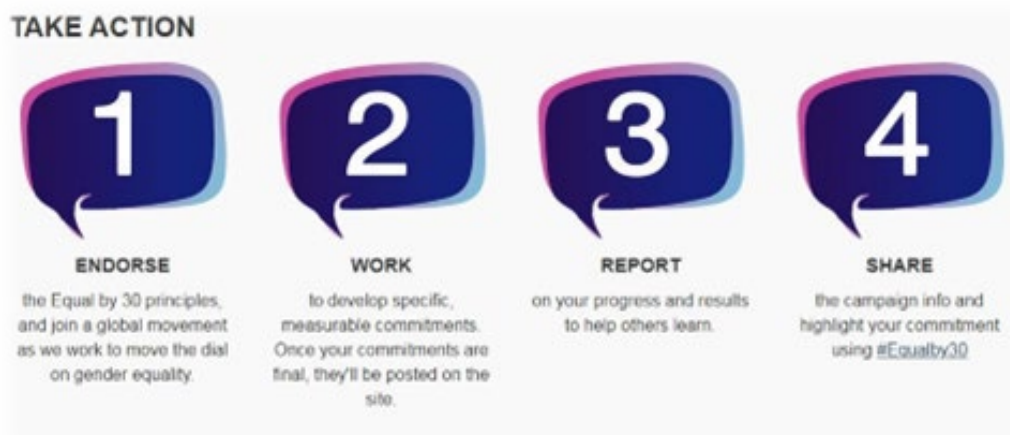
High-level Principles of the Equal by 30 Initiative for the Private Sector:

- We aim to lead by example, integrating equality principles into our organization and policies, and will step up our efforts to promote gender diversity activities, in areas of recruitment and career advancement in particular.
- We pledge to highlight and support women, and close the gender gap, by promoting actions in our business.
- We will provide leadership, and share our experiences and lessons learned on gender diversity programming and initiatives.
- We recognize the importance of reporting on progress and will support efforts to improve the collection of gender disaggregated data so that we can and report on our progress in a transparent, open manner

High-level Principles of the Equal by 30 Initiative for the Public Sector:

- We aim to lead by example by taking concrete steps to promote gender equality so that our lessons can serve as an example for others to follow.
- We aim to integrate a gender lens into all levels of our work, mainstreaming gender equality into our organizational culture and process.
- We will set high standards for the recruitment, promotion, and participation of women, adopting more rigorous requirements where necessary.
- We will report regularly within our organizations and to the public we serve, so that progress is measured, visible, well-communicated, and we are fully accountable to our citizens.

www.equalby30.org



Equality Initiative Ambassador Activities

Thank you for serving in the Equality Initiative Ambassador Program. Equality Initiative Ambassadors are given opportunities to attract, retain, and inspire the next generation of women leaders in the clean energy sector. The Equality Initiative provides a platform to speak publicly, draw attention to important work, serve as a role model, increase women's participation and leadership, and champion the careers of up-and coming professionals in the clean energy field. It provides each Ambassador an opportunity to interact with peers in an elite and accomplished cohort.

Materials will be provided by the Equality Initiative Secretariat and/or the Ambassador's Program lead to assist Ambassadors with their activities, these will include background information on the Equality Initiative, notification of the Equality Initiative Events and other related program materials. Ambassadors will have an opportunity to share feedback and information via private groups on LinkedIn on activities to engage in and feedback on the Ambassadors Program. Ambassadors are also welcomed to propose new ideas for engagement, provided that they contribute to the advancement of women in clean energy.

Activities of Ambassadors include, but are not limited to supporting women students and professionals transitioning to or starting out in the clean energy field include, but are not limited to:

- Launch a new and/or join existing networking or a matching/mentorship program through a virtual platform
- Offer or promote internships, scholarships, fellowships, job shadowing, or job training opportunities
- Provide advice to early career professionals on finding, applying, and receiving job offers or how to "move up" in clean energy, and where possible actively support other women to advance in their careers
- Collect and share information on best practice
- Share how to gain experience and increase leadership in their sector, and/or
- Develop a career toolkit or other useful resource

Activities of Members to the Equality Initiative include, but are not limited to:

- Promote the Equality Initiative Awards opportunities
- Participate in the review and selection process of the Equality Initiative Awards
- Communicate about events or achievements on the Equality Initiative's social media, write blogs or other website content
- Provide information on gender policies or data on the participation of women in their workplace

- Promote the Equal by 30 Campaign
- Recruit new signatories for the Equal by 30 Campaign
- Champion the Equality Initiative by speaking publicly and privately
- Organize Equality Initiative regional events, policy circles and/or locally arranged small group meetings
- Participate in Equality Initiative events held internationally (virtual options included)

**Equality Ambassadors are invited to join Participating Countries of the Equality Initiative in these efforts, particularly in promoting the Equality*

Initiative's activities

Share your activities with us!

The Equality Initiative would love to amplify your role as an Ambassador and the activities you participate in as a member of this accomplished cohort.

Please feel free to email us at EqualityInitiative@hq.doe.gov with any pictures or stories to highlight on social media during the course of your Equality Initiative Ambassadorship.

The Women in Clean Energy Breakfast
CEM10 in Vancouver



Questions?

If you have questions about the Equality Initiative Ambassadors program, please contact EqualityInitiative@hq.doe.gov

“We are missing out on untapped talent ... leave[ing] us with narrower innovation, and insufficient solutions to the problems we face...

We simply can't abide blind spots like this—particularly as we work towards our transition to clean energy...an inclusive transition, offering benefits to every community... We know that who's at the table matters.”

~ US Secretary of Energy, Jennifer M. Granholm
March 4, 2021



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