



# EQUALITY IN ENERGY TRANSITIONS

INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

## The Equality Initiative Ambassadors Program Overview

**BACKGROUND:** The Clean Energy Education and Empowerment Initiative (C3E International) was launched in 2010 at the Clean Energy Ministerial (CEM) to advance the education and empowerment of women working, or aspiring to work, in the clean energy field. In 2017, its activities were reorganized as an International Energy Agency (IEA) Technology Collaboration Programme (TCP) to enhance visibility and increase international collaboration, making it a joint IEA and CEM initiative. In 2022, C3E International revisited its values and ambitions, rebranding its work under the new banner of Equality in Energy Transitions (the Equality Initiative) to accelerate gender equality and diversity in clean energy transitions and close the gender gap by 2030.

The Equality Initiative has five work streams: **1.** Data Collection, Knowledge Building and Policies; **2.** Equality Initiative Ambassadors Program and Mentorship; **3.** Equality Initiative Awards Program; **4.** Communication: Events; and **5.** Equal by 30.

Closing the gender gap in the energy sector by 2030 requires the ability to attract, retain, and inspire a diverse workforce. The Equality Initiative Ambassadors are leaders in the various realms of the multi-disciplinary clean energy field – from teaching and research to advocacy, from start-ups to industry, from finance to policymaking, along with the range of technical expertise required to produce and manage energy. Equality Initiative Ambassadors make a personal commitment and are actively involved in efforts to support the current and future generation of women leaders in the energy sector.

**GOALS:** Equality Initiative Ambassadors are given opportunities to attract, retain and inspire the next generation of women leaders in the clean energy sector and contribute to the growth of the community. The 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 field.



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It provides an opportunity to interact with a driven group of proactive and highly qualified women, men, and nonbinary individuals who act as clean energy leaders and champions of gender equality.

**COHORT:** The Ambassadors' cohort is made up of proactive and highly qualified women, men, and non-binary leaders in clean energy and champions of gender equality. The Equality Initiative seeks Ambassadors who represent a diverse segment of the clean energy industry, government, and universities, as well as various levels of professional experience and from all backgrounds. Ambassadors have demonstrated their skills, expertise, and impact within the sector and a commitment to advancing women's leadership in the field.

**NOMINATION:** Participating countries can nominate and select up to five Ambassadors via their Equality Initiative Executive Committee (ExCo) delegate or alternate, who will inform the other ExCo representatives. Non-participating CEM and IEA "family" countries (Members, Association and Accession) may pursue an alternate process that allows them to nominate leading women in the clean energy sector to the ExCo for consideration via their CEM Sherpa or IEA CERT delegate or by contacting the Equality Initiative Secretariat. Non-participating countries will be encouraged to join the Equality Initiative first and informed that candidates are expected to meet the qualifications described in the cohort's definition above. The ExCo will review applications and approve nominations by consensus. The criteria for Ambassador considerations includes, but are not limited to:

- Showing a passion and depth of commitment to advancing a clean energy future.
- Serving as an example for inclusion and diversity of people and ideas.
- Demonstrating leadership qualities.
- Willingness to mentor others in building the representation of women leaders in clean energy related fields.
- Willingness to participate, facilitate, and/or organize workshops and knowledge building opportunities to progress a diverse clean energy workforce.
- Serve as an advocate to support the goals and objectives of the Equality Initiative.



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**TERMS:** Ambassadors serve two-year terms that are renewable once. Upon completion of service, Ambassadors become part of an Equality Initiative alumnae and informal mentoring network.

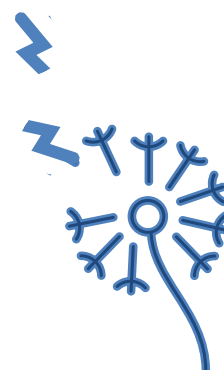
**MEETINGS and CALLS:** Bi-Annual calls will be organized for Ambassadors to share their activities amongst the cohort and discuss goals for engaging in activities aimed at promoting a gender diverse clean energy workforce.

Quarterly calls of the Equality Initiative Executive Committee will be organized to keep track of efforts and accomplishments, and for those participating as a judge on the awards adjudication panel, discuss the final reviews of the Equality Initiative Awards nominations and select winners. Opportunities to involve Ambassadors on the margins of high-level meetings and events, including the annual Clean Energy Ministerial, Equality Initiative Executive Committee meetings/workshops and the IEA Ministerial, will also be considered.

**VOLUNTEER STATUS:** Ambassadors serve as volunteers. They are not reimbursed for travel or other expenses in carrying out their roles and responsibilities.

**GENERAL EXPECTATIONS:** Equality Initiative Ambassadors are expected to be familiar with, support, and communicate the Equality Initiative's mission and goals and asked to carry out at least two of the following activities annually to support women students and professionals transitioning to or starting out in the clean energy field:

- 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





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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*

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 official events for the Equality Initiative, and other related program materials. Ambassadors will have an opportunity to share feedback and information via private groups on LinkedIn and bi-annual meetings on the Ambassadors Program and upcoming events. Ambassadors are also invited to propose new ideas for engagement, provided that they contribute to the advancement of women in clean energy.

**EQUALITY INITIATIVE WEBSITE:** Currently under construction, the site will feature the Equality Initiative Ambassadors and highlight their efforts and achievements.



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**Please visit:**

<https://www.equality-energytransitions.org/>

Twitter: @Equality\_Energy  #Equalby30 #EqualityInEnergy

LinkedIn: <https://www.linkedin.com/in/equalityenergy/>