July 2021

EQUAL^{by}30

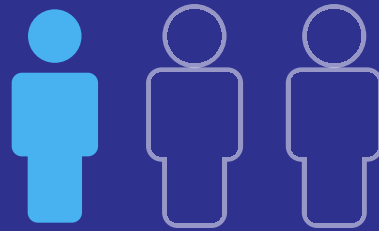# Advancing Diversity & Inclusion in the Energy Sector

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A recent McKinsey study found that employees from diverse backgrounds have faced the greatest adversity since the onset of the COVID-19 pandemic. Women have faced the brunt of increased childcare and housework responsibilities.

Governments and organizations must enact policy solutions to build more equitable workplaces, in which women and other underrepresented groups feel supported and valued, and are able to not only remain, but advance in the workplace.

Inaction could erode women's financial security, cost billions in lost economic growth, and set gender equality back a generation.

As the energy sector recovers from the pandemic and moves toward an innovative and prosperous future, an unwavering commitment to diversity & inclusion is imperative.

Working women consider exiting the workforce or downshifting their careers

In 2020, the global energy sector came together in its commitment to advancing diversity & inclusion

Equal by 30 is an international initiative to advance gender equality in energy, led by Natural Resources Canada, under the umbrella of the Clean Energy Education and Empowerment (C3E) International Initiative, a joint effort between the Clean Energy Ministerial and International Energy Agency.

135+
Energy companies committed to building a diverse & inclusive energy future

12
National governments advancing EB30 principles and cultivating D&I in energy

13
Industry bodies and professional associations setting industry best practices

Diversio used sophisticated technology and AI to analyze diversity & inclusion in energy

Diversio collected **62,000+** data points across **9,000+** employees worldwide through a combination of surveying and web-scraping.

Diversity

While EB30 is predominantly focused on **increasing the number of women** in energy, we recognize that it is not possible to **advance gender equity** without also advancing racial and **ethnic minorities, LGBTQ2+** individuals, **persons with a disability** and other underrepresented groups.

Altogether, Diversio collected 8 demographic and identity dimensions from respondents.

Inclusion

To measure inclusion in energy, we leveraged Diversio's proprietary evidence-backed **Inclusion Framework**, which assesses inclusion based on patterns in employee experiences.

Specifically we explored workplace **culture, management, career development, safety (i.e. the absence of harassment) and workplace flexibility**.
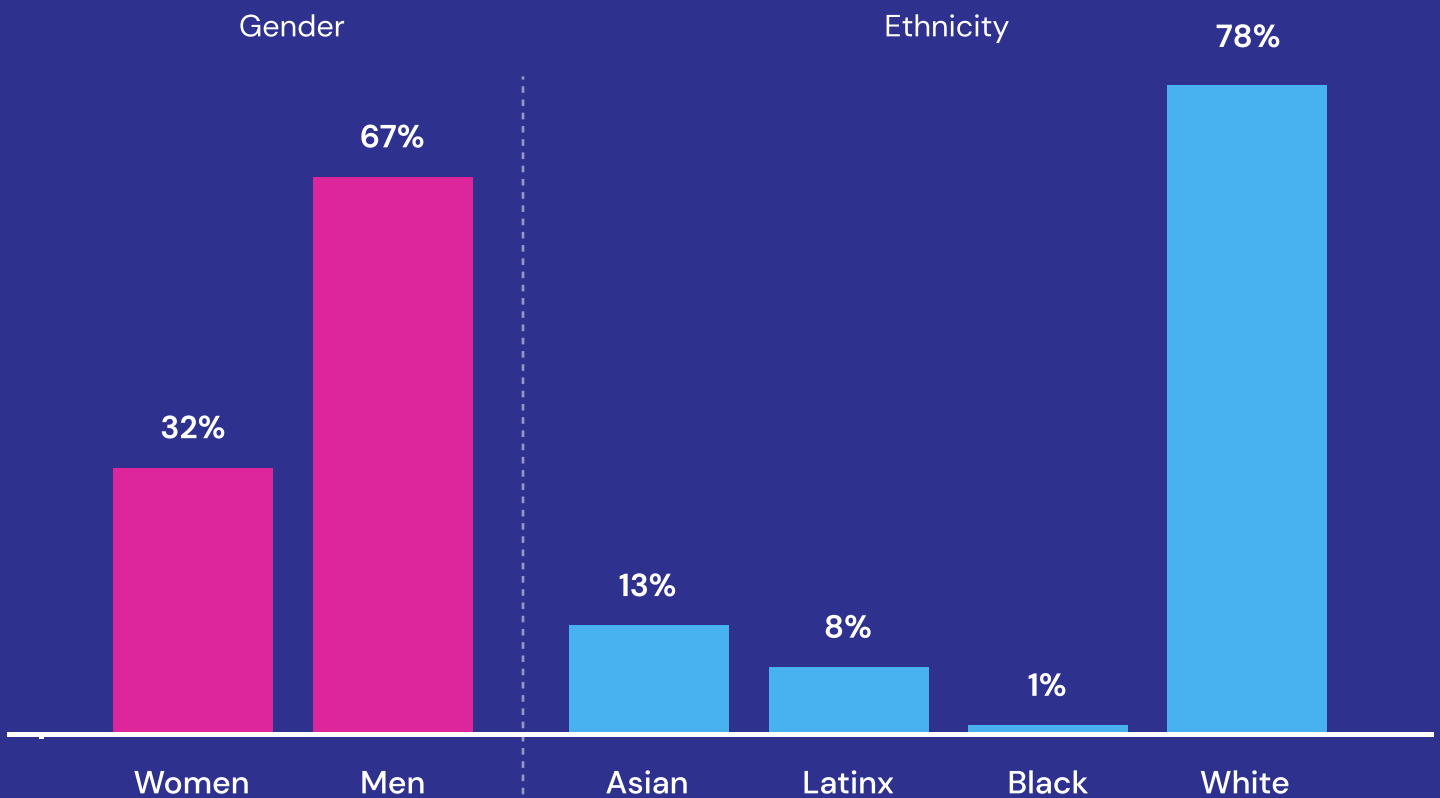
Representation of gender and race/ethnicity in the global energy sector

Women account for **32%** of the energy sector, while **racial & ethnic minorities** account for **22%**, with Black and Latinx individuals underrepresented compared to population.

To understand diversity in energy, we used web-scraping to collect the names and roles of 6,718 employees across 100 major energy companies.

We used sophisticated, open-source algorithms to identify employee gender and ethnicity. While there are limitations when it comes to using technology (versus self—identification) to understand and breakdown demographics, this approach is an academically validated method of conducting large-scale industry assessments.

Gender & ethnicity representation in energy

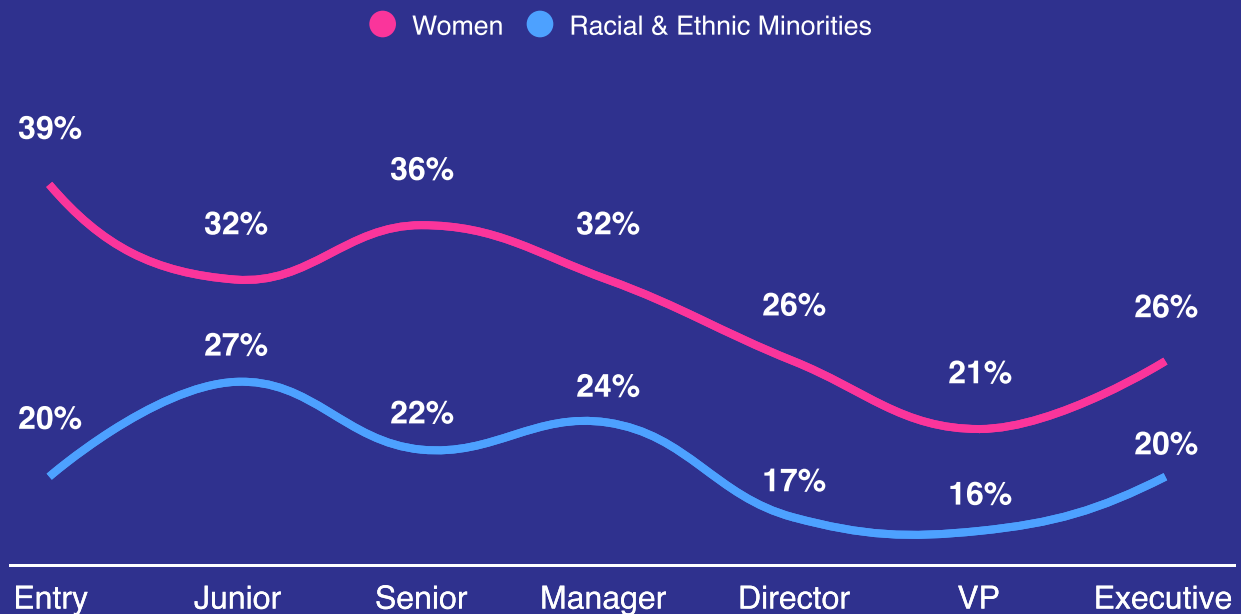Gender   Ethnicity

Representation of gender and race/ethnicity varies across position levels

While women make up **39%** or roles at the entry level, they represent just **26%** or all executives and C-Suite leaders.

However, representation of racial & ethnic minorities remains relatively steady from entry to executive levels.

Gender & ethnicity representation in energy by level

● Women   ● Racial & Ethnic Minorities

39%

36%

32%   32%

26%   26%

27%   21%

20%   22%   24%   20%

17%   16%

Entry   Junior   Senior   Manager   Director   VP   Executive

Analysis of 6,718 employees across 100 major energy companies globally

To meaningfully advance diversity, we must first focus on inclusion

To understand inclusion in energy, we deployed a survey to the employees of EB30 signatories. Altogether 50+ energy companies participated with **~2,400** employees contributing to the effort. The survey collected information on demographics, identity, employee experience, and employee role within their organization.

Diversio's proprietary evidence-backed Inclusion framework was used to assess systemic biases and barriers in the energy sector.

Inclusion Metrics

Inclusive Culture

An environment where everyone feels heard and valued by their team

Fair Management

An environment where everyone feels heard and valued by their team

Career Development

Providing all employees with opportunities to grow and advance internally

Workplace Flexibility

Enabling all individuals to establish a healthy work-life balance

Workplace Safety

Ensuring all employees are not experiencing sexual, psychological or physical harassment

Survey results show areas of strengths and weaknesses in advancing diversity and inclusion

Cultivating a work environment that is free from harassment, reducing unconscious biases (across peers and managers), and investing in women's career development is key for improving inclusion in energy.

Generally, women of color, women with a disability and women struggling with a mental health challenge face the greatest workplace barriers.

Inclusive Culture

We should provide more space for women and people of color to express their thoughts and ideas in a welcoming environment.

– South Asian Woman in Junior Role

Fair Management

Anyone below Senior Management does not seem to be allowed opinions. You either fit the mould or you don't exist.

– Trans Woman in Junior Role

Metric	Global Average	EB30	Men	Women	Women of Color	Women with a mental health challenge	Women with a physical disability
Inclusive Culture	6.6	6.4	7.3	6.2	4.8	4.8	5.0
Fair Management	6.3	6.0	6.2	5.9	5.1	5.5	4.9
Career Development	5.7	5.3	5.3	5.1	4.9	5.3	4.2
Workplace Flexibility	7.0	7.3	7.7	7.1	6.0	6.3	6.3
Workplace Safety	7.3	5.5	7.2	5.0	3.6	3.3	3.7

Inclusion data points to four main changes energy companies should implement

Equalby30 is committed to helping the energy sector reach its gender equality goals and meaningfully advance D&I, and will strive to provide energy companies with best practices, programs, policy templates, trainings and other resources directly addressing the priority areas.

Recommendations

Inclusive Culture

- Incentives/accountability for diversity (e.g. tied to an Executive's compensation)
- Publicly communicated business case for diversity
- Women's leadership development program. Other minority leadership development program
- Employee resource groups (e.g. Women's Network, LGBTQ+ Network)
- Chief Diversity & Inclusion Officer

Fair Management

- Unconscious bias training for managers
- Weekly or monthly check-ins
- Software for employee
- Talent management & goal-setting software
- Feedback management software

Career Development

- Team communications and collaboration software
- Pair new hires with experienced employees
- Mentorship management software
- External network partnerships
- Rotational roles / intra-ships
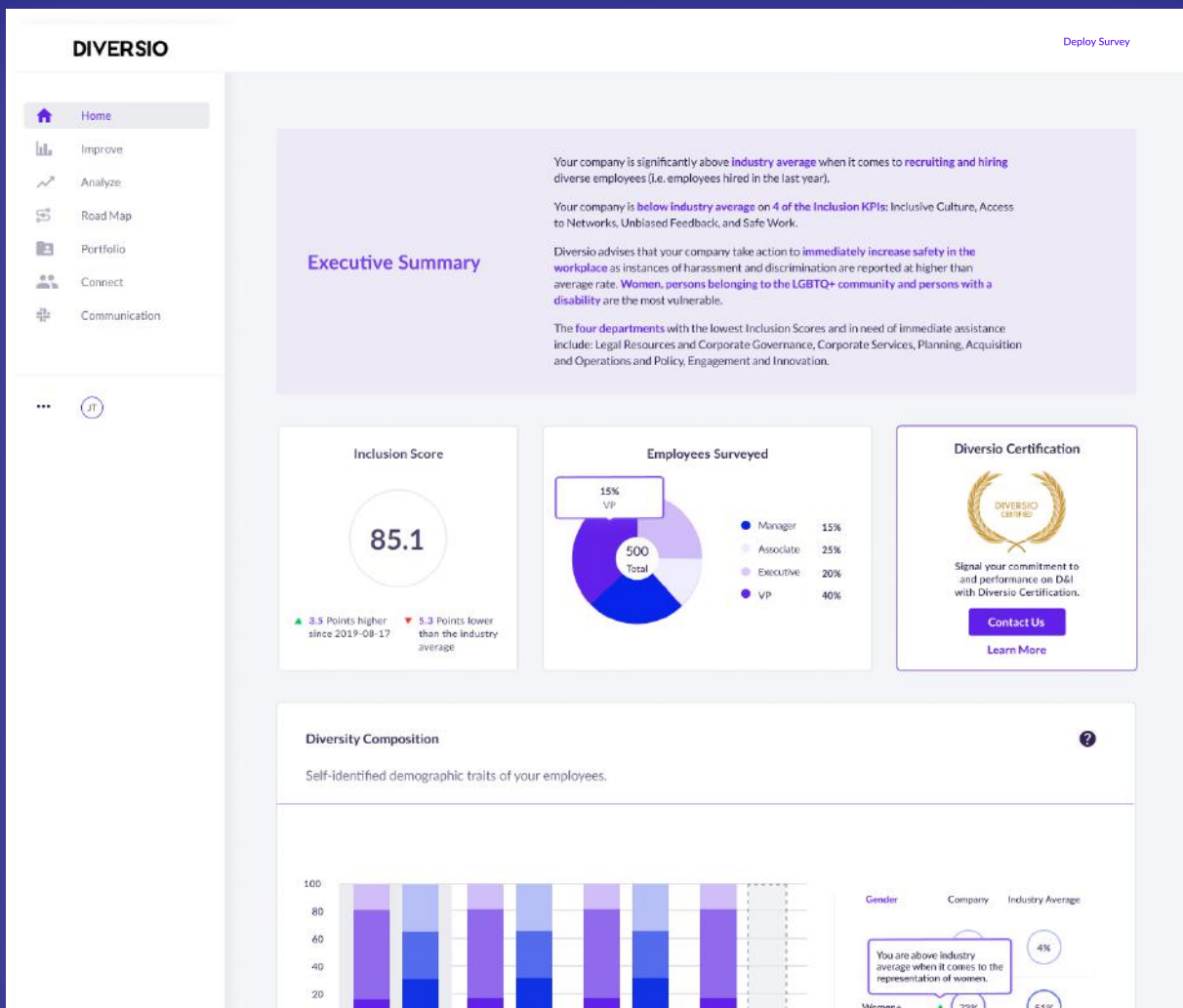
Workplace Safety

- Anonymous reporting process
- Out of office harassment policy
- Employee assistance program
- Group discussion series
- Harassment reporting software

Diversio can help you get started on your journey

Diversio is a technology company using artificial intelligence to assess, track and improve diversity & inclusion globally.

EB30 signatories can connect with Diversio to learn about best-practices for data collection and analytics given their unique organizational context.

Signatories who participated in the 2020 data initiative can speak to Diversio about creating out a company specific dashboard for their workforce.

EQUAL by30

Equal Pay, Equal Leadership, Equal Opportunities

Equal by 30 is a commitment by public and private sector organizations to achieve equal pay, equal leadership and equal opportunities in the energy sector by 2030.

To date, over 160 governments and organizations, spanning multiple areas of the global energy sector, have joined the Equal by 30 Campaign, and committed to building a more diverse and inclusive energy future.

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Join Us

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