



EQUALITY IN ENERGY TRANSITIONS

INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

Equality in Energy Transitions Ambassadors Informational Packet

#EqualityinEnergy

#Equalby30

www.equality-energytransitions.org

@Equality_Energy

Technology Collaboration Programme

by **iea**

Brief History of the Equality Initiative

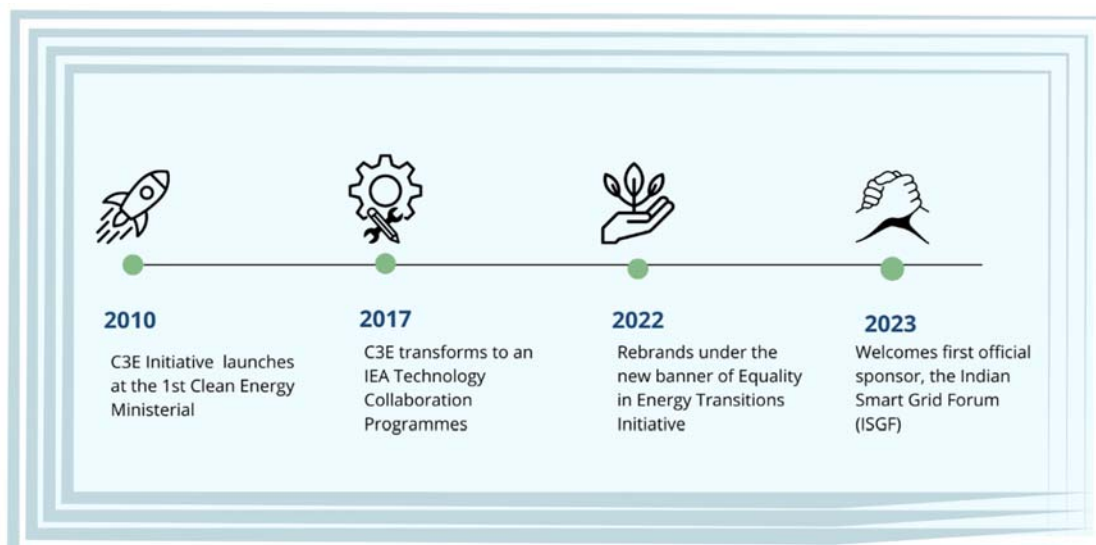
Equality in Clean Energy Transitions is a multilateral initiative working to accelerate gender equality and diversity in clean energy transitions, recognizing that transitions to a clean energy future will only garner success if we harness all possible talent. The energy industry remains one of the most gender imbalanced sectors, with [women making up just 16% of the energy workforce](#) despite making up 39% 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.

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. In 2023, [the India Smart Grid Forum](#) (ISGF) joined the Equality Initiative as a sponsor.



Current Lead & Member Countries

Canada and Austria lead the renewed ambitions of the Equality Initiative.



Equality TCP Chair:
Anette Hollas, Canada



Equality TCP Vice Chair:
Sabine Mitter, Austria

Lead Members



Canada



United States



Austria

Members and Participants



Australia



Chile



Czech Republic



European
Commission



Finland



Germany



Italy



Sweden



Switzerland



United Kingdom

Sponsor(s)



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:



Workstream1: Data Collection, Knowledge Building, & Policies – Coordinated by the International Energy Agency (IEA)

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 their efforts are coordinated by the IEA.



The Gender and Energy Data Explorer

The IEA makes a substantial effort to collect gender-disaggregated data from various sources and makes this information available through the [Gender and Energy Data Explorer](#), which was launched in 2022. The Explorer focuses on four indicators: Employment, Senior Management, Entrepreneurship and

Innovation. Three of these indicators have been updated in summer 2024 and new sources will be incorporated by the end of 2024, particularly for the Senior Management indicators. The IEA plans to add new indicators in 2025, in close cooperation with the OECD and other international organizations. The Explorer can be accessed on the IEA web site: <https://www.iea.org/data-and-statistics/data-tools/gender-and-energy-data-explorer>.

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.

Women Powering the Energy Transition networking event
– hosted by POWERful Women UK and the Equality Initiative
London, November 2023



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.

The Equality Initiative currently has three award categories:



Sabine Heindl -
2024 Equality in
Energy
Transitions
Woman of
Distinction
Award Winner

The [Woman of Distinction Award](#) recognizes and celebrates extraordinary women in the energy sector who have made significant strides in advancing the roles of underrepresented groups, fostering inclusivity, and demonstrating excellence in their field. These remarkable individuals serve as role models, inspiring future generations of women to pursue careers in the energy sector.



POWERful
Women - 2024
Equality in
Energy
Transitions
Organizational
Award Winner

The [Organizational Leadership Award](#) recognizes an organization that has demonstrated exceptional commitment to promoting gender diversity and inclusion within their ranks, and innovations in making energy accessible by everyone. The organization creates opportunities for women, implement inclusive policies, challenge industry norms, create technological innovations, and set an example for others to

follow.



Larissa Yaëlle
Noudem - 2024
Equality in
Energy
Transitions
Emerging Leader
Award Winner

The [Emerging Leader Award](#) recognizes a young leader who has not only shown exceptional promise and achievement in their own career but has also used their influence to uplift women and under-represented groups in the sector. This award is unique as it focuses on the potential and promise of the future, rather than the established and recognized. It is about identifying those who are at the start of their journey but have already shown a commitment to making a difference.

The Equality in Energy Transitions Awards are presented at the annual Clean Energy Ministerial. The fourth Equality in Energy Transitions Initiative (EiET) awards were led by Natural Resources Canada, in partnership with Women in Renewable Energy (WiRE). The 2024 awards were announced at the 15th Clean Energy Ministerial (CEM15) and the 9th Mission Innovation Meeting (MI-9) in Brazil.

Workstream 4: Communications: Events (Networks, Collaboration and Partnerships) – Led by Austria and Coordinated by the Initiative’s Secretariat, the Austrian Society for Environment and Technology (ÖGUT)

Under ÖGUT’s leadership, the Equality Initiative launched a renewed website aimed at fostering international collaboration, networking, and dissemination. The platform houses comprehensive information about the Initiative and expands the reach of its activities, thereby broadening its network of women in energy. Additionally, the website



features news on international and domestic activities of member countries and includes a newsletter that highlights the achievements and activities of ambassadors and member countries.

Beyond organizing domestic and international workshops and conferences, the Equality Initiative shares relevant events related to women in energy on its website. It also hosts side events at high-level meetings within the framework of the Clean Energy Ministerial and the IEA Ministerial. Notably, at the 15th Clean Energy Ministerial (CEM15) and the 9th Mission Innovation Meeting (MI-9) in October 2024, the Initiative launched the [Implementing Inclusivity Framework](#), a pivotal step in embedding Gender Equality, Diversity, and Inclusion (GEDI) into global clean energy efforts.

The Equality Initiative actively communicates on multiple social media platforms, including [X](#) (Twitter) and [LinkedIn](#), to engage with a wider audience and promote its mission.

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

Equal by 30 is a campaign led by Canada under the Equality Initiative in partnership with public and private sector organizations to work towards equal pay, equal leadership, and equal opportunities for women, and all marginalized groups, in the clean energy sector by 2030. Empowering and increasing the representation of women in the energy sector is essential in the transformation to a clean energy economy. 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.

To support these efforts, the Equality Initiative launched the [Equal by 30 Self-Assessment Tool](#) in 2023 during the 14th Clean Energy Ministerial (CEM14) and the 8th Mission Innovation Meeting (MI8). This tool



enables organizations to evaluate their progress in inclusion, diversity, equity, and accessibility actions, helping them identify areas of strength and opportunities for growth. By using this tool, organizations are better equipped to track their advancements and work toward achieving gender equality and inclusivity goals by 2030.

Since its launch in 2018, the campaign has reached over 200 signatories worldwide, including all of the G7 countries. The global signatory base spans multiple areas of the energy sector, including renewables, energy efficiency, nuclear, oil and gas, and clean tech, along with likeminded organizations in the sustainable environmental and climate space.

This campaign signals your commitment to taking steps to advance gender equality, diversity, and inclusion in your organization. Your efforts, and those of all signatories, can build momentum toward meaningful global change. For more details on the campaign, please consult the Equal by 30 [FAQs](#). To discuss your possible participation in the campaign and answer any questions, you can connect with the Equal by 30 team, who can be reached at equalby30-paritedici30@nrcan-rncan.gc.ca.

YOUR ROLE

- 1 ENDORSE** the *Equal by 30* Principles, and join likeminded organizations to move the dial on gender equality.
- 2 WORK** to develop specific, measurable commitments that are shared on Equalby30.org.
- 3 REPORT** on your progress and results. We'll shine a light on your successes, build momentum, and help others learn by your example.
- 4 SHARE** the campaign info and highlight your commitments using [#Equalby30](#) to show the world what we can achieve when we work together on gender equality.

Questions?

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