

# EqualBy30

Advancing Diversity & Inclusion in  
the Energy Sector



**DIVERSIO**

# 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, 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

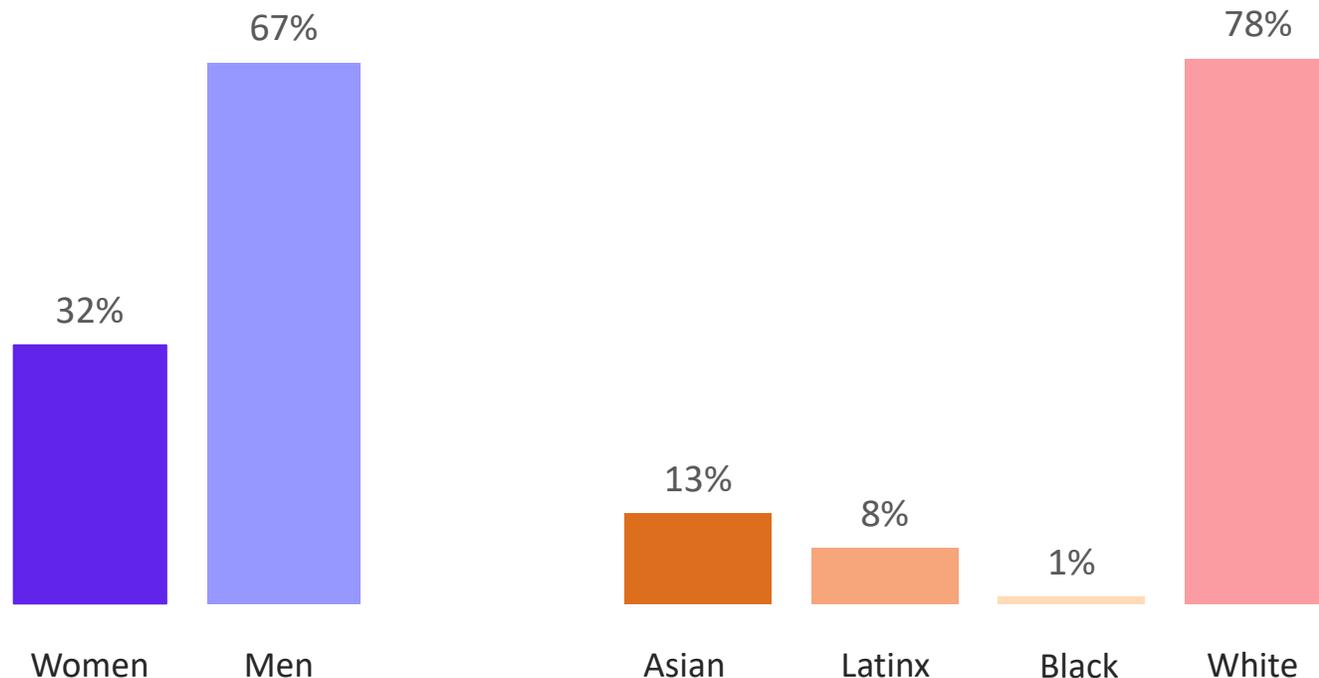
To measure inclusion in energy, Diversio's used its academically-validated evidence-backed Inclusion Framework, which assesses inclusion based on patterns in employee experiences.

Specifically, Diversio 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

## Representation of Gender & Race/Ethnicity in Energy

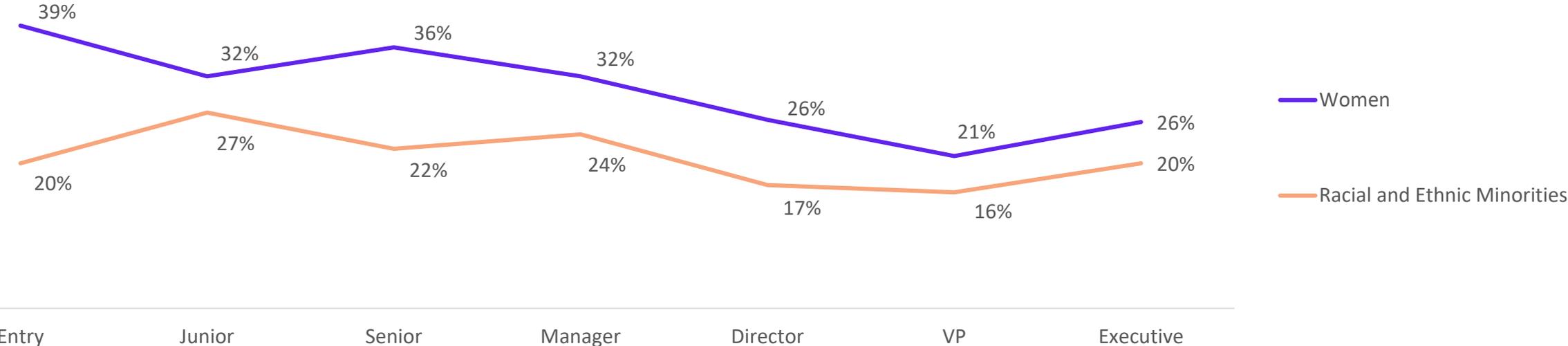


To understand diversity in energy, Diversio used web-scraping to collect the names and roles of 6,718 employees across 100 major global energy companies.

Diversio 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 demographics, this approach is an academically validated method of conducting large-scale industry assessments.

# Representation of gender and race/ethnicity varies across position levels

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



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

# To meaningfully advance diversity, Diversio's research demonstrates the importance of focusing on inclusion

## Inclusion Metrics

To understand inclusion in energy, Diversio deployed a survey to the employees of EB30 signatories. Altogether over 50 energy companies participated with ~2,400 employees contributing to the effort.

The survey collected information on demographics, identity, employee experience, and employee position within their organization.

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

**Inclusive Culture** – an environment where everyone feels heard and valued by their team

**Fair Management** – managers who are fair and unbiased towards all employees

**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

■ Relative strength  
■ Focus area

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

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

Metric	Global Average	EB30	Men	Women	Women of Colour	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 three 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.

## Where to Begin

**1** Investing in the growth and development of diverse talent to ultimately advance them into leadership roles

**2** Addressing unconscious bias among peers and managers as well as setting an inclusive tone from the top

**3** Combatting harassment and micro-aggressions experienced by women, people of colour and those with a disability or mental health challenge

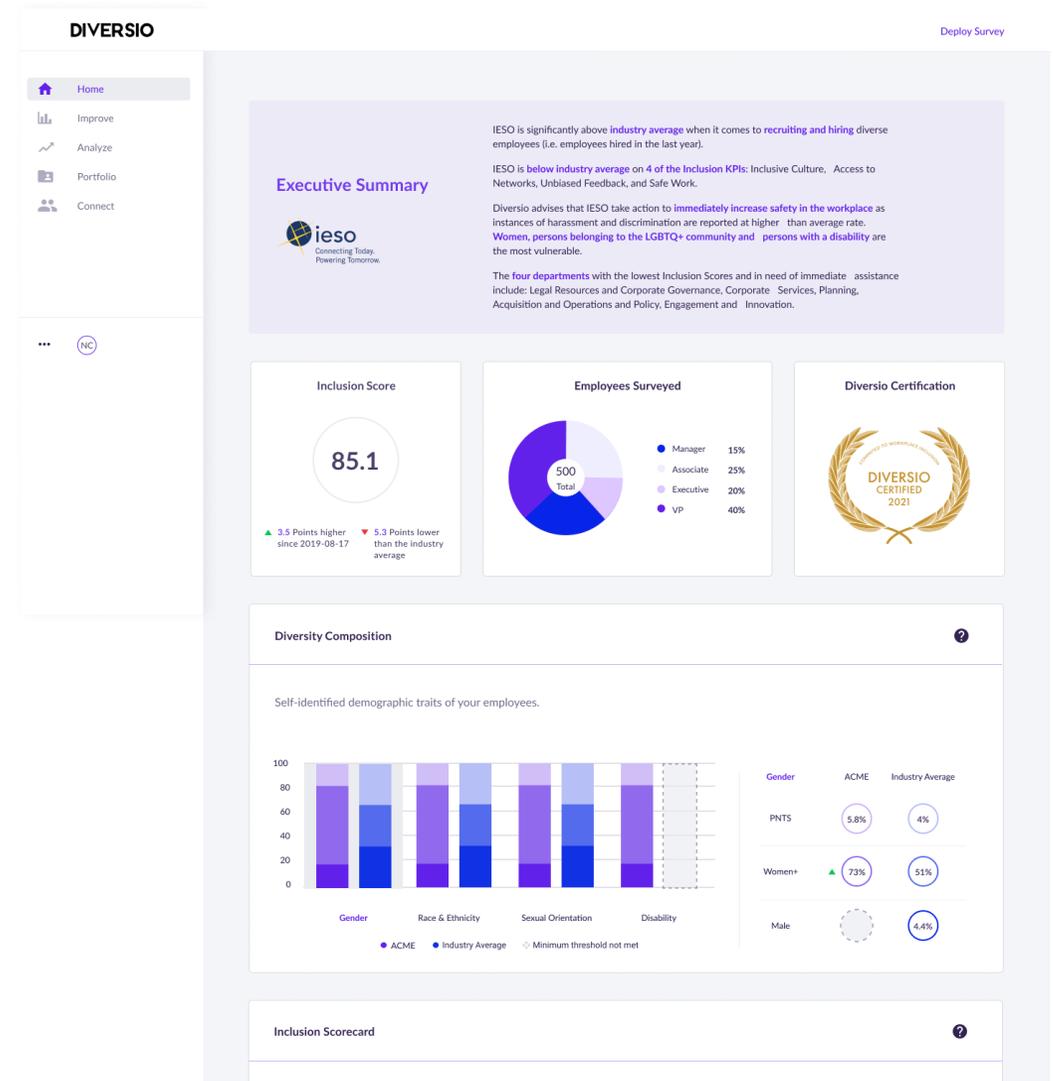
- Formal sponsorship program
- Candidate diversity goals for recruiting
- Leadership development programs for under-represented groups
  
- Unconscious bias training for managers
- Public commitment from executives
- Chief Inclusion and Diversity Officer
  
- Targeted anti-harassment and discrimination policies
- Allyship training for employees
- Anonymous workplace inclusion survey

# Diversio can help you get started on your journey

Diversio is a **technology** company using **artificial intelligence** to assess, track and improve D&I 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.



# Equalby30

Equal by 30 is a campaign encouraging public and private sector organizations to publicly commit to achieving 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.

Join us at <https://www.equalby30.org/en>