EqualBy30

Advancing Diversity & Inclusion in the Energy Sector
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.
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, 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.
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.

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.

Inclusion Metrics

- **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

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

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.
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.

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

Where to Begin

- 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.
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