EQUAL by 30
Equal Pay, Equal Leadership, Equal Opportunities

PUTTING **GENDER EQUALITY** AT THE HEART OF THE GLOBAL TRANSITION TO A **CLEAN ENERGY FUTURE**

Powering Equality: The Equal by 30 Newsletter

Dear Signatories,

2025 has been an eventful year for the energy sector. Amid shifts in conventional energy markets and new renewable technologies, Equal by 30 continues to stand as a pillar for building the world's energy systems of tomorrow. Still, gender inequality in energy persists, as women make up only 22% of the conventional energy sector. [1]

In August 2025, Equal by 30 promoted inclusion in the energy sector by attending the 16th Clean Energy Ministerial (CEM)/10th Mission Innovation (MI) in Busan, South Korea.

Every year, world leaders, international organizations, and companies gather at CEM to foster collaboration in the global energy transition. Equal by 30 contributed notably and was featured in a side-event, entitled, *Generating Change: Women's Voices in the Energy Transition*.

Hosted by the Equality in Energy Transitions Initiative (EETI) and the UN Economic and Social Commission for Asia and the Pacific (UN ESCAP), the event convened discussions that reviewed barriers and opportunities to achieving inclusion in energy. Equal by 30 was featured as a best practice, and we celebrated **India Smart Grid Forum** and the **Republic of South Africa** as new signatories to the campaign.

Signatories like you understand the importance of inclusion and may want to take your commitment to the next level. In this newsletter, we invite you to read our latest resource: the **Equal by 30 Outreach Guide for Signatories**. This practical tool will deepen your understanding of why equality matters, help you gender mainstream your organization, pitch Equal by 30 to new participants, and share the movement with your networks.

Keep reading for our key moments from 2025, our newest signatories and partnerships, and an interview with Joanna Osawe, President & CEO of WiRE (Women in Renewable Energy); an Equal by 30 partner since 2018.

Thank you again for being a part of Equal by 30. Your support for women and marginalized people everywhere uplifts communities and will strengthen the energy sector for years to come. We are excited to continue working with you in 2026!

Sincerely,

The Equal by 30 Team

[1] Source: The Business Case for Gender & Energy, ENERGIA

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A Year of Purpose, a Legacy of Change: Our Biggest Moments of 2025

2025

February 27

10th IEA Gender Advisory Council Meeting

Equal by 30 participated in a rich discussion about gender equality and inclusion with IEA member countries at the IEA's Gender Advisory Council (GAC)

June 16-17

The 16th Equality in Energy Transitions Initiative - Executive Committee Meetings

Equal by 30 presented a workstream update to EETI member countries and observers

July 2

The 11th IEA Gender Advisory Council Meeting

July 10 and 16

G20 Energy Transition Working Group Meetings

The G20 Energy Transition Working Group meetings invited Equal by 30 to share indicators from the campaign to inspire people-centred outcomes in the clean energy transition

October 9

IEA's Global Commission High Level Meeting on the Margins of the G20 Energy Ministerial

This IEA's Global Commission meeting marked the launch of the Indicators Handbook for Just and Inclusive Energy Transitions, featuring Equal by 30 indicators

November 26-27

The 17th Equality Initiative Executive Committee Meeting

April 9-11

The Clean Energy Ministerial's Senior Officials Meeting

Equal by 30 supported a technical session at this CEM Senior Officials Meeting with the Equality in Energy Transitions Initiative, the IEA, the UN and more!

June 17

IEA's Global Commission High Level Meeting on the Margins of the 10th IEA's Annual Global Conference on Energy Efficiency

This IEA's Global Commission meeting marked the launch of the Blueprint for Action on Just and Inclusive Energy Transitions, featuring Equal by 30 as a best practice

July 9-11

The Energy and Mines Minister's Conference

Equal by 30 was promoted at Canada's Energy and Mines Minister's Conference to encourage inclusion in the energy sector

August 25-27

The 16th Clean Energy Ministerial

Equal by 30 was profiled at a side-event at CEM16 in Busan, South Korea

November 19

Meeting with the Swedish Energy Agency

Equal by 30 met with Sweden's Energy Agency to promote the campaign

Connected for Success: 2025's Signatories and New Partnerships

In 2025, Equal by 30 welcomed 12 new signatories from North America, Oceania, Europe, South East Asia and Africa.

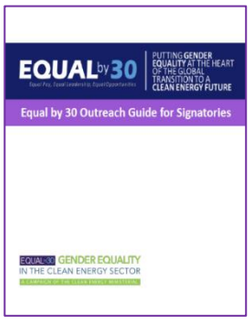
Building Connections

Earlier this year, Equal by 30 connected with Lights on Women – the gender mainstreaming initiative of the Florence School of Regulation (FSR). Launched in 2017 within FSR at the European University Institute, Lights on Women is an initiative aimed at promoting gender equality and women's representation in the energy, climate and sustainability sectors, to enable more inclusive and diverse decision-making in the energy transition.

Equal by 30 and the Equality in Energy Transitions Initiative are embarking on an exciting collaboration with Lights on Women, in which we will contribute to their upcoming leadership capacity projects and blog posts to inspire new generations of women in energy.

We are excited to see this partnership flourish!

Introducing the Equal by 30 Outreach Guide for Signatories



We're pleased to share the new **Equal by 30 Outreach Guide for Signatories**, a free resource designed to help you advance gender equality and inclusion in your organization.

We know that diversity and inclusion can be met with many questions. Whether you're one of our newest signatories or looking to deepen your impact, this how-to guide can show you how to make equality a reality.

This guide takes a three-step approach:

Inside, you'll find pre-written message templates, outreach tips, and insights on common roadblocks and lessons learned. You'll discover how to champion gender equality in the energy sector and inspire action—whether through social media, public announcements, or through your networks.

Scan the QR Code below to download a copy!

English

French

Voices of Equal by 30: An Interview with WiRE

Women in Renewable Energy (WiRE) has been a proud partner of Equal by 30 since 2018. Based in Toronto with 25 chapters across Africa, Asia, Europe, Oceania, South America and North America, WiRE has built an online community of over 26,000 members bound by advancing the role and recognition of women and underrepresented communities in the clean energy sector.

The Equal by 30 team sat down with Joanna Osawe, President & CEO, to discuss why empowering women in the sector is important. We spoke about our 7-year partnership and what's next for the organization on the road to 2030.

Q: Tell me a little about WiRE, how did the idea come together?

WiRE is a non-for-profit organization that focuses on advancing the role and recognition of women and other underrepresented groups in the clean energy sector. The idea came together when I was a commercial wind developer. I was typically the only woman with boots on the ground on construction sites, boardroom tables at the executive level as well. Women who were present were often relegated to administrative, marketing or communications roles. This was a reality for me and many women in clean energy.

WiRE stemmed from the need to have a strong, collaborative network for women in Canada and around the world. We're working to address the gender gap that is still an obstacle today.

Q: What inspired you to partner with Equal by 30?

WiRE is closely aligned with the Equal by 30 campaign; an initiative that also pushes for equal opportunity, equal pay and equal leadership for women in energy by 2030.

We were inspired to partner with Equal by 30 because the campaign provides organizations with a practical framework to develop concrete commitments and take actions to make their culture more inclusive. I also felt that the campaign creates community, where organizations can share, learn, grow and keep each other accountable.

Q: Why is gender equality in the energy sector personally important to you? Were there experiences that shaped this commitment?

My commitment is deeply personal, coming from my early values and lived professional reality. I was taught about human rights from my two strong parents. After graduating university, I was six months into my career and acknowledged the huge gender gap that needed to be addressed. My husband, who I've been with since university, remains a huge champion of mine and of this work.

This organization really helps women and underrepresented groups with opportunities, on a national and global scale.

Q: What are the biggest challenges you've faced in advancing gender equality in energy, and how have you overcome them?

When WiRE first began under a different name, we hosted a conference. Mocking and demeaning words came from some industry partners. Men were telling me that I was

segregating the industry. People referred to us as a sorority club.

There are a lot of challenges within the industry and assumptions about my technical knowledge and capability, too. I've had to become comfortable with the uncomfortable.

WiRE has reported on some of the extreme challenges women have experienced in a publication called "Energy Equity." We've heard stories like: "within a team of 10 engineers, I'm the only woman, and I'm the only one tasked with administrative duties." Women are also excluded from opportunities, be it casual lunches or career-advancing roles.

These pushbacks have showed us why WiRE is really needed—we are now in every province, including the territories, and we are also international. If we're not working together to get to net zero by 2050, then we're never going to make it. There is an impetus to work collectively as individuals and as a group. Gender equality needs male allies, too.

Q: What are your hopes for WiRE and Equal by 30 as we move closer to 2030?

I won't hide the truth. I'm really frustrated that the fight for equality is still ongoing and that aiming for 2030 is necessary at all.

I want to ensure—and this is where Equal by 30 is really important—that women are getting promoted and that people in the industry are supporting and championing women.

My hopes are centered on accelerating progress and accountability to successfully achieve the campaign's core objectives: equal pay, equal leadership and equal opportunities. By 2030, we need to collaborate across the energy sector.

I want to see a better understanding of intersectionality, too. We need to minimize barriers for women of colour and other marginalized communities.

Q: If you could give one piece of advice to someone hoping to make a difference in inclusion in energy, what would that be, and why?

My most consistent piece of advice is to leverage the power of connections and support. I'm a strong believer that your network is your net worth. Become an active champion, whether through personal action or professional programs. Participate in a strong collaborative network—seek out sponsors and mentors. There are a lot of great people out there.

We still have a long way to go, but I am proud that Canada is taking a stance through campaigns like Equal by 30. I see Canada at the forefront of gender equality, and WiRE will always be headquartered here.

Thank you for being a part of Equal by 30!

Connect with us, access our complimentary resources to build on your impact, and read about other inclusion efforts in the energy sector from around the world.

Contact Information

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X: Natural Resources (@NRCan) / X; Ressources naturelles (@RNCan)

Bluesky: Natural Resources (@natural-resources.canada.ca); Ressources naturelles (@ressources-naturelles.canada.ca)

Our Resources

Our Website: Equal by 30; Parité d'ici 30

Q&As: Frequently Asked Questions; Foire aux questions

The Equal by 30 Signatory Toolkit: Signatory Toolkit

The Equal by 30 Self-Assessment Tool: Equal by 30 Self-Assessment; Outil d'autoevaluation

The Equal by 30 Self-Assessment Tool Webinars: One and Two; Une et Deux

Our 2023 Report on Progress: Reporting Framework; Rapport détaillé

The Equal by 30 Outreach Guide for Signatories: Outreach Guide; Guide de sensibilisation

Learn more about gender equality and inclusion in the global energy sector

The Equality in Energy Transitions Initiative: Equality Initiative

Canada's Sustainable Jobs Legislation: Canadian Sustainable Jobs Act - Natural Resources Canada

The IEA Gender Advisory Council: The IEA Gender Advisory Council (GAC)

Lights on Women: Lights on Women

Women in Renewable Energy (WiRE): Women in Renewable Energy - WiRE