

## CEER Training on Promoting Gender Balance and Diversity in Energy Regulatory Authorities

Thursday, 17 October 2019

CEER Office, Cours Saint-Michel 30a (5th floor), 1040 Brussels

### **COURSE PROGRAMME**

Leading organisations have gender, diversity and inclusion strategies that embrace values, cultural differences, experiences, backgrounds and preferences in the workforce. Why? Diverse teams foster creativity and innovation and improve performance and outcomes. Workplace inclusion enables organisations to widen their talent pool and leads to greater staff satisfaction, motivation and staff retention.

**Is your organisation ready for its gender equality and diversity journey?** This training course develops the gender and diversity knowledge and skills of men and women in leadership/senior management roles in energy National Regulatory Authorities (NRAs), enabling them to take steps to promote equality, diversity and inclusion in their organisations.

*Aims and focus of the training course:*

- *Strengthen awareness and understanding of gender equality and diversity (through knowledge, attitudes and skills) as a first step towards behavioural and cultural change.*
- *Enable course participants to reflect on current practices and take action within their own organisation to transition towards an inclusive workplace.*

*What you will learn about:*

- *Latest data, research and key points you need to articulate the value of diversity.*
- *Case studies on strategy development and implementation.*
- *Practical steps to assist your organisation create an inclusive workplace e.g. communication, HR practices, creating staff networks.*

*Who should attend?*

- *NRA Board Members/Directors who must lead a diverse and inclusive work place.*
- *NRA HR/People Directors/Heads/Managers who must develop and implement changes.*
- *NRA Seniors Managers who need to improve their gender balance and diversity knowledge and skills training to support the people around them.*

*Methodology:*

- *Case studies by experienced professionals.*
- *Facilitated discussions so that knowledge sharing is enriched among learners.*
- *Learning through group activities to test and apply knowledge gained.*

**Thursday, 17 October 2019**

**09:00-17:00**

The morning applies a gender lens to energy policy in developing countries.

**09:00-09:30** Integrating Gender Equality and Social Inclusion (GESI) in South Asia.

- **Mr Francesco Tornieri, Asian Development Bank (by video)**

**09:30-10:00** Participants group discussion

**10:00-10:15** *Coffee Break - CEER Office*

**10:15-10:30** Participant course objectives

- **Ms Una Shortall, CEER Deputy Secretary General, Women in Energy Chair, International Confederation of Energy Regulators (ICER)**

## **SESSION 1 Gender and diversity framework – what, why and how?**

Session 1 sets a framework to mainstream gender and diversity throughout an organisation. The rationale for greater gender and diversity is supported with data and key trends (both general and specific to the energy sector and energy regulators). The first case study looks at the journey taken by one energy regulatory authority to develop a diversity and inclusion strategy (objectives, the business case, budget, targets and measurement). The second focuses on implementation - looking at how to build a diverse and inclusive workforce, what data to collect (and at which level of disaggregation) and on the importance of monitoring and reporting.

**10:30-11:00 Gender and diversity:** data and research on the what, why and how

- What and where are the gender gaps?
- What are gender targets and why set them?
- Process and checklist for developing a Diversity and Inclusion Framework

- **Ms Una Shortall, CEER Deputy Secretary General, Women in Energy Chair, International Confederation of Energy Regulators (ICER)**

**11:00-11:20 Strategy Development:** Case study: Ofgem's Diversity and Inclusion Strategy.

- Objectives
- Action plan
- Monitoring and reporting
- Lessons learnt and tangible take-aways from the inclusion and diversity journey

- **Dr Moira Nicolson, Ofgem, United Kingdom**

**11:20-11:45 Strategy Implementation:** Case study: Australian Financial Regulator's Diversity and Inclusion Plan.

- How to recognise and value our differences in practice
- How to build an inclusion capability in the workplace
- How to measure and report on performance in diversity and inclusion
- Men working flexibly

- **Ms Hema Raman, Senior Lawyer, Australian Securities and Investments Commission (ASIC)** (by video)

**11:45-12:30** Q&As (and participants sharing of their initiatives and challenges)

**12:30-13:00** Group exercise

**13:00-14:00** *Lunch Break - CEER Office*

## **SESSION 2 Practical steps towards positive change in the workplace practices**

Session 2 explores the practical aspect of improving workplace practices with a focus on 2 factors that are key for change: (1) Communication and (2) HR policies and practices. Issues of diversity, equity and inclusion can create tensions that challenge our personal and professional commitments. Communication (images and words) is key to create the right dialogue between men and women and for everyone to feel valued and respected and with equal rights and opportunities. Some HR best practices and the challenges and interventions needed will be addressed.

**14:00-14:30 Gender and Diversity Communications.**

- Creating powerful staff diversity networks and platforms for discussion
- Using appropriate words, images and actions
- Engaging men in gender issues – understanding “what’s in it for me?”

- **Dr Paula Franklin, Gender Consultant**

**14:30-14:45** Q&As

**14:45-15:25** Group exercise

**15:25-15:45** *Coffee Break - CEER Office*

**15:45-16:15 HR Policies and Practices.**

- Inclusive and diverse recruitment
- Equality in staff retention and addressing the leaking talent pipeline
- Reducing bias in the promotion process (e.g. educating managers on unconscious bias training for staff performance reviews, using data-driven insights to reduce bias)
- Committing leadership to identifying and removing pay gaps

- **Mr Mark Cunningham, Cunningham Executive Search (head-hunter) and Chairman of the Institute of Directors, Belgium**

**16:15-16:30** Q&As

**16:30-17:00** Action Plan – gender/diversity

- Learning reflections (head, heart, hand)
- **Facilitators, Una Shortall/Brian Huxley, CEER**