

DIVERSITY & INCLUSION IN THE ENERGY INDUSTRY

October 21 – 22, 2020
Online | Central Time



PRE-CONFERENCE WORKSHOP

Supercharging Diversity Hiring

WEDNESDAY, OCTOBER 21, 2020

EUCI ONLINE CONFERENCE

EUCI is pleased to offer this virtual conference on its online interactive platform. Enjoy a valuable learning experience with a smaller impact on your time and budget. You will gain new knowledge, skills, and hands-on experience in from the comfort of your remote location.

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EUCI is authorized by IACET to offer
0.9 CEUs for the conference, 0.3
CEUs for the workshop

OVERVIEW

The demonstrations and protests that have swept the country are pushing the energy industry to address its own diversity problems. Creating diverse, inclusive environments is a priority for businesses across the globe. Benefits of a diverse workforce include higher productivity and improved performance, increased creativity and better decision-making.

While the energy industry has made progress toward diversification, more work is needed. The energy industry remains predominantly white, especially in leadership positions. In the oil and gas industry, nearly three-quarters of employees were white as of 2015, according to a 2016 study from the American Petroleum Institute. The wind and solar sectors are slightly more diverse, according to a 2019 report for state energy officials, but the highest-paid positions are dominated by white employees. In the solar sector, 88 percent of executives are white and 80 percent are male, according to an industry survey released in 2018.

EUCI's ***Diversity & Inclusion in the Energy Industry*** conference will bring together a curated cross-section of energy leaders and experts to explore diversity and inclusion solutions.

Topics addressed include:

- Making Diversity and Inclusion an Enterprise Priority
- An Overview of Diversity & Inclusion Initiatives
- The Impact of Unconscious Bias
- The Intersection of Corporate Culture and Diversity
- Creating a Diverse Talent Pipeline
- Pay Parity in Energy

Attend the Diversity & Inclusion in the Energy Industry conference to prioritize D&I strategies in order to drive innovation and capitalize on future opportunities for your company.

LEARNING OUTCOMES

This conference will provide attendees an opportunity to:

- Describe how to overcome challenges of unconscious bias and exclusionary behavior
- Explore best practices to make diversity and inclusion a priority
- Discuss strategies for creating a diverse talent pipeline
- Identify how to create an inclusive environment for differently abled employees
- Explore ways to measure success of diversity initiatives
- Demonstrate best practices for achieving pay parity
- Assess the current status of diversity in the energy sector and how we can move forward

WHO SHOULD ATTEND

- CDOs and C-Level executives
- Vice Presidents and Directors of:
 - Diversity & Inclusion
 - Human Resources
 - Talent Acquisition & Management
- Professionals focused on :
 - Leadership Development
 - Organizational Culture
 - Employee Engagement
 - Ethics
 - Succession Planning
 - Program Managers
 - Learning and Development
 - Corporate and Employee Relations

AGENDA

WEDNESDAY, OCTOBER 21, 2020 – CENTRAL TIME

Each session will conclude with an opportunity for Q&A

- | | |
|------------------------|--|
| 12:45 – 1:00 pm | Log In |
| 1:00 – 1:10 pm | Conference Introduction |
| 1:10 – 2:00 pm | The Future of Energy: A Diverse & Sustainable Workforce
While the energy sector has made progress in diversity and inclusion, much more work is needed. Acquisition and retention of groups underrepresented in the industry is imperative. This means creating recruitment strategies to intentionally pursue objectives to build diverse teams. This presentation will highlight the importance of D&I initiatives to the future success of the business environment in energy.
Dennis Kennedy, Founder and Chair, National Diversity Council; Founder, Energy Diversity & Inclusion Council |
| 2:00 – 3:15 pm | Panel: Making Diversity and Inclusion an Enterprise Priority
The energy industry needs to adopt Diversity and Inclusion programs that have action items and measurable results. Sustained diversity is the product of effective inclusion, and this requires not just highlighting principles in marketing campaigns, but systematically creating an internal company culture that supports and values them. This panel will discuss best practices in prioritizing D&I and effecting real change.
Michelle Branigan, CEO, EHRC
Dawn Andrews, Director, Diversity & Inclusion, Sempra
Marcy Reed, Executive Vice President, Policy & Social Impact, National Grid
Debra Smith, CEO, Seattle City Light |
| 3:15 – 3:30 pm | Afternoon Break |
| 3:30 – 4:15 pm | Presentation: Developing an Inclusive Workplace
Leadership from the top is critical to driving culture change in a large enterprise. Company leaders must clearly state the why and the how by establishing direction, setting up accountabilities, and leading by example. This session will be a case study of a robust and successful Diversity & Inclusion initiative in a large enterprise.
Mary King, Chief Diversity Officer, Pacific Gas & Electric
Brian Kundert, Sr. VP of Human Resources, Arcadis
Jill Ramshaw, VP Human Resources, Marathon Oil |
| 4:15 – 5:00 pm | Virtual Networking Session |
| 5:00 pm | Day One Adjourns |

AGENDA

THURSDAY, OCTOBER 22, 2020 – CENTRAL TIME

8:45 – 9:00 am

Log In

9:00 – 10:30 am

An Overview of Diversity & Inclusion Initiatives

A company culture of diversity and inclusion has myriad benefits. Studies show companies that embrace diversity and inclusion have lower turnover, higher levels of innovation, and stronger talent. In this session, two D&I leaders will discuss the importance of diversity and inclusion initiatives and the programs their organizations have developed. In this session, D&I leaders will discuss the importance of diversity and inclusion initiatives and the programs their organizations have developed.

Lisa Leochko, Diversity Supervisor, Manitoba Hydro

Jane Gasdaska, Change Lead for Business Transformation, Phillips 66

Dawn Andrews, Director, Diversity & Inclusion, Sempra

10:30 – 10:45 am

Morning Break

10:45 am – 11:45 am

The Impact of Unconscious Bias

Stereotypes and unconscious biases create barriers to inclusion, performance, engagement and ultimately innovation. Current research examines today’s work environments and employees’ experiences within them, and by doing so reveals gaps in women’s and men’s experiences at work. During this session, we will explore the barriers and root causes of gender gaps in the workplace and provide solutions to overcoming these barriers and creating workplaces in which all talent can thrive.

Paula Glover, President & CEO, American Association of Blacks in Energy

11:45 – 12:00 pm

Q&A / Open Discussion

12:00 – 1:15 pm

Lunch Break

1:15 – 2:00 pm

The Intersection of Corporate Culture and Diversity

- Importance of leaders at all levels
- Making culture transformation stick
- How you can influence culture change

Sue Gagne, Director of Talent Management, IESO



“My experience attending EUCI’s conference remotely went very well. The technology utilized was very user-friendly and allowed me to fully participate in the conference. I’m glad I was able to receive the training & knowledge needed, despite an inability to travel. Would certainly recommend to others!”

Regulatory Affairs, DTE Energy

AGENDA

THURSDAY, OCTOBER 22, 2020 – CENTRAL TIME (CONTINUED)

2:00 – 2:30 pm

Presenting Your Authentic Self

For too many employees, discrimination is a way of life. According to GLAAD, “more than 40% of lesbian, gay, and bisexual people and almost 90% of transgender people have experienced employment discrimination, harassment or mistreatment.” In this session we will look at ways to prevent discrimination and ways to make your company an inclusive, welcoming place for all employees.

Sasha Strock, Business Initiatives Consultant/Vice President; Gender Identity & Expression Advisory Committee, Wells Fargo

2:30 – 2:45 pm

Afternoon Break

2:45 – 3:30 pm

Creating a Diverse Talent Pipeline

Despite efforts to improve workforce diversity, progress has been slow. A McKinsey & Company report suggests, “Companies in the top quartile for racial and ethnic diversity are 33 percent more likely to have financial returns above their respective national industry medians.” In this session we will discuss strategies to create a robust talent pipeline and accelerate diversity momentum in the energy sector.

**Jonathan Floyd, Manager, Talent Attraction, Entergy
Lauren Baer, VP, Human Resources, QEP Resources**

3:30 – 4:30 pm

Pay Parity in Energy

On average, women are paid 80 cents on the dollar compared to men. Pay parity is an important step toward gender equality in the workforce. Equal pay creates a more inclusive and equitable work environment. According to recent analysis of federal data by the Institute for Women’s Policy Research, equal pay would add \$513 billion to the national economy. This session will outline where we are now and how we can effectively close the gap on pay parity in the energy sector.

Senior Representative, Institute for Women’s Policy Research

4:30 pm

Conference Adjourns



“This was my fourth EUCI conference and I always bring a new perspective back to my organization. I recommend EUCI conferences whether you’re an industry novice or an energy CEO.”

*Environmental Regulatory & Legislative Analyst,
Golden Spread Electric Cooperative*

PRE-CONFERENCE WORKSHOP

Supercharging Diversity Hiring

WEDNESDAY, OCTOBER 21, 2020 - CENTRAL TIME

8:15 – 8:30 am **Log In**

8:30 am – 12:00 pm **Workshop Timing**

Short breaks every hour

OVERVIEW

Building the right team is an ongoing process and diversity hiring is one of the most important aspects of the team building process. The ability to build a diverse team, while also ensuring an equitable pay structure, is not an easy task. It requires a group effort between diversity leaders, finance managers and the HR department to achieve gender equality in pay and staffing.

Parag Vaish, currently the Founder-in-Residence, Area 120 at Google, shares his stories from the front line of diversity hiring as well as the steps to maintaining diverse and equitable teams.

After facing the above challenges during his time at Tesla, Parag highlights hiring techniques and data management strategies he utilized to ensure his team enjoyed diversity, inclusion and equitable pay no matter the experience or seniority level of its members. Attendees will learn how to follow the same methodology to ensure all future candidates enjoy compensation determined by a formula rather than having it based on the judgment of others.

In this informative and interactive session, attendees will explore:

- How to navigate any obstacle to get talented and diverse candidates to join your team
- Mechanics for setting a structure that allows you to operate using a rules based approach
- Real-life examples of the power of inclusion in the workplace

LEARNING OUTCOMES

The workshop will provide attendees an opportunity to:

- Assess business strategies for inclusiveness and diversity
- Review actual data and case studies from corporate D&I hiring initiatives
- Evaluate how to optimize and efficiently implement a structure for diversity hiring. Analyze best practices for creating an equitable pay structure.
- Operationalize data and tools to move diversity hiring initiatives forward in a clear manner

WORKSHOP INSTRUCTOR



Parag Vaish

Founder-in-Residence, Area 120, Google; and Author of Team Decision Matrix and Supercharging Diversity Hiring

Parag Vaish is currently the Founder-in-Residence, Area 120, at Google after transitioning from Head of Digital Product Management, Content & Design at Tesla. You can read more about Parag's distinctive approach to diversity hiring, developed while at Tesla and refined at other companies, in his soon to be released book, "Supercharging Diversity Hiring".

Parag Vaish is an innovator in the field of digital product management and design. He has an extensive track record of success in both product and business roles. Parag has worked at industry giants like the Walt Disney Company, Microsoft, NBC News, StubHub!, athenahealth, and Tesla as well as innovative startups like Escapia (acquired by HomeAway). His unique mixture of team leadership skills, emphasis on quantitative analysis and vision for building diverse teams makes Parag an industry leader in his field.

INSTRUCTIONAL METHODS

Case Studies, Panel Discussions and PowerPoint presentations will be used in the program.

REQUIREMENTS FOR SUCCESSFUL COMPLETION

Participants must login for the entirety of the course to be eligible for continuing education credit.

IACET CREDITS



EUCI has been accredited as an Authorized Provider by the International Association for Continuing Education and Training (IACET). In obtaining this accreditation, EUCI has demonstrated that it complies with the ANSI/IACET Standard which is recognized internationally as a standard of good practice. As a result of their Authorized Provider status, EUCI is authorized to offer IACET CEUs for its programs that qualify under the ANSI/IACET Standard.

EUCI is authorized by IACET to offer 0.9 CEUs for the conference, 0.3 CEUs for the workshop.

ONLINE COURSE DELIVERY & PARTICIPATION DETAILS

We will be using Microsoft Teams to facilitate your participation in the upcoming event. You do not need to have an existing Teams account in order to participate in the broadcast – the course will play in your browser and you will have the option of using a microphone to speak with the room and ask questions, or type any questions in via the chat window and our on-site representative will relay your question to the instructor.

- You will receive a meeting invitation which will include a link to join the meeting.
- Separate meeting invitations will be sent for the morning and afternoon sessions of the course.
 - o You will need to join the appropriate meeting at the appropriate time.
- If you are using a microphone, please ensure that it is muted until such time as you need to ask a question.
- The remote meeting connection will be open approximately 30 minutes before the start of the course. We encourage you to connect as early as possible in case you experience any unforeseen problems.

PLEASE SELECT

To Register Click Here, or

BUNDLE PRICE: DIVERSITY & INCLUSION IN THE ENERGY INDUSTRY ONLINE CONFERENCE AND PRE-CONFERENCE WORKSHOP: EXPLORING THE PATH TO DIVERSITY & INCLUSION
OCTOBER 21 - 22, 2020: US \$1,595 (Single Connection)

PACK OF 5 CONNECTIONS: US \$6,380 (20% Discount)

PACK OF 10 CONNECTIONS: US \$11,165 (30% Discount)

PACK OF 20 CONNECTIONS: US \$19,140 (40% Discount)

DIVERSITY & INCLUSION IN THE ENERGY INDUSTRY ONLINE CONFERENCE ONLY:
OCTOBER 21 - 22, 2020: US \$1,195 (Single Connection)

PACK OF 5 CONNECTIONS: US \$4,780 (20% Discount)

PACK OF 10 CONNECTIONS: US \$8,365 (30% Discount)

PACK OF 20 CONNECTIONS: US \$14,340 (40% Discount)

Mail Directly To:

PMA Conference Management
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Englewood NJ 07631
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Fax 253 663 7224
register@pmaconference.com

Online Course Delivery & Participation Details

See page 8 for information

How did you hear about this event? (direct e-mail, colleague, speaker(s), etc.)

Print Name

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CREDIT CARD INFORMATION

Name on Card

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Exp. Date

Security Code (last 3 digits on the back of Visa and MC or 4 digits on front of AmEx)

Billing Zip Code/Postal Code

OR Enclosed is a check for \$ _____ to cover _____ registrations.

Substitutions & Cancellations

Your registration may be transferred to a member of your organization up to 24 hours in advance of the event. Cancellations must be received on or before September 18, 2020 in order to be refunded and will be subject to a US \$195.00 processing fee per registrant. No refunds will be made after this date. Cancellations received after this date will create a credit of the tuition (less processing fee) good toward any other EUCI event. This credit will be good for six months from the cancellation date. In the event of non-attendance, all registration fees will be forfeited. In case of course cancellation, EUCI's liability is limited to refund of the event registration fee only. For more information regarding administrative policies, such as complaints and refunds, please contact our offices.

EUCI reserves the right to alter this program without prior notice.