

# Inclusion starts with “I”

AXIS Network at IChemE AGM

24<sup>th</sup> November 2020



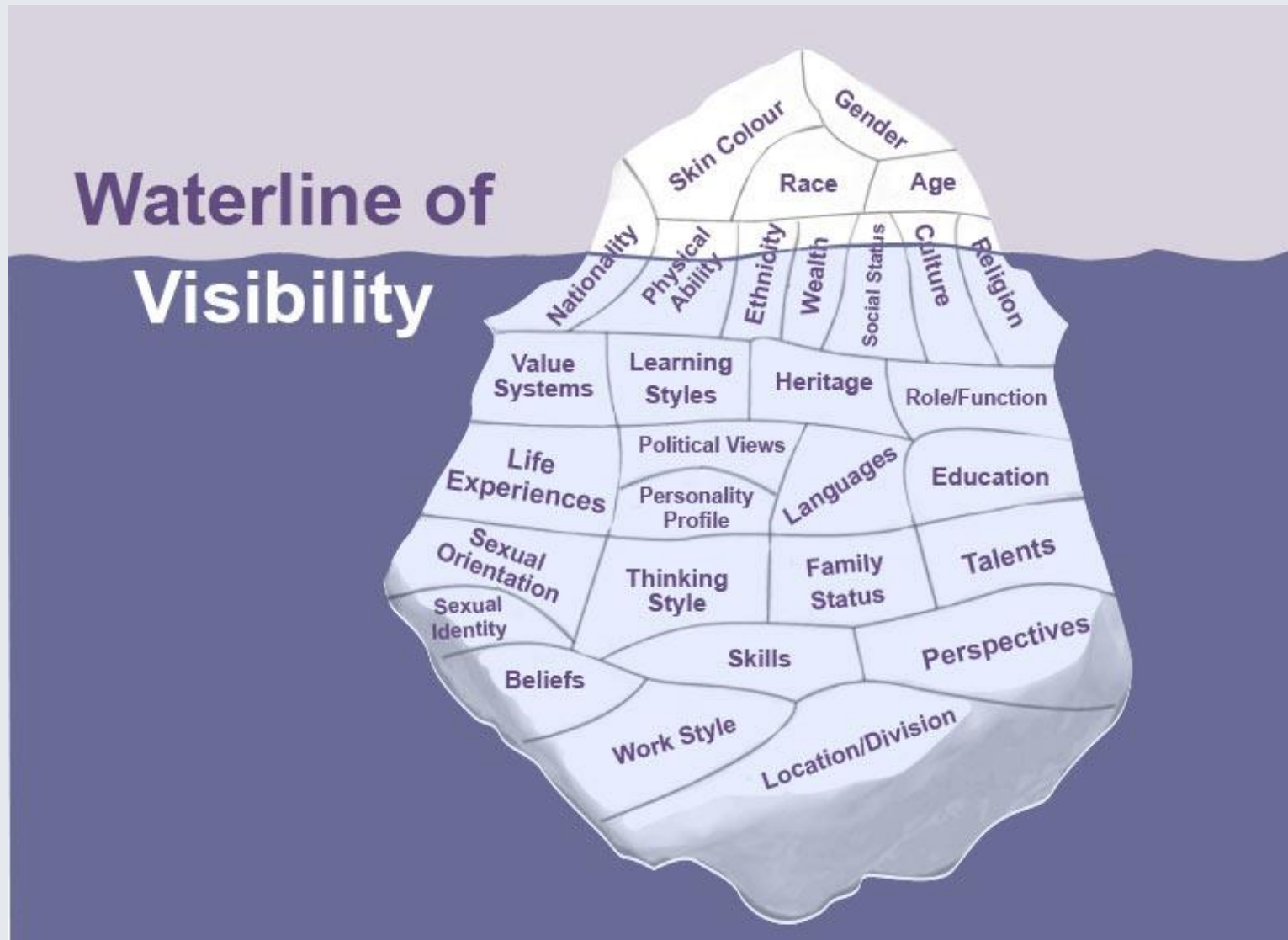
Video credit: Accenture

# Introduction

- ❖ Karen Blanc
- ❖ Chemical Engineering with European Studies, 2004
- ❖ IChemE Fellow, Chartered Manager
- ❖ Operations director – energy transition, offshore wind, O&G – Atkins
- ❖ Passionate about people and career development
- ❖ Sector ED&I (equality, diversity and inclusion) lead, AXIS Network chair, OGUK D&I Task Force member



# Diversity



# Why inclusion matters

- ❖ Everyone has the right to have a fulfilling career, without barriers (or hidden advantages)
- ❖ Makes business sense – diverse teams achieve better results, by any measure
- ❖ It's the right thing to do!

# AXIS vision

## **Achieve gender balance in the Aberdeen Energy sector**

- 👤 focussed on achieving fair and equal gender-balanced sector
- 👤 at all levels, in all roles and functions
- 👤 to support a prosperous and sustainable future

Our focus is on fixing the workplace (not fixing the people)

Challenge harmful stereotypes affecting both men and women



# What do we do?

- 👥 Networking events
- 👥 Role models
- 👥 Mentoring programme
- 👥 Best practice
- 👥 AXIS Pledge

Hold leaders to account for change

Leader round tables

Audit on actions to remove bias

Track progress on GPG

- 👥 1500+ members, 60+ organisations



## A Conversation with Colette Cohen

Updated: Sep 10

### The Facts:

- Colette is from a small town in Ireland and attended school in a convent
- After leaving school she studied Chemistry at Queens University in Belfast
- Colette has nearly 30 years industry experience working in the UK, Norway, US and Kazakhstan prior to joining the Oil and Gas Technology Center (OGTC) in late 2016 as their founding CEO



## MENTORING PROGRAMME



### AIM

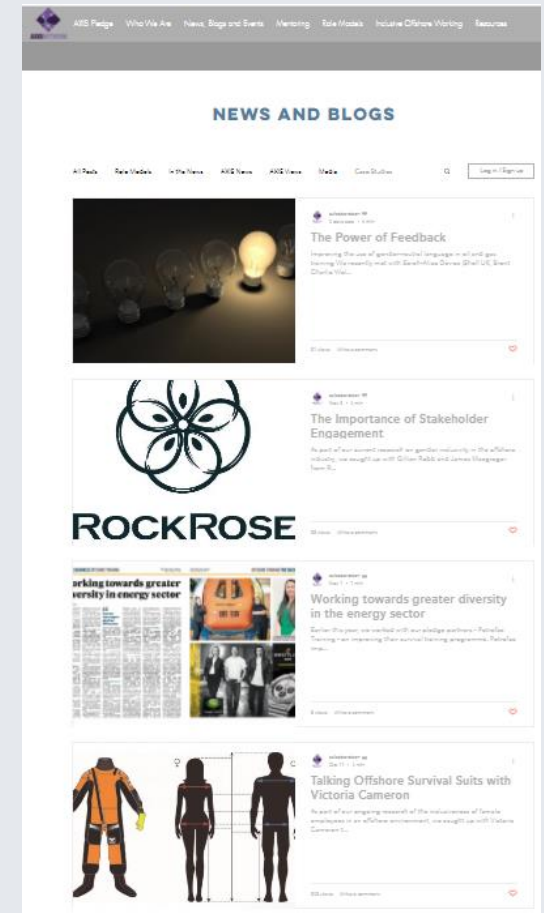
The aim of the Axis mentoring scheme is to allow participants to come together in a supportive way to encourage mutual growth and progression. The role of the mentor is to provide guidance and support to the mentee. The role of the mentee is to take on board and consider the experience and advice that a mentor can offer.

It is intended that the mentorship through the Axis programme will last for a period of 6 months.

It is important that both parties are committed and involved during the process. Regular feedback between mentor and mentee will be key to the success of the mentorship.

# Inclusive Offshore Working

- ❖ Partnered with **Step Change in Safety**
- ❖ Produce guidance for offshore operators, share best practice
- ❖ Creating inclusive working environment
- ❖ Allow people to be fully present at work
- ❖ Micro-inequities
  - Representation
  - Safety clothing
  - Bed/room allocations
  - Period provisions





# What can organisations do?

- ❖ Sign the AXIS Pledge
- ❖ Develop a Gender Pay Gap Action Plan
- ❖ Commit to balanced meetings, panels, shortlists
- ❖ Make flexible working a reality
- ❖ Enhance and encourage uptake of Shared Parental Leave
- ❖ Ensure performance metrics/reviews are free from bias
- ❖ Distribute work evenly

# What can I do?

- ❖ Call out unconscious bias
- ❖ Commit to balanced meetings, panels, shortlists
- ❖ Understand your privilege and extend it to others
- ❖ Lead by example
- ❖ Be an equal partner
- ❖ Join AXIS – follow us on LinkedIn!

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

# Thank you!

