



*In Diverse Company's*

# Energy, Renewables and Sustainability Sector Roundtable Discussion

## Creating Inclusive Cultures





# Our message

Thank you for attending or showing interest in our Roundtable discussion.

Our global panel and networking events and webinars on a range of topics relating to equality, diversity and inclusion are designed to be informal, providing the opportunity to openly discuss bold topics, share knowledge and challenge thinking.

Since In Diverse Company launched, we have had the pleasure of meeting some of the most inspiring influencers across the ED&I space – passionate about working collaboratively to create inclusive cultures for all. We set up our events programme to share some of these truly inspirational stories and provide evidence of the power of inclusion within the workplace, as well as a networking opportunity, talking through issues and challenges and creating a community for those working along the ED&I journey.

We thought it would be useful to follow-up with the key insights from our expert panellists.

If you have any additional comments or feedback, do let us know and we will be in touch with information on future sessions.







***“When people are in an environment where they can perform at their best, engagement, productivity and business performance increase. For this to happen, organisations should aim to shift mindsets and hold inclusion at the heart of business decisions.”***

**Johanna Beresford  
CEO, In Diverse Company**



# About

Sustainability is a big factor in energy and renewables, but does this focus extend to employee engagement and the ED&I agenda too? The powerful commonality they all share is that they impact humans in one way or another.

To be truly sustainable, an organisation should focus on environmental and societal factors – this includes people, customers and brand. Thinking about this for the long term is key, as sustainability is about building something effective that will last (whether this is physical, a process or something that will reach an employee in another way).

On the 30th of September 2021, In Diverse Company hosted a virtual roundtable discussion on the topic of **Creating Inclusive Cultures in the Energy, Renewables and Sustainability (ER&S)** sector globally.

Industry experts from the US, India and the UK joined us to share some of the unique challenges they face concerning ED&I in this industry, initiatives their organisations have taken to solve these and what they think needs to be done further and better.





# Our Speakers



**Thecla Schreuders**  
Independent Culture & Engagement  
Consultant



**Ayush Gupta,**  
Chief GRM (HRD) - GAIL



**Alex Meredith**  
Project Director - SSE



**Johanna Beresford,**  
CEO - In Diverse Company



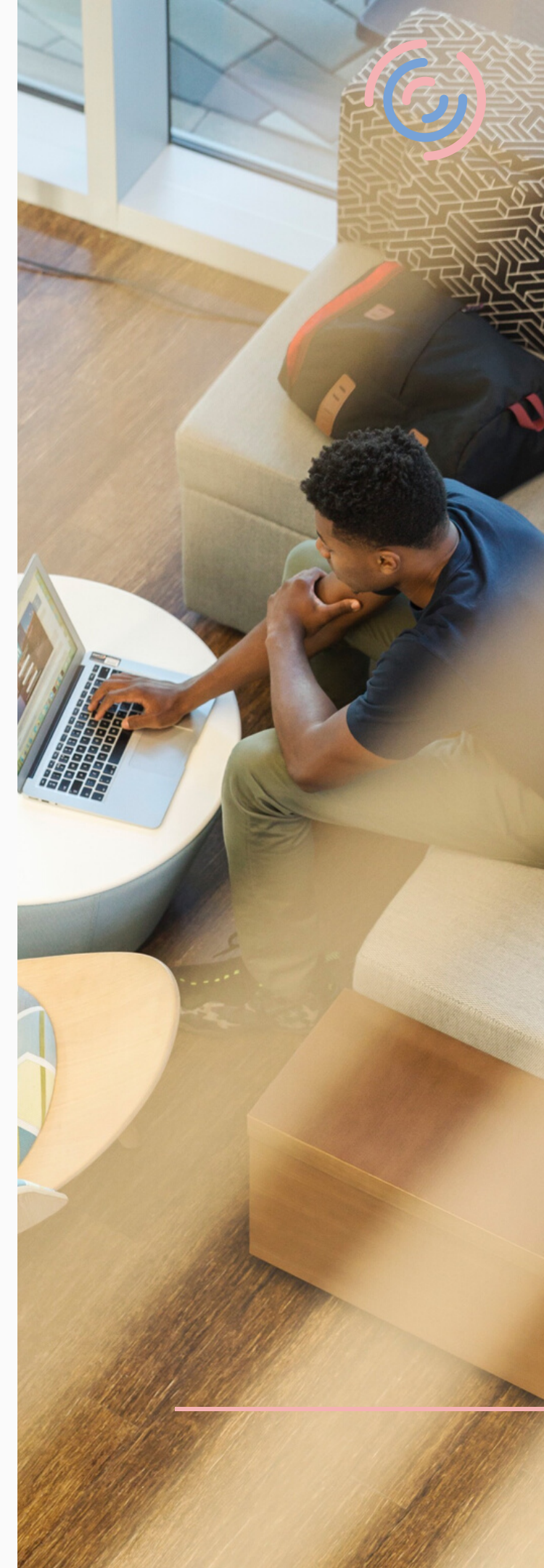
**Kunjvihari, Jandhyala**  
Head - Strategic HR & Organisation  
Effectiveness - Tata Power



**Kate Matthews**  
DE&I Manager, Eastern  
Hemisphere - BP



**Lucy Miller**  
Global Head of Inclusion, Diversity  
and Engagement - Buro Happold





# Key Insights

- The ER&S sector is growing rapidly in the UK and organisations are hiring actively. However, due to the nature of the industry and current recruitment practices, organisations get pigeonholed in the types of candidates they receive. So, to break out of these patterns, an increasing number of organisations are trying different channels to post job adverts, partnering with external agencies, and building better access channels to diverse networks.
- In India, organisations in this sector usually operate in rural hinterlands, making it easy for them to hire locally and give opportunities to people from less privileged backgrounds. However, to encourage employee retention and a sense of belonging, organisations are investing in these individuals by sponsoring their further education and providing progression opportunities within their roles.
- It is important to understand the microcosms of society. To drive a truly inclusive culture, it is essential to create awareness, help members appreciate differences, talk in 'shared languages' and create a level playing field.





# Key Insights

- Taking initiatives that go beyond compliance, such as providing 'return to work' support to a new parent, providing learning and development opportunities to specific groups and continuing benchmarking and reporting progress, go a long way in attracting and retaining diverse talent.
- While ED&I measurement and benchmarking are essential, in a sector such as ER&S where this is largely driven by hard numbers and data, it is easy to slip into a harmful ED&I approach that focusses only on meeting targets and numbers. For an ED&I strategy that works, it is important to take a balanced approach and ensure behaviour change along with equitable representation.
- Inclusion and sustainability have a unique connection. Organisations in this sector are including inclusion practices within their sustainability goals and ensuring that ED&I practices are embedded in all aspects of the business.
- In this sector, equity needs to be given importance over equality. However, organisations need to be careful in their transition. The journey needs to be supported by building awareness, empathy, and vulnerability at the organisation.







*"We need to review which level of evolution we are in terms of D&I. We need to look at which perspective we are operating from:*

- *1st stage – Compliances perspective: Company wants to ensure we are on the right side of law*
- *2nd stage – Fairness Perspective: While being legally compliant, the company feels strongly that it is only fair and moral that the workforce composition reflects the diversity of the community in which it operations.*
- *3rd Stage – Business value: While acknowledging compliances and operating from fairness and moral perspective, Company also recognises that a diverse workforce creates learning and innovation and creates business value and helps the organisation achieve high performance levels."*

**Kunjvihari Jandhyala**

**Head - Strategic HR & Organisation Effectiveness, Tata Power**



# Key Learnings

1. Put conscious effort into accessing diverse talent outside of usual networks – try new recruitment channels and partner with external agencies.
2. Create a level playing field - invest in diverse talent, provide development and progression opportunities to specific groups and create allies within the workplace to retain this talent and build a sense of belongingness.
3. Measure and benchmark progress but don't get fixated on numbers; behaviours play a bigger role in driving a culture of inclusion.







# Thank you!

*Want to get in touch with us for future events,  
contribute to our thought leadership,  
or have a chat about ED&I?*

*Send us an email at **info@indiversecompany.com**.*



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