



C3E INTERNATIONAL

ADVANCING GENDER EQUALITY TOGETHER

AN INITIATIVE OF THE CLEAN ENERGY MINISTERIAL

Technology Collaboration Programme
by IEA

C3E International Ambassadors Informational Packet



@C3E_Intl_Energy



#Equalby30

Brief History of C3E International

Clean Energy Education and Empowerment (C3E) International is a multilateral initiative working towards greater gender diversity in clean energy professions, recognizing that transitions to a clean energy future will only garner success if we harness all possible talent. The energy industry remains one of the most gender imbalanced sectors, with women making up approximately just 20% of the global workforce¹. Women's representation specifically in clean energy fields internationally is only slightly better at 35%², despite research that consistently shows that a diverse workforce results in greater organizational performance and stronger results.

In July 2010, the International Clean Energy Education and Empowerment (C3E) Initiative was launched in Washington, D.C., at the first Clean Energy Ministerial (CEM) meeting, a forum for energy and environment ministers and stakeholders from 23 countries and the European Union.

The Initiative's activities were re-organized as an International Energy Agency (IEA) Technology Collaboration Program (TCP) in June 2017. Countries were invited to re-join the joint IEA and CEM initiative with an updated work plan and objectives, bringing continuity and new energy to the work.

The TCP is a multilateral mechanism established by the IEA with a belief that the future of energy security and sustainability starts with global collaboration. The program is made up of thousands of experts across government, academia and industry in 55 countries dedicated to advancing common research and the application of specific energy technologies.



1. Source: Future of Jobs Survey, World Economic Forum
2. Source: IRENA online gender survey, 2018

Current Lead & Member Countries

Canada, Italy, and Sweden were the founding members of the new TCP format of the International C3E, and hosted the first Executive Committee meeting in September 2017 in Paris.



C3E Chair: Annette Hollas, Canada



C3E Vice-Chair: Suzanne Jaworowski, USA

Lead CEM Members(s)



Canada



Italy



Sweden

CEM Member Participant(s)



Australia



Finland



United States



Chile



Austria



Czech Republic



European Commission

Executive Committee Meeting: Vienna, Austria, April 2019



The 5 Workstreams

Members agree to support the goals and the work of the C3E International's five workstreams by participating in the Data Collection & Benchmarking workstream, and at least one of the other four focus areas:

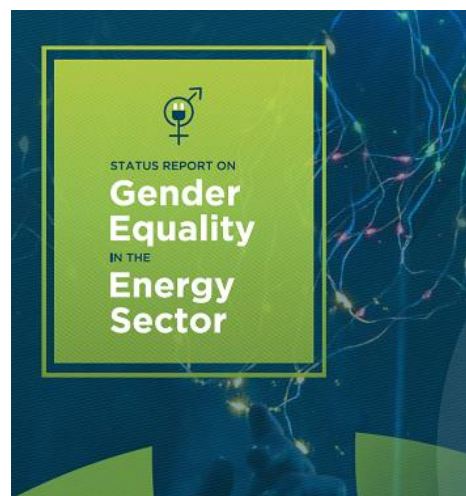


Data Collection & Benchmarking – Lead by Italy and the IEA

The first important step to change is having a solid understanding of the current landscape. At present, there is limited gender-disaggregated data regarding the energy sector and inadequate knowledge about how to make the sector more gender diverse. It is critical for countries and organizations to join efforts to improve systematic data collection in order to understand trends and identify actions aimed at increasing women's presence and participation in the energy sector.

All participants contribute to the Data & Benchmarking workstream, with Italy serving as the lead country and IEA as coordinator.

Status Report on Gender Equality in the Energy Sector, launched at CEM10 in 2019



This is the C3E's second annual status report. This report includes a greater number of countries and indications, providing more insight from the data. The C3E TCP intends to play an active role by providing the necessary support for the implementation of an information system to monitor the current state of the sector, implement actions, and track progress. In this document, you will find the most recent data we have gathered from member countries. This knowledge could support the development of policies and actions that may accelerate gender equality and enable equal opportunities for men and women in the future.

Ambassadors Cohort – Lead by the United States

International C3E Ambassadors are given opportunities to attract, retain, and inspire the next generation of female leaders in the clean energy sector through public speaking engagements, serving as a role model, and championing careers of up-and-coming professionals in the field.

Ambassadors serve as volunteer for a two-year term, renewable once. Up to five Ambassadors can be selected from each C3E International member country, and come from multi-disciplinary clean energy fields including industry, government, and universities. The Ambassadors cohort is made up of proactive and highly qualified women and men who are leaders in the clean energy field and champions of gender equality.

Awards and Recognition – Lead by Canada

The Clean Energy Education and Empowerment (C3E) Awards recognize and celebrate outstanding individual or organization who have helped to advance the role of women in the energy sector. C3E International recognizes that a clean energy future will only succeed if we harness all possible talent.



C3E International currently has two categories:

The **C3E WOMAN OF DISTINCTION** award, which is open to professional women working in the clean energy sector, and;

The **C3E ORGANIZATIONAL LEADERSHIP** award category is open to public, private, and non-profit organizations who have contributed significantly to the expansion and improvement of the clean energy sector while most importantly, demonstrating catalytic and wide-reaching leadership around gender equality. Top candidates will demonstrate having taken concrete actions and achieved results in recruiting, developing, and retaining women within the clean energy sector in line with equal pay, equal leadership, and equal opportunities

The Clean Energy Education and Empowerment (C3E) Awards are presented at the annual Clean Energy Ministerial.

Dialogue and Communications – Lead by Austria

Under Austria's leadership, C3E International is committed to building an online platform for international collaboration. The platform will house C3E information and expand the reach of C3E activities, broadening its network of women in energy.

Ambassadors, both current and emeritus, will have a dedicated page and access to resources on all C3E works streams at the tip of their fingers.

 @C3E_Intl_Energy /  #Equalby30

The Equal by 30 Campaign – Lead by Canada and Sweden

Equal by 30 is a campaign run by C3E International in partnership with public and private sector organizations to work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector by 2030. Empowering and increasing the representation of women in the energy sector is essential in the transformation to a clean energy economy. Growing evidence demonstrates that gender diversity increases profits and generates efficiencies. For Equal by 30 signatories, gender diversity is serious business!

Equal by 30 asks organizations, companies and governments to endorse principles, then take concrete action to accelerate the participation of women in the clean energy sector, and close the gender gap.

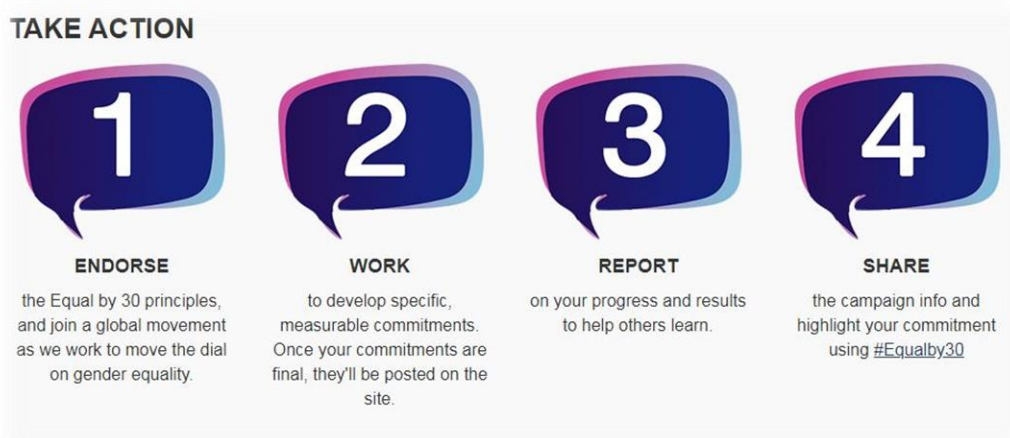
High-level Principles of the Equal by 30 Initiative for the Private Sector:

- We aim to lead by example, integrating equality principles into our organization and policies, and will step up our efforts to promote gender diversity activities, in areas of recruitment and career advancement in particular.
- We pledge to highlight and support women, and close the gender gap, by promoting actions in our business.
- We will provide leadership, and share our experiences and lessons learned on gender diversity programming and initiatives.
- We recognize the importance of reporting on progress and will support efforts to improve the collection of gender disaggregated data so that we can and report on our progress in a transparent, open manner.

High-level Principles of the Equal by 30 Initiative for the Public Sector:

- We aim to lead by example by taking concrete steps to promote gender equality so that our lessons can serve as an example for others to follow.
- We aim to integrate a gender lens into all levels of our work, mainstreaming gender equality into our organizational culture and process.
- We will set high standards for the recruitment, promotion and participation of women, adopting more rigorous requirements where necessary.
- We will report regularly within our organizations and to the public we serve, so that progress is measured, visible, well-communicated, and we are fully accountable to our citizens.

www.equalby30.org



International C3E Ambassadors Activities

Thank you for serving in the C3E International Ambassador Program. C3E International Ambassadors are given opportunities to attract, retain, and inspire the next generation of women leaders in the clean energy sector. The initiative provides a platform to speak publicly, draw attention to important work, serve as a role model, increase women's participation and leadership, and champion the careers of up-and-coming professionals in the clean energy field. It provides each Ambassador an opportunity to interact with peers in an elite and accomplished cohort.

Materials will be provided by the C3E TCP Secretariat to assist Ambassadors with their activities. Ambassadors will have an opportunity to share feedback and information via private groups on Facebook and LinkedIn. Ambassadors are also welcome to propose new ideas for engagement, provided that they contribute to the advancement of women in clean energy.

Activities to support the C3E International Initiative include, but are not limited to:

- ✓ Promote C3E International Awards opportunities
- ✓ Participate in the review and winner selection process of the C3E International Awards
- ✓ Communicate about events or achievements on C3E International's social media, write blogs and website
- ✓ Provide information on gender policies or data on the participation of women in their workplace
- ✓ Promote the Equal by 30 Campaign
- ✓ Recruit new signatories for the Equal by 30 Campaign
- ✓ Champion C3E International by speaking publicly and privately
- ✓ Organize C3E International regional events, policy circles and/or locally arranged small group meetings

Activities to support female students and professionals transitioning to or starting out in the clean energy field include, but are not limited to:

- ✓ Launch a networking or a matching/mentorship program through a virtual platform
- ✓ Offer or promote internships, scholarships, fellowships, or job shadowing opportunities
- ✓ Provide advice on job applications or how to get into or rise in clean energy,
- ✓ Collect and share information on best practices
- ✓ Share how to gain experience and increase leadership in their sector, and/or
- ✓ Develop a career toolkit or other useful resource.

Share your activities with us!

C3E International would love to amplify your role as an Ambassador and the activities you participate in as a member of this accomplished cohort.

Please feel free to email us at C3EInternational@hq.doe.gov with any pictures or stories to highlight on social media the course of your C3E International Ambassadorship.

The Women in Clean Energy Breakfast CEM10 in Vancouver



Questions?

If you have questions about the C3E Ambassadors program, please contact C3EInternational@hq.doe.gov

“As we conclude today’s comments, I’d just like to take a point of personal privilege perhaps and thank Fatih for, one, being here today, thank you for an excellent presentation, but also as we celebrate the importance of women in energy, thank you for your partnership in the C3E Initiative that we’ve undertaken



over the years, promoting women in energy, clean energy in particular, all across the world. As we celebrate Women’s History Month here and around the world thank you for your strong partnership.”

~ US Secretary of Energy, Dan Brouillette

March 4th, 2020

Meeting between Secretary Brouillette and Dr. Fatih Birol, Executive Director of the International Energy Agency



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