

Sarah Barber¹, Sara Fogelström²

¹Eastern Switzerland University of Applied Sciences, ²Chalmers University of Technology

A diverse and inclusive wind energy workforce is essential for meeting net-zero targets. Practical, community-driven DEI actions are needed to turn commitment into measurable impact!

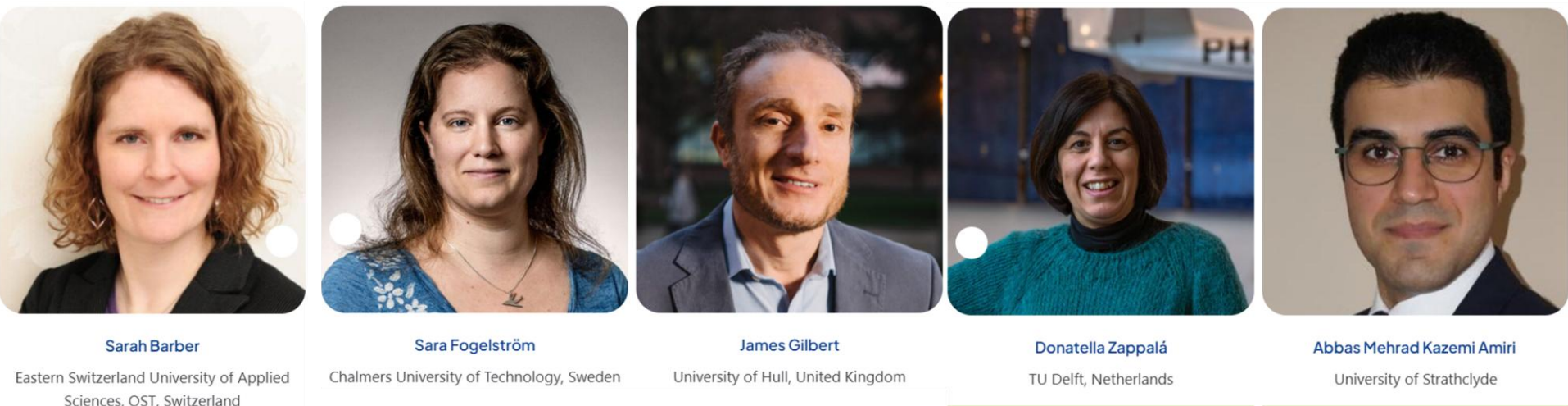
Motivation:

- Energy and utilities sector faces a growing skills shortage, especially in wind energy
- Wind workforce growth is not matched by diversity (e.g. women and minority groups are underrepresented)
- Achieving net-zero targets requires access to a broader, more diverse talent pool
- Organisations face increasing pressure to improve Diversity, Equity & Inclusion (DEI)
- Limited guidance exists on how to implement effective DEI practices

Aim of this work:

- Showcase how the EAWDEI Committee supports a more diverse wind energy workforce
- Present results of the EAWDEI Survey
- Introduce practical DEI actions, tools, and resources for individuals and organisations

Members of the DEI Committee:

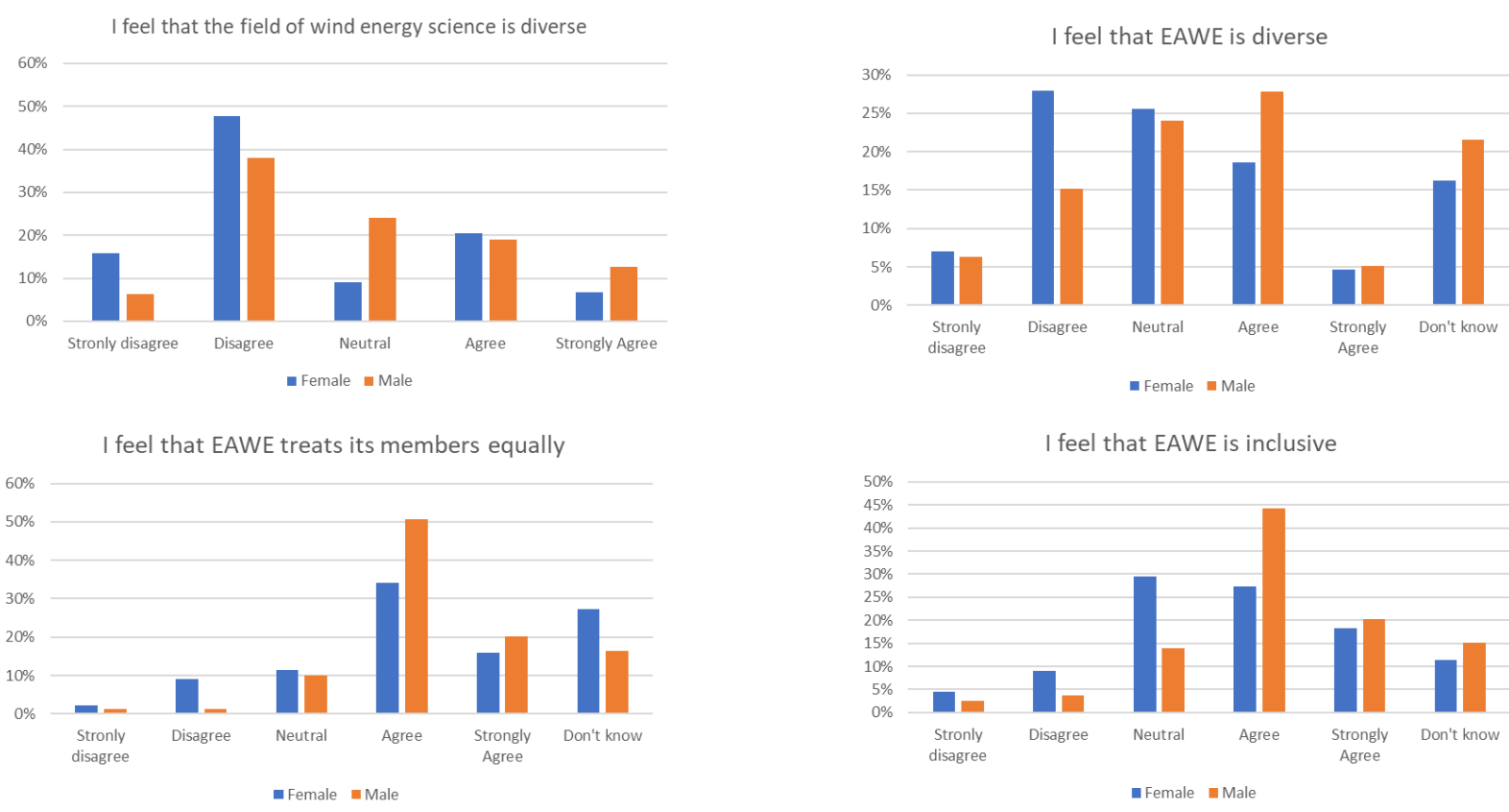


The EAWDEI Survey 2024:

- Designed to assess diversity and inclusion in wind energy science
- Collected demographic data and perceptions of DEI within EAWDEI and the wind energy sector
- Online, anonymous, GDPR-compliant survey
- Distributed via LinkedIn, email, and at TORQUE2024
- Expert review and inclusive design to minimise bias

Survey results:

- Only 30% view wind energy science as diverse
- EAWDEI perceived as inclusive and fair, but leadership seen as male-dominated
- Strong demand for clearer, more proactive DEI initiatives
- Key suggestions: role model visibility, inclusive events, scholarships, DEI training
- EAWDEI encouraged to move from intent to measurable action



EAWDEI resources:

EAWDEI recommendations:

TOWARDS A DIVERSE, EQUITABLE & INCLUSIVE FUTURE
Small actions matter, choose yours!

EAWDEI recommendations for ensuring a diverse workforce in wind energy in less than one hour a month

1. GET NETWORKING

- Attend a DEI meet-up or event
- Join an affinity or diversity group
- Connect and embrace underrepresented colleagues
- Engage with diverse professionals on LinkedIn
- Volunteer to host or moderate inclusive events
- Join DEI-focused professional groups or communities
- Attend cultural events beyond your usual circle

2. INCREASE AWARENESS

- Read and discuss DEI policies with your team
- Host a discussion on an article, podcast, or video
- Share resources like DEI diversity topics
- Create an infographic or post explaining key concepts
- Invite guest speakers from underrepresented groups
- Highlight cultural or heritage months
- Subscribe to DEI-focused newsletters or podcasts
- Add key DEI dates to your team calendar
- Connect DEI to part of strategies and recruiting

3. WORK ON YOURSELF

- Map your socioprofessional circles for diversity gaps
- Take an implicit bias test and reflect
- Listen and learn from someone with a different background
- Join a workshop on allyship or inclusive communication
- Practice inclusive language in daily communication
- Watch a documentary or talk on systemic issues
- Read work by thinkers from diverse backgrounds

4. ACTIVELY SUPPORT UNDER-REPRESENTED GROUPS

- Encourage and join mentorship programs
- Mentor someone from an underrepresented group
- Write LinkedIn recommendations to amplify colleagues
- Review CVs or applications and give feedback
- Nominate diverse colleagues for awards or recognitions
- Offer career ODA or skills advice at schools or universities

Brought to you by the EAWDEI DEI Committee
DEI - Diversity, Equity and Inclusion
8/23/2024

eawe



Meeting slide:

Fostering an open and inclusive culture at our meeting today

Using gender-sensitive language makes everyone feel included

☹️ "He/him"

☹️ "Manpower"

☹️ "Man months"

😊 "She/her or he/him"

😊 "People power"

😊 "Person months"

Using "non-violent communication" helps constructive conversation

☹️ "You did"

☹️ "You shouldn't...."

😊 "My observation was It made me react like / feel..... Therefore my request/suggest is....."

Practising "active listening" empowers people to find solutions themselves

☹️ "My solution is...."

☹️ "I would do"

☹️ "Let me explain...."

😊 "What do you think?"

😊 "What did you mean exactly?"

😊 "Did I understand correctly that...?"

Brought to you by the Diversity Committee of the European Academy of Wind Energy



Practical guidance for fostering DEI:

Resource Database

Select Categories

Select Languages

Select Countries

Year of Publication: from

Select

To

Select

SAGE (Systemic Action for Gender Equality) toolkit
Trinity College Dublin |
Language: English
Keywords: Gender Equality

How to include more women in the wind farm planning process
World Wind Energy Association | 2022
Language: German
Keywords: Inclusion, Women

Meet us at



Watch this presentation

Download the poster