

# EMPOWERING THE WOMEN IN GEOTHERMAL



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# GENDER EQUALITY IN THE GEOHERMAL ENERGY SECTOR

ROAD TO SUSTAINABILITY

# What you already know

Gender diverse organisations:

## Make more money

- Gender-diverse boards generate a higher return on equity (4% greater ROE)
- Investors in companies with strong gender diversity strategies receive excess returns running at a compound annual growth rate of 3.3%
- Companies where women made up at least 15% of senior managers had >50% higher profitability than those where female representation was <10%

## Make better decisions

- High-performing companies report that men and women have equal influence on strategy development

## Perform better in hard times

- Gender-diverse boards outperform in terms of share price performance during times of crisis or volatility



WING Turkey Retreat, 2018

# Women in Geothermal (WING)

WING is a volunteer not-for-profit organisation whose mission is to promote the education, professional development and advancement of women in the geothermal community

The structure of WING is based on local presence and global connection.

WING is a doing organisation – we're forward thinking, agile and determined.

WING aims to have an effect on the geothermal industry where gender equity is the result. Our ultimate goal is that one day we won't need to exist.



Kate Young, Geothermal Program Manager, National Renewable Energy Laboratory, US

# WING Themes

Connect: share experiences, insights and create a support network

Inform: share data, information and tools

Advance: support women into leadership and influential positions

Visibility: shine the light on women in the industry

We want to be visible and we want to inspire.



	2019	2018	2017	2016	2015
Total Members	1619	1330	1024	889	~500
Total WINGmen	25%	22%	19%	14%	Not measured

[www.womeningeothermal.com](http://www.womeningeothermal.com)

# WING El Salvador

- Started in 2017
- >150 members
- First ever women in geothermal session at Latin American Energy conference, Aug 2018
- Workshops and training to empower their women



WINGs in El Salvador

# El Salvador

How men can have a positive impact on the inclusion of women

- Commercial coffee and cacao operation that employs 600 local women. Uses the cooling tower condensate from Berlín geothermal power plant to water plants
- Wider reforestation program 3,000 people employed (70% women) to plant 6 million trees
- Empowers women in geothermal power plants to perform activities traditionally performed by men. Female participation in geothermal plants has grown by 20% since his arrival
- Sought to sign an agreement with El Salvador's Ministry of Education to support WING women who have not finished high school
- Created specialized nurseries for the children of LaGeo employees



The new chapter of WING in El Salvador with CEL President David Lopez (source: LaGeo)

“He believed in us”





# Women for Results

*Narrated by*

**Connie Britton**

UNDP Goodwill Ambassador

# Full Steam Ahead

- Gender equality in the global geothermal workplace
- Partnered with United Nations University – Gender Studies Group
- Funding from the Icelandic government
- Professional documentary film crew from New York
- Filming in Iceland, Kenya, Ethiopia, Japan, Mexico, New Zealand and US



'Full Steam Ahead' filming at ARGeo 2017, Thecla Mutts and film crew

# WINGman Special Taskforce

- Helping WING to be 'man-friendly'
- Giving men insights and tools to support and empower colleagues and other women in their lives

## Pilot

- 15 males from technical, operational and management roles
- 12 month period met on a monthly basis and discussed different topics,

## Results

- Real and meaningful change – everyday activities
- Super advocates of WING and equality
- Actively seek ways to improve things for women



WINGmen

# Global Visibility Partnership

Seequent will fund a WING member each year to attend a global geothermal conference and present a research paper.



2018 Winner: Rocelle Mendoza, Geophysicist,  
EDC, Philippines

# SEEQUENT



# World Geothermal Congress 2020, Iceland

## Goals:

- 50% female session chairs
- 50% more female presenters than WGC2015
- 50% more women attending than WGC2015
- At least one woman on every expert panel

WING Scholarships – looking for sponsors

You will see us. You will hear us. You will join us. See you at WGC2020.



Fida Abu Libdeh, CEO & Co-founder, Geosilica, Iceland



**WING**

Women in Geothermal

*'No industry or country can reach its full potential until women reach their full potential.'*

Sheryl Sandberg