

# Equity, Diversity & Inclusion Strategy

# Equity, Diversity & Inclusion Strategy on a page

Vision: IGEM, fuelling diversity, passion and potential in the energy sector.

## Aims:

A green hexagon with a white border, containing the word 'Equity' in white text.

Equity

Ensuring people have fair and equitable access to opportunities at all levels within the IGEM community

A cyan hexagon with a white border, containing the word 'Diversity' in white text.

Diversity

Promoting the power of diverse characteristics, perspectives and experiences

An orange hexagon with a white border, containing the word 'Inclusion' in white text.

Inclusion

Creating an inclusive culture that celebrates and embraces differences in environments where people can be their authentic selves

**Vision: IGEM, fuelling diversity, passion and potential in the energy sector.**

IGEM envisions a future where energy professionals can fully express their passions and potential in a welcoming and inclusive environment where diversity is celebrated and where every individual is empowered to excel.



# Aims and Objectives

**EQUITY:** Ensuring people have fair and equitable access to opportunities at all levels within the iGEM community

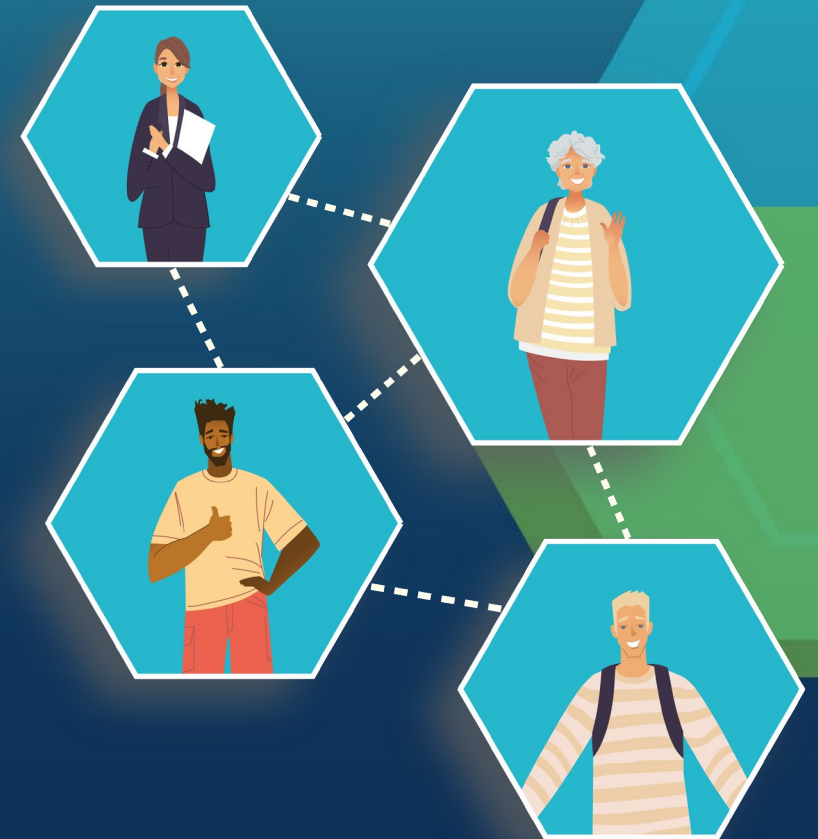
- Addressing underrepresentation
- Improving education
- Creating a safe space
- Ensuring leaders are held accountable for advancing EDI



# Aims and Objectives

**DIVERSITY:** Promoting the power of diverse characteristics, perspectives and experiences

- **Sharing best practice to keep moving forward**
- **Increasing member engagement with EDI**
- **Use EDI as a platform to engage new members**



# Aims and Objectives

**INCLUSION:** Creating an inclusive culture that celebrates and embraces differences in environments where people can be their authentic selves

- Review and evolve HR policies and practices
- Being transparent about our plans and report on progress
- Improving the way we measure and monitor equity, diversity, and inclusion
- Appoint champions and be accountable for delivery
- Leading from the top, ensuring executive level commitment and promotion of EDI





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