

**MORE DIVERSITY**  
**MORE FUN**  
**MORE SUSTAINABILITY**

Women

Young people

Non-binary

Person with disabilities

People of Color

Men



# MORE DIVERSITY

# MORE FUN

# MORE SUSTAINABILITY

## CORNER INFO

Data show that diverse teams representing different social groups (age, gender, ethnicity, abilities) lead to better outcomes and a more sustainable future.

## HOW-TO address the key message

Pursue a gender-sensitive recruitment policy. Use an inclusive language and gender-sensitive pictures for job offers. Eliminate bias in the recruitment process, e.g., push for CVs without photos.

Foster a feedback/company culture where everybody is appreciated, heard and respected, e.g. through an internal communication platform or surveys.



# SKILLS HAVE GENDER

## CORNER INFO

Women, non-binary persons as well as men can be competent engineers, energy experts, or consultants. Being part of the energy transition, installing a solar panel or creating an energy community has nothing to do with gender. Anybody can do it!

## HOW-TO address the key message

Follow a gender-responsive approach to address everyone and to not reinforce gender stereotypes. Use inclusive language, images and icons that portray women as active agents at the workplace and address women when explaining technical aspects and not only for assistance.



A woman wearing a white hard hat and a safety vest is shown in profile, looking at a large set of blueprints she is holding. The background features a power line tower and transmission lines against a purple sky. The image has a halftone or dithered texture.

# Empower women to power up energy!

Push boundaries!



## POWER UP

### CORNER INFO

### HOW-TO address the key message

# EMPOWER WOMEN TO ENERGY

Women act as agents of change thanks to their role as consumers, producers and decision-makers.

Workplaces with high level of women in leadership positions are likely to have higher environmental rating, perform better financially, with better returns on equity for investors.

It promises commercial activities enhancement by serving latent demand of female customers.

Provide women-oriented trainings and mentorship to encourage women to be involved in the leading, public facing roles and technical experts. Emphasize on reaching gender equality in leadership positions.

# USE 100% OF THE TALENT POOL TO ACHIEVE 100% OF YOUR OBJECTIVES



# Use 100 % of the talent pool to achieve 100% of your objectives

## CORNER INFO

Because women represent 32% (IRENA, 2019) of the RE workforce and occupy only 1/3 of leadership positions in Europe, you should act to increase these statistics at your own level – this will lead to more effectivity, sustainability, return on equity, lower earning risks investment, good management, and it will ensure that underserved groups' needs are taken into account.

## HOW-TO address the key message

Use gender-just communication such as inclusive language in recruitment processes, and show diversity on pictures in your job offers and website, newsletters, annual reports and internal communication. Also, use women role models, and fix quotas at all levels (administrative, technical, management, etc.).



**I stand up  
and I raise my  
voice for a  
gender and  
socially-just  
energy  
Transition**

# RAISE MY VOICE FOR A GENDER AND SOCIALLY-JUST ENERGY TRANSITION

## CORNER INFO

We need a feminist and gender just energy approach.. Not only women can be feminists - as an ally you can show solidarity towards the urgency for more gender equality in energy transition.

## HOW-TO address the key message

Ask your colleagues, friends and networks what could be expected when going ahead with a gender-just energy transition (democracy, peace, citizen's empowerment)



# DON'T MIS- GENDER

## TINA\*S!

Trans, Inter, Non-Binary, Agender\*

Ask for the right  
pronoun and use it.



hen

they

she

it

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xie

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none

# DON'T MISGENDER TINA\*S!

## CORNER INFO

Although a person might look male to you, she/he/they might not be male. There are not only women and men, but several gender identities. Provide a workplace that welcomes all genders.

## HOW-TO address the key message

Ask your employees/colleagues with which pronoun they would like to be addressed, e.g., during workshops or meetings. Use a gender-sensitive language for your internal communication.

Provide separated and shared bathrooms, provide menstrual products in all bathrooms.

Pursue a gender-friendly and non-discriminatory policy.







~~Forefathers~~  
Ancestors!

~~Mankind~~  
Humanity/People

Make sure  
that you are  
using a  
gender-  
sensitive  
language.\*

~~Manpower~~  
Workforce!

~~Investing in women~~  
Investing in womxn's  
potential!

\*Every language works differently.  
Be aware of discrimination in the  
language you use.

WV4RES



