



EQUALITY PLATFORM

for the energy sector

Third meeting of members and signatories of the Equality Platform for the Energy sector

Meeting conclusions – 20 April 2023

Making workplaces more diverse and inclusive means addressing all types of discrimination. In the third meeting of the Equality Platform for the Energy Sector, the topic was ethnic diversity and racial discrimination.

With this motto, members and signatories of the Equality Platform for the energy sector met in Brussels to share experiences and good practices. The focus of this meeting was on anti-discriminatory and anti-racist practices in attracting, managing, and retaining talent in the energy sector. The avid engagement of the participants showed there is a willingness and a need to learn more about the topic and to devise concrete strategies to increase ethnic diversity and eliminate racial discrimination.

Mechthild Woersdoerfer, Deputy Director-General for the European Commission Directorate General for Energy, welcomed the participants by giving an overview of the state of affairs in the energy sector and reiterating the need to integrate equality into policy making and in particular into long-term strategies such as the ones being developed now in the sector. In light of the challenges faced in the EU energy landscape, projects like the Platform, that bring together like-minded organisations aiming at introducing systemic changes, are of vital importance.

Magda-Sarah Boulabiza, representing the European Network Against Racism, addressed the topic of ethnic diversity and racial discrimination using concrete examples and comparing efficient and inefficient approaches in practice. The key takeaway of the panel discussion is that successful diversity and inclusion policies must be long-term, aiming at structural change, and include a matrix of measures – there is no one-off or stand-alone solution. Some of the solutions discussed included: quotas, training and partnerships with civil society organisations.

The event further served as an opportunity for the members ENGIE Impact, REScoop.eu and AEMENER to share their annual progress and present future plans. This was a great example of how the Platform provides the stage for members to engage with each other and share valuable experiences.

Creating and encouraging collaboration in an (international) network greatly supports opportunities for women, people with disabilities, racialized people and other underrepresented groups. The Equality Platform for the energy sector aims to facilitate and advance this process, to help organisations build capacity and reinforce their leadership.

Sign up as a member and become part of the platform to stay updated on all events and activities.