



Women in Energy New and Adapted Program for 2023 and Beyond

The International Confederation of Energy Regulators (ICER) established the Women in Energy (WIE) program almost 10 years ago. Since then, the WIE program has been involved in many practical initiatives to advance gender equity in energy regulation. These include sharing women leaders' stories in the ICER Chronicle, highlighting the topic of gender equity in several webinars, and running an e-mentoring program that fosters collaborative mentor-mentee relationships. Over time, the WIE program has steadily progressed toward its goal of supporting mid-career women in the energy sector to advance their careers.

In light of the energy transition and what we have seen from a number of member interviews and surveys, the energy sector demands well-trained, resilient, mid-career women to further accelerate and shape the energy transition within their respective institutions.

However, there are three main reasons that hinder women from advancing their careers:

- 1) Inner circle (incumbent thinking and behaving)
- 2) Priorities of career vs. family
- 3) Lacking self-confidence and role models

Our members' responses to these reasons have brought up the following questions:

- How can women acquire leadership skills?
- How can women grow their professional networks?

The WIE program is taking these issues and questions seriously, and we have developed a new and adapted program for 2023 and beyond in response. The program's main activities are below:

Online networking tool

In 2023, we established an innovative online networking tool that allows members of the peer coaching program to connect with other members across continents. This tool proved to be a good resource for women to enlarge their professional networks, speak up about their experiences, get inspired, and increase their self-confidence among a small group of peers.

The first online networking event took place in May 2023, and was about the value of networking and the circle of confidence. The second online networking event in July 2023 focused on experiences around going back to work after parental leave.

Peer coaching circle and thematic circles of excellence

For the end of 2023 and the beginning of 2024, we will set up two types of online circles. The first is a **peer coaching circle (PCC)**¹ for potential women leaders to exchange their daily challenges, routines, problems, and the barriers they face. They can use the circle as a means of trying out and increasing their leadership skills, getting unbiased feedback, engaging in active listening, demonstrating their curiosity and eagerness to learn, gaining inspiration and mutual enrichment,

¹ This PCC is similar to the one from 2022/2023, which is going to close on October 24, 2023.

expanding their network, and increasing their English language skills.² The WIE program will issue a call for candidates for the PCC in mid-November 2023.

The second type of online circle will be **thematic circles of excellence (CoE)** meant for participants across disciplines to tackle challenges that hinder women from advancing in their careers. It will serve to help them find appropriate role models as well as learn international best practices with a focus on changing incumbent or old recruiting and promotion methods. As a result, they will be better able to find answers to questions around the balance between career and family and how to shape an ideal future work environment, among others.

WIE program goal and vision

The WIE program's **goal** is to expand its network to the whole energy sector! We are and will be cooperating with similar organizations from the sector that we feel will bring the benefits of diversity and mixed professional expertise. The WIE program's **vision** is to grow, but remain flexible! We prefer to focus on sharing international best practices from women leaders through reporting, communication and training, peer coaching, and networking.

Collaborate with us!

We invite you to work more closely with us to:

- **Join ICER's WIE!** All women and men who are employees of National Regulatory Authorities or Regional Regulatory Associations are eligible to join ICER's WIE program. Join our group here: <https://forms.gle/GUYawQQQdL38ZHVM9>
 - **Connect with WIE on LinkedIn:** <https://www.linkedin.com/groups/5117692/>
- **Spread this information** among your members and ask your member institutions to nominate delegates who are willing to actively join the WIE Pool of Excellence – be it as participants, members of thematic CoE, or as volunteers for webinars and trainings. We welcome all genders and races.
 - Please send us the names and email addresses of the candidates.
- **Share the announcement for a new peer coaching circle** in mid-November, which will be accompanied by online networking events and a CoE comprised of acting leaders and human resources experts, members of work councils, and those who are sharing best practices on teaching parents about the energy transition.
- **Reach out to organize joint webinars** with us and to tell us about topics you would like to interact with us on.
- **Highlight success stories and news from your members** by spreading it to the WIE network through the WIE newsletter.

Even if you have your own gender programming, the WIE program invites you to cooperate with us to set up joint activities like meetings, interviews, and events. Think of it as both increasing your own network and complementing our strategy to enlarge ICER's WIE network and the visibility of its members. If you have any questions from your members or of your own, we are ready to listen and learn about your challenges, needs, and potential areas of cooperation via a dedicated video call.

² Most peers have mentioned these values and goals.