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ENHANCING EQUALITY IN ENERGY FOR SOUTHEAST ASIA

Outreach and Collaboration Action Plan (PWS Output
Report – Objective 5, Interventions 5.2 and 5.3)

USAID/RDMA Enhancing Equality in Energy for Southeast
Asia (E4SEA)

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ACRONYMS

| | |
|--------|---|
| EEE | Enhancing Equality in Energy |
| E4SEA | Enhancing Equality in Energy for Southeast Asia |
| FG | Focus Group |
| FY | Fiscal Year |
| GEELP | Gender Equity Executive Leadership Program |
| GESI | Gender Equality and Social Inclusion |
| GIDAP | Gender and Inclusive Development Action Plan |
| GIZ | Deutsche Gesellschaft für Internationale Zusammenarbeit (German International Development Agency) |
| GGGI | Global Green Growth Institute |
| GWEC | Global Wind Energy Council |
| IEA | International Energy Agency |
| IP | Implementing Partner |
| KII | Key Informant Interview |
| LGBTQI | Lesbian, Gay, Bisexual, Transgender, Queer, and Intersex |
| M&E | Monitoring and Evaluation |
| MEL | Monitoring, Evaluation, and Learning |
| MP | Marking Plan |
| NDA | Non-Disclosure Agreement |
| PAD | Project Appraisal Document |
| PII | Personally Identifiable Information |
| PITT | Performance Indicator Tracking Table |
| PIRS | Performance Indicator References Sheet |
| PO | Partner Organization |

| | |
|--------|---|
| QR | Quarterly Report |
| RDMA | Regional Development Mission in Asia |
| RDQAA | Routine Data Quality Assurance Assessment |
| REO | Regional Environment Office |
| SEA | Southeast Asia |
| SEI | Stockholm Environment Institute |
| SIDA | Swedish International Cooperation Agency |
| STTA | Short-Term Technical Assistance |
| TO | Task Order |
| ToC | Theory of Change |
| UKFCDO | United Kingdom Foreign, Commonwealth & Development Office |
| USAID | United States Agency for International Development |
| USDOS | U.S. Department of State |
| USEA | United States Energy Association |
| USG | United States Government |
| USTDA | U.S. Trade and Development Agency |
| W-GDP | Women's Global Development and Prosperity Initiative |
| WP | Work Plan |
| YALI | Young African Leaders Initiative |

INTRODUCTION

BACKGROUND AND PWS REQUIREMENT

Under objective five of the Enhancing Equality in Energy for Southeast Asia (E4SEA)'s work program, the activity will strengthen the capacity of organizations, including USAID programs, to replicate successful gender equality interventions and best practices via their programming, while incorporating lessons learned and successes from bilateral missions and RDMA programs and fostering collaboration. Specifically, under intervention 5.2, the activity will increase collaboration and coordination on gender equality topics with three different groups: USAID programs, E4SEA participants and other regional development partners.

Under the Performance Work Statement (PWS) Intervention 5.2 under Objective 5, CORE International, Inc ('CORE'), the implementing partner of the activity, is required to (i) develop an Outreach and Collaboration Action Plan and (ii) organize and conduct a Semi-annual Virtual Meeting with development partners. Specifically, Task I under the Intervention 5.2 requires the following activities as per our PWS and the Year I Work Plan:

I. Task I: Develop an outreach and collaboration action plan

Using the information gathered through the stakeholder mapping and outreach to USAID programs, CORE will develop an action plan that documents the agreed upon areas for collaboration and coordination of activities implemented under objectives 2 through 4 with the various stakeholders such as:

- co-funding of participant costs to attend workshops,
- co-development of knowledge products, and
- linkages with E4SEA participating organizations.

Intervention 5.3 in the PWS includes E4SEA to organize and participate in a semi-annual virtual meeting with development partners to enhance the understanding of gender issues in the energy sector. Specifically, the Activity requires the following:

I. Task I: Develop Learning Plan for USAID Programs

E4SEA will coordinate with USAID Washington to develop a complementary gender-focused learning plan for USAID programs that incorporates training courses, webinars, and dissemination of best practices. The learning plan will be focused on sharing and scaling USAID's online suite of tools, best practices, lessons learned, training materials and case studies to target gender-specific challenges and barriers in the region. Most sessions will be via virtual webinars targeted to USAID and its SEA implementing partners to highlight available resources. The Activity will coordinate with learning events, coordination efforts, and knowledge sharing platforms hosted by Engendering Utilities to ensure complementarity of EEE for SEA's contributions to USAID's knowledge products on these topics and to the field writ large.

As part of this task under Intervention 5.3, CORE is planning to participate in and make a presentation at an upcoming meeting involving the American Chamber of Commerce (AMCHAM) in Thailand. Detailed of this event to be conducted virtually are discussed later in this report.

CONTENTS OF THE ACTION PLAN

This action plan outlines the proposed outreach and collaboration with each of the groups. Outreach is already underway as part of the work under objective one to map and engage with energy stakeholders. The action plan focuses more on the outreach and collaboration after that process is complete and project counterparts have committed to the activity by signing a letter of collaboration. The document is intended to solicit feedback and agreement from USAID before E4SEA begins active planning for these activities that are largely intended to be implemented in year 2 and onwards of the program.

Since the beginning of the E4SEA Activity, the CORE Team conducted extensive outreach to and collaboration with a wide variety of stakeholders. Specifically, we have had engagement ranging from initial discussions to In-depth Interviews (IDIs) with a variety of stakeholders using a number of outreach tools developed by us:

1. Outreach and Collaboration with Thammasat University
2. Outreach and Collaboration with USAID Bilateral Missions
3. Outreach and Collaboration with Participating E4SEA Organizations
4. Collaboration with Participating Regional Development Partners
5. Outreach and Collaboration with Energy and Gender Network Organizations

In the next section of this Action Plan, we describe the outreach activities that we have completed and the areas of collaboration that we are identifying to further our relationships with various stakeholders and partners.

OUTREACH AND COLLABORATION ACTIVITIES

This section summarizes our outreach and collaboration activities since the start of the E4SEA Activity and discusses potential areas of cooperation and collaboration with various stakeholders and partners.

OUTREACH AND COLLABORATION WITH THAMMASAT UNIVERSITY

Shortly after signing the contract and during the post-award briefing from RDMA, the need for identifying, selecting and entering into an agreement with a suitable Thai Counterpart Agency (TCA) became apparent. Based on prior contacts and relationships in Thailand, CORE identified Thammasat University (TU) as the most appropriate TCA for CORE based on (i) TU's strong interest in and commitment to gender equality and (ii) TU's extensive relationships with Thai employers and their ongoing business programs involving some 100 Thai companies. Based on extensive discussions and numerous meetings with the Vice Rector, the Dean of the Business School, and the Vice Dean of the Business School, CORE drafted a Memorandum of Understanding (MOU) which went through several revisions. The MOU was finally approved by the Board and the Rector of TU and signed by TU and CORE on December 18, 2020.

Given TU's strong interest and commitment for gender equality and their extensive business contacts in the energy industry both in Thailand and the SEA region, we have started preliminary discussions with TU to explore areas where their input could add value to our Activity and the overall RDMA goals.

Based on a follow-up meeting between the Vice Rector at TU and the COR at RDMA, TU could play two additional roles beyond being the TCA for CORE. These include being a Letter of Collaboration (LOC) partner (beneficiary of the E4SEA Activity) and potentially contributing to the Activity.

With our ongoing discussions with the Business School at TU, we are exploring the following areas for collaboration:

OBJECTIVE 1 IDENTIFY CORE CHALLENGES TO GENDER EQUALITY IN THE ENERGY SECTOR IN SOUTHEAST ASIA

Potential Role for Thammasat University: Provision of a Thai Gender Expert for approximately 40-50 percent of his/her time for 2 years. Such an expert could come from either the Business School or from other departments/schools at the University.

OBJECTIVE 2 INCREASE THE NUMBER OF WOMEN AND GIRLS PURSUING CAREERS IN THE ENERGY SECTOR

Potential Role for Thammasat University:

1. Conducting a study on the university's gender equality awareness and inclusive environment could also be a collaboration. As well as analyzing TU's engineering/technical schools recruitment process could yield informative results – which could identify the gap E4SEA can address i. e. new recruitment policy for TU schools.
2. Jointly working with CORE to design a Train-the-Trainer (ToT) Program for women and girls and assist CORE in pilot testing the training program in Thailand. Subsequently, assist CORE in

the training of the trainers in other program countries. This task could also include designing an internship program for university students to do internships at energy employer entities such as energy ministries, energy regulators, energy companies, etc.

OBJECTIVE 3 INCREASE THE RECRUITMENT, RETENTION AND PROMOTION OF WOMEN IN THE ENERGY SECTOR WORKPLACE

Potential Role for Thammasat University:

1. One possibility is for TU to potentially organize and provide a training to energy employers on approaches to enhance gender equality in their respective organizations through reforming their HR policies. We would need to further discuss a possible role for TU here and what type of outreach efforts could be done.
2. Another option would be for TU would be to add on the internship program design in Objective 2. TU (through an MOU with private sector energy companies) could be one of the schools providing qualified interns to energy companies initially in Thailand and eventually in the SEA region.

OBJECTIVE 4 INCREASE MENTORSHIP AND LEADERSHIP OPPORTUNITIES FOR WOMEN IN THE ENERGY SECTOR

Potential Role for Thammasat University:

TU could potentially be involved with CORE by making TU available as the university to provide feeder graduate students for mentorship at the energy company offices. We need to have internal team discussions to see if we can define something meaningful for TU that would have a direct support to Objective 4.

In February and March 2021, TU went through the election of the Rector and subsequent restructuring in the upper management. Under the current structure, while the previous Rector has been reelected, the Vice Rector for International Program has been changed. The new Vice Rector is Dr. Surat, Assistant Professor, Business School. Currently, we are planning a meeting between our Chief of Party (COP) and the TU officials to pick up our discussions on further collaboration.

OBJECTIVE 5 ENHANCE COMMUNICATION, COLLABORATION, AND LEARNING

Potential Role for Thammasat University:

The activities under this objective need to be defined further through discussions between CORE and USAID. Currently, we see no role for TU under this objective.

OUTREACH AND COLLABORATION WITH USAID BILATERAL MISSIONS AND PROGRAMS

Over the last several months, E4SEA has had initial discussions with the USAID Mission officials and the Implementing Partners (IPs) of their respective energy programs in Indonesia, Laos and the Philippines.

Our approach to outreach to USAID programs as outlined in a memorandum to the COR on March 8, 2021 is as follows:

- Step 1: Provide a high-level presentation to the Missions and/or IPs or hold a meeting with the IP on the E4SEA
- Step 2: Request the Missions/IPs to share Scopes of Work or the Performance Work Statement (PWS) of their energy programs
- Step 3: Undertake mapping of the IPs' PWS with the E4SEA Activity PWS to identify both common and complementary areas related to energy and gender
- Step 4: Based on the PWS mapping, identify and report to USAID/RDMA areas for potential collaboration with the Missions/IPs

Using this approach, we conducted two meetings each with the USAID Missions and their respective energy program IPs in the three countries. A brief summary of our engagement with the bilateral Missions is provided below; more details are provided in our Quarterly Performance Report 2 for the second Quarter submitted to RDMA on April 14, 2021.

USAID MISSION IN INDONESIA AND THE SUSTAINABLE ENERGY FOR INDONESIA'S ADVANCING RESILIENCE (SINAR) IP (TETRA TECH)

As part of its collaboration with the Bilateral Missions and their respective program IPs, the E4SEA COR facilitated a virtual meeting on February 2, 2021. The objective of this meeting was to provide a briefing to the Indonesia Mission and their SINAR IP (Tetra Tech) on the E4SEA Activity. The CORE Team made a comprehensive presentation including listing areas for collaboration between RDMA and the Bilateral Mission and between the E4SEA and SINAR activities. The presentation ended with a discussion on the next steps. Ms. Retno Setianingsih, Program Development Specialist at the Indonesia Mission in Jakarta, provided suggestions for the two IPs to potentially undertake joint activities at the nexus of gender and energy as we begin our work under the E4SEA Activity in Indonesia. The CORE Team was led by Lois Varrick, Interim Chief of Party, E4SEA Activity whereas the Tetra Tech team was led by Bill Meade, Program Manager, SINAR Project.

At the request of the Indonesia Mission, the CORE Team provided a follow-up and more detailed presentation to the Indonesia Mission and the SINAR IP on the CORE Team's completed and approved GESI and GIDAP for the E4SEA Activity (March 15-16, 2021). Specifically, during the presentation we discussed our GESI findings based on secondary research that involved data collection and analysis from close to 300 different sources in the literature. During the Q&A period, Ms. Retno further stressed the desirability of RDMA and the Indonesia Mission forging a cooperation as the E4SEA Activity begins its GESI work in Indonesia including IDIs, FGDs, and the baseline citizen survey.

USAID MISSION IN THE PHILIPPINES AND THE ENERGY SECURE PHILIPPINES(ESP) IP (RTI INTERNATIONAL)

As part of its collaboration process with bilateral missions and their respective IPs, the CORE Team provided an introductory presentation to the Philippines Mission and their IP, RTI, on January 19-20,

2021. This presentation was to introduce the Mission and RTI to the overall goal, objectives, and planned interventions under the E4SEA Activity. At the end of the presentation, the participants discussed potential areas of cooperation and agreed to hold a follow-up virtual consultation meeting.

Accordingly, a follow-up more detailed IP to IP virtual meeting was held during which the CORE Team provided a more detailed presentation that included stakeholder mapping and the stakeholder engagement process. The presentation also discussed our approach to conducting a baseline citizen survey in the Philippines. Ms. Leonila Gutierrez (Lilly), Energy Policy Specialist and the TOCOR for the Philippine ESP activity, confirmed her interest in further collaborating with the E4SEA Activity.

FOLLOW UP WITH THE INDONESIA AND PHILIPPINES MISSIONS

Given the strong interest from both the Indonesia and the Philippines Missions to coordinate and collaborate with the E4SEA Activity, the CORE Team requested the COR to request assistance from the two Missions in identifying potential stakeholders for IDIs and FGDs planned during the third quarter of our Activity. The CORE Team drafted detailed requests and an example which were forwarded by the COR to the two Missions for assisting the E4SEA Activity with the identification of key stakeholders and their contact information. We are continuing this engagement as we plan to engage stakeholders and conduct IDIs in the two countries.

USAID MISSION IN LAOS AND THE LAOS ENERGY SECURITY (LES) IP - (NUMARK ASSOCIATES)

The USAID Mission in Laos expressed a strong interest to RDMA in collaborating with the E4SEA Activity. At the request of the COR, the CORE Team provided an introductory briefing to the Laos Mission. The briefing included a detailed description of the Activity's goals, objectives, and planned interventions. Mr. Collin Hughes, Office Director, Economic Growth, Education, and Energy, at the Laos Mission, represented the team from the Mission. Mr. Randall Nottingham represented the LES Activity being implemented by Numark Associates. Lois Varrick, CORE's Interim COP for the E4SEA Activity led the CORE Team. During the Q&A portion of the meeting, the key issue discussed involved the need for all implementing partners to have a letter of agreement (LOA) with a counterpart agency in Laos prior to beginning any work in the country. As such, CORE drafted an overall cooperation framework between CORE and the National University of Laos (NUOL), which will serve as the basis for a letter of agreement that is needed before the CORE Team can begin implementing the E4SEA Activity in Laos. The USAID Mission in Laos initiated contact with the NUOL and they have shown a strong interest in collaboration with CORE on the E4SEA Activity. However, USAID Laos needs to get an official approval from the Ministry of Foreign Affairs. CORE is closely working with the COR and the Mission to draft a letter that would facilitate the clearance that NUOL needs in order to enter into an agreement with CORE.

POTENTIAL AREAS OF COLLABORATION WITH THE MISSIONS AND THE IPS

Based on these meetings and discussions with the three Missions and their respective energy program IPs, the following areas of collaboration with USAID programs are envisioned:

- Sharing of gender and energy specific data
- Identification of key energy stakeholders for engagement

- Identification of energy sector employers and universities that could be E4SEA partners
- Incorporation of IPs GESI experts into any E4SEA organized trainings
- Utilization of E4SEA's tools for Mission/IP Activities' gender work
- Co-funding of participant costs to attend E4SEA organized workshops
- Co-development of knowledge products
- Providing feedbacks and inputs for E4SEA

Table I is a tool that we have developed to document collaboration activities with the various bilateral Missions and their energy program IPs. E4SEA will share with RDMA/USAID this updated table periodically as a handy summary of agreed upon areas for collaboration and coordination with other USAID programs.

We realize that smooth and strong mission coordination is one of the key successes of the program. CORE will work very closely with COR to ensure that relevant bilateral missions and their activities are aware of our plan and activities in their countries in order to receive their strong supports.

| TABLE I: POTENTIAL COLLABORATION ACTIVITIES WITH BILATERAL MISSION PROGRAMS | | | | |
|---|---------------------------|-------------------------------------|---|------------------------------------|
| USAID Program Name | Implementing Partner (IP) | Description of Program ¹ | Areas of Relevance | Agreed Upon Areas of Collaboration |
| South East Asia Edge Hub | Tetra Tech | Performance Work Statement (PWS) | To be developed in follow-up discussions with the IPs | TBD |
| Sustainable Energy for Indonesia's Advancing Resilience (SINAR-Indonesia) | Tetra Tech | Performance Work Statement (PWS) | To be developed in follow-up discussions with the IPs | TBD |
| ESP - Energy Secure Philippines (ESP) Activity | RTI | Performance Work Statement (PWS) | To be developed in follow-up discussions with the IPs | TBD |
| Laos Energy Security (LES) Activity | Numark Associates | Performance Work Statement (PWS) | To be developed in follow-up discussions with the IPs | TBD |
| Water and Energy for Food South and Southeast Asia Hub | Tetra Tech | Performance Work Statement (PWS) | To be developed in follow-up discussions with the IPs | TBD |

OUTREACH AND COLLABORATION WITH PARTICIPATING E4SEA ORGANIZATIONS

E4SEA has been engaging with various organizations in Thailand including public and private sector energy employers, universities, vocational schools, and energy/gender networks. Through a rigorous stakeholder selection process, we selected 23 stakeholders for In-depth Interviews (IDIs). As of the

¹ We have received and reviewed the PWSs of the energy program IPs in Laos, the Philippines, and Indonesia as the first step to identify areas where there is complementarity with the E4SEA PWS.

writing of this Plan, we have made a significant progress. The following is a quick summary of the status of the IDIs in Thailand:

- | | |
|--|----|
| • Total Number of Stakeholders Selected for IDIs | 23 |
| • IDIs Conducted | 13 |
| • Planned and Scheduled IDIs | 10 |

In addition, we have started the planning for up to 8 Focus Group Discussions (FGDs). The FGD composition will consist of the following types of participants:

- Junior/Early career male engineers
- Junior/Early career female engineers
- Mid-level career female engineers
- Mid-level career male engineers
- Female students in STEM +NON-STEM in Secondary education
- Male students in STEM Non-STEM in Secondary School
- Male students in non-STEM and STEM tertiary education
- Female students in non-STEM and STEM tertiary education

Simultaneously, as mentioned earlier, we have begun the stakeholder identification and selection process in Indonesia and the Philippines for IDIs and FGDs.

Through the IDIs, E4SEA intends to sign letters of collaboration (LOC) with energy sector employers and educational institutions that will become the beneficiaries of the E4SEA Activity and collaborate with CORE in the implementation of interventions under Objectives 2, 3, and 4. The LOCs will designate the selected stakeholders as E4SEA participating organizations or project counterparts. A key approach to fostering an environment for the replication of successful gender equality interventions and best practices under E4SEA is for the selected organizations to share their experiences directly with each other. Building on the example implemented under Engendering Utilities (EU) where they convene knowledge sharing sessions and conversation webinars, E4SEA will also convene knowledge sharing sessions with participating organizations to foster information and peer to peer learning.

The details of the proposed knowledge sharing sessions are as follows:

- Begin in year 2 once E4SEA has a critical mass of participating organizations
- Convened on a quarterly basis via an email invitation
- Virtual using Teams or Zoom
- Time allocation will be an hour and a half per session
- Attendees will be only the participating organizations and it will not be open to the public or non-E4SEA participants
- Speakers will be the participating organizations and may include one participant from Engendering Utilities that can share their experience
- Format will be less formal presentation and more a facilitated discussion by a E4SEA staffer focused on what is working and what is not working and strategies to overcome difficulties
- Topics will be on some aspect of the work under objectives 2 to 4 of E4SEA
- Sessions will not be recorded to allow the participants a safe space to share their experiences and only high-level anonymized meeting notes will be shared

COLLABORATION WITH PARTICIPATING REGIONAL DEVELOPMENT PARTNERS

As part of our outreach and collaboration plan, E4SEA will work with RDMA/USAID to convene a semi-annual virtual meeting with regional partners with the first meeting intended for September 2021. This is a requirement of Intervention 5.3 under Objective 3.

The proposed details of the required webinar are as follows:

- **Purpose:** To demonstrate USAID's leadership in the gender and energy nexus, to share information on current programs and learning to reduce duplication
- **Attendees:** Other donors operating in the region and in the gender-energy nexus such as ADB, World Bank, UN, Large NGOs such as Oxfam and The Rockefeller Foundation etc.
- **Format:** Virtual meeting over a 3-hour period with formal presentations by each organization and a period for discussions
- **Speakers:** Opening remarks by a USAID/RDMA senior official, presentations by each organization
- **Logistics:** Collaboration with USAID SEA Edge Hub on the invitations sent under USAID's cover, on the promotion, registration and virtual platform building on their experience holding similar events for USAID RDMA
- **Output:** a compendium of all the presentations shared with the attendees

Given the amount of planning involved in convening this event and given that the stakeholder engagement is still underway, the first semi-annual virtual meeting may be replaced by USAID/E4SEA's participation in existing conferences to present on the business case for gender integration into the energy sector.

E4SEA is closely coordinating its activity with the American Chamber of Commerce (AMCHAM) in Thailand. The outreach and collaboration action plan stemming out of engagement with and through AMCHAM is both organic and strategic. Initially, the DCOP, who is part of the AMCHAM Corporate Social Responsibility (CSR) Committee, communicated to her Co-Chairs about E4SEA. One of her Co-Chairs is Panomporn Yapakai, Corporate Engagement Manager at Kenan Foundation Asia, who introduced her to the Chevron Enjoy Science Project, a US\$30 million, 5-year, public private partnership to strengthen Thailand's competitiveness and innovation by improving STEM and vocational education across the country. She also introduced her to colleagues at Kenan Foundation and UN Women. The DCOP attended a UN Women – Kenan Foundation event and is regularly informed of their events.

In 2021, the AMCHAM Women's Committee was formed. The DCOP connected with the Women's Committee and planned to co-organize an event together.

Based on discussions with Deputy Director of AMCHAM, the DCOP was introduced to Dr. Jessica Vechbanyongratana, Assistant Professor of Economics at Chulalongkorn University, who is a researcher at the Collaborating Centre for labor research, Chulalongkorn University (CU-COLLAR), established in 2019 as a collaboration between Chulalongkorn University and the Ministry of Labour. Due to her experience and current research on STEM, labor, and gender, CORE conducted an in-depth interview with Dr. Jessica. She then advised CORE to also interview Jeff Lehrmann, MD of Chevron Thailand. The DCOP presented E4SEA to Mr. Lehrmann, as well as Alex Yelland, GM of South Asia. Both Chulalongkorn University and Chevron are high potential partners for the E4SEA activity.

As part of the activities of the CSR Committee, the DCOP and her Co-Chairs planned to organize an online panel discussion on Diversity & Inclusion. The Deputy Director of AMCHAM advised the CSR Committee to work together with HR Committee, which also had the same plan. With much interest in the current topic of gender equality and importance given to the energy sector as a major contributor to socio-economic growth in Asia-Pacific, the CSR and HR Committees agreed to focus on women's leadership in the energy sector. The topic of the panel discussion was changed to "Women in Leadership". The two Committees also connected with the Women's Committee, who would co-sponsor the webinar.

The DCOP consulted within the CORE team and with the COR, and it was agreed that the panel would include a Gender Specialist from USAID, Khun Natt Kraipet. Other speakers would be from energy companies that are AMCHAM members. Initially, three companies were approached: Chevron, Esso Thailand, and WHA. When WHA could not participate, the Women's Committee helped to connect with another potential speaker, the CEO of Thai Solar Energy. All four AMCHAM member companies are potential partners of the E4SEA activity. CORE plans to engage them to assess levels of collaboration in the E4SEA activity.

CORE also submitted a memo to the COR to consider making the AMCHAM webinar as either part of "Intervention 5.3 Organize I Webinar as part of the E4SEA webinar series" or "Intervention 5.2 Organize I Semi-annual virtual meeting with development partners". The COR approved making the AMCHAM webinar as Intervention 5.3 "Organize I Webinar as part of the E4SEA" webinar series.

To date, the following is the status of the upcoming webinar.

What: Panel Discussion on Women in Leadership (Zoom/Teams webinar)

When: June 21, 2021 at 10:30-11:30am, Bangkok time

Moderator: Christopher Schultz, Co-Chair of AMCHAM HR Committee and Director, Group Learning & Organization Development, DKSH

Speakers:

- USAID - Natt Kraipet, Gender Specialist (confirmed)
- Chevron - Duanem (Moon) Voradejviseskrai, Wells Manager, Asia South Business Unit (confirmed)
- Esso Thailand - Adisak Jangkamolkulchai, Chairman & Managing Director, AMCHAM Governor (to be confirmed)
- Thai Solar Energy - Cathleen Maleenont, CEO and acting CFO (to be confirmed)

OUTREACH AND COLLABORATION WITH ENERGY AND GENDER NETWORK ORGANIZATIONS

In addition to outreach and collaboration with the USAID Missions in the SEA Region, their respective energy program IPs, energy employers, universities and vocational schools, E4SEA is also conducting outreach and knowledge sharing with various energy/gender programs of various energy gender network organizations. Following is a brief summary of some of the outreach efforts that we have engaged in to identify opportunities for collaboration with other interesting energy/gender programs. More details are provided in our Stakeholder Engagement Report and Quarterly Report for Q2 submitted separately to RDMA.

THE ASIA FOUNDATION, LAOS

Mr. Cullen Hughes of the Laos Mission recommended the Asia Foundation to contact RDMA and the CORE Team to explore areas where the Asia Foundation could collaborate with the E4SEA Activity. In order to explore potential collaboration avenues, the Asia Foundation in Laos and the CORE Team agreed to exchange presentations in a virtual meeting in order for the two parties to become more familiar with each other and focus of our respective activities.

A virtual consultation meeting was held on March 18-19, 2021. During the first half of the meeting the CORE Team made a detailed presentation to the Asia Foundation on the overall goal, objectives, and planned interventions under the E4SEA Activity. During the second part of the meeting, the Asia Foundation Team provided a presentation on their gender-related activities. The participants from the Asia foundation included Ms. Tamara Failor, Program Director and Todd Wassel, Country Representative, Laos PDR.

During the open discussion at the end of the meeting, the Asia Foundation and CORE agreed to hold follow-up discussions as and when the E4SEA Activity gets ready to begin implementation in Laos.

JOHNS HOPKINS UNIVERSITY

Ms. Corrine Hart, Senior Gender Advisor for Energy and Environment, Gender Equality and Women's Empowerment Hub, recommended to RDMA that the CORE Team engage with Dr. Anita Shankar at the Johns Hopkins University for the E4SEA Activity to benefit from Dr. Shankar's wide experience in the gender field and especially in the SEE Change Training and Personal Empowerment Approaches that Dr. Shankar has modeled over the years. We conducted an extensive IDI with Dr. Shankar and gained insights on how we could collaborate in knowledge sharing on transition and challenges in implementing gender-inclusive approaches for governance.

NATIONAL SCIENCE FOUNDATION

The COR for E4SEA Activity recommended that we engage with Dr. Fahmida Chowdhury of the National Science Foundation (NSF) to brief them about our Activity as well as learn from the NSF regarding their gender related activities. Dr. Chowdhury is Program Director at the NSF and is implementing a program entitled "Women and Girls in STEM." NSF is planning a virtual conference on this subject in August 2021 and Prae Piromya, DCOP of E4SEA Activity will be participating in this

conference. As a result, further collaboration with NSF is very desirable. We held a virtual meeting with the NSF on April 12, 2021 during which we provided a briefing on the E4SEA Activity as well as learned about the Women and Girls in STEM activity being implemented by the NSF. Dr. Chowdhury organized a large group of NSF scientists and program officers who made valuable contributions to the discussion during our consultation meeting.

We are continuing to explore areas for further collaboration.

WOMEN IN WIND GLOBAL LEADERSHIP PROGRAM – GLOBAL WOMEN'S NETWORK FOR ENERGY TRANSITION

Ms. Amanda Van den Dool, alternate COR for the E4SEA Activity, recommended that the CORE Team collaborate with the Women in Wind Global Leadership Program. This program is designed to accelerate the careers of women in the wind industry, support their pathway to leadership positions, and foster a global network of internship, knowledge-sharing, and empowerment. The Global Women's Network for Energy Transition (GWNET) is a co-sponsor of the program along with the Global Wind Energy Council (GWEC), of the Women in Wind Global Leadership Program (WIWGLP). We have been engaging with Ms. Christine Lins who is the Executive Director of GWNET and are exploring areas for collaboration.

In addition, we have followed up with a few Engendering Utilities partners to gain insights into their experience that have implications for E4SEA Activity as we move forward to implementation of interventions under Objectives 2, 3, and 4.

ADDITIONAL OUTREACH AND COLLABORATION MATERIALS

ADDITIONAL OUTREACH MATERIALS

The central thrust of the Outreach and Collaboration Action Plan is to select key partners to serve as participating organization to support and contribute to the E4SEA Activity. The specific steps to select and sign LOCs with key stakeholders involve a careful process as follows:

- Identification of a representative list of stakeholders comprising various energy organizations, universities, schools, public sector entities, and the energy industry
- Early engagement to select the organizations for IDIs
- Conducting IDIs
- Using a number of tools to further engage the stakeholders
- Deploying a set of carefully-designed criteria for the selection of the stakeholders for LOCs
- Collaboration with LOC partners for Activity implementation

In order to ensure that we engage with stakeholders effectively and select LOC partners carefully, we have developed a number of additional outreach materials that address the commonly posed questions from prospective LOC partners. Typically, many stakeholders have the following types of questions before signing an LOC for collaboration.

- What is the process for the selection of stakeholders?
- What are the specific criteria that are used for selecting stakeholders for LOCs?
- What does a typical LOC look like and what are the obligations and responsibilities of the parties entering into an LOC?
- What is the proposition that makes a good business case for a prospective stakeholder to enter into an agreement and sign an LOC? In other words, what does the stakeholder get out of the collaboration?
- Other questions related to USAID and the overall E4SEA Activity

Indeed, one of the lessons learned from the Engendering Utilities program is that these are rather common questions which came up when engaging utilities as LOC partners.

Since the primary stakeholders for the E4SEA Activity are universities/schools and energy employers, our team has developed a number of additional relevant outreach materials modeling on similar materials developed under the Engendering Utilities program. Specifically, we have developed and submitted the following additional outreach materials to the COR under a separate report:

1. Introduction of the E4SEA Activity and the Business Case for Energy Company CEOs and Senior Leaders
2. Introduction of the E4SEA Activity to Energy Employers
3. Introduction of the E4SEA Activity to Universities and Schools

The above three outreach materials are concise and targeted PowerPoint presentations that we plan to use, as required, to approach stakeholders for potential LOCs.

In addition, we have developed the following four documents that describe the LOC partner selection criteria and the sample LOCs:

1. Overall Selection Process and Criteria – Energy Employers
2. Overall Selection Process and Criteria – Tertiary Educational Institutions
3. Sample LOC for Energy Employers
4. Sample LOC for Tertiary Educational Institutions

All of these additional outreach materials were prepared consistent with our approved Branding Implementation and Marking Plan and the approved Communications and Outreach Plan.

PLAN FOR USING ADDITIONAL OUTREACH MATERIALS

The principal major step in our Activity implementation is to sign LOCs with 4-5 energy employers and 4-5 universities/schools in each focus country and closely work these LOC partners in implementing the interventions in Objectives 2, 3, and 4. Therefore, our Outreach and Collaboration Action Plan includes a focused effort to engage, educate, and select LOC partners who will be committed to collaborating with Activity implementation throughout the implementation period. These materials provide us with the necessary tools to conclude LOCs with key partners.

In addition, an additional focus of Objective 5 is to engage with various USAID Missions and their respective energy program IPs to collaborate in areas where the overall Activity impact can be enhanced while supporting the Missions achieve their own program goals and gender inclusive development objectives. To this end, therefore, we will use these outreach materials as the basis to collaborate with the Missions and IPs in parallel.