



## **:: HIGHLIGHTS ::**

DIVERSITY & INCLUSION DIALOGUE AT B. GRIMM POWER

PRIDE MONTH WITH TWO VIRTUAL GENDER EQUALITY AND SOCIAL INCLUSION EVENTS

WORKFORCE GENDER EQUALITY ACCELERATED PROGRAM FOR ENERGY COMPANIES

ENGAGEMENT WITH REGIONAL PARTNERS

Dear Stakeholders:

July marks the middle of 2022, and the region is changing rapidly as we remerge from COVID-19. In the past two years of the USAID Enhancing Equality in Energy for Southeast Asia (E4SEA) Activity, we have made progress fostering partnerships and collaboration to expand education and career opportunities for girls and women in STEM. In this quarter some of the highlights include:

- Supporting B. Grimm Power's proactive initiation of the Diversity & Inclusion Dialogue
- Celebrating Pride Month with two virtual gender equality and social inclusion events
- Providing the Workforce Gender Equality Accelerated Program to our partner energy employers
- Engaging with regional partners

## DIVERSITY & INCLUSION DIALOGUE AT B. GRIMM POWER



The energy sector is a male-dominated field where women are underrepresented at only about 25 percent globally. The USAID E4SEA Activity partners with many leading energy employers in Southeast Asia to guide best practices around diversity, equity,

and inclusion. With planning and implementation of its Gender Action Plan supported by USAID E4SEA underway, B. Grimm Power (the largest private power producer in Thailand with more than 2,800 installed MWs) collaborated with USAID E4SEA in its monthly 'Bite-Size Sharing' event for Pride Month titled 'Every-Equal-Value.' USAID E4SEA provided an overview and shared insights on the status, challenges, and benefits of diversity and inclusion in the energy sector in the Southeast Asia region. Promoting equality in energy in Southeast Asia and furthering similar goals to the Biden-Harris Administration's "National Strategy on Gender Equity and Equality" contributes to a just and equal clean energy transition. Initiation on this topic in the private sector demonstrates a growing and positive impact regionally.

The event gathered more than 150 participants, of which 70 percent were management. USAID E4SEA energy partners continue to provide leadership for many energy companies to follow in addressing workplace diversity, gender equality, and social inclusion during Southeast Asia's clean energy transition.

## PRIDE MONTH WITH TWO VIRTUAL GENDER EQUALITY AND SOCIAL INCLUSION EVENTS



For Pride Month June 2022, USAID E4SEA was featured in two virtual events, namely: the Asia Clean Energy Forum gender side event titled "Enhancing Women's Participation in Southeast Asia's Energy Transition" on June 15, with almost 90 participants from around the globe; and the American Chamber Thailand

webinar on June 17, titled “Women in STEM – Inclusion for Innovation and Productivity Enhancement” with more than 60 participants from leading private companies tuning in to discuss with speakers from USAID’s Regional Development Mission for Asia, Gulf Energy, and Pfizer. Promoting social inclusion furthers USAID’s objective to enhance diversity and equality in the energy sector. Moreover, inclusive workplaces and a diverse STEM talent pipeline help to enhance productivity and innovation needed across all industries for tackling 21st-century challenges such as climate action and healthcare.



## **WORKFORCE GENDER EQUALITY ACCELERATED PROGRAM FOR ENERGY COMPANIES**

Men and women in the workforce contribute significantly to the global economy, yet women are underrepresented and often go unnoticed. McKinsey's analysis of 1,000 companies across 12 countries in 2018 on delivering through diversity found that gender-diverse companies were more profitable than their national industry average. It revealed that gender diversity is correlated with improved company performance.



## WORKFORCE GENDER EQUALITY ACCELERATED COURSE



VIRTUAL PROGRAM  
IN 2022

Developed by USAID's Engendering  
Industries Program and delivered by  
Fulbright University Vietnam &  
USAID's Enhancing Equality in Energy  
for Southeast Asia (E4SEA)

USAID.GOV/ENGENDERING-INDUSTRIES

WORKFORCE GENDER EQUALITY ACCELERATED COURSE

USAID Engendering Industries (EI) developed the “*Workforce Gender Equality Accelerated Program*,” which was delivered for the first time in Asia through the Fulbright University Vietnam. Focusing on the male-dominated energy sector, the USAID E4SEA Activity supported the course in cooperation with USAID’s Sustainable Energy for Indonesia’s Advancing Resilience (SINAR) activity. The Program included nine energy companies from Indonesia, the Philippines, and Thailand.

Throughout the 11-day program, each company developed a draft Gender Equality Action Plan that identified their top-priority interventions with viable strategies to increase overall gender equality in their

organization. All of the participants concluded the program with a firm commitment to organizational change.

The Workforce Gender Equality Accelerated Course will be offered again in September for additional participants from Southeast Asia.



## ENGAGEMENT WITH REGIONAL PARTNERS

The demand for enhanced gender equality worldwide is rising, particularly in Southeast Asia. Regional collaboration is essential in order to exchange relevant findings, insights, and approaches for integrating gender equality and supporting inclusive participation in the energy sector across the region.

In this quarter, USAID E4SEA participated in the “ACE-UNEP Renewable Energy, Entrepreneurship and Gender Workshop,” organized by the ASEAN Centre for Energy and the United Nations Environment Programme.

In September, the activity is also collaborating with Friedrich Ebert Stiftung and the USAID South Asia Regional Energy Hub on knowledge exchanges that we will invite you to join.

Please reach out if you have any questions or comments. Thank you for your continued engagement and support for our USAID-funded E4SEA Activity.

Sincerely Yours,

Khan Ram-Indra  
Chief of Party  
USAID Enhancing Equality in Energy for SE Asia (E4SEA)  
CORE International, Inc.



The poster is for the ACE-UNEP Renewable Energy, Entrepreneurship and Gender Workshop. It features a blue and white color scheme with circular graphics. The title is prominently displayed at the top. Below the title, the subtitle reads 'Enhancing ASEAN Renewable Energy Deployment through Women's Entrepreneurship'. Five speakers are listed with their photos and titles: Soma Dutta (Senior Technical Advisor, ENECQA), Joni Simpson (Senior Specialist in Gender, Equality and Non-Discrimination, ILO East and Southeast Asia and the Pacific), Khan Ram-Indra (Chief of Party, USAID's Enhancing Equality in Energy for SE Asia (E4SEA)), Monika Merdekawati (Technical Officer, Renewable Energy and Energy Efficiency, The ASEAN Centre for Energy (ACE)), and Ines van Oldeneel (Business & Market Development Officer, The Alliance for Rural Electrification (ARE)). The date and time are listed as Friday, 22 April 2022, 09.00 - 11.15 GMT+7. A meeting link is provided: <http://go.aseanenergy.org/REGenderWS2>. A QR code is also present. At the bottom, social media handles for @aseanenergy and @asean\_energy are listed, along with the ASEAN Centre for Energy logo and website URL.

**ACE-UNEP  
Renewable Energy,  
Entrepreneurship  
and Gender  
Workshop**

*Enhancing ASEAN Renewable Energy  
Deployment through Women's  
Entrepreneurship*

**Soma Dutta**  
Senior Technical Advisor  
ENE CQA

**Joni Simpson**  
Senior Specialist in Gender, Equality  
and Non-Discrimination  
ILO East and Southeast Asia  
and the Pacific

**Khan Ram-Indra**  
Chief of Party  
USAID's Enhancing Equality  
in Energy for SE Asia (E4SEA)

**Monika Merdekawati**  
Technical Officer  
Renewable Energy and Energy Efficiency,  
The ASEAN Centre for Energy (ACE)

**Ines van Oldeneel**  
Business & Market Development Officer  
The Alliance for Rural Electrification (ARE)

**Date and Time**  
Friday, 22 April 2022  
09.00 - 11.15 GMT+7

**Meeting Link:**  
<http://go.aseanenergy.org/REGenderWS2>

@aseanenergy @asean\_energy ASEAN Centre for Energy www.aseanenergy.org

DISCLAIMER The views expressed in this publication do not necessarily reflect the views of the United States Agency for International Development or the United States Government. It was produced by CORE International, Inc.