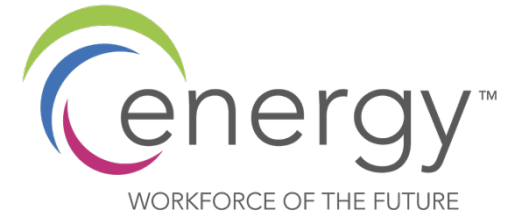


Best Practices for Employee Resource Group & Affinity Groups Summit



**ALONE WE
GO FAST.
TOGETHER
WE GO
FURTHER.**

– African Proverb

- Why we are here today
- The Vision for Pink Petro
- Energy Workforce of the Future
- ERG/Affinity Groups: Making the Most of Networks
- Questions/ Answers



Developing the workforce for the energy transition.



Our Journey



March 2015

Pink Petro™
Launch

Pink Petro is launched on International Women's Day.



October 2015

Pink Petro Gives
Back

The Lean In Energy non-profit mentoring program is funded by Pink Petro and launched.



March 2016

Our First Energy
Forum

Pink Petro celebrates its first year and hosts our first in-person and digital forum with 2500 participating.

We started the Global Community Council



March 2017

Experience
Energy™ Launch

Careers website is launched with 1,000 jobs.



March 2018

GRIT AwardsSM
Program

The GRIT Awards are launched – an international recognition program for energy professionals. 75,000 watch worldwide.



October 2019

Best Energy
WorkplacesSM

The Best Energy Workplaces program is added to recognize top employers in energy.
~500K hits a month to our websites



March 2020

Fifth Year
Anniversary



*Celebrating 5 years with 5 goals
(Everything we do aligns to the UN Framework)*



Gender Equality

Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.

Affordable and Clean Energy

Energy is central to nearly every major challenge and opportunity.

Decent Work and Economic Growth

Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.

Reduced Inequalities

To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.

Climate Action

Climate change is a global challenge that affects everyone, everywhere.

Global Community Council Leaders



Jane Myneni
Inclusion & Diversity and
Engagement Lead



Nancy Prince
HR Partner, Executive
Development and Diversity
& Inclusion



Marisol Ramirez
Human Resources Director



Hether Benjamin Brown
Senior Vice President and
Chief Administrative Officer



Tracey Kearny
Vice President



Catherine Connolly
Organizational Development
& Learning Manager



Angela Long
Vice President & Chief
People Officer



Stephanie Trevino
Leadership & Professional
Development, Diversity
& Inclusion



Manasi Pandya
Senior Director, HR &
Organizational Development



Jazzmine Woodard
Diversity, Inclusion & Talent
Acquisition Strategy



Eddie Kelleher
Leader, People & Leadership



Stacey Weltmer
Geoscience Manager
Asia Pacific Middle East



Hillary Holmes
Partner



Kathy Eberwein
Chief Executive Officer



Melissa Sowell
Community Relations Lead
& Executive Development
Training Coordinator



Veness Nettles



Global Community Council Leaders



Lisa Mork Davis
Global Account Manager



Shara Hammond
Leadership Development
& Inclusion Manager



Vicki Codd
Group Marketing Director



Bonnie Houston
Chief Administrative Officer



Kimberly Border
Manager Talent Management



Pranika Sinha
Senior Manager, Talent
Development & Inclusion



Anna McKay
Career Transition Coach,
Leadership Development
Coach, and Founder



Ana Kopf
Manager, Supplier Diversity
& Diversity Outreach



Megan Nutting
Executive Vice President,
Policy and Communications



Souzi Weiland
HR Manager



Shanta Eaden
Director, Global IT PMO



Kerry Sedge
Marketing and
Communications Director



Nicole Braley
Vice President,
Head of Americas Marketing



Denise Scibek,
SHRM-SCP
Sr. People Director



Our Entrepreneur Council

Entrepreneurs are the lifeblood of the American economy. We are proud to work with:

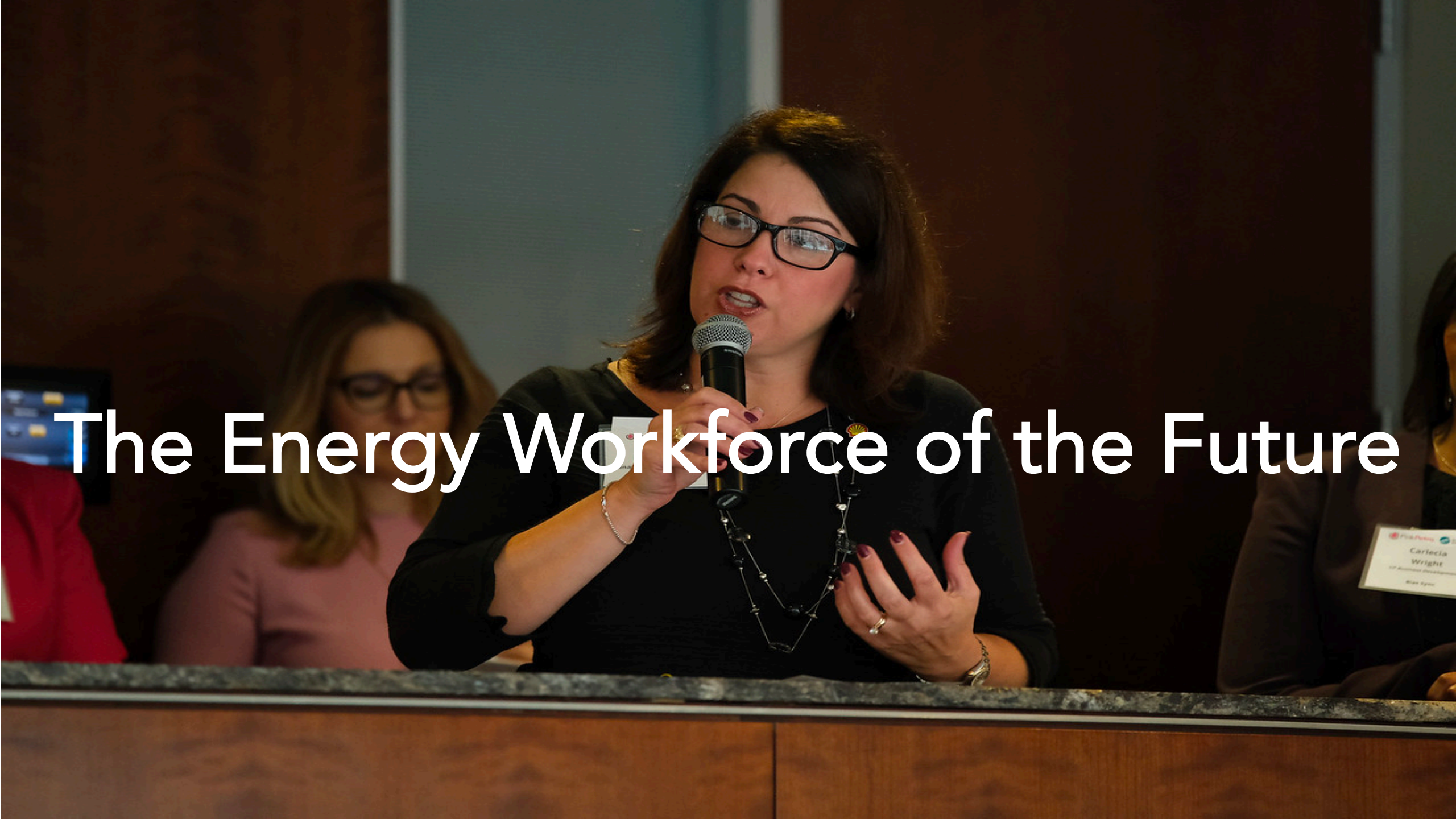
EPIC
COLLABORATIVE
ADVISORS



gapingvoid®
Culture Design Group

Our Partners





The Energy Workforce of the Future

Inclusion is Necessary

Discussions from breakout groups made it clear it is not just diversity that is important, but also inclusion. An inclusive culture and management style is described clearly, richly, and consistently by the participants.

Energy needs an IVP

The sector is misunderstood and needs an Industry Value Proposition (IVP). There was a belief that this would be an area where the industry overall would benefit from companies collaborating on improving the image of the energy sector and developing an IVP.

We need to measure and build D&I into performance

Measurement and accountability were also discussed in multiple breakout sessions. The overall sentiment was “what gets measured gets managed” and goals and objectives for D&I need to be better detailed and then measured from entry to board level. The narrative report includes details on how.

We need to accelerate the sharing of best practices

Pink Petro shared a new workforce resource it is in the process of developing with its partners and customers. Work has started to develop a database of over 130 resources (e.g. organizations, conferences, awards, training, return to work initiatives, etc).

We will work with the International Energy Agency in Paris to elevate these resources internationally.

4 OUTCOMES

ERGS & AFFINITY GROUPS

Learnings & Recommendations



2020 ERG Summit Team



Carol Battershell

CEO, Battersea Energy LLC & Former Department of Energy / BP



Katie Mehnert

Founder & CEO, Pink Petro & Experience Energy



Arquella Hargrove

Owner D&I Coach & Facilitator, Arquella Hargrove, Inc.



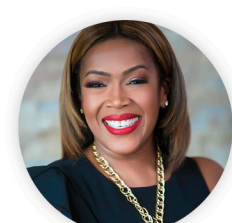
Marilee Norred

Sr. Manager - Talent Management & Policy/ Compliance at Sunnova Energy Corp



Shara Hammond

Leadership D&I Manager, Marathon Oil Corporation



Landi Spearman

CEO of Organized Shift



Tracey Kearny

Vice President, Challenger, Gray & Christmas



Jim Claunch

Senior Advisor, Bain & Company



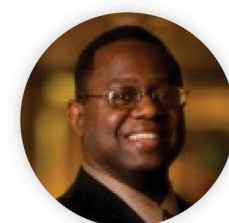
Valentini Pappa

Academic Program Coordinator, Texas A&M Energy Institute



Christy Dillard

Co-Founder, Meraki International

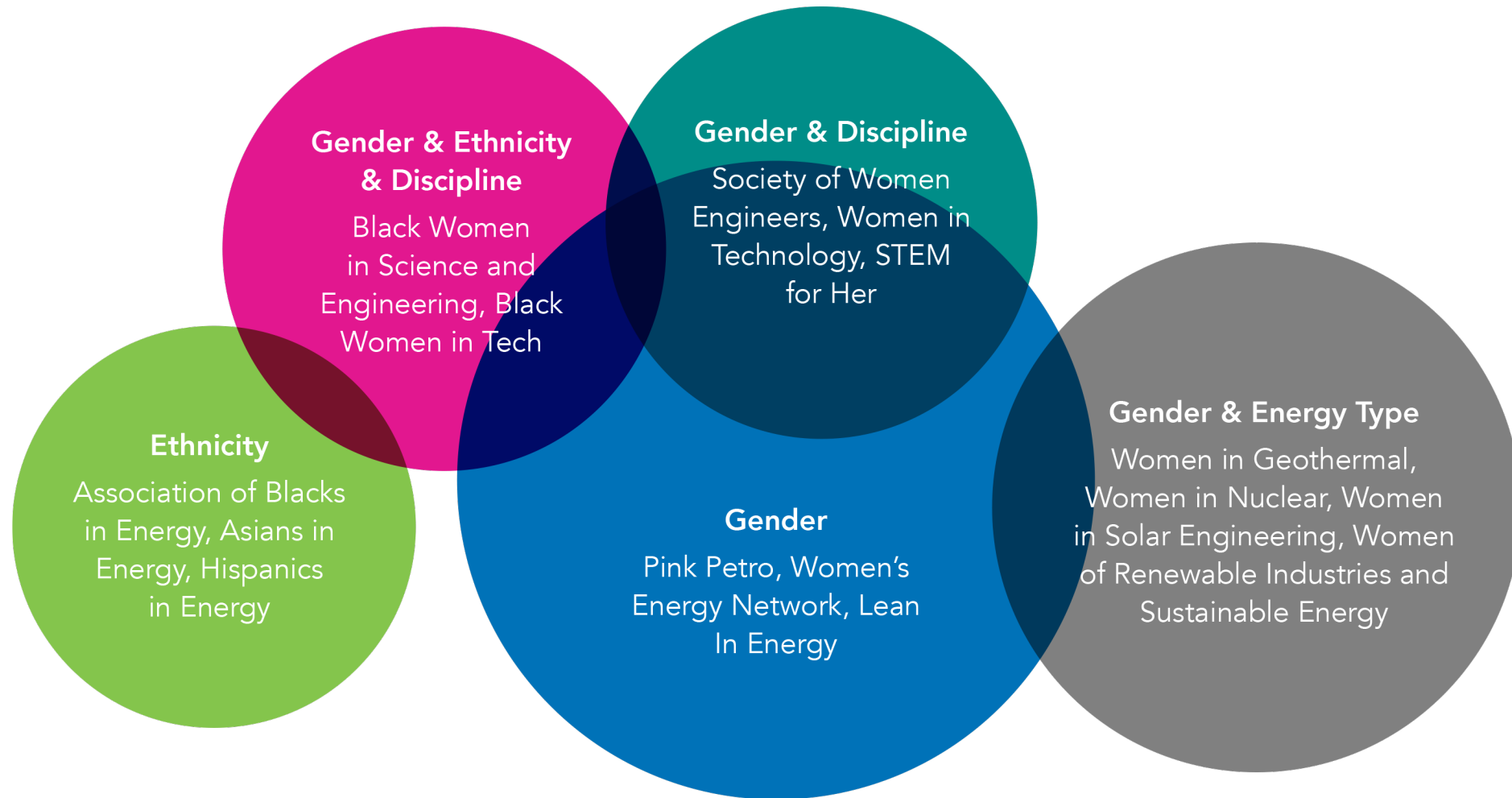


Louis Huston

Co-Founder, Meraki International



A FRAMEWORK FOR ERGs & AFFINITY GROUPS



THE QUESTIONS WE ASKED OURSELVES



- What is an ERG? What's an Affinity Group? How are they different and alike?
- What keeps employees from joining ERGs or Affinity Groups and what are best practices for developing and sustaining ERGs / Affinity Groups?
- What kind of programming do they need to have?
- How do we keep sharing and connecting amongst the community?
- How will we leverage technology to keep the community sticky and sharing best practices?
- What role does mentoring play in ERGs and Affinity Groups?
- What KPIs should we leverage to align the value to the organization and to industry? How do we measure?



NEXT STEPS & RECOMMENDATIONS

NEAR TERM

- Socialize the findings from this report with the summit attendees and council.
- Pilot the technology and tools: Create online groups (e.g: ERGs/Affinity Group leaders, parenting group, in-transition professionals) on the Pink Petro member community and app where we can continue to share.
- Recruit a host committee for the next ERG/Affinity group summit, to be determined.

LONG TERM:

- Create an ERG/Affinity Group Digital Toolkit with suggested KPIs and leverage practices shared in the member community to keep it evergreen.
- Develop a strong KPI framework for assessing D&I (and specifically not just for networks) but for inclusive culture.
- Investigate the development of a D&I Certification Program that provides companies the tools, education and frameworks to implement ERGs (as a part of a larger offering).



