



# Solve-a-Thon Pt 1: PREP

## Session 5

3<sup>rd</sup> WePOWER Regional  
Conference

Bangkok, Thailand (Dec 6-8, 2022)





# Key Gender Concepts and Terms

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# Key Concepts

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## Gender norms

- Gender norms are deeply entrenched, widely held, learned beliefs on gender roles and expectations. Gender norms are not static and requires change at all levels (individual, family, community, systems and services, and policy).

## Diversity vs Inclusion

- Diversity is about the what – it focuses on the makeup of your workforce. Inclusion, on the other hand, is about the how – the creation of a work environment and culture that enables all employees to participate and thrive.

## Gender Equality vs Equity

- Gender equity is the process of being fair to all genders. Equity leads to equality. Equity is a means; equality is the result.



# Key Terms - Aspirations

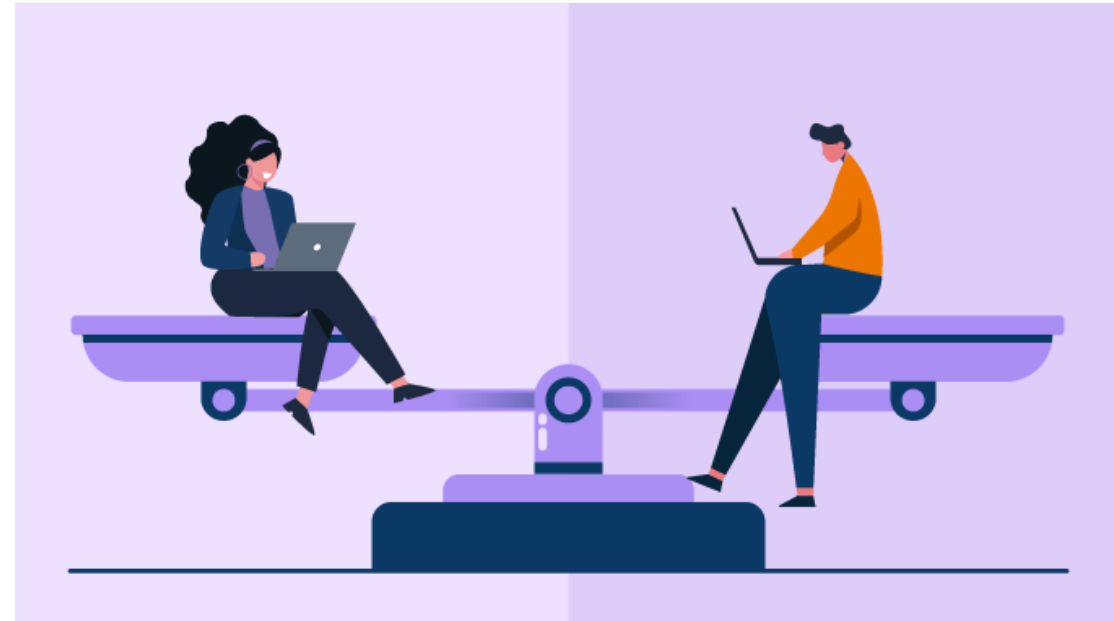
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## Workplace equity

- Fairness of organizational systems and the absence of systematic and persistent disparities in the opportunities and resources available to employees, regardless of their demographic and social identities.

## Pay Equity

- Pay equity is the practice of ensuring fair and equal pay practices for all employees regardless of gender, race, age or other protected characteristics.



# Key Terms - Challenges

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- **Disparate Treatment:** Disparate treatment is intentional discrimination that occurs when rules or policies are applied inconsistently to one group of people over another.
- **Disparate Impact:** Disparate impact, also called adverse impact, occurs when a decision, practice or policy has a disproportionately negative effect on a specific group, even though the impact may be unintentional.
- **Hostile Work Environment:** A hostile work environment is created when harassing or discriminatory conduct is so severe and pervasive it interferes with an individual's ability to perform their job.

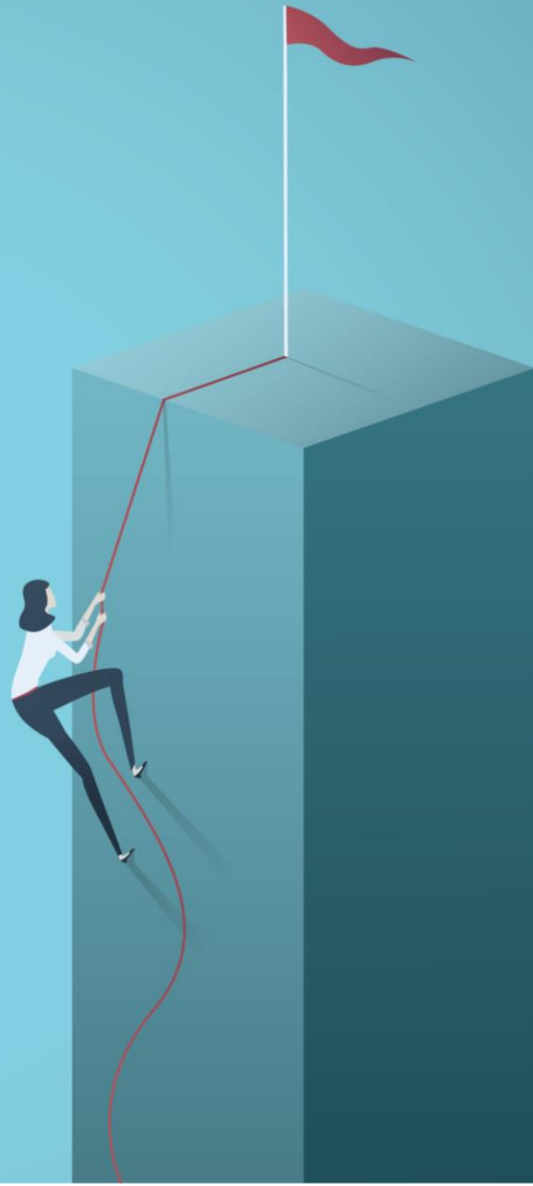


# Key Terms - Solutions

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- **Gender Blind Hiring:** All personal identifiers are removed from CVs/Resumes. A numeric identifier is assigned instead. Reviewers see only qualifications such as work history and education.
- **Flex Time:** Options should encompass how, where and when. The company sets forth a policy specifying parameters for working outside of set arrival and departure times (i.e telecommuting)
- **Job Sharing:** Two or more people perform a single job. Hours and tasks are pre-arranged with management. This arrangement has been used successfully retain women in the workforce.
- **Employee Resource Groups (ERGs):** Also called affinity groups, employee groups that come together either voluntarily, based on a common interest or background, or at the request of a company.





# Defining key Challenges

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Group discussions

# **What are the top 3 issues facing your organization in recruiting, developing and retaining women?**



## **Rank Choice (1-3) – 45 mins**

*What are your organization's goals for human resource planning?*

*Looking beyond your organization, what steps can you take to help the national job pool for qualified women in the power sector?*

*What gender policies/facilities do you have in your organization? To what degree are these policies embraced and acted upon throughout the organization?*

*Are you aware of any national policies/initiatives that are beneficial for your HR and diversity goals?*



# **What are the top 3 issues facing your organization in recruiting, developing and retaining women?**

- SLIDO RESULTS (Word Cloud)



# Solve-a-Thon Pt 2: ACTIONS

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# Solve-a-thon Challenge 1 (45 mins) – Discuss



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## **Objective: Discuss Solutions to overcome the challenge identified.**

- Identify existing resources that can be leveraged to meet the goal/target. What additional support will be needed to implement these solutions (financial or technical?)
- Identify actions to mitigate regulatory/institutional barriers to meeting the goal/target in your respective organization?
- Identify actions to mitigate social norms barriers/constraints to meeting the goal/target.
- How can recognizing and addressing unconscious bias help you in the specific instances of challenges?
- How can incorporating aspects of PMS help to achieve your goals/target?
- How can you leverage synergies with other organizations –i.e professional networks/universities/utilities?

# Solve-a-thon Challenge 1: Develop (45 mins)



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## **Objective: Develop an Action Plan**

- **Write what you would like to do in the immediate, medium and long term for your organization once you return from the conference.**
- **Provide some specific actions for the next 1 year in 2023.**

## See Handout:

- Action Plan: 1-3 SMART goals, person/position responsible, timeline for accomplishment

Awareness --- Alignment --- Action

# **PRESENTATIONS (30 mins)**

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Immediate, Innovative, and Practical Solutions

# Thank you for a Wonderful Day

Please join us for the optional dinner at 6:30.

