



# Diversity, Equity & Inclusion in the UKCS

Mavis Anagboso

Global Head of Diversity, Equity & Inclusion

# OUTLINE

- DEI definitions
- A DEI journey through time
- OEUK D&I report
- Practical steps to creating an inclusive culture
- Conclusion

# DE&I DEFINITIONS

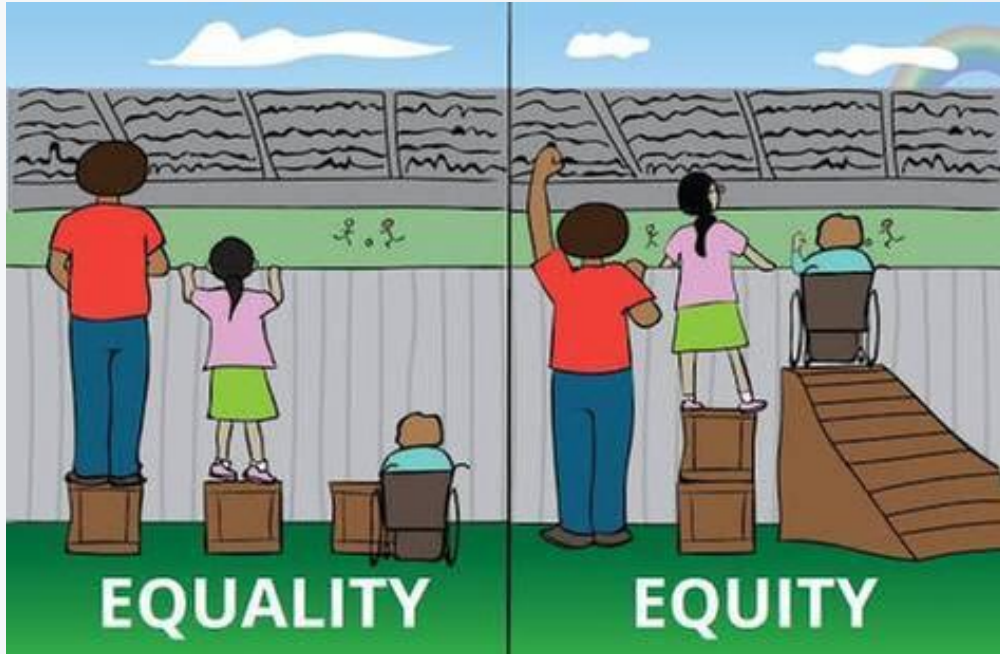


Photo Credit: The Second Line Education Blog

**Diversity** - Valuing everyone as an individual.

**Equity** – Making sure everyone has equal access to opportunities.

**Inclusion** – The actions you take to ensure people are afforded the same rights and opportunities.



# A journey through time...

# NEW AGE FOR THE ENERGY INDUSTRY

First UK oil production  
from the Forties field



Early 1980s in the  
UKCS



Transformative Government/  
oil and gas sector partnership



First D&I survey for the  
UK oil and gas industry



Nov 1975

c. 1980s

Mar 2021

Apr 2021

# DIVERSITY, EQUITY & INCLUSION IN 1980s UKCS

- No female OIMs
- Different types of 'wallpaper' often apparent in public areas offshore
- Less ethnic diversity in the industry
- No female CEO of a UK listed oil and gas company
- No hybrid working



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# UKCS 2.0: A NEW AGE



- Industry leaders who reflect the diversity of the society we live in
- DE&I is treated as a business imperative
- **One** energy labour market
- Younger generation inspired to study STEM
- An industry that retains world class skills and capabilities

# OEUK D&I REPORT

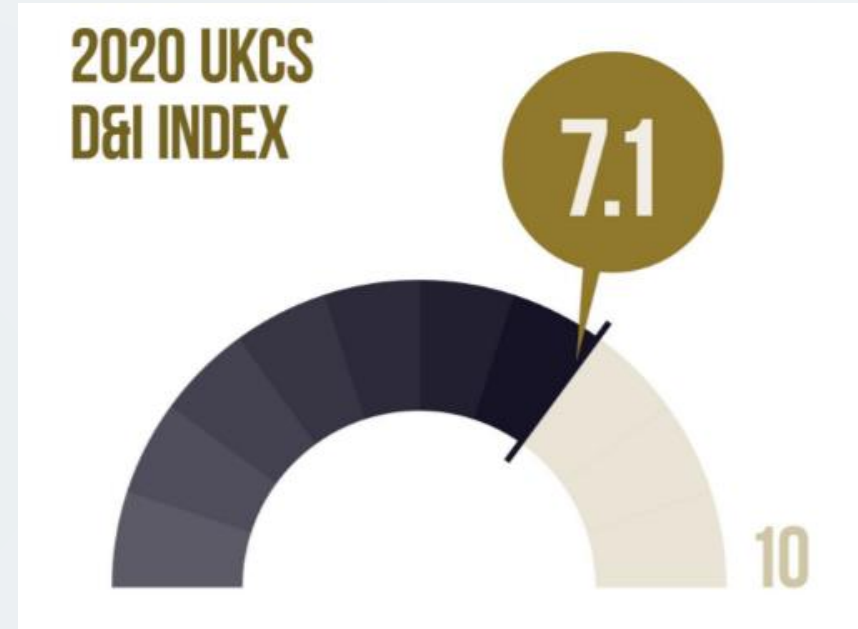


ENERGY TRANSITION  
INSTITUTE



## Key findings

- **57%** of survey respondents rated the D&I culture in their organisation as strong
- D&I Index score was lower among certain demographic groups including:
  - people between the ages of 31-40 (6.8)
  - Offshore-based workers (6.6)
  - Ethnic minorities and within that group, Black African or Afro Caribbean descent (6.3)
  - People who disclosed a disability (6.3)
  - LGBTQ+ (6.6)



- ✓ C. 1,600 survey responses
- ✓ 100+ organisations
- ✓ 23 job families



# PRACTICAL STEPS TO CREATE AN INCLUSIVE CULTURE

## INCLUSIVE LEADERSHIP

Demonstrate leadership in DEI both internally and externally

## SYSTEMS & PROCESSES

Create systems and processes that promote inclusive behaviours

## INCLUSIVE RECRUITMENT

Design a recruitment strategy to attract and retain a diverse workforce through an inclusive process

## DEI LEARNING

Develop effective DEI programmes for leadership and wider workforce



Photo Credit: Dreamworks Animation

**Support an organisational culture where every individual is valued**

# KEY TAKEAWAYS

- Opportunity to reinvent the energy industry through engagement with our workforce
- Inclusive leadership styles critical to future manpower requirements
- Take **action** to create a more inclusive work culture



## Contact details

Mavis Anagboso

[www.linkedin.com/in/mavis-anagboso](https://www.linkedin.com/in/mavis-anagboso)

