

Attract | Retain | Develop | Promote



wise

**WOMEN IN STEM DECADAL
PLAN CHAMPION
RESPONSE
OCTOBER 2019**

wise

WISE Commitment

WISE are committed to supporting and promoting women in STEM within the Subsea and other marine-based industry sectors. WISE aims to grow the profile of females in STEM roles by promoting strategies and initiatives to *Attract, Retain, Develop, and Promote* women within these sectors.

WISE, is a task group of Subsea Energy Australia (SEA, a not-for-profit association)

<http://wise.subseaenergy.org.au/>

SEA established the Women in Subsea and Engineering (WISE) task group in October 2016 specifically to focus on addressing gender diversity, inclusion and parity within the subsea and oil & gas industries. SEA was a recipient of a Commonwealth Grant for Women in STEM issued by the Department of Industry, Innovation and Science (DIIS). This Grant was used to establish the WISE Professional Network. The grant period ended in December 2018 and WISE now work actively with industry sponsors to support the WISE framework.

WISE and its volunteers are playing an important part in the contribution towards women's rights in the workplace, promoting, developing and supporting women in leadership and by doing this are helping to support women's economic empowerment.

WISE are fully committed to continuing our work into 2020 and beyond with a new wavemakers campaign, another Future Engineers Program and developing our University collaborations to further support, mentor and help women achieve roles in what is a male dominated industry.

OPPORTUNITY 1 | LEADERSHIP

WISE aims to grow the profile of females in STEM roles by promoting strategies and initiatives to *Attract, Retain, Develop, and Promote* women within these sectors.

The WISE four pillars and how they are supported:



The WISE Network is achieving this Vision by providing:

- Outreach programs through the Future Engineers Program for girls aged 12-17, Work Experience Program, collaboration with local universities (UWA, Curtin) and industry bodies (SUT & SPE)
- Professional development and leadership opportunities through our 'Get WISER' Sessions, WISE Lending Library, Joint Industry Mentoring Program
- Development of sector-specific Gender Inclusion Guidelines
- Wavemakers campaign, publishing a Wavemakers Career Comic Book and series of videos highlighting the achievements and leadership of women in the subsea industry.
- Attendance at industry events discussing issues around gender equality

The WISE Network is run by a group of around 25 female and male industry volunteers who make up the WISE Network Committee and sub committees. WISE are supported by industry sponsors with monetary, volunteer hours and use of premises support.

OPPORTUNITY 2 | EVALUATION

'Establishing the Baseline' Research Paper

WISE initiated this report, prepared by Professor Linley Lord, Dr. Melissa Marinelli and Ms Danielle Leott. The report outlines the findings of the research project "Women in Subsea Engineering - Establishing the Baseline", which analysed the status of women working in the subsea sector. Some key findings from the project include, lack of data for the subsea industry, the difficulty for women establishing credibility, difficulty accessing formal and informal networks and mentorship opportunities, challenges utilising flexible working arrangements, negative perceptions around women as mothers and a lack of understanding of the value of diversity within organisations.

From this report, the WISE framework was established and allowed us to create our program of activities. A copy of the full report can be found here:

<https://drive.google.com/drive/folders/1yINO4s05zUFi5B3ID6nyTw37vxZfvOw4>

The objective of further research, if funds become available, will be to establish and maintain a benchmark for gender parity within the Australian subsea industry and to compare it to other regions such as Scandinavia, which has higher participation rates of females within STEM roles. Factors investigated may include cultural, governmental and organisational parameters.

Future Engineers Program

Aligning with our framework, WISE organised the inaugural Future Engineers Program (FEP) in 2018 targeted at female students in Year 7-11. The five-day program successfully achieved its aim to introduce participants to oil and gas and the STEM careers within the industry. This was accomplished through a combination of presentations, hands-on activities and site visits to offices and training facilities. WISE received overwhelming support from the industry, which translated to in-depth content and outstanding feedback from parents, students and volunteers involved.

WISE plan to revisit the 2018 and 2019 cohorts to evaluate whether the girls have gone on to choose STEM subjects in Years 11 and 12 as a result of attending the WISE Future Engineers Program. We plan to measure these results over the next 3-5 years to see whether the girls then go on to choose STEM at University. By measuring this, we can show that targeting girls at an early age assists with helping them to choose STEM pathways.

A 2020 program is already being organised due to the success again of 2019.

OPPORTUNITY 3 | WORKPLACE CULTURE

The Establishing the Baseline report showed that women are still facing barriers in the workplace including:

- Difficulty in establishing credibility
- Difficulty accessing network opportunities
- Challenges with utilizing flexible work arrangements to manage work and family responsibilities
- Negative perceptions around women as mothers, and of part time workers. Women with children felt they were being perceived as lacking commitment and that motherhood overrode previous career achievements.
- Issues particular to the sector included a requirement for frequent and unpredictable travel, and other uncomfortable physical work in the offshore environment

With the above in mind, WISE have developed and are working on the below initiatives:

Gender Inclusive – Ways of Working (GI-WOW)

WISE have kicked off a new project in 2019 to provide guidance regarding gender inclusive practices that companies within the subsea/marine-based industries could consider implementing within their businesses. The guidelines will also address the unique offshore work environment (drilling rig / platform / remote onshore plant / offshore vessel).

The focus areas will be to:

- Build awareness of gender culture
- Reduce the negative impact of unconscious bias, i.e. ideas for how to remove the often-unintended bias, e.g. recruitment, bonuses, opportunities
- Normalise caring responsibilities, e.g. gender-neutral parental leave policies - men's working conditions matter to women and families, and vis versa; instead of maternity and paternity leave => parental leave
- Embed flexibility within working arrangements
- Build the talent pipeline
- Gender pay gap - first step is to measure, next step (if gap) set reduction targets
- Assess monitor and review implemented gender inclusive initiatives

By introducing these guidelines and supporting businesses, we hope this will allow women to remain and return to the industry, empowering them to be able to continue their career and support their families.

OPPORTUNITY 4 | VISIBILITY

Wavemakers Campaign

As part of International Women's Day 2018 #PressforProgress, WISE launched a campaign aimed at making some of the amazing women working in the subsea industry visible.

The idea that 'you can't be what you can't see' was the catalyst for the project. 'Wavemaker Stories' celebrates the achievements of twelve female engineers – all who have forged successful technical careers within the subsea industry.

The campaign was designed for across multiple platforms to reach a variety of audiences:



MEDIA RELEASE:

Wavemaker Stories – Making the women of subsea visible

- The online campaign: a website showcasing the career stories of the 12 female engineers, representing a broad range of science and engineering disciplines; they also depict a global workforce. The women were asked to share their stories, their passion for science or engineering, what their careers entailed and how they achieved successful careers <http://www.wavemakerstories.org.au/>
- A mobile exhibition: designed to be transportable and was showcased in various locations around Perth
- The Career Comic Book: The Wavemaker Career Comic Book features the Wavemakers as comic book characters. Aimed at children aged 7-11, it depicts realistic female characters, using real scenarios and real subsea technologies. <https://wavemakerstories.org.au/comic-book/>

If funding can be secured, WISE plan to launch a second campaign in 2020 with a new round of female Wavemakers. These will be women who have been supporting WISE and its events over the last few years and can show the progression that has been made in the industry.

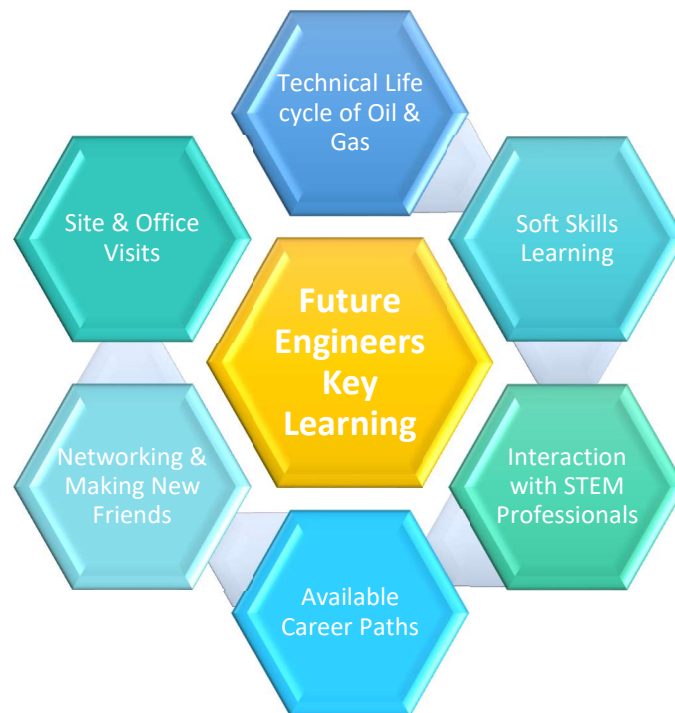
OPPORTUNITY 5 | EDUCATION

Future Engineers Program

WISE engages with schools and students through the Future Engineers Program (FEP).

FEP supports the WISE developmental framework to attract females into the Subsea, Marine and Oil and Gas industries. It is a five-day school holiday program open to all girls in Western Australian high schools and showcases the industry as well as the STEM careers within it.

The students learn key aspects and get involved, as detailed below:



FEP helps students define what engineering is, demonstrates the diverse careers an engineering degree can lead to and aims to inspire students to pursue a career in STEM in the oil and gas industry. Through early engagement, the program hopes to influence students' subject selections for their higher education to support their study pathway into STEM, and their choice of industry upon graduation.

In doing so, WISE hopes to improve gender diversity in the industry and work towards the long-term goal of gender parity.

The program was first run in 2018 with 30 participants. In its second year, the program increased to 50 students and involved a larger number of sponsors.

The 2019 program involved over 125 volunteers. Of this, 67 volunteers were female STEM professionals from the industry.



Highlights of the 2019 program were office visits to BHP Petroleum, the Woodside Robotics lab, site visit to Subcon where students were involved in a concrete cast for the Coogee Maritime Trail and a visit to IFAP where they completed smoke room and lifeboat activities. Students also visited Oceaneering and NEXXIS to see ROVs in action and spent an afternoon at UWA to understand different pathways into engineering.

Get Wiser

The WISE committee hold monthly events called “Get Wiser” – these ‘lunch and learns’ are professional development with either a technical or personal development topic and are conducted on a weekday between 12pm – 1pm at family friendly facilities. These events are open to both women and men and have been ‘sold out’ for the last 6 months with around a 70:30 ratio attendance of women to men.

Topics have included personal leadership, confidence building, maintaining mentally healthy workplaces, be empowered about your financial future, transgender: transitioning at work and technical presentations on the subsea industry by female leaders. The technical series are run by members of WISE which helps develop their own self confidence and presentation skills.

Women Economic Forum 2019



WISE members, presented at the Women Economic Forum held in Perth in July – the first time this event has been held in Australia, on topics around Women’s empowerment principles, driving change and showcasing women leaders.

OPPORTUNITY 6 | INDUSTRY ACTION

Subsea Energy Australia (SEA) is an industry association representing operators, contractors, subcontractors and suppliers who work in, or provide goods and services to, the subsea energy industry.

SEA was formed at the end of 2008 and was incorporated as a not-for-profit association in early 2009. It is run by a volunteer committee consisting of members from a wide spread of companies (including Oil & Gas Operators, Contractors and Research Institutions).

Since its formation, over 60 organisations have joined SEA. Members include:

- Operators
- Large contracting / supplier organisations
- Subcontracting organisations
- SME's
- Research Institutions'
- Government Representatives

SEA's mission is "to be the champion for the growth and development of the entire subsea industry in Australia".

As part of the SEA organisation, WISE are able to use this network to collaborate, network and share our findings with these member companies. Almost all of the WISE Committee members are members of a SEA member company.

WISE encourages its female members to get involved and participate in industry events. This helps to encourage those who may be less than comfortable to attend and present in front of their industry peers. In 2019, WISE members participated in the Australian Oil & Gas Conference (AOG), the Women's Economic Forum (WEF) and the World Engineers Conference (WEC).