

Focusing on Diversity and Inclusion

Overview

Diversity, equity and inclusion (DEI) is critical in today's workplaces, impacting industries across the board. However, balancing DEI remains a challenge for many organizations.

What it is NOT

DEI should not be a metric for an organization to meet. An organization should integrate people into every aspect of its decision-making process, including recruitment, operations, safety, finance and marketing. This will help employees feel included, valued and respected.

What Can Your Company Do?

- **Internal Evaluations:** Assess your organization's diversity and inclusivity from leadership to individual contributors. Be open with your employees about your commitment to DEI.
- **Employee Feedback:** Listen and respond to feedback from your employees about ways to retain and recruit new and diverse talent.
- **Wider Recruitment:** Cast a wider recruitment net to reach underrepresented groups and engage with specialized associations.
- **Employee Recognition:** Celebrate diversity among your workers and recognize their contributions to boost morale and productivity.

By actively embracing diversity and inclusion as part of the corporate culture, organizations can create more welcoming and successful workplaces for all employees.

Careers in Energy, in partnership with Ernst and Young (EY), conducted a survey identifying key challenges and opportunities in addressing the diverse needs of Alberta's energy workforce.

The survey informed a 10-part webinar series focused on different aspects of DEI. Upon completion of the webinar series, participants will earn a digital badge.

Visit our Employer Support Page for more insights, statistics and actionable steps to ensure your workforce aligns perfectly with your business goals.

What it is

DEI involves creating equitable opportunities while recognizing and accepting individuals from diverse backgrounds to incorporate them into the workforce, benefiting both the organization and society.

Why it's Important

A diverse workforce has numerous benefits, such as improvements in the work environment, financial returns, an organization's reputation and the overall business strategy.

Notable Highlights



Financial

Companies with high levels of racial and ethnic diversity are 33-35% more likely to outperform their industry averages financially.

(From McKinsey & Company)



Gender Diversity

Companies with high levels of gender diversity are 15-21% more likely to outperform.

(From McKinsey & Company)

While **75%** of energy workers said their organization has made a commitment to DEI, only **60%** said their organization has active DEI programs in place, and just **39%** believe these programs are effective.

(From Careers in Energy and EY)