Wellington, NZ

3 October 2017

Dear all,

I promised I would summarise the key points from our IC Subcommittee call in September.

PROWESS International Concerns Subcommittee monthly call – 13 September 2017

Attendees:

AAPG HQ: Susie Nolen, Kendra McColloch, Vern Stefanic

PROWESS: Stephanie Nwoko, Clara Abu, Marel Sanchez, Ewa Ginal-Cumblidge

If I left out any attendees from the list, please let me know – and apologies in advance.

The first part of the meeting was devoted to the logistics of the London ICE WIG event and Stephanie, Vern, Kendra and Susie from AAPG HQ attended that part. We discussed the format of the event, confirmed that Denise Cox will be moderating and then moved on to talk about the sponsorship and the minimum number of regtistrations required (30 pax) for the event to go ahead.

I’m sure a lot of work had been done on the event since the call but as I’m not directly involved in it I thought I’d leave it at this and we can get an update as the first item of our meeting.

Once the conversation moved to the gender balance study, it became apparent that as much as we are all very passionate about the subject we are also frustrated with the fact that not much is being done to address the issues which have been identified a long time ago.

Ahead of the call I summarised the key points from the ‘Untapped Reserves: Promoting Gender Balance in Oil and Gas’ paper. I understand that not everybody was equally confident that the paper accurately represented the situation in the industry in different regions but from my own experience of working in Europe, Australia and NZ and based on the conversations with women in the industry from around the world (North and South America and Asia Pacific) I find the results of the study quite believable and I think they are good enough to be a starting point for determining first set of actions for PROWESS. I can only hope that with time our work will get enough momentum and support from different regions to allow us to fine tune what we do to address more specifi needs relevant to individual countries/regions.

Stephanie and Marel suggested that we should be organising a large conference to get everybody together to discuss gender balance in geosicences and agree a course of action. I certainly agree that the current status quo is not acceptable and that we need to identify what PROWESS can do to help change it, but in my view we need to be realistic about what we can achieve given the number of people we have involved, and available resources.

My own view of the priorites for PROWESS IC Subcommittee are outlined below. I have discussed them with Terra and I sought opinions of my female colleagues who have experience working internationally but I certainly welcome all of you to comment on them and share your thoughts:

1. Increase the profile of PROWESS and its IC by proactively reaching out to our networks to invite women and men to join us. At present the PROWESS member list contains 66 names and on the last IC call we had three non-AAPG HQ participants. I truly appreciate every single person involved and am grateful for their contribution but we need to get more people interested in what we do if we are to make our voices heard and start closing the gender gap.
2. We need to reach out to other G&G organisations to find out what they are doing in this space, and whether they are interested in closer cooperation.
3. Many of the issues associated with gender imbalance in the work place are not unique to our industry and in most countries they are organisations who focus on helping women overcome inequalities in the workplace – and aligning with them could provide us with valuable, practical advice tailored to specific cultures and countries.
4. I would like to see the PROWESS website evolve to become a hub of practical information where women could find encouragement and advice on topics like salary negotiations, flexible work time arrangements etc. Ideally I would love to have sections for specific topics with little case studies from around the world, maybe some webcasts and interviews with industry leaders as well as tabs for individual countries where we could have relevant country specific links, articles in native languages and other resources specific to those countries. Identifying champions/country leaders would hopefully help women there to organise themselves better, get connected with local industry peers, look for mentors and offer mentorship.
5. I would also like to be able to develop tools that could be used by visiting geoscientists and other people speaking to geoscientists through various AAPG engagements that will inform them of the key issues faced by female geoscientists at different stages of their career and help to address them.
6. We should also look at developing messaging to the employers. This could be done in two streams – key talking points that can be used by those in a position to speak at board and/or senior management level and also, once we’ve got more momentum and can demonstrate that we are in a position to talk on behalf of women (and men) in our industry, something akin to a manifest, or open letter, addressed to the CEOs /company boards, outlining the issues and proposing concrete measurable steps that should be taken to close the gap and create an environment where both men and women have equal opportunities.