



Diversity, Equity & Inclusion

APGA Convention 2024

Chief Investigator, Dr Carol Bond

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DEI Project

Opportunity & Career Development for All

This landmark study aims to shed light on the current landscape of Gender Equity in the pipeline sector, providing valuable insights that can inform and enhance your business's ESG initiatives. APGA Members have the unique opportunity to contribute to this pivotal work over the next couple of months.

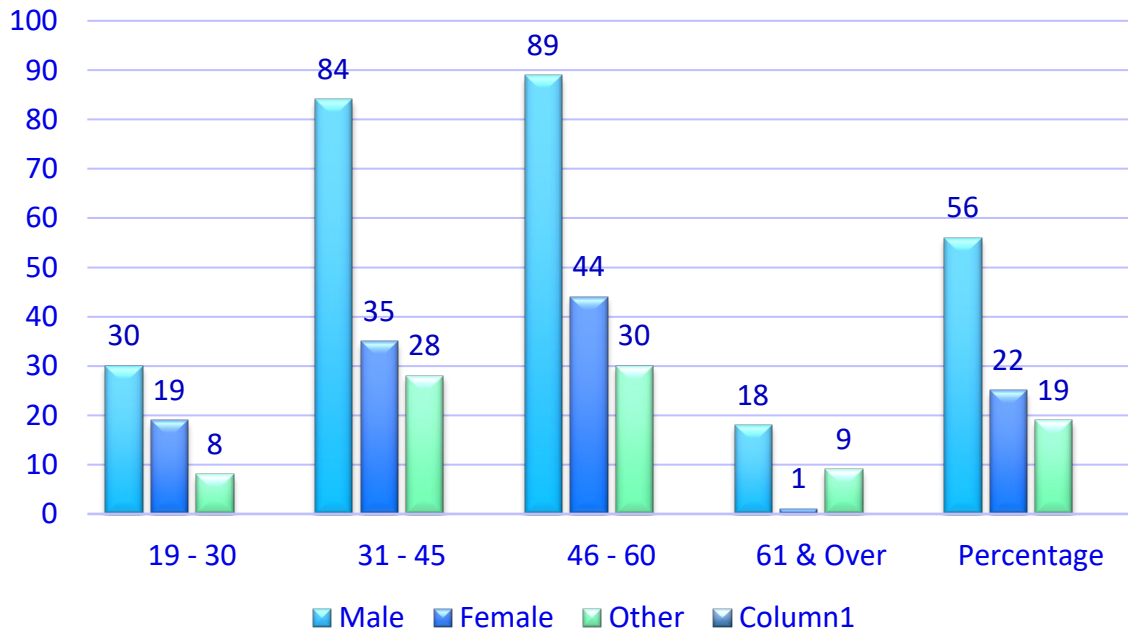
Today, we delve into the preliminary findings, engage in meaningful discussions, and explore how this research can support your business in meeting its ESG commitments.

- Preliminary results from the 'pulse check' survey
- Summary of leading practice in the academic and industry literature
- Next steps in the research journey & how your business can benefit

Pulse Check Survey

Results to Date

Total Responses (#406)



Summary stats

Response Rate

Views – 1390

Starts – 609

Submissions – 406

Completion rate – 68.1%

Time to complete – 4:15



To what extent would you say the pipeline sector supports diversity and inclusion? **AVG 7**

To what extent do you feel included and respected? **AVG 8**

Within the pipeline sector I feel like I am...

(multiple choice)

Comfortable to be myself at work or at work-related functions 58%

Valued for my accomplishments, regardless of my perceived demographic (e.g., gender, ethnicity, background, etc.) 58%

Respected regardless of my gender, ethnicity, background, or any other factor 55.5%

Able to voice my opinion without fear of negative consequences personally or professionally 49.2%

Feel supported in my career aspirations – not just mentored but given real opportunities to go for promotion or ask for a lateral transfer to another job function 44.5%

None of the above 7.2%

Of the following, which is **MOST** important to you?

Respected regardless of my gender, ethnicity, background, or any other factor 104 resp. 32%

Valued for my accomplishments, regardless of my perceived demographic (e.g., gender, ethnicity, background, etc.) 19.7%

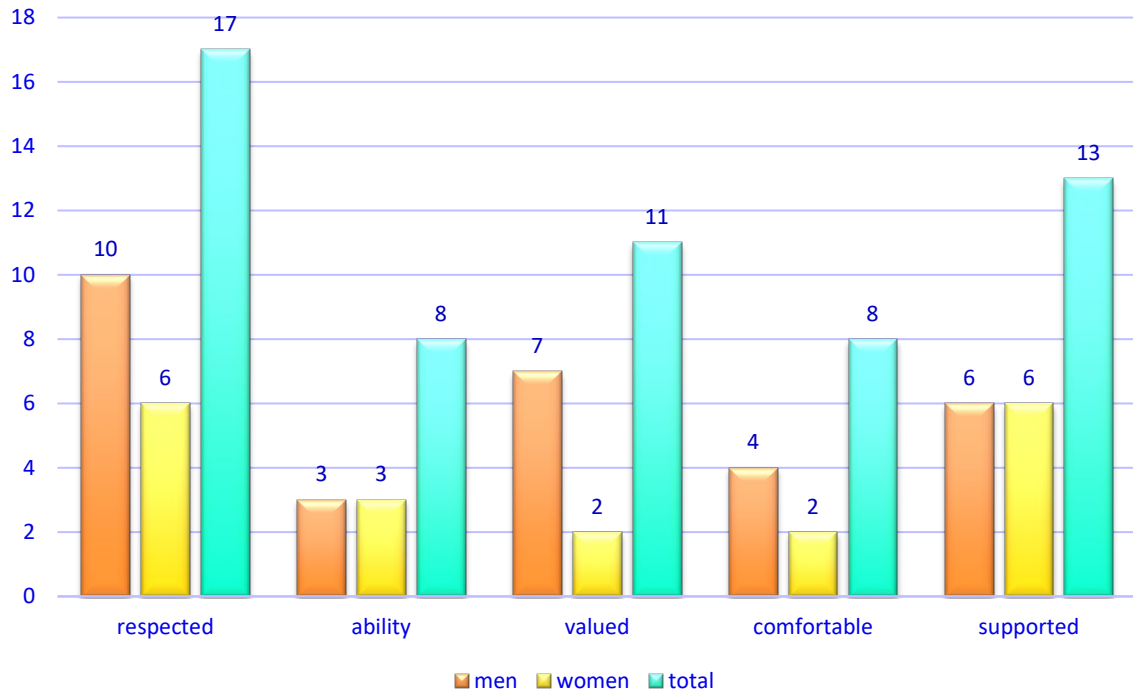
Ability to voice my opinion without fear of negative consequences personally or professionally 18.2%

Feel supported in my career aspirations – not just mentored but given real opportunities to go for promotion or ask for a lateral transfer to another job function 14.8%

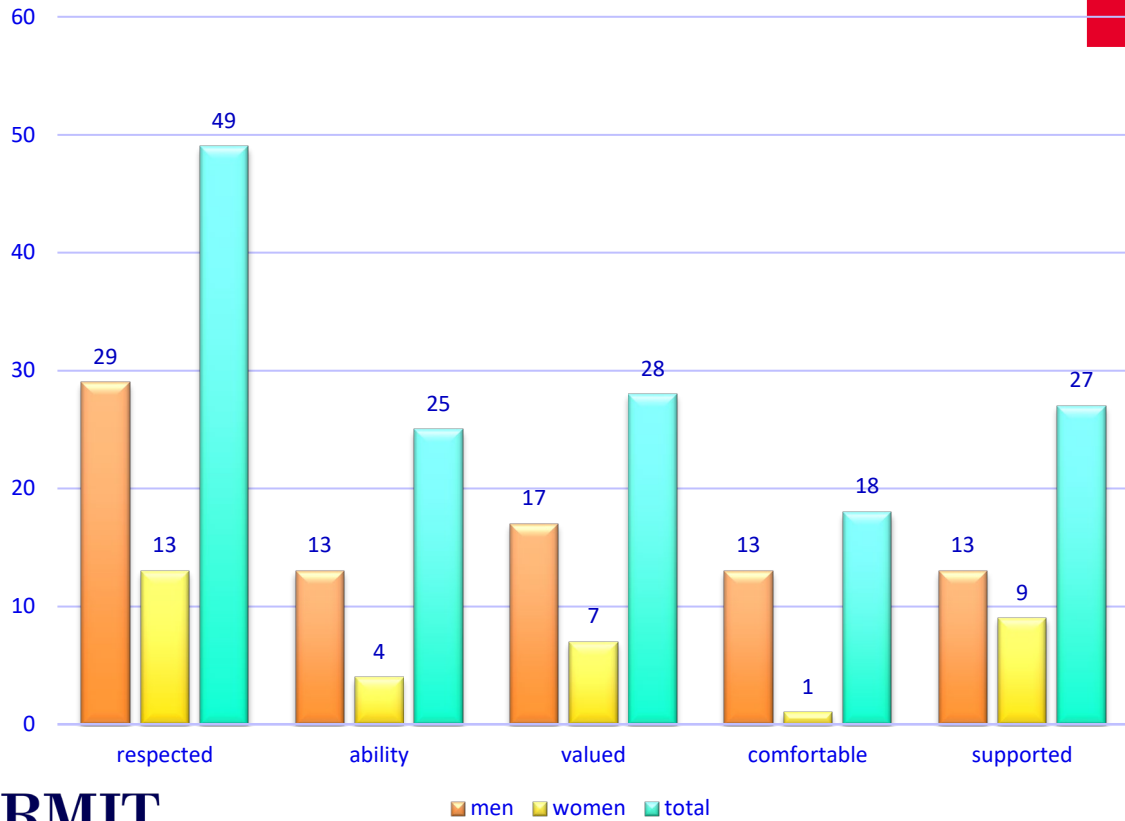
Comfortable to be myself at work or at work-related functions 14.5%

Something else 3 resp. 0.9%

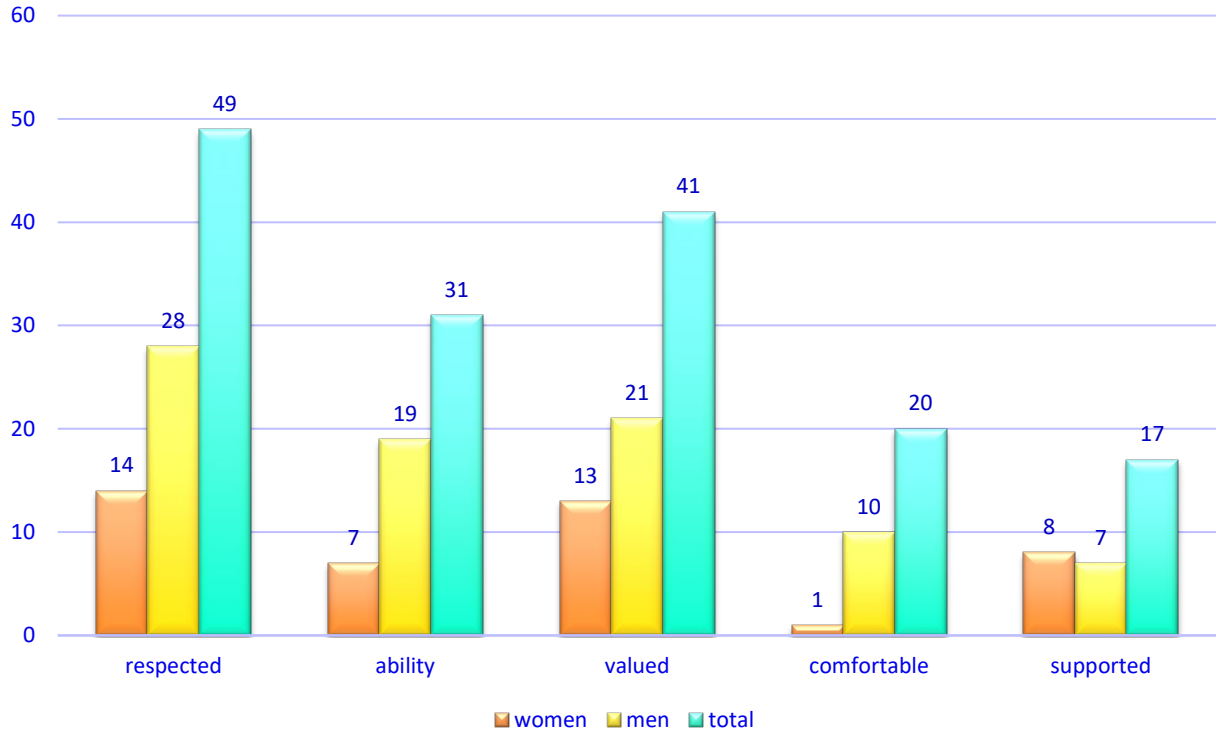
19 -30 Age Group



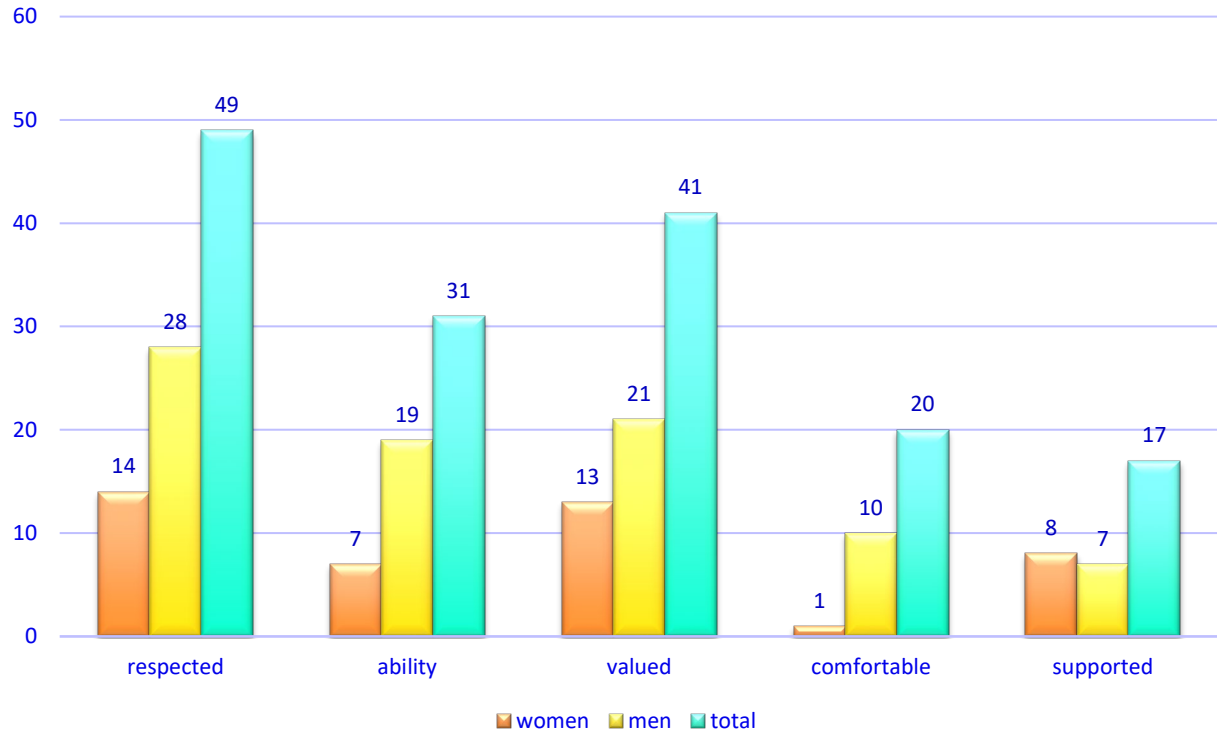
31 - 45 Age Group



46 - 60 Age Group



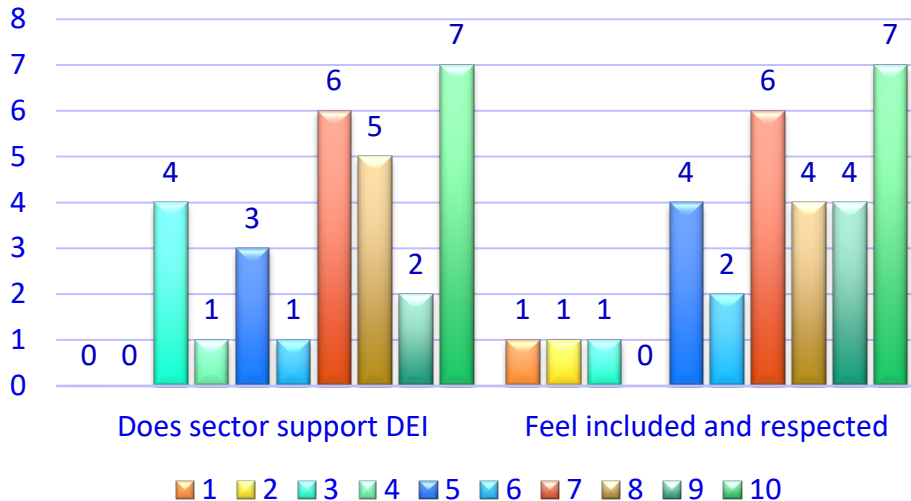
61+ Age Group



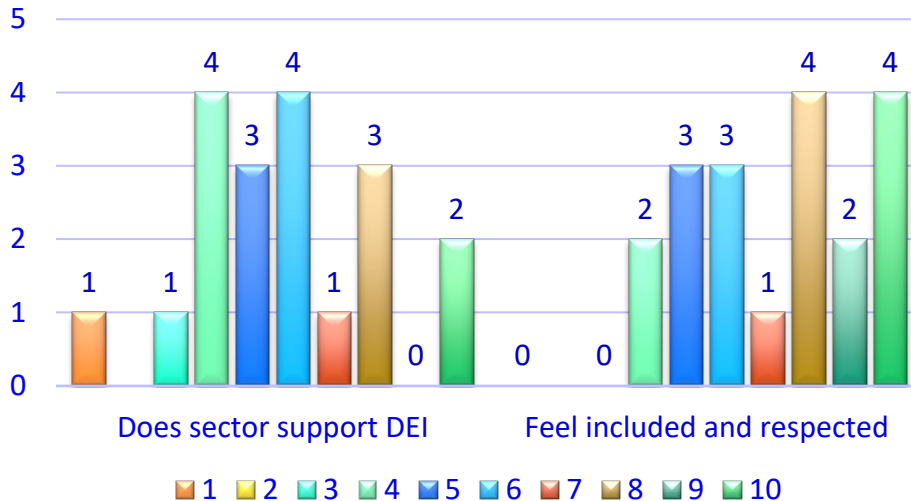
AGE 19 – 30 (#57)

Role	M	F	Other	Total
Acct/ Finance	1	3		4
Construction	1	2	2	5
Engineering	14	9	5	28
Executive	1			1
Facilities Mgmt				0
Human Resources				0
Legal				0
M'fring / Operations	1			1
Marketing		1		1
Office Support		1		1
Other	3	1		4
Policy/Strategy		1		1
Procurement				0
Sales	1		1	2
Sustainability				0
Technology				0

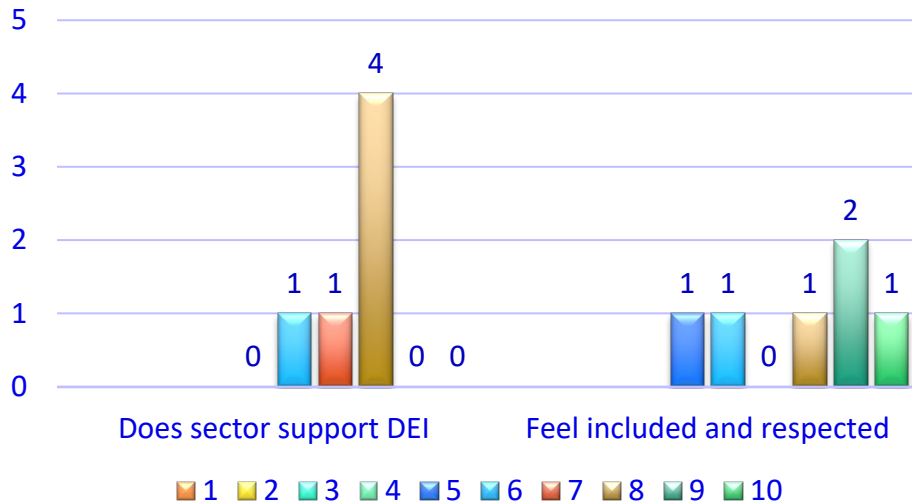
19 – 30 MALE – 30 responses



19 – 30 FEMALE – 19 responses



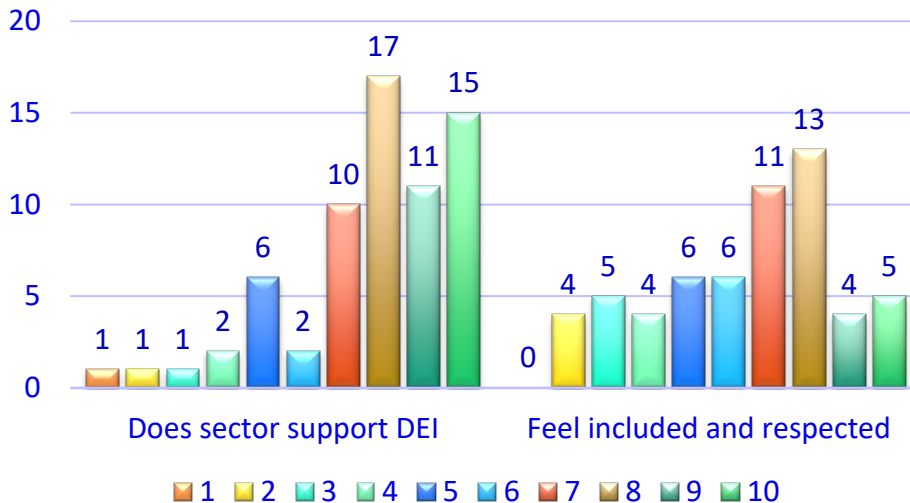
19 – 30 OTHER – 8 responses



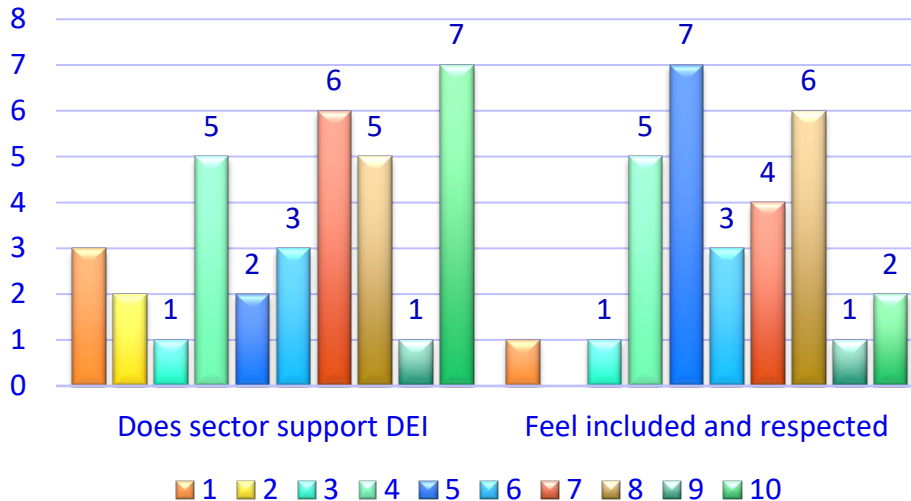
AGE 31 – 45 (#147)

Role	M	F	Other	Total
Acct/ Finance		3	1	4
Construction	5		3	8
Engineering	26	9	11	46
Executive	7	3	3	13
Facilities Mgmt	1			1
Human Resources		1	1	2
Legal		3		3
Marketing	2		2	4
M'fring / Operations				0
Office Support		2	1	3
Other	7	2	1	10
Policy/Strategy	1	2	2	5
Procurement	1	4		5
Sales	6	1	2	9
Sustainability	2	1	1	4
Technology	2	1	2	5

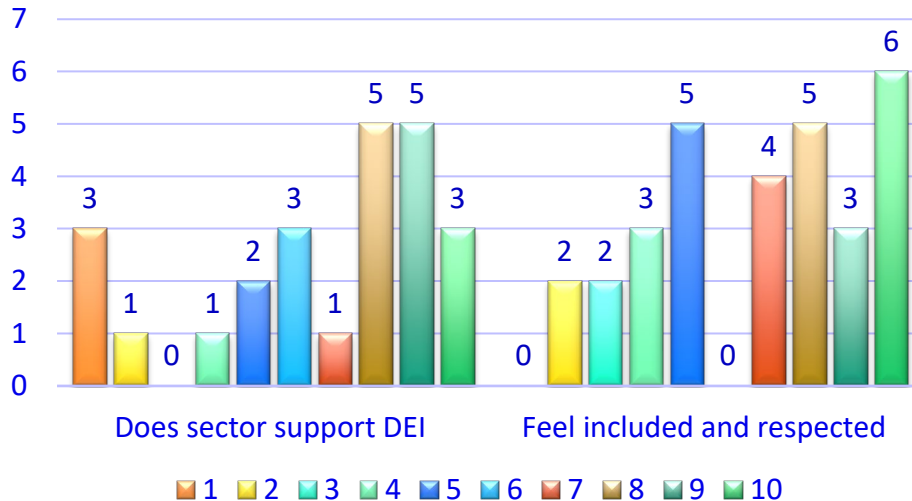
31 – 45 MALE – 84 responses



31 – 45 FEMALE – 35 responses



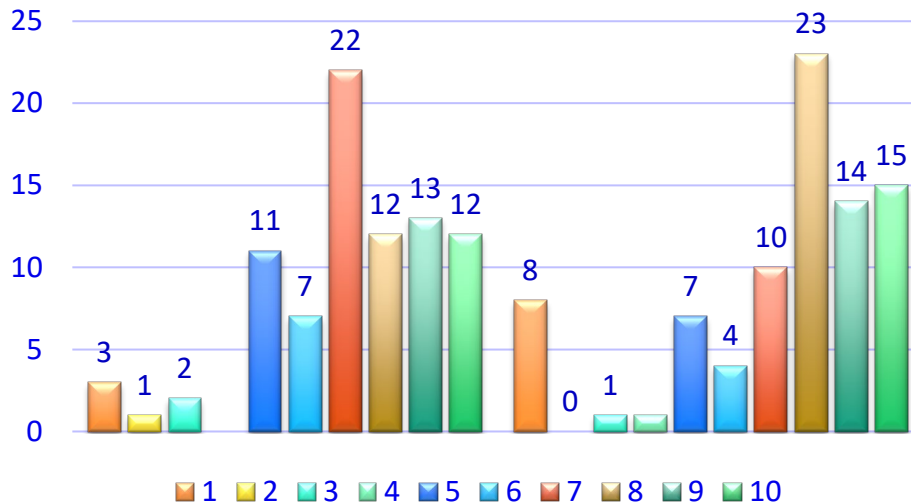
31 – 45 OTHER – 28 responses



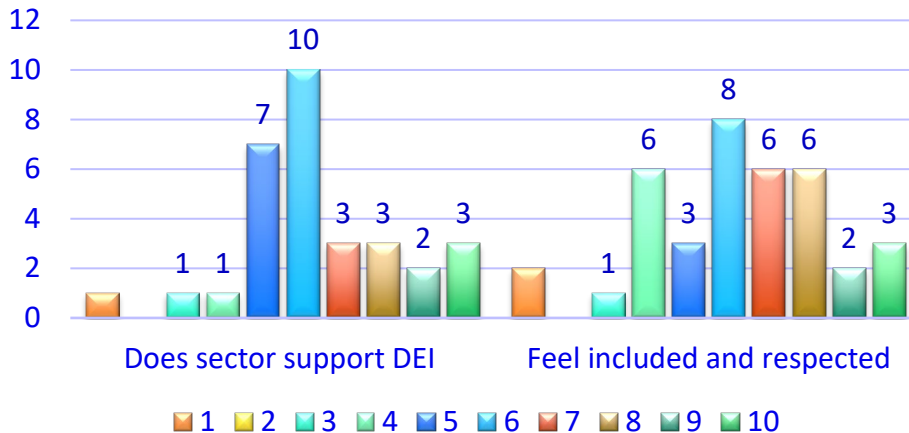
AGE 46 – 60 (#163)

Role	M	F	Other	Total
Acct/ Finance				0
Construction	8	1		9
Engineering	23	8	8	39
Executive	31	5	6	42
Facilities Mgmt	1		1	2
Human Resources		6	1	7
Legal		1		1
M'fring / Operations	6		2	8
Marketing / Digital	1	1		2
Office Support		4		4
Other	3	9	4	16
Policy/Strategy	2	2		4
Procurement	1	2		3
Sales	6		5	11
Sustainability	1	2		3
Technology	1	1	1	3

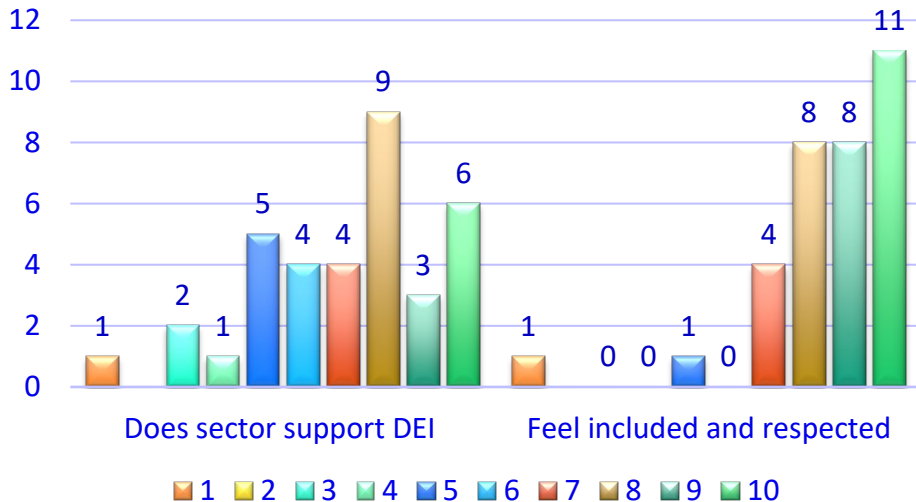
46 – 60 MALE – 88 responses



46 – 60 FEMALE 44 responses



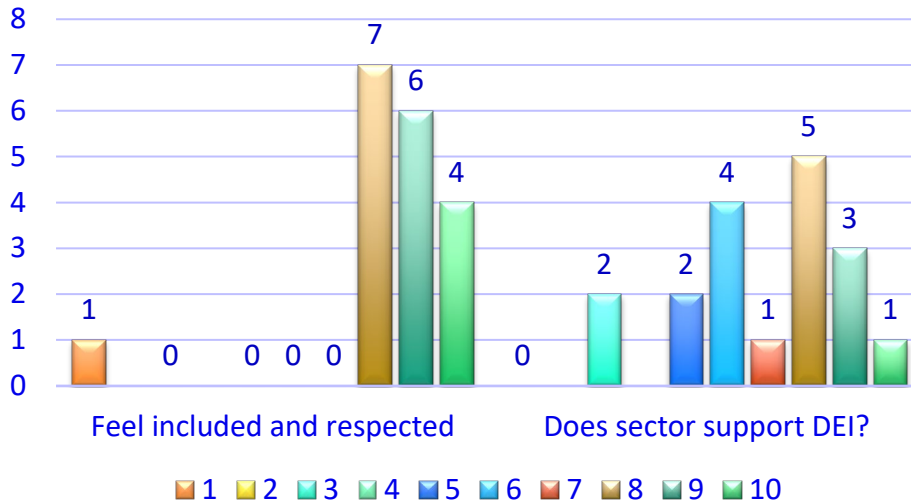
46 – 60 OTHER – 30 responses



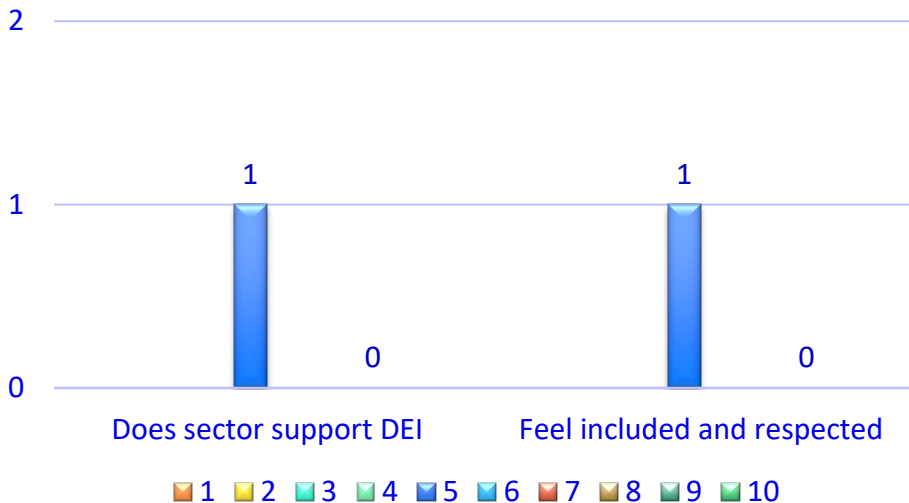
AGE – 61 + (#28)

Role	M	F	Other	Total
Acct/ Finance				0
Construction				0
Engineering	9		4	13
Executive	3		1	4
Facilities Mgmt				0
Human Resources			1	1
Legal				0
M'fring / Operations	1			1
Marketing			1	1
Office Support				0
Other		1	1	2
Policy/Strategy				0
Procurement				0
Sales	2		1	3
Sustainability				0
Technology	1			1

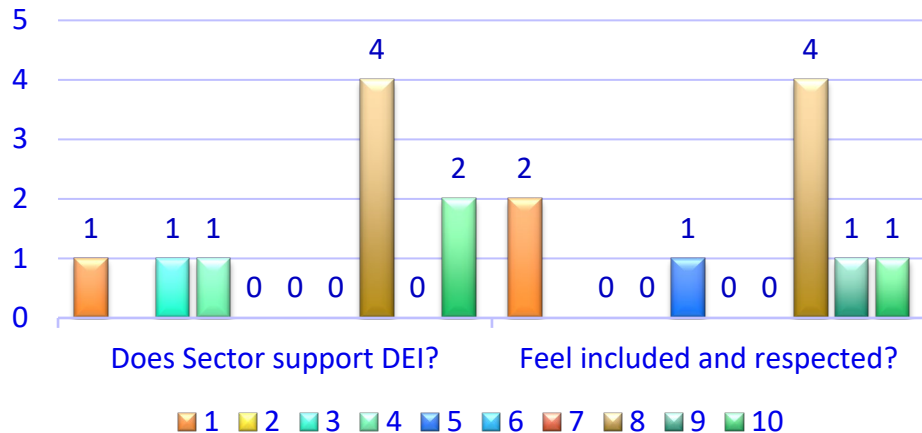
61 & Over MALE – 18 responses



61 & Over FEMALE – 1 response



61 & Over OTHER – 9 responses



Leading practice

Summary of leading practice in
academic and industry literature

Provide opportunity

Attract, enable and retain

- Support for education and training
- Support for access/equity
- Promote/attract workers

Improve information accuracy

- Identify key data gaps
- Address gaps through the development of new data collection initiatives.

Coordination

- Map and monitor existing work
- Collaborate and communicate
- Commit to ongoing review and improvement

Growing edges



Recruitment

- Lack of adequate information & awareness about careers in the pipeline sector
- Lack of awareness about the range of opportunities available, and the need for more versatile training to enable cross-sectoral transition
- Summer student work, co-ops, internships, apprenticeships
- Wage equity

Retention

- Understand the barriers and opportunities along the career cycle – key threshold at 4-5 years
- Inflexible work schedules and work-related travel

Promotion, Advancement, Leadership

- Make sure you have a diversity of people in senior executive positions and on boards of directors
- It's not enough to have mid-career women represented – they need to be present throughout the value chain and the organisational structure



What's the ultimate goal of this research
for the Pipeline community?

**CHAMPION AN INCLUSIVE SENSE OF
BELONGING BY EMBRACING DIVERSITY**

Where to from here?

How can you help make sure
the data from this project is
useful to your organisation?

Next steps

Recommended areas of focus

- Consult women and culturally diverse people directly on what they actually need – don't assume
- Review flexible working policies for all workers
- Ensure workers have access to inclusive PPE (e.g., properly fitting)
- Ensure the provision of welfare facilities including changing rooms, clean & safe restrooms, secure laundry facilities, and sleep areas
- Provide leave around gender-specific health and well-being such as pregnancy, menopause, and medical events
- Be proactive – don't wait for an 'event' to happen
- Make sure that new hires under 30 are mentored re: culture
- Learn from leading practice within the pipeline sector
- Promote a culture of “Allyship” across diversities in background

From whom have we heard?

- People who have attended regional meetings or clicked links through from *Pipeliners* magazine links or emails

From whom have we not heard?

- People who don't attend regional events, people who don't know about the project
- People who are feeling insecure about their job and don't want to risk participating

What's the goal between now and November 30th ?

- To reach people whose voices need to be and should be heard
- In particular, we need to hear from people of all genders

Please support this project by sending out an invitation to participate in interviews – or agree to an interview yourself! 😊

Dr Bond is more than happy to come to you to discuss this research with any of your teams.

Contact: Dr Carol Bond
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Thank you