

EEC Diversity, Equity and Inclusion Strategy

Growing Australia's energy management sector by putting diversity, equity and inclusion at the heart of what we do

The Energy Efficiency Council (EEC) commits to four strategic objectives and 15 associated targets to improve diversity, equity and inclusion (DEI) within our organisation:

1. **Promote DEI within EEC leadership**, including the following targets:
 - 1.1. 40-60 per cent non-male identifying individuals on EEC Board, with a minimum of two in 10
 - 1.2. 40-60 per cent non-male identifying individuals on EEC subcommittees and groups, with a minimum of two in 10
 - 1.3. 40-60 per cent of leadership positions for Board, subcommittees and groups held by non-male identifying individuals, with a minimum of two in 10
 - 1.4. 40-60 per cent non-male identifying individuals on the executive leadership team, with a minimum of one in four
2. **Promote DEI within EEC staff**, including the following targets:
 - 2.1. 40-60 per cent non-male identifying individuals on EEC staff
 - 2.2. Empower staff to consider DEI in their work
 - 2.3. Attract a diverse candidate pool through equitable and inclusive recruiting and hiring practices
3. **Promote DEI within EEC operations**, including the following targets:
 - 3.1. Ensure DEI is supported by existing and future EEC internal policies
 - 3.2. Take concrete action in support of the Equal by 30 campaign advocating for equal pay, equal leadership and equal opportunities for women in the sector by 2030
 - 3.3. Take meaningful action to advance reconciliation with Aboriginal and Torres Strait Islander peoples in Australia, increasing economic equity and supporting First Nations self-determination
4. **Promote DEI within EEC activities**, including the following targets:
 - 4.1. Showcase commitment to DEI in all public-facing EEC activities, paying respect to the Traditional Custodians of the land on which events and other activities take place
 - 4.2. 40-60 per cent of speakers at EEC events are non-male identifying
 - 4.3. EEC staff participate in events that align with DEI Strategy
 - 4.4. Centre DEI within the three pillars of the EEC's work
 - 4.5. Support DEI within the energy management sector

Progress against these targets will be reviewed on an annual basis by the EEC Board, with an update on overall progress highlighted in a dedicated DEI section of the EEC annual report. Keen to learn more? Email us at info@eec.org.au.