

FLORENCE SCHOOL OF REGULATION

Lights on Women

**PROJECT
DEVELOPMENT**

OVERVIEW OF THE LIGHTS ON WOMEN PROJECT

The Lights on Women (LoW) project started off as a spontaneous editorial initiative within the FSR that was meant to:

- Shed a light on the identity and careers of women professionals in the energy sector;
- Champion gender equality in the energy sector;
- Promote equal opportunities for men and women;
- Carry out an internal audit of FSR's activities under a gender lens.

The project shaped up to be an organized venture which permeated all the aspects of the work at the FSR: training, events and knowledge-making.

At the moment, the project involves 3 main activities:

- Female expert database (the Energybase)
- Curated content (in the form of blog posts)
- Lights on Women scholarships

These will remain the core activities of the project and will be expanded to achieve new, more ambitious goals. A detailed account of the project, its activities, and roadmap follows.

THE PROJECT IN FIGURES

Since 2017 we have produced the following:

- Total articles/ blog posts: **57**
- Podcast series (“Net Zero”): **18** episodes [concluded] + ebook
- Scholarships: **3** Lights on Women Scholarships + 1 Women in LAC scholarship in partnership with IDB Inter-American Development Bank
- Online events: **2** (1. “Fostering synergies between the European Green Deal and European Gender Strategy” in partnership with WECS Foundation 2. “Gender equality and diversity in the energy transition” in partnership with IRENA)
- Our present allies and blog contributors belong to a number of high profile institutions: IRENA, IDB, WECS, GIE, IAOGP (International Association of Oil & Gas Producers), EU Commission, GI-ESCR Global Initiative Network for Economic, Social and Cultural Rights, Se4all and more.

Data of the past semester (Jul - Dec 2021)

ACTIVITY	DATA
Website	<ul style="list-style-type: none">• 45% of the web users were female
Blog / content	<ul style="list-style-type: none">• 8 articles were written by the FSR female experts or female external writers• 5 video interviews were produced with female experts
Online events	<ul style="list-style-type: none">• 37% of our online events speakers were female

OUR MISSION

Moving forward, the project will add gender mainstreaming to its mission statements to be accomplished through discourse, audits and awareness training. These are the actions we commit to:



01 — Educate & Upskill

To train and mentor: to educate and upskill females to break down barriers into the energy sector



02 — Advocate

To advocate for women: strengthening the visibility of the diverse roles women are already playing in specific areas (i.e. the energy transition) as agents of social and economic transformation



03 — Crystallize FSR intentions

To crystallize the FSR intentions to promote gender balance and inclusivity in the workplace



04 — Provide a platform

To provide a digital space that prominently features women in the energy, climate and sustainability sectors and to provide a safe space for discussion and growth



05 — Intersectionality

To add an intersectional dimension to our actions, to include the various experiences of women of colour, women who are marginalized, immigrant women, women at an economic disadvantage, and other groups

OUR PRIORITIES

Where do we go from here? The Lights on Women team has identified a number of deliverables for the next year. The deliverables pertain to both the development of a platform (with its own, separate identity from the FSR website) and the creation of a database for women experts in energy, the Energybase.



01 — Branding

The FSR Lights on Women initiative as a whole will be rebranded. This will include logos, colours, fonts, imagery



02 — Platform development

A dedicated website will be developed under a new web domain separated from the FSR website



03 — Toolboxes

A series of toolboxes will be produced. These toolboxes will present guidance, tips and best practice within the Lights on Women project



04 — Scholarships

The next round of Lights on Women scholarships will be hosted on the new web platform and will undergo a restyle



05 — Energybase

The Energybase is a database for female experts in the energy sector. A more in-depth overview is given in the next pages

ENERGYBASE: FEMALE EXPERTS IN ENERGY DATABASE

Summary

The Energybase is a global platform that aims to shape an inclusive and innovative energy transition by unlocking and harnessing the global energy talent pools full potential. It is built on the principle that the energy sector stands to benefit from the inclusion of diverse ideas, perspectives, and recommendations.

Objectives

The platform has four core objectives:

1. Increase gender diversity in conferences, events, expert panels, research, media appearances, committees, boards and hiring;
2. Connect female experts with global energy stakeholders, from technical experts and industry specialists to decision-makers, to facilitate engagement and exchange;
3. Ensure women's contributions are acknowledged by showcasing their talent to increase their visibility, representation, participation and boost their careers;
4. Provide insights into the status of women participation in the energy sector and address the data gap.

ADVANCEMENT STATUS

The following presents the current status and the latest advancement in the development of the Energybase:



01 — Feasibility Study

A preliminary analysis was conducted that takes into consideration all of the project's relevant factors -including economic, technical, legal, and scheduling considerations -to ascertain the likelihood of completing the project successfully



02 — Registration form and granularity

The form fields for registration have been identified as well as the minimum requirements for accessing the database as a user



03 — Privacy

The necessary permissions and valid consents required for us to lawfully collect users' data were identified



04 — Web domain

A dedicated web domain (under the Lights on Women framework) has been identified and secured



05 — Platform's features

The core functions of the platform were identified: user data gathering, matchmaking, messaging, analytics and reporting



06 — Human resources

Resources have been identified and allocated to deliver on the project. The Energybase will require: a technical lead, a project manager, a web developer, a UX, web and graphic designer, a communications specialist

NEXT STEPS

The next steps of the development of a database for female experts in energy under the Lights on Women project:



01 — Web design and development

The platform will be developed at the same time as the Lights on Women website. The phases: sitemap, wireframe, build spec, production, testing



02 — Design

The project will have its own branding which will be consistent with Lights on Women guidelines. The phases: visual design, branding and front-end development



03 — Database user's guide

The user's guide will be a comprehensive manual to all aspects of the Energybase, including features and objectives



04 — Feedback & beta access to partners

Our partners will be involved in the platform's development and will be the first to test its concept and functionalities



06 — Verification system

The Energybase will use verification methods to ascertain that a submitted expert is, in fact, a real person before being listed



07 — Launch and promo

The FSR and the Lights on Women project will produce an ad-hoc marketing campaign to launch the Energybase

ROADMAP OF THE ENERGYBASE

