



WINLPG Charter 2019

In 2015, the World LPG Association (WLPGA) recognised an opportunity for the LPG industry to take actions that can address the issue of improving diversity in the workforce. As the global voice of the LPG industry, WLPGA is uniquely positioned to develop and implement such a network.

The mission of WINLPG is to support and help empower women in the LPG Industry by leadership, coaching, mentoring, communication and promoting role models and best practices.

WINLPG is a network for women and men who have a professional interest in the LPG sector and support the network's objectives.

WINLPG Strategic Plan – Background & Process

2019 will be a critical development year for the network and work will focus on expanding on the major strides forward achieved in 2019, and keeping the momentum. Actions for 2019 will focus on development the network via inbound and outbound communication, leveraging visits to WLPGA member companies to promote the network and engage members and also investing time to support the existing five national chapters and developing new national chapters.

The primary goal over three years is to promote diversity in LPG businesses. During the period the activities of the Women in LPG Network (WINLPG) will aim to lead to an increase of 5% from the current 16.5% of women employed in the industry to 21.5% during the period 2017 – 2019. In addition, the network will have a membership of at least 1,000 individuals by the end of the period.

WINLPG Today

WINLPG is a global network dedicated to the support and promotion of women in the LPG industry.

WINLPG has three Pillars of Objectives

1/ Support and Retain

- Set up of the global network.
- Develop a social media presence.
- Develop case studies and role model profiles.
- Hold Knowledge Exchange workshops.

2/ Promotion and Advocacy

Gain visibility for the network through continued partnerships, promoting case studies, role models and advocates, via the media.

3/ Educate and Attract

Educate and attract, in the longer term, via global events (not necessarily LPG events), external education at universities and schools and educating the industry itself.

WINLPG Structure and Governance

- WINLPG is managed by a team of three people:
 - WINLPG Global Chair (Paige O'Dell, VP Operations, Amerigas)
 - WINLPG Global Manager (Alison Abbott, Communications Director, WLPGA)
 - WINLPG Global Coordinator (Nikki Brown)
- Members – anyone who shares the goals of the network may be a member. WLPGA members have the right to determine the strategy of the network and non-WLPGA members are welcome as observer members (they are welcome at meetings and workshops).
- There is no fee to join.
- National Chapters are subject to respecting the terms and conditions of an MOU.

WINLPG Strategic Plan – Goals and Actions

WINLPG Goals

The ten key goals for this year are:

1. Launch at least two new national chapters and continue to support existing chapters
2. Launch and manage Woman of the Year awards
3. Hold at least three Knowledge Exchange workshops
4. Publish six additional role model profiles
5. Engage six new Ambassadors
6. Develop social media presence
7. Publish monthly newsletter
8. Conduct an audit to assess number of women in the industry
9. Identify a female Chair for one WLPGA Matrix Goal
10. Achieve at least 1,000 signed up members of the network

1/ Launch at least two new national chapters

Development of national chapters enables the network to develop on a much wider scale by engaging with women who may not normally be able to attend other meetings and enable the network to have a far wider reach in-country. National chapters also enable specific regional issues to be addressed. National Chapters will be an autonomous in that they can decide how often to meet and how to communicate, however, National Chapters adhere to a Terms of Reference and agree to support the objectives of the network. National Chapters will be run by a Chapter Head who will report regularly to the Coordinator and Chair.

2/ Launch and Manage Woman of the Year Awards

The Woman of the Year award was a highly successful initiative which first ran in 2018. This will be repeated for 2019 but with two awards – **Woman of the Year** and **Young Woman of the Year**. The award will open in May and the winners will be announced during the World LPG Forum in Amsterdam in September. The same voting process will be observed.

3/ Hold at least three Knowledge Exchange Workshops

A Knowledge Exchange Workshop is a half day (2-3 hours) event, ideally at the same time as an industry event to maximise visibility and attendance. The workshops have been successfully held around the world and serve to unite women, and men, in the industry to enable them to share their histories, discuss current issues, and also benefit from some kind of training (negotiation skills, leadership tactics, presentation skills etc).

4/ Publish six additional role model profiles

Role model profiles are interviews with women in the industry and the published reviews are housed on the WLPGA website under the WINLPG section. Role model interviews give visibility to women in the industry, enable them to tell their stories and also lend advice to fellow WINLPG members

5/ Engage six new Ambassadors

A WINLPG Ambassador is an individual or a company that endorses WINLPG. They are very senior individuals or major organisations who lend their support to the network. Their visible support lends visibility and gravitas to the network.

6/ Develop social media presence

WINLPG has a presence on Twitter, LinkedIn and Facebook. The focus for 2019 will be on Facebook as a sharing platform. The Twitter handle (#WINLPG) will continue to be used to build a Twitter community but will come under the overall WLPGA Twitter account as part of the WLPGA's social media unification strategy.

7/ Publish Monthly Newsletter

A monthly newsletter will be sent aiming for a schedule of first week of the month.

8/ Conduct an audit, to assess the percentage of women in the industry

An audit of the percentage of women in the industry was undertaken in 2017 amongst WLPGA Industry Council members. This will be revisited Q3 2019 to assess progress.

9/ Help identify a female Chair for one WLPGA Matrix Goal

The WLPGA works to a Matrix with four goals – Communications; Market Development; Standards; and Information & Technology. The goal Chairs hold these roles for three years and the current term will expire end 2019. WLPGA is seeking to actively promote at least one woman in the industry to chair one of the goals.

9/ Achieve at least 1,000 signed up members of the network

To be officially recognised as a member of WINLPG, individuals are requested to complete a Membership Engagement Form (either online or paper version). In 2017 the goal of 1,000 members was set and this was achieved in 2018. There are currently over 1,800 members but the above efforts should ensure a further increase.

Budget

WINLPG has a budget of 30,000 Euros for 2019 from the core WLPGA budget. This will be used to cover a retainer for the Global Coordinator, for travel expenses, and miscellaneous expenses (printing, web development, etc).

Sponsorship of Knowledge Exchange Sessions will also be sought.