



## WINLPG 2022 Action Plan

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 Action Plan – Background & Process

2022 will be a critical development year for the network and work will focus on expanding on the major strides forward achieved to date, keeping and developing the momentum. As with many sectors, the restrictions imposed during the COVID-19 pandemic have had an impact on the development of the network as not being able to travel meant some 'classic' network activities such as the Knowledge Exchange and new national chapter launches, were not able to take place. However, leveraging virtual connections we were nevertheless able to maintain, and develop, the network over the past two years. As some restrictions are lifted, we are anticipating a return to some of the actual 'networking' activities, outlined in this Action Plan.

**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 four 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.

### ***4/ Encourage and Develop***

Encourage and develop those national chapters who wish to increase understanding and appreciation of the benefits of LPG to external stakeholders/beneficiaries to improve their quality of life. This could, in turn, open up business opportunities within the industry for women beneficiaries.

## **WINLPG Structure and Governance**

- WINLPG is managed by a team of three people:
  - WINLPG Global Chair (Paula Frigerio, Chief Innovation & Development Officer, Abastible)
  - WINLPG Global Manager (Alison Abbott, Communications Director, WLPGA)
  - WINLPG Global Community Support Manager (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 and refer to a guide to setting up and managing national chapters.

# WINLPG 2022 Action Plan – Goals

## WINLPG Goals

The ten key goals for 2022 are:

1. Launch at least two national chapters and continue to support existing national chapters
2. Hold one webinar
3. Hold two Knowledge Exchange sessions
4. Develop and execute a Diversity Census
5. Develop the Global Female Speaker Database
6. Produce ten new role model profiles
7. Engage four new Ambassadors
8. Launch the 2022 Woman of the Year and Young Woman of the Year awards
9. Maintain and boost the social media presence
10. Further develop outreach to members (newsletter, other networks, learnings)

### 1/ Launch at least two new national chapters and continue to support existing 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. The goal for 2022 is to launch at least two new national chapters, this may be dependent on the possibility to travel.

There are currently seven National Chapters: USA, Kenya, South Africa, Nigeria, Myanmar, Colombia and India. WINLPG will hold bi-monthly calls with the National Chapter coordinators to fully support them in the work they do, and where possible attend any meetings. Nikki Brown will also contact National Chapter coordinators on a bi-monthly basis to gain feedback from them on any activity.

### 2/ Hold one Webinar

This year WINLPG will hold one webinar which will take place on Thursday 5<sup>th</sup> May 2022. The WINLPG team will put together a compelling agenda and engage speakers.

### 3/ Hold two Knowledge Exchange Sessions

A Knowledge Exchange is a 2-3-hour event, ideally at the same time as an industry event to maximise visibility and attendance. WINLPG plans to hold one session in June during the European Congress in Barcelona, and a second session in Delhi during LPG Week in December.

### 4/ Develop and Executive a Diversity Census

The WINLPG network has an objective as set out in the 2020-2022 Strategic Review to increase the percentage of women employed by the industry by 3% on the initial Census and also to increase WINLPG membership to 3,000 by the end of 2022. An initial Diversity Census was sent to WLPGA

members in September 2020. As the WLPGA approaches the final year of the current three-year plan, a follow up census will be prepared and sent Q3.

#### **5/ Develop the Global Female Speaker Database**

This database of women speakers details specific areas of speciality, languages spoken etc from women in the industry around the world. This is shared with event managers to help in their efforts to have a diverse range of speakers.

#### **6/ Produce ten new role model profiles**

Role model profiles are interviews with women in the industry and these published reviews are housed on the WLPGA WINLPG website. Role model profiles give visibility to women in the industry, enabling them to tell their stories and lend advice to fellow WINLPG members. The goal is to launch ten new role models in 2022.

#### **7/ Engage four new Ambassadors**

An Ambassador is an individual, or company, that supports WINLPG and its activities. Generally very senior individuals or major organisations, their visible support lends gravitas to the network. We aim to welcome four new Ambassadors in 2022.

#### **8/ Launch the 2022 Woman of the Year and Young Woman of the Year awards**

The Woman of the Year award was a highly successful initiative which first ran in 2018 and the Young Woman of the Year was added in 2019. The 2022 awards will open in May and the winners will be announced during LPG Week in New Delhi in December. The same voting process will be observed.

#### **9/ Maintain and boost the social media presence of WINLPG**

WINLPG has a presence on Twitter, LinkedIn and Facebook. The focus for 2022 will be on Facebook and LinkedIn 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.

#### **10/ Further develop outreach to WINLPG members**

WINLPG will maintain its bi-monthly newsletter, part of the wider WLPGA The Voice magazine. WINLPG will also create bi-monthly updates to send to members only. WINLPG will also continue to develop relationships with fellow women's networks such as the Women in Nuclear and Women in Engineering networks.