



**USAID**  
FROM THE AMERICAN PEOPLE



**South Asia Women in Energy**

# SAWIE NEWSLETTER

VOLUME 2 | December 2021

SAWIE, a joint initiative of U.S. Agency for International Development (USAID) and the U.S.-India Strategic Partnership Forum (USISPF), aims to increase representation of women at the leadership levels in the energy, industrial and manufacturing sector thereby enabling diversity in decision-making. As the name suggests SAWIE is focused in South Asia region, with India at its fulcrum.

# Message from SAWIE



Dear Patrons,

As we move further into the third decade of this century, there are opportunities galore for SAWIE—and we must seize them. While it has been tough going due to the devastating—and continuing—impact of COVID 19, the passing year has been crucial in terms of defining the raison d'etre for SAWIE. As we deal with the pandemic, it has brought forth in stark relief the need for a platform for women to use their voices, agency, and leadership to collaborate effectively towards building resilience and securing sustainable development.

Following the qualified success of the COP26 dialogue at Glasgow, and nations firming up their renewable energy (RE) targets, we must recognize that gender and climate are issues cut across, with women far more vulnerable to socio-economic and environmental shocks due to climate change. Hence, we must strive to achieve action to unlock the potential of women as change agents.

SAWIE in its attempt towards this goal has partnered with United Nations Industrial Development Organization (UNIDO), ENERGIA International Network on Gender and Sustainable Energy (ENERGIA), and the Global Women's Network for the Energy Transition (GWNET) to form the Gender and Energy Compact. This compact took the agenda to COP26 at Glasgow during Gender Day and highlighted the need to catalyze actions for gender equality and women empowerment in the battle against climate change.

We are also pleased to share that the SAWIE Mentorship Series, launched in March 2021, has been successful in hosting 9 sessions, with nearly 30 mentees engaging with us over the course of nine months. Further, in the run-up to the U.S-India Strategic Clean Energy Partnership Ministerial, SAWIE hosted a high-level dialogue on the 'Role of Women's Leadership in Advancing the Global Clean Energy Transition' at USAID's two-day 'National Conference on Large-Scale Integration of Renewable Energy in India – Transforming India's Power Landscape.'

Additionally, SAWIE partnered with a host of stakeholders including the United States Energy Association (USEA), International Energy Agency (IEA), Council on Energy, Environment and Water (CEEW), and the United Nations Industrial Development Organization (UNIDO) to engage on several issues that concern women and their role in climate change. Last year saw SAWIE foster meaningful partnerships with partners such as the ReNew Foundation, GWNET, and UNIDO. We also had the honour of hosting U.S. Special Presidential Envoy for Climate Mr. John Kerry for our inaugural SAWIE Leadership Summit, and organised over 15 national and international events, with participation from over 1,000 individuals across 25-plus countries and more than 300 organisations, institutions, and agencies.

With this second volume of the SAWIE Newsletter, we are delighted with the growth that SAWIE has seen in such a short time. As we build momentum as an organisation, it is extremely important that we continue to collaborate with important stakeholders and further enhance such relationships so that it helps our readers see, and build on, the opportunities for women in the climate and related sectors. Moreover, SAWIE must continue to further expand the space for dialogue and action to support the cause of women facing the dire consequences of climate change. This is our ringing clarion call.

Ms. Vaishali Nigam Sinha,  
Chair SAWIE, Chair ReNew Foundation, and Chief Sustainability Officer, ReNew Power

# Message from USAID



Dear SAWIE Colleagues,

We at USAID, strongly believe that empowering women economically leverages their innovation and expertise to enable their transformational power to increase their overall contribution to the world economy. Recently during the International Women's day, President Biden called upon us all to recommit to the principle that our nation, and the world, is at its best when the possibilities for all of our women and girls are limitless.

The US Government has affirmed that gender equity will be at the core of the administration's policies, which not only strive through the government's domestic policies but also govern the foreign policy. We at USAID's are committed towards women's empowerment, as reflected in its decades of work and partnerships across the globe. Some of our partnerships, we always are proud upon includes - Advancing Gender in the environment (AGENT); SERVIR; Clean Cities, Blue Ocean Program; Engendering Utilities; Women's Land Rights and more.

India — the world's largest democracy and second most populous country — represents a unique mix of tradition and innovation. Indian women today are competing and leading in diverse spheres across the globe. USAID has, for many decades, been working closely with the Government of India, donors, philanthropists, and the corporate sector to promote programs that enable women, men, girls, boys, and transgender persons; addressing societal inequalities; and providing equitable access to health care, water and sanitation, education, nutrition, microfinance, clean energy, and sustainable livelihoods.

Over the next couple of years, USAID/India will intensify all such efforts in partnership with all key stakeholders more meaningfully to implement the many gender-responsive and transformative and social inclusion policies and initiatives in USAID's areas of work.

South Asia Women in Energy (SAWIE) is one such initiatives established here in India, with an aim in advancing USAID's efforts to build more gender equitable and inclusive economies for a sustainable future. In this endeavour, USAID is proud to partner with U.S.-India Strategic Partnership Forum (USISPF). SAWIE is focused on advocating greater gender equality and mainstreaming women's leadership – which really are the prerequisites for sustainable growth across sectors in any country.

I am pleased to share the key milestones achieved by SAWIE in this newsletter and congratulate all leaders and experts from across sectors join forces for our shared commitment to gender equality. Going forward, we strongly believe that SAWIE initiative would play a critical role to accelerate women's empowerment and achieve larger sustainable development across South Asia.

Karen Klimowski  
Acting Deputy Mission Director, USAID India

# Message from USISPF



Dear Colleagues,

I'd like to wish you a very Happy New Year on behalf of the entire team at the US-India Strategic Partnership Forum (USISPF) and I hope that this message finds you and your loved ones healthy and well.

USISPF has always believed that there is much that the private sector can do to bring women to the table. And it was this inspiration that led to the joint initiative by USISPF and USAID-South Asia Women in Energy (SAWIE). While women are seen participating in the workforce today, working long hours, and pursuing higher education in greater numbers, the wage gap is still stark – a woman working full time earns 81 cents for every dollar a man working full time earns. This is essentially where platforms like SAWIE can play a key role— bringing together women leaders across to work together on designing interventions in outreach and recruitment; mentorship and leadership; and professional development that can help bridge gender gaps.

In a short span of time since its launch last September, SAWIE has established itself as a leading advocate for gender equality, diversity and inclusion. SAWIE's convenings, roundtables, and thought leadership work are contributing toward the development of innovative solutions to reduce the gender gap in the energy sector, particularly at the leadership level. With an exceptional network of founding members and growing individual members, we are confident that SAWIE will be the premier platform for women to thrive and grow to their true potential.

With this new year, we hope SAWIE continues to provide a more balanced access to opportunities that strengthen women participation across the energy spectrum, and be the platform where we all can engage and ideate on the key pertinent issues and solutions to promote gender equity and equality in the sector. There's a strong need to focus on the collaborative efforts required across power utilities, regulatory commissions, system operators and education & research institutions for a holistic development of the energy sector.

We are extremely thankful for the support that we have received from the SAWIE community, and we hope that we can continue to work towards the creation of a more diverse energy value chain.

Dr. Mukesh Aghi  
President and CEO, USISPF

## Our Network in Numbers

Linked in

1200+

LinkedIn Connections



125+

Individual Members

# SAWIE Highlights

**15** National and International Events organized

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**10000+** Participants

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**25+** Countries

---

**300+** Organisations, Institutions and Agencies

# SAWIE Highlights

**6**

Sessions under the Mentorship Series

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**2**

Steering Committee Meetings

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**Launched**

the SAWIE Leadership Summit

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**Released the White Paper on**

“Best Practices in Gender Mainstreaming: Bridging the Gender Diversity Gap in the Energy and Industrial Sector”



## Our Supporting Partners



**USAID**  
FROM THE AMERICAN PEOPLE



**US·INDIA**  
STRATEGIC PARTNERSHIP FORUM

## Our New Partnerships



**GWNET**  
Global Women's Network  
for the Energy Transition

### About GWNET

The Global Women's for the Energy Transition (GWNET) is an international non-profit organisation founded in 2017 under Austrian law. GWNET aims to advance the global energy transition by connecting and empowering women working in sustainable energy, through interdisciplinary networking,

advocacy, training, and mentoring. GWNET seeks to address the current gender imbalances in the energy sector and to promote gender-sensitive action around the energy transition in all parts of the world.



### About ReNew Foundation

ReNew Foundation, the philanthropic arm of ReNew Power was setup in 2018 with a vision to impact the lives of people through clean energy. It aims to develop sustainable solutions in the area of renewable energy which focus on energy access to the last mile. Another important objective is

to drive thought leadership in the area of climate action and become a leading voice in the sector for policy advocacy and recommendations.



### About UNIDO

United Nations Industrial Development Organization (UNIDO) is the specialized agency of the United Nations that promotes industrial development for poverty reduction, inclusive globalization and environmental sustainability.

As of 1 April 2019, 170 States are Members of UNIDO who

regularly discuss and decide UNIDO's guiding principles and policies in the sessions of the Policymaking Organs. The mission of UNIDO, as described in the Lima Declaration adopted at the fifteenth session of the UNIDO General Conference in 2013, is to promote and accelerate inclusive and sustainable industrial development (ISID) in Member States.

# High Level Dialogues

## World Sustainable Development Summit 2021



IN PARTNERSHIP WITH



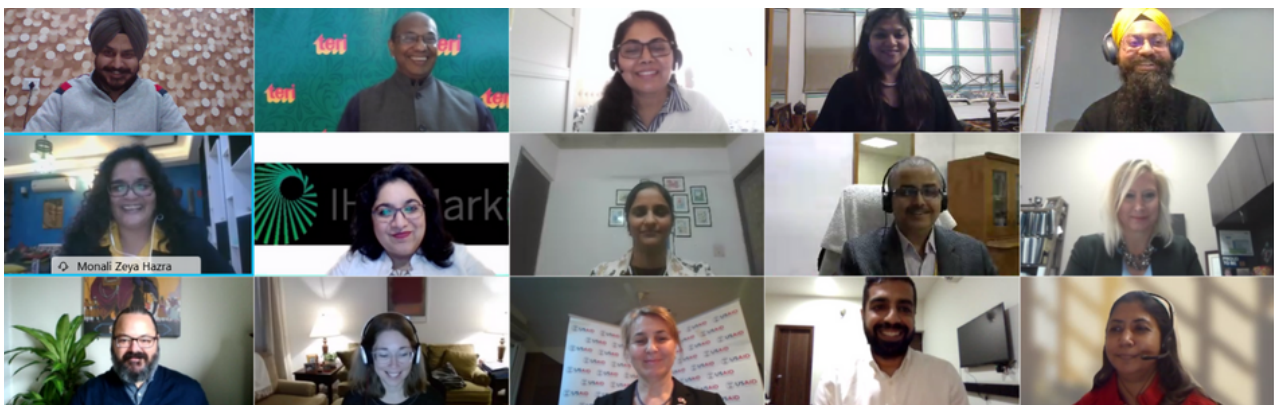
South Asia Women in Energy (SAWIE), along with USAID, U.S.-India Strategic Partnership Forum (USISPF), and The Energy and Resource Institute (TERI) partnered at this year's World Sustainable Development Summit (WSDS) which was under the theme, 'Redefining our Common Future: Safe and Secure Environment for All.'

The World Sustainable Development Summit (WSDS) is the annual flagship event of The Energy and Resources Institute (TERI). Instituted in 2001, the Summit series has marked 20 years in its journey of making 'sustainable development' a globally shared goal. Over the years, the Summit series has brought together 49 heads of state and government, 13 Nobel laureates, ministers from 77 countries, 2200+ speakers and over 20,000 delegates from across the world to address environmental issues of topical import.



### 'Women on the Rise: Redefining Our Common Future'

Virtual Pre-Event | December 9, 2020





The high-level dialogue brought together experts from leading national and international institutions, academics, policymakers, practitioners, and civil society members working in the gender and sustainable development sector. Making a compelling case for gender-inclusive sustainable development, speakers championed greater participation of women in the climate change discourse.

An impressive array of leaders from the gender and sustainable development sector joined the dialogue, reflecting on their experiences and suggesting approaches to secure women's role in shaping a more sustainable future.



## 'Thematic Session titled Towards an Enabling Global Environment: Accelerating Women Leadership & Empowerment'

February 11, 2021



The Thematic address multidimensional issues of gender equality, with an attempt to demystify stereotyping that exist because of the common beliefs of gender differences that make women and men effective in different roles.

Panel 1 on 'Diversity & Inclusion: Gender Equity as a Business Imperative' discussed the broader processes and procedures to incentivize the businesses to mobilise its

resources towards impacting gender equity and women's empowerment as part of their business model. It further deliberated the importance of creating evidences and accountability tools to bridge gap gaps.

Panel 2 on 'Advancing Women Leadership in Business' discussed some of the key challenges and underlying social norms that prevent women from claiming their space and leadership roles. It further deliberated on creation of networks, linkages and encouraging support systems grounded on social protection to advance women leadership.



## Plenary Session on 'Women on the Rise: Prioritizing Gender Equity as a Business Imperative'

February 12, 2021



The Plenary was aimed to address the many challenges confronting women in leadership positions, including poor access to social and economic capital, insufficient contacts to explore innovative entrepreneurship, constraining gender culture, paucity of role models; and a lack of positive attitudes about their own personal capacities.

The Plenary consequently deliberated and created a space for dialogue on issues to enable global environment accelerating

women leadership. Some of the key discussions were surrounding the need of a platform to address the barriers to leadership and empowerment for women such as structural barriers, institutional mindsets, individual mindsets and lifestyle choices. Additionally, the Plenary deliberated on what more can be done to expand social capital and attract, retain and advance women leaders at political, economic and public life.

# South Asia Women in Energy (SAWIE) Leadership Summit



| FEATURING  |   |   |  |
|--|---|---|--|
| <br><b>THE HONORABLE JOHN KERRY</b><br>U.S. Special Presidential Envoy for Climate   |   |   |  |
| <br><b>NANDITA BAKHSHI</b><br>President & Chief Executive Officer, Bank of the West; Co-Chief Executive Officer BNP Paribas USA Inc.; Board Member, USISPF | <br><b>JILLIAN EVANKO</b><br>President & CEO Chart Industries; Board Member, USISPF               | <br><b>MUKESH AGHI</b><br>CEO & President USISPF  | <br><b>RAMONA M EL HAMZAOU</b><br>Mission Director (Acting) USAID                                |
| <br><b>NEELAM DHAWAN</b><br>Board Member ICICI Bank  | <br><b>VIDYA RAMNATH</b><br>President, Middle East & Africa, Emerson Automation Solutions Emerson | <br><b>VAISHALI SINHA</b><br>Chair, ReNew Foundation; Chair, SAWIE                      | <br><b>SHALINI SARIN</b><br>Executive Director Elektromobilität; Co-Chair, SAWIE                 |
| <br><b>KISHORE JAYARAMAN</b><br>President Rolls-Royce India & South Asia   | <br><b>SHLOKA NATH</b><br>Head - Sustainability & Special Projects; Tata Trusts                   | <br><b>MECHTHILD WÖRSDÖRFER</b><br>Director, Sustainability, Technology & Outlooks; IEA | <br><b>ATUL ARYA</b><br>Senior Vice President & Chief Energy Strategist; IHS Markit              |
| <br><b>NIVEDITA MEHRA</b><br>Managing Director - India; USISPF   | <br><b>NOLTY THERIOT</b><br>Senior Vice President; USISPF   | <br><b>RAJIV SHAH</b><br>President The Rockefeller Foundation                           | <br><b>SHRIKANT BAPAT</b><br>Country General Manager & Managing Director India; Johnson Controls |

For any further information, please contact Ms. Sanjana Priyaranjan at [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)

SAWIE recognizes the importance of the U.S.-India energy relationship. It is imperative that the U.S. and India aggressively work to advance low-carbon, climate-resilient solutions by mobilizing resources, sharing knowledge and innovating to address climate change and promote green growth. Women are powerful agents of change and possess specific knowledge and skills to effectively contribute to sustainable development and climate change adaptation and mitigation. However, they are vastly underrepresented in decision-making processes at all levels. SAWIE works to promote women’s participation in high-level processes shaping the sustainable development and climate change agenda, as well as advocates for a better understanding and acknowledgment of women’s needs and roles in the fight against climate change at all levels.

Thus, South Asia Women in Energy (SAWIE) hosted its first Leadership Summit in a virtual event today since its

inception in 2019. The Leadership Summit brought together senior government officials, business leaders, and experts from India, US, and South Asia to discuss advancing environmental sustainability efforts and the role of gender equity in fighting the climate crisis.

Honourable John Kerry, US Special Presidential Envoy for Climate delivered the keynote address, in the presence of industry leaders like Ms. Nandita Bakhshi, President and CEO, Bank of the West; Co-Chief Executive Officer, Ms. Ramona M El Hamzaoui, Mission Director, USAID; Ms. Vaishali Sinha, Chief Sustainable Officer, ReNew Power, among others.

Speaking at the event, Honourable John Kerry said, “Advancing gender equality and the promotion of women's leadership is not only critical for economic growth and sustainable development, it is essential to tackling the climate crisis.” Speaking about US- India relations and collaboration in climate change and sustainability he remarked, “India is a major player on a global stage. Decisive action from India



now, in partnership with the rest of the world will determine what this transformation will mean for all generations to come.” [Click here for full remarks](#)



### Mukesh Aghi

USISPF President and CEO

“We need an urgent action plan against the threat of climate change in the same way we have one to fight the pandemic. I am looking forward to the Secretary’s upcoming visit to India and the two countries uniting strongly against this common challenge that affects all of us and future generations. We have also seen that the current health and economic crisis and the climate crisis has had a disproportionate impact on women. We need gender equity to be the front and center of business priorities, build a work culture where women can thrive and grow to their true potential.”



### Raj Shah

President of the Rockefeller Foundation

“A gender-equitable recovery from this pandemic will require reliable access to renewable energy because in the modern economy, energy unlocks potential. It empowers women and girls to be healthier and safer; to study, earn money, and start businesses; and to lead their families, their communities, and local economies. At The Rockefeller Foundation, we are committed to working with partners around the world to ensure a more equitable and sustainable future, where opportunity is truly universal.”



### Ramona M El Hamzaoui

Acting Mission Director, USAID

“Advocating for greater gender equality is a pre-requisite for long lasting growth.”



## Nandita Bakhshi

President and CEO, Bank of the West;  
Co-Chief Executive Officer, BNP Paribas USA Inc.

“Our main goal is to be purposeful and have an all-inclusive mindset allowing women to be themselves and bring out the best in everyone.”



## Vaishali Nigam Sinha

Chair, ReNew Foundation;  
Chair, SAWIE

“The SAWIE Leadership Summit provides the perfect platform to discuss ideas and insights that will help boost the representation of women in the energy sector. We know that gender parity and sustainability have close interlinkages and it

is imperative that women are integral to the ongoing energy transition and play an enhanced role in the sector. The takeaways from this summit will strengthen SAWIE's efforts to create a more gender responsive energy sector.”

## Press Coverage



The collage features several news articles:

- Business Today:** "India world leader in renewable energy deployment: US envoy John Kerry".
- Hindustan Times:** "World's two biggest democracies should join hands on confronting climate change: John Kerry".
- The Economic Times:** "India's leadership critical for delivering Covid vaccines across world, says Kerry".
- NDTV:** "US Special Envoy John Kerry Praises India For 'Getting Job Done On Climate'".
- NDTV:** "New Delhi: The United States' Special Presidential Envoy for Climate, John Kerry today praised India for 'getting the job done on climate' and said it is a world leader already in deployment of renewable energy".
- NDTV:** "Mr Kerry is on a four-day visit to India, from April 5 to April 8, during which he will meet representatives from the Union government, the private sector and NGOs".
- NDTV:** "India's global leadership has been critical across a range of issues including delivering COVID vaccines to world. I'm particularly grateful that India is getting the job done on climate", the United States' Special Presidential Envoy for Climate, John Kerry said.
- NDTV:** "Mr Kerry is a 'red hot' investment opportunity because of the 'clean energy' shift, said U.S. special envoy, repeating that during the U.S. as a partner in tackling climate change is a vision of...".
- NDTV:** "India has U.S. as ally in fighting climate change, says envoy".
- NDTV:** "India has the advantage of U.S. as a partner in fighting climate change".
- NDTV:** "India 'getting the job done on climate crisis, says Kerry'".
- NDTV:** "India 'red hot investment opportunity' for clean energy: Kerry".
- NDTV:** "India has U.S. as ally in fighting climate change, says envoy".

# Role of Women's Leadership in Advancing the Global Clean Energy Transition Greening the Grid (GTG) National Conference on Large-Scale Integration of Renewable Energy in India



**USAID**  
FOR THE AMERICAN PEOPLE

**GOVERNMENT OF INDIA  
MINISTRY OF POWER**

**TRANSFORMING INDIA'S POWER LANDSCAPE**

**National Conference on  
Large-Scale Integration  
of Renewable Energy In India**

As a run up to the  
U.S-India Strategic Clean Energy Partnership (SCEP) Ministerial

South Asia Women in Energy (SAWIE) Panel on  
**Role of Women's Leadership in Advancing  
the Global Clean Energy Transition**

Date: August 24, 2021 | Time: 7:30 PM (IST)/10:00 AM (ET)

**SOUTH ASIA REGIONAL  
ENERGY HUB**

**SAWIE**  
SOUTH ASIA WOMEN IN ENERGY

**US-INDIA**  
STRATEGIC CLEAN ENERGY PARTNERSHIP

In the run up to the U.S-India Strategic Clean Energy Partnership Ministerial and furthering the long-standing partnership on power sector reforms in India, USAID organized a two-day 'National Conference on Large-Scale Integration of Renewable Energy in India – Transforming India's Power Landscape' on August 24-25, 2021. As part of the conference, the South Asia Women in Energy (SAWIE), hosted a high-level dialogue on the 'Role of Women's Leadership in Advancing the Global Clean Energy Transition'. SAWIE is a joint initiative of USAID and USISPF, and this program is being hosted in collaboration with USAID's regional coordination and communications platform the South Asia Regional Energy Hub (SAREH).

The panel discussion spotlighted women's leadership on how women-led, institutions, and organizations can advance the renewable energy transition for a clean energy future.

Furthermore, the panel deliberated on how to create an enabling global environment that accelerates women's leadership in renewable energy transition and in the clean energy sector. The program also marked the public release of a 'SAWIE Summary Report - The journey so far....' The report highlights the activities and achievements of SAWIE during June 2019-July 2021 since its inception and announces SAWIE collaborations with like-minded organizations. [Click here](#) to read the report.



## Energy Compact on Gender Equality and Women’s Empowerment for a Sustainable Energy Transition



SAWIE and the Gender and Energy Compact Coalition at COP26 | November 9, 2021

**ENERGY  
COMPACTS**

### Multi-stakeholder Gender and Energy Compact

Catalyzing Action towards Gender Equality and Women’s Empowerment to accelerate a Just, Inclusive and Sustainable Energy Transition

<https://bit.ly/3krQvu8>



In the framework of the United Nations Climate Change Conference, South Asia Women in Energy (SAWIE) partnered with the United Nations Industrial Development Organization (UNIDO), ENERGIA International Network on Gender and Sustainable Energy (ENERGIA), and the Global Women’s Network for the Energy Transition (GWN) to co-host an event at the UNFCCC SDG7 Pavilion to catalyze action towards gender equality and women’s empowerment.

Moderated by Mary Robinson, former President of Ireland, the COP side event “Enhancing gender equality and women’s empowerment to accelerate a just, inclusive and climate resilient energy transition” presented the Gender and Energy Compact and its multiple signatories. This compact, developed in the realm of the UN High Level Dialogue on Energy, is one of its kind in putting women and gender equality at the center of achieving SDG7: Ensure access to affordable, reliable, sustainable and modern energy for all.



Women are in the frontlines of energy access, as energy consumers, as household energy managers and as energy providers. At the same time, women have less access to energy, suffer most from energy poverty and energy services than men and the energy space is still male-dominated. If the world is to reach SDG7 by 2030, women must be part of the energy transition at all levels. The Gender and Energy Compact commits to supporting and accelerating action towards a just, inclusive and gender-equal energy transition. International bodies such as the African Development Bank, UN Women and the UN Environment Programme as well as the International Renewable Energy Agency, the Private Financing Advisory Network, the International Institute for Sustainable Development, the Clean Cooking Alliance, REN21, the SDG7 Youth Constituency and Student Energy are among the non-state signatories besides SAWIE.

The coalition aims to take action towards a just, fair and inclusive transition addressing the following areas:

- Energy and time poverty, as well as drudgery of women are eliminated by increasing women's access to and control over sustainable energy products and services.
- Countries and regions (re)formulate and adopt more inclusive and gender-responsive energy access and transition pathways, strategies and policies.
- Women-owned and -led businesses have increased access to productive resources, such as finance, sustainable energy, entrepreneurial capacity and business development services.
- Career advancement avenues for women working in the energy sector are created: women enjoy decent and productive employment; workplace policies and practices support recruitment and retainment of women, women are equally involved in policy- and decision-making.
- Knowledge, mechanisms, tools, and sex-disaggregated data are more available and of higher-quality.

[Click here](#) to watch the statements and commitments made by the Gender and Energy Coalition.

# OUR LATEST INITIATIVES

## Mentorship Series



The SAWIE Mentorship Series, as a part of the mentoring pillar for SAWIE, brings together likeminded individuals and allows them to converse candidly and share their experiences and ideas. To that end, it invites experts in the industry, working proactively towards gender diversity in the energy space, to come forward and engage with a select few of our SAWIE members. SAWIE aims to facilitate a strong relationship between mentors and mentees, and to help future female leaders in the energy sector develop their confidence, communication skills, and leadership abilities, such that they can go on to become an effective organisational change intervention.

SAWIE so far has organized four closed-door virtual sessions as a part of the SAWIE Mentorship Series, where diverse individuals, come together to share their journeys while also exchanging their fundas and mantras.

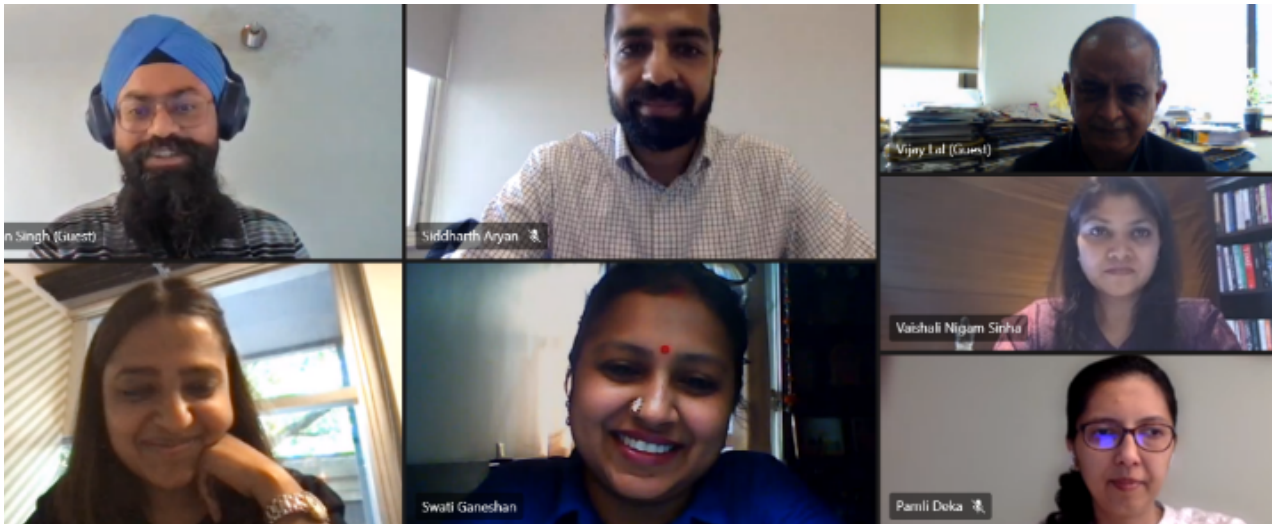
The graphic features logos for USAID, SAWIE, and US-INDIA at the top. Below them, it reads 'South Asia Women in Energy (SAWIE) MENTORSHIP SERIES'. The featured speaker is 'Ms Vaishali Nigam Sinha', with her title 'Chief Sustainability, CSR and Communications Officer, Founding Chair, ReNew Foundation, and Chairperson, SAWIE'. The date and time are 'Date: 3rd March 2021 | Time: 4:00 PM (IST)'. The topic is 'Environmental, Social and Cultural Governance towards Business Growth'. A photo of Ms. Vaishali Nigam Sinha is on the right. At the bottom, it says 'For SAWIE Members only, please RSVP with [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)'.

### Session 1

SAWIE kickstarted its Mentorship Series with Ms. Vaishali Nigam Sinha, Chair, ReNew Foundation & Chair, SAWIE. A leader with tremendous experience in sustainability and gender empowerment ideals, she led the first series with her insights on her mantra towards Environmental,

Social and Cultural Governance towards Business Growth. Besides sharing unique anecdotes, the session took a deep dive on the biases and challenges in the path of gender diversity and probable interventions that we can collectively make, to address some of those.






## Session 2

For the second edition of the Series, Dr. Shalini Sarin, Co-Founder & Executive Director, Elektromobilitat; and Co-Chairperson, SAWIE, a leader with 30 years of experience in the corporate world across India, Europe and global roles, having led various roles such as Chief people officer, head and chair of global

foundation and lead a solar business at the base of the pyramid in Companies like Schneider Electric and Philips Lighting, served as the Mentor for the House.

She engaged with a diverse cohort on 'Navigating through the Corporate Matrox in the Post-Pandemic Era.' The closed-door session involved sharing of personal stories as well as exchanging of tips and hacks needed to navigate through the corporate matrix.






South Asia Women in Energy  
**MENTORSHIP SERIES**

**Ms. Gauri Jauhar**  
Executive Director, IHS Markit

Date: 4th August 2021 | Time: 4:00 PM (IST)

TOPIC **Addressing Unconscious Bias, with Conscious Action**

For SAWIE Members only, please RSVP with [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)



### Session 3

Across the globe, unconscious bias is known to affect workplaces and organizations, given its ability to introduce unintentional discrimination that often even results in poor decision-making. Consequently, unconscious bias can be a huge setback in the creation of a truly diverse and inclusive workplace.

For Session 3 of the SAWIE Mentorship Series, the mentor Ms. Gauri Jauhar, Executive Director, IHS Markit and the cohort discussed how such biases can have an impact on recruitment, mentoring and promotions, and that in turn can hamper equal opportunities for women in terms of selection and progression to a high-level management and leadership role. Among the many key ideas that was discussed during the session, one of the major highlights for the cohort was around conscious awareness and action following the teachings of The Four Agreements by Don Miguel Ruiz.




South Asia Women in Energy  
**MENTORSHIP SERIES**

**Ms. Garima Garg**  
Head - Talent and People Strategy, ReNew Power

Date: 30th September 2021 | Time: 3:00 PM (IST)

TOPIC **The Subtle Art of Leading Teams**

Please RSVP with Sanjana Priyaranjan at [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)



### Session 4

Being an experienced professional, with a demonstrated history of working in the management consulting industry, the 4th instalment of the Mentorship Series had Ms. Garima Garg, Head – Talent and People Strategy, ReNew Power, share her vast knowledge on the themes of leadership development, talent management, executive coaching, and organizational design.

An effective people strategy can help support overall business goals by improving employee performance. But most importantly, it places employees at the forefront of your organization's vision, which can have long-lasting positive effects. The session discussed on how to transition from the position from a manager to a leader; key difference between leadership and followership and how personalised power varies from socialised power in the setting of an organisation.



**USAID** **SAWIE** **US-INDIA**

South Asia Women in Energy  
**MENTORSHIP SERIES**

**Ms. Sahera Sumar**

Founder and CEO, Worldwide SHEros: Global Consultant in Leadership Development, Arete: Full Potential; and Executive Director, United Nations Australia Association (NSW)

**Date: Tuesday, October 28th, 2021**  
**Time: 3:00 PM - 4:30 PM (IST)**

**TOPIC: The Journey of an Entrepreneur**

Please RSVP with Sanjana Priyaranjan at [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)

## Session 5

One of the key ways to improve women's participation in leadership roles is to support women in their entrepreneurial journey. In particular, in a fast-paced, emerging economy like India, increasing numbers of women entrepreneurs is likely to be in favor of the Indian economy and the job market. In the

light of the COVID-19 pandemic, which has led to job losses and general economic downturn in India, entrepreneurship can be one of the powerful ways for women to participate in the work force and emerge as leaders.

**5 Essential Elements**

- Core: Connect to your Core**
  - Understand your Passion & Purpose
  - Create a mission statement
  - Develop your Brand based on your strengths
- Customer: Serve your Customer**
  - "Customer centred" approach
  - Identify customer needs, requirements
  - Listen to customer pain points
  - Identify your ideal customer
  - Build Value & Loyalty for them
  - Understand your USP
- Connections: Build your Community**
  - Expand your circle - "your network"
  - Reliability, Resource, skills, support, mentors, experts, partners
  - Competitive, Complimentary, Learning
- Catalyst: Transform & Impact**
  - What is the problem you want to solve? How do you plan to solve it?
  - What is your USP? How will you stand out?
  - Create opportunities - speaking, marketing, writing, blogging, social media
- Ability: Capability**
  - Identify relevant skills
  - Learn
  - Practice

At the moment, women constitute about 14% of the total number of entrepreneurs in India. As per the 2018 Mastercard Index of Women Entrepreneurs, India ranks 52 out of 57 countries. As per a 2019 report by Google and Bain & Company, accelerating the quantity and quality of women's entrepreneurship can create over 30 million women-owned enterprises, of which 40% can be more than self-employment. This can generate potentially transformational employment in India of 150–170 million jobs, which is more than 25% of the new jobs required for the entire working age population, from now until 2030.

Therefore, through this session of the SAWIE Mentorship Series, we engaged with a successful entrepreneur, who talked about her journey and discussed the challenges that she faced in this journey of hers along with some vital insights that we could all learn from.



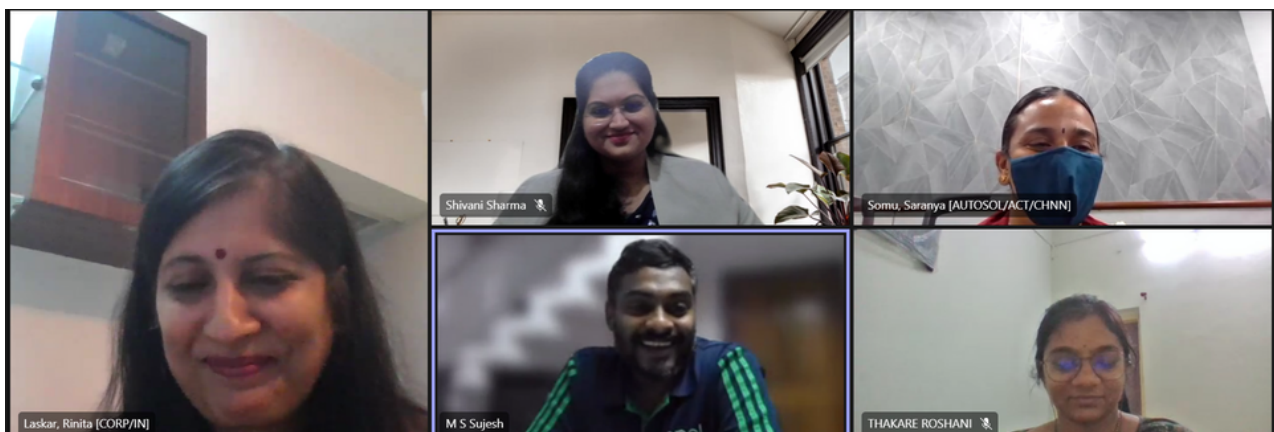
The graphic features logos for USAID, SAWIE, and US-INDIA at the top. Below them, it reads "South Asia Women in Energy MENTORSHIP SERIES". A large orange banner contains the name "Ms. Rinita Laskar" and her title "Director - Human Resources, Emerson Innovation Center". Below this, the date and time are listed: "Date: Friday, December 17, 2021" and "Time: 4:00 PM - 5:30 PM (IST)". A blue box indicates the "TOPIC: How to Get Your Voice Heard". At the bottom, it says "Please RSVP with Sanjana Priyaranjan at [spriyaranjan@usinfoundation.org](mailto:spriyaranjan@usinfoundation.org)". A portrait of Ms. Rinita Laskar is on the right side of the graphic.

## Session 6

In the average business meeting, women's participation is under 75% of that of men and chances are that both men and women are more likely to interrupt someone if that someone is a woman. There is no denying the fact that women continue to face significant barriers to equality, especially in those

sectors that predominately male-dominated. Workplace cultures are often out of date and not designed to accommodate the needs of women, unconscious bias is pervasive and goes unaddressed, and women don't receive the same level of sponsorship that often leads to success for their male counterparts.

Additionally, it has consistently been heard from women that they feel less effective in meetings than they do in other business situations. Some say that their voices are ignored or drowned out. Others tell us that they can't find a way into the conversation; and their male colleagues and managers have witnessed the phenomenon. In fact, several men have also reported seeing a female colleague get rattled or remain silent even when she was the expert at the table.



In 2012, Harvard Business Review decided to take a systematic look at the issue whereby both male and female participants were to provide 360-degree feedback on “1,100 female executives at or above the vice president level.” What researchers found from the 7,000-plus surveys collected was “that men and women generally agreed on the problems but often disagreed on their causes.” Part of the problem is that female executives often find themselves outnumbered by male executives in the boardroom and C-suites, and it doesn’t help that woman, at all levels of the corporate ladder, have few role models and sponsors to encourage and support them during meetings, and especially throughout their careers.

Therefore, with that context, through this session of the SAWIE Mentorship Series, we had an open conversation around what are the factors that stop women to express themselves freely at workplace, and how we can better address those challenges to realise the full potential of the individual while positively contributing to the organisation at large.



## Job Portal

Opportunities for the SAWIE Community

In order to better the representation of women in the energy, industrial and manufacturing spaces, SAWIE displays new open roles at different SAWIE member organisations, across different locations in the above-mentioned sectors to the ‘Job Portal’ on a regular basis for the SAWIE Community’s perusal.

The SAWIE Job Portal aims to enable the discovery of career-defining experiences for the women of the SAWIE Network.

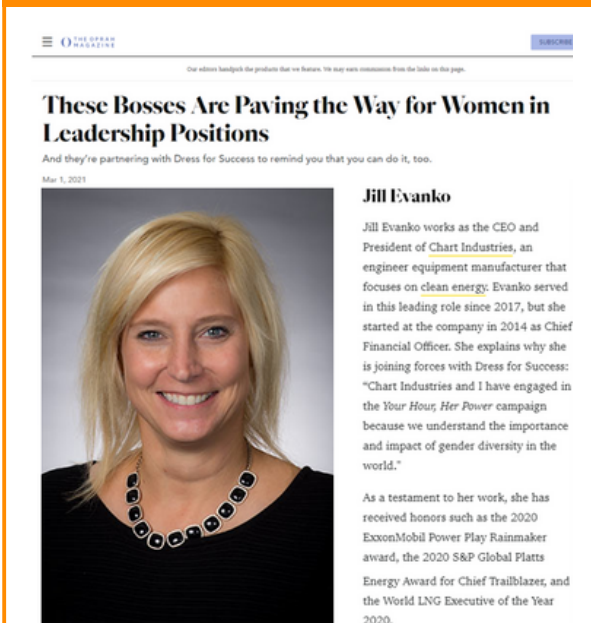


[Click Here](#)

# Initiatives by SAWIE's Member Organisations



## Dress for Success Your Hour Her Power by Chart Industries



Ms. Jill Evanko recently featured in Oprah Magazine's article on the 31 women supporting the 'Dress for Success Your Hour Her Power' campaign.

This campaign is inspired by the belief that when a woman has access to opportunities that can change her life, she becomes powerful beyond measure. Therefore, under this campaign, by giving the equivalent of just one hour of your pay, you give a Dress for Success woman access to programs, services, and tools that will help her achieve economic advancement.

Throughout the month of March, donations were made and Ms Evanko personally donate the difference between what was fundraised and their \$25,000 goal.

## Rolls-Royce Unnati Scholarships for Women Engineering Students



STEM continues to be a predominantly male bastion in India. While women enrolment across school and higher education improved remarkably over last several years, enrolment in Engg & Tech courses witness decline. Females are frequently nudged to take basic science courses and take up a career in teaching or nursing. Despite 43% enrolment in STEM subjects only 18% take-up Engg & Tech and only 14% women take up Research upon graduating.

'Rolls-Royce Unnati Scholarships for Women Engineering Students' is an initiative of Rolls-Royce India Pvt. Ltd. to financially support meritorious girl students in completing their engineering programme. The scholarship is aimed at helping girl students studying in the 1st/2nd/3rd year of undergraduate engineering degree programme at an AICTE recognized institution in India.

# SAWIE at Other Global Platforms

## SAWIE at the United Nations Industrial Development Organization (UNIDO)'s Annual Flagship Vienna Energy Forum (VEF) virtual series

January 12, 2021



### VEF VIRTUAL SERIES *on Gender & Youth*

**YOUTH, GENDER AND EQUITY**  
**Day 1: Future-Proof Skills and Enabling Environments**  
 12 JANUARY 2021 | 14:00-16:00 CET



SAWIE received an invitation from United Nations Industrial Development Organization (UNIDO) to talk about SAWIE and its work at their annual flagship Vienna Energy Forum (VEF) Virtual Series on January 12, 2021.

The VEF Virtual Series is a platform with the overarching goal of progressing agreed recommendations and delivering policy briefs with action-oriented solutions in targeted locations, to assist countries around the world align their recovery efforts with an Inclusive and Sustainable Industrial Development. The Virtual Series focused on the importance of empowering women and youth to become actors of change in the road towards a clean and inclusive energy transition.

SAWIE was represented by Ripu Bhanjan Singh, Monitoring Evaluation and Knowledge Management Specialist, USAID GTG-RISE Initiative at the series as a speaker on the panel on “Future-proof skills and enabling environments” who talked about the key barriers that women face in acquiring the right skills to enter and advance in the clean energy sector. He also outlined the role that mentoring, networking and role models play in supporting women’s pathway to leadership positions.

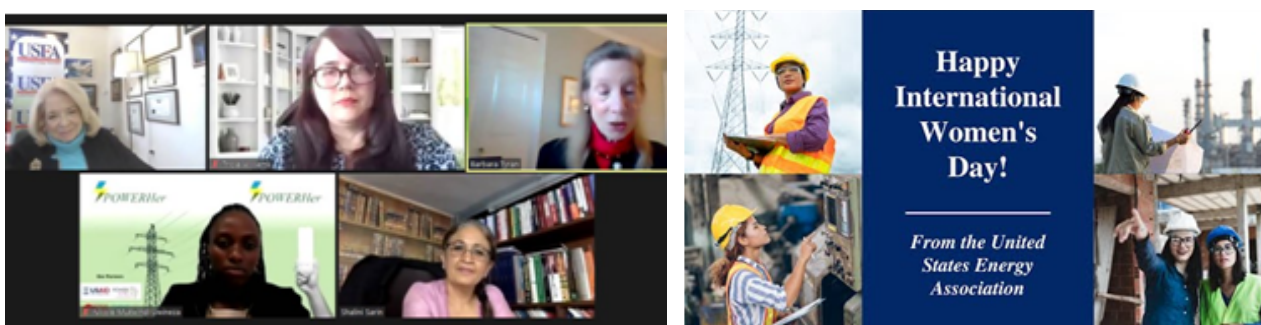
To watch the Session- [click here](#)



## United States Energy Association (USEA) International Women's Day Webinar on Promoting Women in Energy

March 8, 2021

On International Women's Day 2021, USEA hosted the webinar on "Promoting Women in Energy." The webinar highlighted groups around the world that are promoting women in energy and discussed how these organizations were formed, the activities and the challenges they faced in trying to achieve their goal. The webinar also touched upon the personal stories and journeys of such organizations.



USEA's Executive Director Sheila Hollis provided the opening and closing remarks and SAWIE was represented by its Co-Chairperson Shalini Sarin. She brought to the fore how SAWIE as a platform is providing mentoring programs and is showcasing the stories of role models in the energy and infrastructure space, such that the younger generation, especially women, are inspired to take up similar roles, and also men so that they are more Sensitive to be able to facilitate and enable women to succeed.

Watch Dr. Sarin's full remarks- [click here](#)

## SAWIE at the United Nations Industrial Development Organization (UNIDO)'s Annual Flagship Vienna Energy Forum (VEF) virtual series

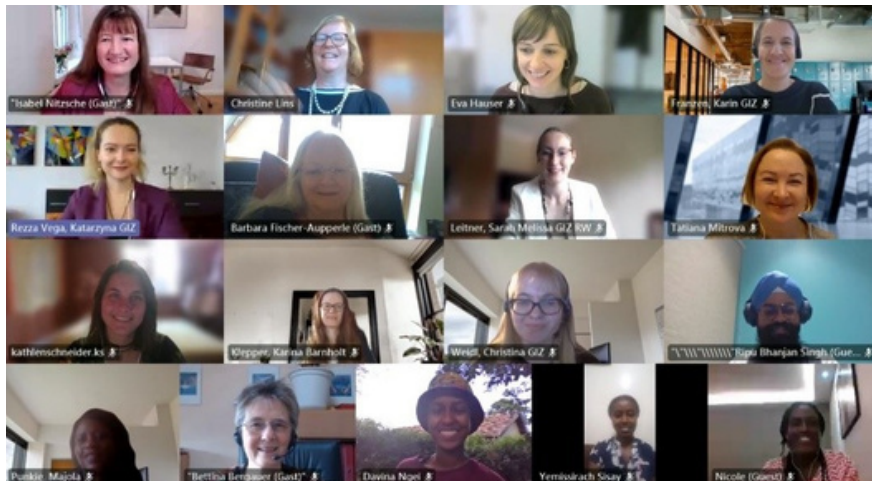
January 12, 2021

SAWIE received an invitation from United Nations Industrial Development Organization (UNIDO) to talk about SAWIE and its work at their annual flagship Vienna Energy Forum (VEF) virtual series on January 12, 2021. SAWIE's presentation of its work at the virtual series led to conversations with UNIDO regarding partnership at their main event in July 2021. The arrangement with UNIDO offers SAWIE a decent outreach/branding opportunity with limited risk.



## GWNET Virtual Networking Event for National/Regional Women in Energy Networks

March 15, 2021



The virtual meeting connected regional/national women in energy networks from all around the world to discuss key issues faced by their networks, exchange best-practices and brainstorm about future joint activities. This event was designed to bring

more networks together to advance gender equality in the energy transition at a faster pace. The session was attended by the SAWIE Representatives from USISPF and USAID, who made valuable contribution to the discussion and together ideated interventions towards addressing the lack of women's participation in the energy space.

## SAWIE on World Environment Day- Ecosystem Restoration in the world of Responsible Hospitality by Tamara Leisure Experiences

June 5, 2021



On the World Environment Day 2021, Tamara Leisure Experiences hosted its first-ever webinar on "Ecosystem Restoration in the world of Responsible Hospitality" to initiate a dialogue on how travel, tourism, and hospitality can profitably rebuild as innovative and conscious sectors. SAWIE Co-Chairperson and Executive

Director of Elektromobilitat India, Shalini Sarin attended this session as a panelist.

Moderated by the CEO and Director of Tamara Leisure Experiences Shruti Shibulal, the panel of three distinctive and venerated minds in the sustainability space, discussed how with the second wave of the pandemic in 2021, having posed grave challenges among enterprises across industries in India, it is urgent that we understand this space better than before.



“The more we educate, train, and empower people, the more conscious decisions will be taken towards saving the environment,” added Dr. Sarin who made vital comments on the adoption of socially and

environmentally responsible practices in corporates, towards creating and sustaining a culture of conscious business across all ranks of the organisation.

Watch the full remarks- [click here](#)

**SAWIE at the Pre-COP “All4Climate – Italy 2021” Programme, co-organised by International Energy Agency (IEA) and Council on Energy, Environment and Water (CEEW)**



Building on the findings of the Global Commission on People-Centred Clean Energy Transitions, this virtual event explored the ways in which clean energy transitions can positively address gender equity and inclusion goals, and avoid disproportionate impacts on marginalised

groups. The event also included a focus on the context of emerging economies, in which women are often disproportionately affected by a lack of energy access or reliance on more polluting forms of energy.

SAWIE Chair, Ms. Vaishali Nigam Sinha, joined as a speaker on the expert panel discussion and highlighted that the idea and goal is to bridge the gender gap in the energy sector by looking at structural barriers that inhibit women from being at the heart of the sector.

To watch the entire session, [click here](#).

# Join in Initiative

**SAWIE Membership**  
is open to



**Individuals**



**Corporates**

who adhere to the  
objectives and vision of SAWIE



## For Further Information

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