

The Role of Women and Minorities in Emerging Wind Power Industry

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Introduction

There is a lack of research into the role that feminism can play in the wind energy sector. This project aims to provide knowledge of the importance of feminist thinking in this sector as well as guidelines for ensuring the wind sector is one that is feminist.

Methods

Extensive research into the history of ecofeminism and its implications was conducted. Case studies were then performed for Ørsted and Atlantic Offshore Wind to examine their DEI initiatives.

Results

While the wind industry is a more progressive industry than other energy industries, it will take more than DEI initiatives to ensure that it is a feminist sector.

Discussion

An in-depth understanding of feminism, specifically ecofeminism, is imperative to building a wind energy sector that is as forward-thinking socially as it is scientifically. The wind sector needs to focus on increasing diversity in K-12 STEM, targeting women in the recruiting process, and focusing attention on small details that may go unnoticed, but can affect the sector.

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Right: Ørsted's
gender goal.

Below: Atlantic

Shore's gender

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40:60
gender ambition

Our ambition is 40 % women and 60 % men across Ørsted by 2030. We track this at three levels: senior director and above; people managers; all employees. Where and when we can, we'll seek to move farther and faster.

<https://us.ored.com/careers/working-at-ored/diversity-and-inclusion>

