

# INTERNATIONAL Women's Day

MARCH 8 2021

CELEBRATING WOMEN IN ENERGY

A Collection Of Exclusive Interviews  
From The Women Driving  
The Energy Industry Today

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# INTERNATIONAL Women's Day

MARCH 8 2021

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**TANYA CROSSICK**

Vice President - Energy  
dmgevents

To celebrate International Women's Day on 8th March 2021, dmgevents' World LNG & Gas Series and Africa Energy Series teamed up to interview female leaders in the industry. We asked them how they see the energy transition, what we can do to improve our track record of encouraging and nurturing diverse talent and what their advice is to future leaders in the industry.

We are delighted to feature 25 female leaders from the global energy industry who have participated in the written and video interviews below.

The theme of this year's International Women's Day is "Choose to Challenge" and we at the World LNG & Gas Series and Africa Energy Series take pride in our role in ensuring and promoting diversity and inclusion at our own events. The energy industry has traditionally been a male-dominated one and in the 13 years that I've been involved in the sector, I'm pleased to see a shift in this, with many more females taking the stage. However, there is still a lot of work to be done. Our team are honoured to be working with many key industry players to increase diversity on our speaker panels and steering committees and I would like to take this opportunity to urge the industry to continue to work with us on this to assist us in this goal.

And so, if you would like to get involved by being part of our extended interview series or at an event, I would be delighted to hear from you and invite you to reach out via the contact details below.

Wishing everyone a Happy International Women's Day and I look forward to seeing you all at our events this year.

Warm regards,

*Tanya Crossick*

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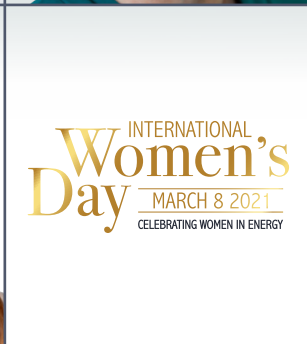
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President, Nigerian Gas  
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& Deputy Managing Director  
Falcon Corporation Ltd



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**IROGHAMA B. OBUOFORIBO**

Chief Executive Officer  
Starzs Investments Company Ltd



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**WEN FENG**

Director & GM  
Shell Energy (China)



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**EYONO FATAYI WILLIAMS**

General Manager - External Relations  
Nigeria LNG



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**FUNMI MARINHO**

General Counsel & Company Secretary  
Petrolex Group



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**OLUWATOYIN AINA**

Head of Energy  
First Bank of Nigeria



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**JILL EVANKO**

CEO & President  
Chart Industries, Inc.

## What have been the major changes that you have seen during your time in the industry?

We have seen a lot of changes - ranging from adaptation for cleaner energy to technology advances to the move to more modular solutions in LNG, to geographies that historically were dependent on coal start to make plans to move to other fuel sources, including LNG. Additionally, we saw the industry band together to deliver a much-needed molecule during COVID - medical grade oxygen! We are proud to be a part of this great industry.

## How will the energy transition impact diversity and inclusion in the LNG & gas industry?

The energy transition is really neat. Specifically, the fact that it will be a hybrid solution/answer as the next decades unfold. What I like about that is that the energy transition will have proponents for a variety of different power sources and molecules creating energy. That diversity will bring together a variety of perspective and experiences, which will increase diversity. I also believe that we are seeing a greater amount of collaboration as the result of energy transition - people working together to try to develop optimized, cost effective solutions versus a "mine is better than yours" mentality.

## In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?

The industry is working to create the space for more diversity in talent. I have seen an evolution over the past four years to work to get diversity in viewpoints. It is more about the variety of perspectives than it is about hitting a certain number. At Chart, we have created a variety of "Spaces" (or ways) to nurture different skillsets, different points in career and different interests. This ranges from offering foreign language classes,

**Jill Evanko will be speaking at the 21st World LNG Summit & Awards Evening 2021, hosted in Rome, Italy on 30 November - 3 December 2021.**

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to our Emerging Leaders program to our Emerging Welders program to our rotational engineering program. But most importantly, I think leaders need to have an open door (or open email/phone in the case of COVID!). An example of this is that when I meet with people or speak on panels, I always invite people to reach out to me, regardless of whether I know them or not. And I pride myself on always replying. Recently, someone who listened to a panel I was on about water treatment in India reached out, and we ended up hiring her!

## What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?

The LNG & gas industry is a great place to learn. It is an active industry now versus being earlier stage like some other energy solutions, so that gives you the chance to have an impact immediately. Additionally, in my opinion, there is a misperception that the LNG and gas industry isn't typically "female friendly". My experience is that this is a group of companies and leaders that support the industry and are very supportive of women being involved. Also, like I always say "you can be a Mom and have a career"!



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**LISA GLATCH**

President and Chief Operating Officer  
Sempra LNG

#### **Women in natural gas & LNG are on the rise! How did you get into the industry?**

A college professor sparked my interest in the industry. My two passions are energy and water because they are ubiquitous in their impact on the global population and our planet. I remain awestruck at how many interesting challenges and businesses spawn from the energy and water arenas. Natural gas and LNG, specifically, will play a key role in the energy transition and it's exciting to be a part of it with many other amazing women and men.

#### **What have been the major changes that you have seen during your time in the industry?**

Thankfully, the energy industry as a whole has changed for the better in my 36-year career in terms of female representation. That said, we still have a long way to go. Although I've seen a significant increase in the number of women in senior executive positions, which is excellent, much more needs to be done to make that sustainable. We need to implement programs to ensure the entire female talent pipeline is robust from entry-level through supervisory roles and middle management. However, in the past five years, I have been encouraged by the number of women and men acting as champions for change.

#### **How will the energy transition impact diversity and inclusion in the LNG & gas industry?**

I think there's a huge opportunity to enhance the brand of the industry as being innovative and being part of the solution around energy transition. We need to promote the interesting challenges, highlight career opportunities, and illustrate the ability to have meaningful social and environmental impact through technology. Done well, this can help our industry attract more women and diverse people across multiple generations.

Sempra LNG are speaking at and sponsoring the 7th China LNG & Gas Exhibition & Summit, 18th World LNG & Gas Series: Americas Summit & Exhibition and the 21st World LNG Summit & Awards Evening.

For more information, please contact us at [WorldLNG@dmgevents.com](mailto:WorldLNG@dmgevents.com) or visit the [World LNG](https://www.worldlng.com) website

#### **In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?**

Companies and industry forums need to actively sponsor and invest in diversity, equity and inclusion. At Sempra LNG, we have a senior director of diversity & inclusion, we sponsor the GROW Program which stands for Growing the Responsibilities and Opportunities for Women, and we also host LDICs which are our Local Diversity and Inclusion Councils. ExxonMobil's Power Play is a great program in the LNG industry. And, The Greater Houston Partnership sponsors terrific programs in this regard.

These concerted efforts are essential to shine a light on the amazing career accomplishments of diverse people in the LNG industry, help coach us all on how we can be better allies for diverse people, and help assure that diverse people are fairly considered, equitably compensated, and actively developed for career growth opportunities without intentional or unintentional bias.

#### **What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?**

Come join us! We welcome you! Seek out women who can share their LNG & gas industry experiences and outlooks with you. Look ahead and explore the myriad of rewarding career possibilities the industry and energy transition will bring.

On a personal level, the energy industry has given me the opportunity to have a global career working in 25 countries positively impacting six continents. With perhaps some influence from my career, I am also the proud mom of a wonderful daughter who enjoyed a pro tennis career and has competed in 25 countries, 17 Grand Slams, and two Fed Cups.



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#### AYOTOLA JAGUN

Chief Compliance Officer and Company Secretary  
Oando PLC

#### Women in energy are on the rise! How did you get into the industry?

My decision to go into the energy sector was influenced primarily by my aspiration to bring about change within the industry in the area of governance and sustainability. I was actually headhunted for the role and my entrance into the sector was at an Executive level, having developed my skills and experience in the FMCG and financial sectors. I must admit, however, that whilst it has not been difficult for me to reach the heights of my profession as a woman in this industry, it has been difficult to move laterally to a more commercial role within the industry. But Oando has afforded me the opportunity to influence corporate decision making at the highest levels and develop a commercial grounding and savviness in all aspects of my role. This has not only made me a more effective Chief Compliance Officer but has also increased my influence on the Board as a valued adviser to the Directors.

#### What have been the major changes that you have seen during your time in the industry?

The industry remains one of the least diverse sectors, having struggled in the past to attract and elevate women. Apart from the fact that the Energy industry is male dominated, the African society is still largely patriarchal, and this plays out in unequal gender relations which cast women in subordinate roles and influence pay parity. During my time in the industry, however, I have witnessed a growing conscious effort to bridge the gender gap in the sector and build greater diversity. This is not surprising as the benefits of a gender-diverse leadership, which are becoming more apparent and acknowledged, has spawned greater commitment to gender inclusivity in the sector in line with SDG 5 (Gender Equality and Women's Empowerment).

In my capacity as the Chief Compliance Officer and Company Secretary of Oando PLC, I have played an active role in driving

Oando PLC are proud sponsors of the 20th Nigeria Oil & Gas Conference & Exhibition, taking place 5 - 8 July 2021, in Abuja, Nigeria.

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the change that is so desired, through integrating diversity and sustainability into the core of our DNA as a business. I have also closely monitored and challenged the implementation of Oando's gender balanced policies and processes to ensure that they achieve the desired outcome. One of the initiatives I am most excited about, which I formulated, is in relation to involving more female owned businesses in our supply chain in Oando PLC. We have set ourselves a target of 50% and are actively reviewing our practices and processes to remove those obstacles that may have existed in the way we did business to ensure that we meet this goal. There is undoubtedly more work to be done within the industry at large, but we are making progress.

#### How will the energy transition impact diversity and inclusion in the energy industry?

As the energy sector transitions from fossil-fuel dominated systems towards more efficient, sustainable renewable-based systems, new opportunities for a more inclusive energy workforce are certainly emerging and these could have significant positive impact on the industry. The reality, however, is that if the energy industry does not prioritize gender diversity now and take aggressive steps to fully integrate inclusion into the mainstreaming of renewable energy businesses, the renewable energy transition could perpetuate and deepen, rather than reduce, gender inequalities.

To exploit the potential benefits of the energy transition as it relates to gender diversity, consistent and collaborative efforts should be deployed to address the prevalent challenges and promote women's participation at all levels within the emerging sector; particularly as top decision makers and business leaders.

#### What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

My advice for females who are looking to start a career in the energy sector is to believe that they belong there even if they feel like a fish out of water. It is okay to be uncomfortable at first. The more you own your space and your position the more comfortable you will become. This takes tenacity, focus and a thick skin. Be resilient, be audacious, be courageous.





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**NATALIA CAMBA**

Head of Local Content  
INP

#### **Women in energy are on the rise. How did you get into the industry?**

I got into the industry 13 years ago, because I always had passion in STEM, and also had great grades and I wanted to be in a area that could use all the STEM knowledge at once, and I chose Chemical Engineering. In 2004 when the Pande and Temane started, I saw the project presentation about the impact that this type of project could have in the country transforming the economic development. I was just fascinated with this idea and I decided that I wanted to be part of all the efforts towards this and I looked for opportunities in the sector at the time and I was selected.

#### **What have been the major changes that you have seen during your time in the industry?**

I think that the oil sector crisis resulted from the oil price crash first and then COVID - impacting today's global Economy as oil and gas is strongly linked to most economies - definitely is one of the major changes seen the industry. This, combined with the unprecedented simultaneous demand and supply shocks, had a combined effect on oil prices, the lowest since 1998. This showed us that the sector was not prepared to deal with this type of event. At the same time, it presents an opportunity for the host and developing countries to start using their resources innovating, reinventing and creating more solutions to supply.

#### **But what impact will the CoVid-19 crisis have on our future behaviours and energy consumption?**

I believe that now, with the vaccine, energy consumption should normalize, since some restrictions such as social

**Natalia Camba will be speaking at this year's 7th Mozambique Gas Summit & Exhibition, taking place on 28 - 30 September 2021, in Maputo, Mozambique.**

**For more information, please contact the team at [MozambiqueGas@dmgevents.com](mailto:MozambiqueGas@dmgevents.com) or visit the [MGS](#) website**

distancing measures and limiting international travel and activities are returning to normal. That said COVID 19 changed consumers' behaviour and attitudes related with their mobility, use of public transport, etc, leading to tough decisions to be made by the energy sector and the potential acceleration of energy transition.

#### **How will the energy transition impact diversity and inclusion in the energy industry?**

Firstly I think that the speed and willingness of Governments / companies to commit to an energy transition strategy is related to how those countries were disrupted by the pandemic; how their economies were impacted; what are their environmental commitments. I also think that the oil price will be a crucial factor in this process. Low oil and gas prices will slow energy transition as it reduces the economic incentive for renewables and other alternative energies. For developed countries, especially those with large energy consumption, we have seen relevant measures to accelerate energy transition, such as the adoption of new policies, economic stimulus packages and investments in efficiency and clean energies, but this is not seen in African or other developing countries, especially those that have oil and gas reserves. They do not have the economic, financial, and governmental structure to effectively commit to decarbonization and move to a lower carbon economy and be aligned with the global common goal at least for now since they are dependent on this resource to boost their economies and renewable and clean energy might require investments they aren't able to make. In summary, I think that energy transition will differ across countries, and it might depend on different factors including financial, type and amount of resources, energy security, access and affordability.





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## **In your opinion, what does the energy industry need to do to improve its track record of encouraging and nurturing diverse talent?**

Actually there are several initiatives being implemented by many oil and gas companies. Some have established diversity and talent management initiatives that deal with talent and gender related issues and address barriers to their participation in the sector. Examples of initiatives that have been implemented include: bridging programs to introduce training opportunities for non-traditional occupations in the sector, on the job training, internship, seminar and roadshows to increase visibility and accessibility of the oil and gas sector.

On the way, there is a need to increase interaction and collaboration among oil companies, educational institutions and government departments and agencies, in order to ensure

that the petroleum sector gains full access to the talents and skills of the local workforce.

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?**

The most important thing to remember here is simply to have confidence in your abilities and not let negative experiences such as rejection in the job affect how you feel about yourself.

Invest in yourself, and in areas that can be the foundation and engine of your success especially in this complimentary skill set: Develop some transferrable skills such as communication, leadership, teamwork, problem solving and emotional intelligence and build a professional network that can help you in career path.



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#### ANN COLLINS

General Manager, Gas Market Development  
Shell Energy

Ann Collins is a member of the 21st World LNG Summit & Awards Evening 2021 Steering Committee, which is made up of senior decision makers from the buyers and sellers community, alongside renowned industry experts from across the LNG & gas value chain. The Summit will be hosted in Rome, Italy on 30 November – 3 December 2021.

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#### Women in natural gas & LNG are on the rise! How did you get into the industry?

In 1996, I was working for Mobil in the UK, and I got an opportunity to move to Houston as part of a team looking to create a global LNG business based on a small number of producing assets and a desire to develop market positions. At that time LNG was 1-2% of the global gas market, and Qatar was at the cusp. I wanted to be part of that growth, in what was a fascinating niche industry.

#### What have been the major changes that you have seen during your time in the industry?

So many changes! The industry has transformed from a handful of producing countries and markets doing tramline deals to become a material source of flexibility in the international gas market, with a thriving short term market complementing long term contracts and a growing number of risk management instruments. Floating regas terminals have significantly reduced the cost and time for LNG to enter new markets. The US has gone from net exporter to net importer and back to net exporter, with commensurate swings in the HH price. LNG is now a small but growing fuel for transportation, and we have seen the birth of carbon-neutral LNG.

#### How will the energy transition impact diversity and inclusion in the LNG & gas industry?

Shell's energy transition strategy puts our customers at the very heart of what we do – for us that's the way we're going to move successfully to a net zero emissions business by 2050 in step with society. And the best way to understand our customers is to

reflect who they are in the make-up of our organisation. For me that's absolutely crucial – we need to understand the motivations and interests of our very diverse set of customers. I also think that ensuring we are living up to our values in areas such as diversity is going to be increasingly important to what our stakeholders and customers are going to care about as the world finds its feet after the huge impact of COVID. Business has an important role to lead on these issues.

#### In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?

I know so many outstanding women in the LNG industry, and the cultural diversity in the industry has grown as the markets and the number of participants have grown. As in many industries, the proportion of women in the very senior roles could improve further, but there are good signs even here. For example, later in 2021 Alice Acuna will be taking the reins of Shell's LNG Marketing and Trading division. That visibility of excellent role models has a tangible effect in encouraging our earlier career professionals. But we each need to play our part and get the message across that this is a fascinating, global industry for people from every background.

#### What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?

Be yourself, and give yourself no labels, we are all unique human beings. Think flexibly and adapt – in our world's journey towards global net zero emissions, the gas and LNG industry has an important part to play, and it will continue to evolve.



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**JIAHUI LIANG**

General Manager  
Shenzhen Qianhai Foran Energy Co., Ltd.

Jiahui is the General Manager of Shenzhen Qian Foran Energy and Director of Foran Energy Sourcing & Trading HK Ltd. and has been a proud supporter of the China LNG & Gas Summit. This year's 7th Summit & Exhibition will be taking place on 23 - 25 June in Shanghai, China.

For more information, please contact us at [ChinaLNG@dmgevents.com](mailto:ChinaLNG@dmgevents.com) or visit the [China LNG](https://www.chinalng.com) website

#### **Women in natural gas & LNG are on the rise! How did you get into the industry?**

First of all, I am very pleased to see the increasing participation and development of women in the natural gas & LNG industry. As one of them, I entered this industry in 2014 by becoming an employee of the Legal Department at Foran Energy Group. I went from assisting the group to go public to participating in city gas equity cooperation, and then to natural gas resource & procurement, step by step deepening the connection with the industry.

#### **What have been the major changes that you have seen during your time in the industry?**

To be honest, since entering the industry, domestic and foreign markets have been undergoing changes all the time and faced different risks and challenges. At a time when the energy industry is transforming and the natural gas industry is developing vigorously, natural gas consumption has increased year by year, and has experienced historical processes such as "coal to gas", "gas shortage", "guaranteed supply", and the establishment of PipeChina. Second-tier buyers like Foran Energy Group are going international, and international suppliers provide designated contracts for the emerging buyers. Internationally, oil prices have fallen and a huge amount of LNG production capacity FID has passed. Last year, COVID and weather changes caused extreme price fluctuations. Nevertheless, we can still see that the global market is strengthening ties, and more countries and companies are participating, making clean energy available to more people.

#### **How will the energy transition impact diversity and inclusion in the LNG & gas industry?**

In 2020, President Xi proposed China's goal of "carbon peak" in 2030 and "carbon neutral" in 2060. The achievement of the goal of "carbon neutrality" has an obvious impact on fossil fuels, which will gradually

decline. Natural gas & LNG, as the cleanest fossil fuel, is a very good link between the past and the future. It can not only minimize the carbon emissions of fossil energy sources, but also guarantee energy supply and play a role in peak shaving. The development of the industry means that there will be more technological innovation, more trading models, financial instruments and more talent, and the overall level of the industry will be improved.

#### **In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?**

The natural gas industry has a long supply chain and involves a variety of technologies and types of work. The industry needs more talent to participate indeed. Vigorously developing the industry requires better publicity to make the public and staff aware that this industry needs multi-faceted talent. It needs fresh blood to join in order to provide new perspectives and possibilities. At the same time, it encourages and supports the backbone of the industry to go out and get in touch with other related industries. There should be a special fund set up to support the introduction and training of talent.

#### **What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas/energy industry?**

The natural gas/energy industry is both a public utility and a hazardous chemical industry. For people who are willing to enter this industry, they have a certain understanding of the dangers and hardships of this industry. Therefore, my suggestion is to have a sense of responsibility, which requires you to adhere to safety as the bottom line, reduce all controllable risks, and ensure the safe delivery of energy to users. At the same time, we are committed to making energy convenient and affordable for everyone. This will give you a great sense of accomplishment.



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**SARAH HOWELL**

Marketing Communications Manager  
ExxonMobil LNG

## **Women in natural gas & LNG are on the rise! How did you get into the industry?**

I have a background in public relations and communications and worked for several years in the public sector before joining ExxonMobil in 2008. My first position was in the Public and Government Affairs organisation and since then, I have worked my way through various roles in the company.

Whilst managing the Upstream exhibitions and conferences programs, I had the opportunity to learn more about the role of gas and in particular the contribution that LNG is making to the global energy mix.

In January 2019 I formally joined ExxonMobil's LNG organisation with the goal of establishing their marketing and communications team. As I've become more immersed in the business, I've also had the opportunity to expand my skills base by supporting business development activities.

## **What have been the major changes that you have seen during your time in the industry?**

Almost a decade ago, when I first began attending LNG and Gas conferences, I was disappointed to see very few women attending events. Coupled with this, the only nod to inclusion and diversity tended to be a session at the end of the week, at the end of the day, at the end of a very long corridor... and with a rather pedestrian agenda and a very limited male attendance. I am happy to report that the conference organisations in particular are making more efforts to bring the inclusion and diversity agenda front and center at their events and many more women are being featured as keynote speakers on panels. There is still room for improvement – but this is already a big step forward!

Sarah Howell is a member of the 21st World LNG Summit & Awards Evening Steering Committee, which is made up of senior decision makers from the buyers and sellers community, alongside renowned industry experts from across the LNG & gas value chain. The event will take place in Rome, Italy on 30 November - 3 December 2021.

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## **How will the energy transition impact diversity and inclusion in the LNG & gas industry?**

Whatever the future of the energy industry, an inclusive and diverse set of decision makers will be important to make sure we obtain better results and outcomes which are more in tune with consumers and other sections of society.

## **In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?**

Throughout all aspects of the LNG industry – beyond actual conferences and events - there are many boards and committees that people participate in – be they trade associations, organising committees for events, technical committees etc.



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The makeup of many of these groups continues to lack any visible commitment to inclusion and diversity. These groups have their role to play in the broader reputation of the industry and just looking at the line ups of individuals can be really off-putting. I don't believe this has been deliberate, but I would ask for members of these groups to seriously consider if they are still the right person for the role. Ask yourself the question - Is there is someone else in my organisations who should be offered a seat at the table and can provide a more diverse perspective? If so - this is your opportunity to open doors for others and mentor them into these positions.

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?**

Whatever gender or background you come from - this is a tough and competitive industry. However, it can also be

very rewarding. What I enjoy about this industry is that it requires a diverse range of talent and skills to be applied right across the value chain to make it work - so if you are not an engineer or a scientist - don't be put off! There is plenty of room for economists, lawyers, social scientists, creatives and more!

My most crucial piece of advice - get involved with the LNG Power Play! This is a great initiative which brings together women and men working across the LNG value chain to network and do business. And - don't miss your opportunity to apply for or nominate a colleague for the 2021 LNG Power Play awards - more information will be released early April. To learn more and keep up-to-date with the Power Play please visit [exxonmobilLNG.com](https://www.exxonmobilLNG.com) and follow us on LinkedIn: [https://www.linkedin.com/showcase/exxonmobil\\_lng/](https://www.linkedin.com/showcase/exxonmobil_lng/).



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**KRISTINE LEO**

China Country Manager  
Woodside Energy

Kristine Leo is a member of the 7th China LNG & Gas Exhibition & Summit Steering Committee, which is made up of senior decision makers from the buyers and sellers community, alongside renowned industry experts from across the LNG & gas value chain. The Exhibition & Summit will be hosted in Shanghai, China on 23 - 25 June 2021.

For more information, please contact us at [ChinaLNG@dmgevents.com](mailto:ChinaLNG@dmgevents.com) or visit the [China LNG](https://www.chinalng.com) website

#### **Women in natural gas & LNG are on the rise! How did you get into the industry?**

My entry point into Woodside was quite unique as it was through a management role in the Corporate Security Team. I was raised in Darwin, Australia and had a great career in Policing in two jurisdictions, but the role at Woodside appealed to me immensely as a broadening opportunity and also to explore what was possible in a very different industry.

I had great support when I arrived at Woodside from my direct manager who was quite inspiring and importantly a champion of gender diversity and inclusion. His philosophy was to draw people from many different backgrounds with a variety of experience to form one team possible of great things. He was an early adopter of the value of diversity and it proved results time and time again in what was once a very traditional, male-dominated industry.

#### **What have been the major changes that you have seen during your time in the industry?**

In the past 10 years, the pace of change has been astounding. It's been pleasing to see a real swing towards Corporate Social Responsibility and acknowledgment of the role we must play in addressing climate change. For Woodside, the gas we produce is going to play a very important role in reducing emissions globally. Technology and digital advancements are also rapidly changing the way we explore, develop and operate but it's the supporting initiatives that are really improving the workforce and how we treat each other, our partners and contractors and also the communities we live and work in. Diversity in all forms has grown as a priority.

More recently, the challenges of 2020 have provided a launch pad to rebound our business into a new era. The year was tragic for many around the world but brought to the surface many issues we might face such as worsening levels of inequality, climate change and the potential for a very different Social Contract.

#### **How will the energy transition impact diversity and inclusion in the LNG & gas industry?**

There are many issues to highlight here, but one of them is going to be talent attraction and retention. Our journey to a better energy environment will require the best of the best and we need great minds and talent from a broad community – that means diversity and inclusion at all locations at all levels. Leadership, another important issue, will evolve naturally to become more diverse, which should in turn bring new ideas to the table with hopefully a focus on protection of the future.

In China, varying statistics exist on the diversity within industry workplaces, but anecdotally, within our industry, yards and operational facilities are slowly recognising the value of a diverse workforce. Culturally, many countries have a long way to go, but increasingly diverse rates of university students, politicians and private sector leaders will be indicators to watch.

#### **In your opinion, what does the LNG & gas after industry need to do to improve its track record of encouraging and nurturing diverse talent?**

Industry's track record is now history. We need to look forward and focus on what I believe is a pretty bright future ahead of us. The lens should be clearly on how the industry contributes to the





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environment, local and global communities and positive change. There is an opportunity now to voluntarily forge ahead with positive change regardless of how industry has had to change on the back of COVID and other 2020 'industry' shocks. I've got two children who are passionate advocates for protecting the environment and addressing climate change – I see the industry as growing with a new generational mindset to do the same. In addition to gender diversity, there needs to be a dramatically higher level of inclusion of people from all backgrounds – including age, race, cultural background, experience, thought and mindset.

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?**

Enjoy what you do - if you're lucky enough to be passionate about your role within the energy industry, it makes life a very easy ask. Apart from enjoying the work and the people you work with - Stay flexible. Things are going to change - A LOT. You already have the constant obligation to stay across industry

advancements and trends, but I'd also recommend you stay across geopolitics, community issues, and non-technical elements of the world around you. Everything that happens around the world, no matter how remote or indirect will impact us and our industry in all of our respective patches of the world.

The pace of change will also increase (think Moore's Law for everything): digital, e-commerce, remote robotics, artificial intelligence, carbon economies. 2020 has shown us new ways of working for the best productivity possible under sometimes quite difficult circumstances. We need to harvest the benefits realised during 2020, and also adopt what's best for individuals and the environment we are in today.

Work with a company that shares your values, respects the people and the communities its works with and in. For me, the energy industry isn't just about the bottom line, it's about securing clean, affordable, reliable energy for communities around the world and ensuring we do that in the best way possible for ourselves and those around us.



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**YUKARI NIWA YAMASHITA**

Managing Director  
Institute of Energy Economics, Japan (IEEJ)

## What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

My piece of advice for a young lady who is about to join the workforce is as follows. Be open, be curious and be humble. Value your private time and family.

**Be Open:** Do not judge before you understand an issue, an offer or a request. If it is a little challenging in light of your experience, consider tackling it.

**Be Curious:** Fully utilize your curiosity as a driving force to learn more. Even the subject matter is not directly relevant to your job, you never know when you'd be asked to talk about it or even to give an advice to the management related to the issue or the product. Do not limit your field too early or never.

**Be Humble:** You may become more confident as you accumulate your knowledge and experience but do remain humble. There are many wiser and more knowledgeable people out there. You can learn a lot more from them!

Yukari Niwa Yamashita will be speaking at the 4th Japan LNG & Gas Summit on 15 - 17 February 2022, hosted in Japan, Tokyo.

For more information, please contact us at [JapanLNG@dmgevents.com](mailto:JapanLNG@dmgevents.com) or visit the [Japan LNG](https://www.japanlng.com) website

**Value your private time and family:** Put your heart when you work but consider your private time and family first. Never make your job an excuse not to be with your family when they need you.

Remember to take time for yourself. Creativity comes from rested/refreshed mind and body.



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**ELOHOR AIBONI**

Bonga Asset Operations Manager  
Shell Nigeria Exploration & Production Company

#### **The number of women in energy is on the rise with some of them, including your very self, rising to very senior levels. How did you get into the industry?**

Growing up and living close to the Shell Office in Port Harcourt got me interested in the oil and gas industry. So, I set out seeking a place in the industry, particularly in Shell immediately after my university education at the University of Benin. Immediately after I completed the compulsory national youths service, there came the opportunity to sit the Shell Intensive Training Programme examination. I made it and that's how I got into the prestigious SITP school. After a year of hard work and successful interviews, I transitioned to an employee as a Trainee Production Engineer about 19 years ago.

#### **What have been the major changes that you have seen during your time in the industry?**

We have had lots of changes in the industry since I joined. The most recent being the concern around fossil fuel and climate change. Most companies are now reviewing their strategies and portfolios to align with these changes targeted at meeting climate change requirements such as the Paris Agreement while still supplying the much-needed cleaner energy to the world and returning value to shareholders. These solutions call for diverse and inclusive ways of thinking.

For the workforce, more companies have embraced diversity and inclusion. We now have more qualified female leaders in the boardrooms of major companies, contributing positively to the growth of their various industries. This continues to have positive effect on entry level recruitment strategies with more

Shell are proud sponsors of the 20th Nigeria Oil & Gas Conference & Exhibition, taking place 5 - 8 July 2021, in Abuja, Nigeria.

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female candidates now given the opportunity to compete fairly for jobs which used to be male-dominated just a few years ago. Unfortunately, statistics show that the energy industry is still one of the industries with the lowest representation of gender diversity. But what is obtainable today is a significant progress compared to what it was years ago when I joined. In 2018, McKinsey published that only one-third of entry-level employees are female compared to 48 percent in the corporate sector. This number even declines further as they move into senior roles. However, companies like Shell are addressing diversity and inclusion. Shell for instance has set clear goals with steps taken towards closing the gap in male and female representation across the organisation. To that extent, I have never felt limited by my gender in advancing my career which is why I am the first female Asset Manager in Shell Nigeria Exploration and Production Company Limited. We also have other female leaders doing well in Nigeria and abroad including our current Chief Financial Officer, Jessica Uhl, who sits on the Board of Royal Dutch Shell Plc.

#### **How will the energy transition impact diversity and inclusion in the energy industry?**

With the energy transition comes the need for newer skill sets relevant to the drive for more and cleaner energy, unfortunately, the energy industry is still not sufficiently resourced to address this impending demand, thus, the limited number of available people with the right skills will be highly sought after regardless of sex, race or nationality. This definitely presents a great opportunity to individuals, most especially the female who are always keen to take on stretch assignment and challenging roles, and who possess these skills. This will invariably further promote the diversity and inclusion agenda globally.





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Global Women's Network for the Energy Transition (GWNET) reports that women make up 32% of the workforce in the renewable energy sector compared to 22% in the traditional energy sector. In Nigeria, for instance, the renewable energy sector is just emerging with equal opportunities for interested individuals to develop in it and the females are embracing this already – we already have several competent females leading some of the highly reputable renewable energy companies in Nigeria.

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?**

The events around the world are changing the narratives around how women are perceived and the misconception that certain sectors of the economy or leadership roles are reserved for a particular gender. I do hope every woman that has seen the new Vice President of the United States, Kamala Harris, rise to power or more recently the appointment of Nigeria's Ngozi Okonjo-Iweala as the Director General of the World Trade Organisation

now knows that they can only be limited by their imaginations or aspirations. Speaking out if indeed they perceive discrimination most especially based on gender, will help liberate other women facing similar challenges.

It is also important to note that diversity and inclusion is not the same as promoting mediocrity. Women have earned their place at the table and will continue to do so meritoriously. Therefore, one major piece of advice I would give is for all women thinking of a career in the energy industry or any other industry for that matter to hone their skills and keep abreast of recent and upcoming advancements in digitalisation and technology. While building on the traditional competencies required for the industry, they should always explore opportunities to learn more about renewable energy, big data, artificial intelligence, internet of things, etc. as these will shape the future of the energy industry.

Lastly, to every young lady out there, your dreams are valid, pursue them.



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## CLAIR MARCEAUX

Port Director,  
Cameron Parish Port, Harbor & Terminal District

### Women in energy are on the rise. How did you get into the industry?

My path to the energy industry was not planned. I was teaching English IV in Lafayette, Louisiana when Hurricane Rita caused catastrophic damage in Cameron Parish so I stopped teaching and began working for the Federal Emergency Management Agency because I strongly believed I needed to be in a position to help those affected by the storm. I spent three years working in disaster management and then worked to administer Community Development Block Grant funds related to disaster recovery followed by years working for the largest electrical utility company in the southeast region of the U.S. My role as a certified community and economic developer has been greatly enhanced since becoming director of the Cameron Parish Port, Harbor & Terminal District. Now I get the chance to more closely see how the energy industry makes the lives of our people better by creating opportunities.

### What have been the major changes that you have seen during your time in the industry?

During my time in the energy I have seen the U. S. market change from LNG import to export. I got the chance to see two LNG facilities (Cheniere Energy's Sabine Pass project and Sempra's Cameron LNG project) shift from import to export facilities in my port's district.

Clair Marceaux will be speaking at and is on the Steering Committee of the 18th World LNG & Gas Series: Americas Summit & Exhibition, taking place 2 – 4 November 2021, Lake Charles, Louisiana, U.S.A.

For more information, please contact the team at [LNGAmericas@dmgevents.com](mailto:LNGAmericas@dmgevents.com) or visit the [LNG Americas](https://www.lngamericas.com) website

### How will the energy transition impact diversity and inclusion in the energy industry?

The future is uncertain, but my hope is that the energy transition causes industry to start exposing children younger and younger to the opportunities that will be available to them in coming years. Energy plays a direct role in everything humans do. As such, it seems the industry should welcome all kinds of people to participate in the work that creates it.

### In your opinion, what does the energy industry need to do to improve its track record of encouraging and nurturing diverse talent?

A good start at improving its track record of encouraging and nurturing diverse talent might be to start sharing with young students what is possible in the industry and increase the number of energy professionals as mentors, so that children have the opportunity to know and learn from those who work in the energy sector. The creation of and support of groups that traditionally are not actively involved in the field of energy should be priority. It's all about exposure to what's possible, I think.

### What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

Be prepared. Or be as prepared as possible. Be prepared for negotiations. Be prepared for exciting challenges. Be prepared for market highs and lows. Be prepared to meet wonderful people who are willing to mentor you and be prepared to mentor others when you are able.



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#### DENA WIGGINS

President & CEO  
Natural Gas Supply Association

#### Women in energy are on the rise. How did you get into the industry?

My introduction to the energy industry was by happenstance. I had considered going to law school when I graduated from college but decided to go to graduate school instead. After graduate school, I continued to consider law school but still was not quite sure it was what I wanted to do. I eventually got a job working as a legal assistant in a law firm, just to see what it was like and to try to help me determine whether it was something I wanted to do. The law firm I worked for had a large energy practice and I ended up working for the managing partner of the firm on a variety of interesting legal and policy issues. I was hooked on the law and decided to go to law school, continued to work on energy matters while in school and just stayed in the energy field after graduating from Georgetown Law.

#### What have been the major changes that you have seen during your time in the industry?

There have been so many that it's hard to select just a few to mention! Of course, one of the major changes has been the increased diversity over the years. Although I am the first woman to lead NGSA, it is far more commonplace than it once was to see women leading trade associations and women as equity partners in law firms. We need to continue to support women and members of diverse communities in all aspects of the work force, not just in energy. I truly believe that a more diverse work force is a better work force.

#### How will the energy transition impact diversity and inclusion in the energy industry?

The ongoing dialogue on diversity and inclusion is an important conversation. I have been on numerous calls among my fellow

Dena Wiggins is a member of the 18th World LNG & Gas Series: Americas Summit & Exhibition 2021 Steering Committee, which is made up of senior decision makers from the buyers and sellers community, alongside renowned industry experts from across the LNG & gas value chain. The Summit & Exhibition will be hosted in Lake Charles, Louisiana, U.S.A., on 2 – 4 November 2021.

For more information, please contact the team at [LNGAmericas@dmgevents.com](mailto:LNGAmericas@dmgevents.com) or visit the [LNG Americas](https://www.lngamericas.com) website

trade association CEOs where this topic is being discussed. Although I do not think there is any one approach or any one answer that solves this issue of diversity in the workforce, I think that it is very important that this is a 'top of mind' issue. It is simply something we need to be mindful of and continue to work on. As we transition to a lower carbon energy future, we need input from younger professionals. In order to attract talent from younger professionals, we need to walk the walk to demonstrate our commitment to diversity and inclusion. It is the right thing to do and it is also necessary in order to engage with younger professionals as they rightly expect us to work on DI issues.

#### In your opinion, what does the energy industry need to do to improve its track record of encouraging and nurturing diverse talent?

As I said before, first and foremost we need to be mindful of the need to encourage and nurture diverse talent. We need to do more to reach out to members of diverse communities, to highlight the career options available. For those of us in more senior roles, we need to offer support as mentors to younger professionals. NGSA is creating a Future Energy Leaders committee to seek input on our policy efforts from younger professionals. We need their voices and their input, and, for us, this is one concrete step toward trying to be more inclusive.

#### What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

Come join us! The energy industry is an exciting place to be. We need you. We need your ideas, and we need you to help reach our goals for a lower carbon energy future – a future that includes natural gas as a partner with renewables to provide affordable energy.





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#### PATRICIA SIMON-HART

Managing Director & Chief, Chief Executive Officer  
AFTRAC

#### Women in energy are on the rise! How did you get into the industry?

I started my career in ICT, and then set out to establish my own business providing ICT solutions to the upstream and downstream oil and gas sector. This led me to looking for specialized solutions to optimize production and improve their operations, so I took an interest in technology that could solve some production related problems, and assist in optimizing operations. I partnered with the leading OEM for ultrasonic sand monitoring and detection to deliver their products as services and that was the beginning of our Sand Management and Well Optimization Services at AFTRAC.

#### What have been the major changes that you have seen during your time in the industry?

I have been in the Industry now for just over 20 years, and the entire business environment has changed, creating enormous opportunities as well as a fair share of challenges. The major change has been the introduction of the NOGIC Act aimed at increasing local participation, and the institutionalization of local content to build local capacity and technology. This has led to the emergence of more local companies in the sector and more opportunities for local players.

#### How will the energy transition impact diversity and inclusion in the energy industry?

I see energy transition as an opportunity especially for women, and so it can be positioned to have a positive outcome for women. As it is still emerging, we have a chance to change policy and regulatory frameworks through advocacy, by creating awareness, and by the changing unconscious bias that is prevalent in the sector. While oil has always been male

Patricia Simon-Hart spoke at the Practical Nigerian Content Forum. This year's Forum will take place 29 November to 3 December 2021 in Yenagoa, Bayelsa State, Nigeria.

For more information, contact the team at [PNC@dmgevents.com](mailto:PNC@dmgevents.com) or visit the [PNC](https://www.pncnigeria.com) website

dominated, with gas, renewables and emerging technology we can ensure women have a stronger voice this time around and carve out opportunities.

#### What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

As the energy sector transitions from fossil-fuels toward more efficient, sustainable renewable options, new opportunities are emerging for a more inclusive energy workforce. I would suggest that women who are starting careers in the energy space, equip themselves with the necessary knowledge and skills in the area of gas and renewable energy solutions for future projects and initiatives. They should also get involved with women networks involved in energy, build strong relationships, look for mentors, and take advantage of opportunities as they emerge. Finally, they should look for credible platforms to promote themselves and their capabilities.



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**STELLA OKENE**

Group Chief Executive Officer  
Stelog Energy Group

## **Women in energy are on the rise! How did you get into the industry?**

As a petroleum engineer, it has always been my dream to be a player in the energy industry. To fulfil this dream, I started by studying and learning from people therein, while doing this, I gradually started investing towards starting my own company.

## **What have been the major changes that you have seen during your time in the industry?**

There is greater awareness of the need for gender diversity and inclusion as well as implementation, though we are not yet there. More emphasis on STEM. More women have also taken the bold steps to invest in the energy sector.

## **How will the energy transition impact diversity and inclusion in the energy industry?**

Diversity and inclusion are critical in the energy transition. More widespread acknowledgement of the positive potential of gender diversity and inclusion in this sector would likely promote more sustainable energy innovation, expand opportunities for women, and encourage greater social engagement.

Stella Okene was a speaker on the Africa Energy Series webinar entitled: Women in Leadership

For more information, contact the team at [NOGEnq@dmgevents.com](mailto:NOGEnq@dmgevents.com) or visit the [NOG](https://www.nogenergy.com) website

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?**

Study and understand the shift that is going on in the energy industry, which is becoming very clear to all that the era of fossil fuel is over. We are now transitioning to renewables. She should therefore pitch therein.



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## CHIKAKO ISHIGURO

Senior Analyst - Research & Planning Team,  
Energy Resources and International Business Unit  
Osaka Gas Co., Ltd.

### What have been the major changes that you have seen during your time in the industry?

In the early years of my involvement in the energy industry, the number of women was very small. In Japan, for example, about 10 women attended energy conferences from the oil industry, only a few from the gas industry, and none from the power industry. Since then, the market has been liberalized, and the number of new entrants other than incumbent energy companies has increased, and such a situation has been gradually changed that the number of women and young people has increased.

### How will the energy transition impact diversity and inclusion in the energy industry?

The introduction of new energy systems is expected to increase entry from different industries, diversify the size of enterprises, and change business models. Individuals who work at companies are also required to have new skills, new way of thinking and new idea and I assume their human resources will be diversified.

### In your opinion, what does the energy industry need to do to improve its track record of encouraging and nurturing diverse talent?

I think we need to expand the field of energy education for students.

Chikako Ishiguro will be speaking at the  
4th Japan LNG & Gas Summit in Tokyo, Japan  
on 15 - 17 February 2022.

For more information, contact the team at  
[JapanLNG@dmgevents.com](mailto:JapanLNG@dmgevents.com)  
or visit the [Japan LNG](https://www.japanlng.com) website

### What is the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?

I think it is necessary for a career in the energy industry to listen carefully to people with experience and learn the history that you lack.





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**PAT ROBERTS**

Managing Director  
LNG Worldwide Ltd.

## **Women in natural gas & LNG are on the rise! How did you get into the industry?**

I joined Shell as a graduate entrant in 1980. After 18 years in oil and trading, my boss at the time suggested a move to Gas and Power – Shell's growth engine for the 21st century and I took the plunge!

## **What have been the major changes that you have seen during your time in the industry?**

Creativity and innovation – It's constant and inspiring.

## **How will the energy transition impact diversity and inclusion in the LNG & gas industry?**

Building on my last point - we need all the intellectual talent we can find. We need great communicators; we need people who can shine a positive light and help build trust. There is room for a great variety of talent in our industry.

## **In your opinion, what does the LNG & gas industry need to do to improve its track record of encouraging and nurturing diverse talent?**

It needs a cause - a compelling reason to change. And I think it's about to happen. We will become a cleaner greener industry and at the same time a more modern business to transact in. I'm mainly focussed on the commercial contracting and trading of LNG at the moment. To grow

Pat Roberts is the Chair of the  
World LNG Summit & Awards Evening,  
World LNG & Gas Series: Americas Summit and  
World LNG & Gas Series: Asia Pacific Summit

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responsibly, we have to make LNG simple and easy to buy - particularly in Asian countries where we expect to see most opportunities for growth. I think the door is open to talented people who can simplify the whole process of selling LNG. This will include becoming more efficient without losing the detail .... digitalisation and automation skills will be key.

## **What's the most important piece of advice you'd give to a woman thinking of starting a career in the LNG & gas industry?**

Find the niche where you believe you can be effective. Never be afraid to ask for help - our industry has some of the most talented and interesting people I've ever met. Be authentic - after all that's why you're special!



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**CAROLYN BLACKLOCK**

Principal  
Ipsum Pacific

#### **Women in energy are on the rise! How did you get into the industry?**

I guess from a very young age I was always in the energy sector having grown up on a remote cattle station in far north west Queensland where grid power was not connected until I was 23 years old, our power was self-generated and the normal operations of the cattle farm. My mother often had to start the generator, attend to maintenance etc so it was a way of life for me from the earliest memories that power was not to be taken for granted. Professionally, I moved to the Pacific with ANZ bank in 2001 and have lived either in Fiji or PNG ever since. It is obvious living here the hardships both socially and economically that the people and countries endure due to a lack of reliable, accessible electricity and I have therefore looked for ways to solve this problem. At IFC in 2011 we launched a power strategy through the establishment of the Lighting Up PNG solar project. It is still running and has substantially increased access to electricity in rural areas through high quality, small scale solar systems. My role in Treasury Department was in part to provide expert advice to the infrastructure team and Secretary Vele in assessing the "value for money" aspects of large scale power projects. From there I worked as the Advisor to the Prime Minister of PNG in a similar role and was exposed directly to the challenges faced by PNG Power as the cornerstone of the electricity sector. The National Executive Council of PNG appointed me as MD of PNG Power in December 2017.

#### **What have been the major changes that you have seen during your time in the industry?**

The sector is transforming very quickly globally with new and emerging technologies taking nano-seconds to seemingly be

Carolyn has been an important leader involved in PNG for many years and a proud supporter of the PNG Energy Summit. This year's 4th Summit will be taking place later in the year, in Port Moresby, Papua New Guinea.

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developed and implemented. Change is difficult for regulators and financiers to keep abreast of as the private sector, many of them new players or old players trying new approaches, endeavour to win future market share. And yet, in an Australian context, the political debate seems to be stuck. This is frustrating as Australia has the raw resources to really step up and re-industrialise based on clean and green energy. We do not need to cancel out coal and replace with the new in one day - the transition can be good for everyone including coal producers, their workers and communities but we seem instead to be trapped in a zero sum game political debate about climate change. As an Australian I wish for more of a courageous and positive approach to our energy sector. Lastly, in the develop-



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ing world we still grapple with the fundamentals of terribly poor access to electricity. In PNG, we have less than 20% of our people with access and yet our Pacific Island countries are significantly impacted by climate change. It really isn't fair or just and much more needs to be done to move the needle on equitable access to clean energy and simultaneously, wealthier developed nations assisting to mitigate the impacts of a warming planet on small island states like ours.

#### **How will the energy transition impact diversity and inclusion in the energy industry?**

Well women and men are becoming more equal in all areas of society and the energy industry, having been a laggard for equality, seems to be in a rush to level the playing field. This is welcomed but as a professional in the sector, I am more worried about the millions of women globally who still have no access to electricity. I am hopeful that women and men who are the leaders of energy policy and the private sector will utilise human and financial capital to address this and close the gap on energy access. Women benefit greatly when they have access to power to reduce the burden of caring for family; cooking; cleaning and running their own businesses. Furthermore, education and health outcomes dramatically improve for all and especially girls and women when electricity is available. Women in the energy sector like me have a special role to play to ensure that the voiceless, those without electricity, have a fair hearing and their needs are met.

#### **In your opinion, what does the energy industry need to do to improve its track record of encouraging and nurturing diverse talent?**

I have seen some terrific examples in the energy sector of men going women the opportunity equal to male col-

leagues. Newcrest Mining is one such example where a woman engineer, Trina Waldie has been given the opportunity to lead the project to investigate switching from HFO to clean energy. This was possible because of her own skill set but also because she had male champions more senior in the company who recognised the need to promote female talent, people like Craig Jones of Newcrest and the MD Sandeep Biswas recognise their business is only firing on half its cylinders unless it unleashes the talents of its female employers. CleanCo in Qld has a female Chairwoman and a female CEO. Women though do not always get the support they need and those who make it sometimes need to over practice their interpersonal skills rather than be recognised for their technical competency. I am studying a Masters of Sustainable Energy at the School of Chemical Engineering at the University of Queensland and about a third of the students are women. This is encouraging but more needs to be done. Diversity of course is more than just gender and while I am no expert on the matter, I sense much more can be done but am optimistic that it will be done just the timeline is the question not if.

#### **What's the most important piece of advice you'd give to a woman thinking of starting a career in the energy industry?**

Start. Do it. The sector needs girls and women to understand that energy is in transition and is therefore a fast-paced, dynamic sector to work in at any level. We need more women from a variety of fields not just engineers but financiers and communicators and environmentalists and educators and policy makers and consumers to participate to create the future we all want where energy security is assured along with the futures of all people and our fragile planet.





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