

Upcoming Events: (February, March)

- February 13, 2020 3pm- IECA Cred Talk “The Nature and Character of the Widespread Production Shortfalls Reported by the Wall Street Journal
- February 20th, 2020 11am-12pm- PDIG membership call
- March 22-24, 2020-IECA Spring Education Conference in Napa, California

PDIG News:

- Jan 2020- New Chair Naeem Jones (CCI) and Vice-Chair Angela Rodriguez (CMS) have started working on the 2020 agenda for PDIG
- Feb 2020- PDIG monthly committee calls have commenced and occur the 2nd Thursday of every month
- Quarterly Newsletter will be issued in January, April, July, and October
- Quarterly Membership call will be held on the 3rd Thursday in February, May, August, and November
- PDIG will be hosting 2 education sessions at the spring IECA conference

PDIG

Professionals for Diversity and Inclusion

IECA-International Energy Credit Association

Newsletter

January 2020

“We are all different, which is great because we are all unique. Without diversity life would be very boring.”—*Catherine Pulsifer*

PDIG Member Highlight: Meet David Yi! Gunvor USA LLC, Regional Head of Credit, IECA member for 25 Years. How has your membership with the IECA impacted your career?

“My career has been tremendously enhanced through personal friendships and professional relationships. I remember everyone was very friendly at my first IECA conference.”



Professionals for Diversity and Inclusion
International Energy Credit Association (IECA) Education Group (www.IECA.net)



<https://www.ieca.net/education-groups/interest-education-groups/professionals-diversity-and-inclusion-group-pdig>



Article Highlight: The Diversity and Inclusion Revolution (Eight Powerful Truths) by Juliet Bourke and Bernadette Dillion in the Deloitte Review

1. **Diversity of thinking is the new frontier**- Research shows that diversity of thinking is a well-spring of creativity, enhancing innovation by about 20 percent.
2. **Diversity without inclusion is not enough**- Deloitte's research identifies a very basic formula: Diversity + inclusion = better business outcomes. Organizations with inclusive cultures are 2x as likely to meet or exceed financial targets, 3x as likely to be high-performing, 6x more likely to be innovative and agile, and 8x more likely to achieve better business outcomes.
3. **Inclusive leaders cast a long shadow**-Deloitte's research shows that the behaviors of leaders can drive up to 70 percentage points of difference between the proportion of employees who feel highly included and the proportion of those who do not
4. **Middle managers matter**-Middle management is historically an underserved group, executives have been afforded time to learn, reflect, and debate, and the mid-level managers are often given directives
5. **Rewire the system to rewire behaviors**-Training is often only a scene-setter, the more complete story is that, to change people's behavior organizations need to adjust the system
6. **Tangible goals make ambitions real**-Tangible goals have often been bluntly crafted and poorly communicated. Without appropriately crafted tangible goals, ambitions are merely ephemeral wishes
7. **Match the inside and the outside**- While many organizations have prioritized workplace diversity over customer diversity, both are equally important to business success
8. **Perform a culture reset, not a tick-the box program**-Significant change will not happen until organizations go beyond tick-the-box programs and invest the appropriate level of effort and resourcing in creating diverse and inclusive cultures

Read the full article at:

https://www2.deloitte.com/content/dam/insights/us/articles/4209_Diversity-and-inclusion-revolution/DI_Diversity-and-inclusion-revolution.pdf

PDIG NYC Event-September 12, 2019:



Speakers: Christine Dirringer (Managing Director Head of Commodity Structured Debt North America, BNP Paribas), Jon Hammond (Senior Director, Euler Hermes Energy), Geoffrey Young (Partner, Reed Smith)

Moderator: Jennifer Farrer

Key discussed points:

- D&I has become on the top of the Sr. management agenda recently (since a few years). All the companies are looking for ways to set requirements & measurement.
- Hiring a new talent with a focus on diversity is a new trend. And how to keep them (to include).
- What do companies do about inclusion? Is it being measured? The speakers shared what they (as managers) do to facilitate inclusion. But it seems that the companies are not yet doing any measurements to evaluate the impact of that.
- Many inclusion programs focus on differences (Women in Leadership for example). But that doesn't account for the psychological tendency toward "out-grouping" and its frequently unproductive consequences. A 2015 review of workplaces in Social and Personality Psychology Journal found that efforts to celebrate differences can lead minority members feeling uncomfortably aware of their group identities and actually exacerbate the sense that they "just don't fit." BUT if inclusion efforts also included training benefitting and addressing everybody, the feelings of "Out-group" were diminished.

Volunteer Opportunity Spotlight:

- PDIG Marketing Committee Lead
- PDIG Relevance/Rebranding Representative
- PDIG Revenue Representative
- Events/Webinar Coordinator- PDIG Committee
- PDIG Representative in the Social Media Task Force- Marketing & Communications Committee
- PDIG Committee Member

This is just a sample of the volunteer activities, visit

<https://www.ieca.net/volunteer-opportunities> to apply for one of the spots above or see additional opportunities!