

RESPECT INCLUDE SUPPORT EMPOWER

Rise

WOMEN OF ENA

Employee Resource
Groups provide
underrepresented
people a **voice**



Mission Statement

**BREAKING
BARRIERS**

Fostering a culture where women are respected, included, supported, and empowered through promoting recognition, education, growth, and community.



Why is this important?



Per U.S. Dept of Commerce, we have a significant gap between U.S. industry standards and the number of women we have in ENA.

32% vs. 19%

While we are **hiring more women** in our workforce, we are also **having women exit** our workforce at a significantly high rate.

Reaching our goals together

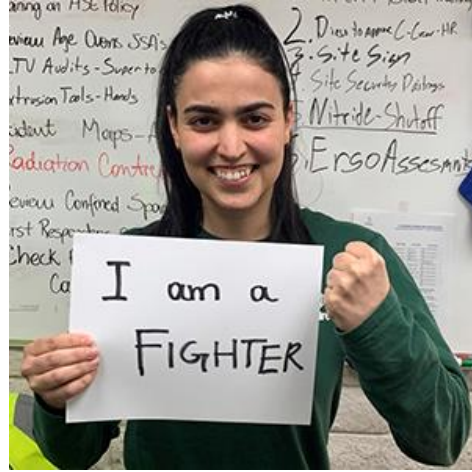
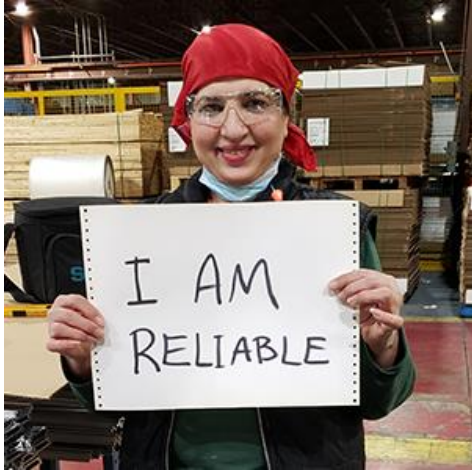


Our Hydro Diversity, Inclusion, and Belonging (DIB) targets for 2025 will be a challenge but are achievable.

**25% Women Employees &
25% Women Leaders**

**We cannot do this alone, we need everyone's help
to make our DIB efforts successful.**

Accomplishments



- Standing here today
- Receiving full support of Charlie Straface and the ENA Lead Team
- Creating excitement with our International Women's Day campaign

More Accomplishments

- Outfitting all ENA women with RISE shirts.
- Getting our name out into the Workplace.
- Supporting Breast Cancer Awareness.
- Mapping out our strategic direction for 2023 and beyond!



Goals & Objectives

**BREAKING
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1. Host educational and **networking activities**, events, and initiatives.
2. Provide opportunities to promote leadership skills, **professional and personal development**, and career advancement for women.
3. Develop and foster **allyship through education**.



Goals & Objectives (continued)

**BREAKING
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4. Create an **internal support network** and sense of belonging that connects women.
5. **Encourage, inspire and advocate** for an inclusive environment.



Being an Ally

**BREAKING
BARRIERS**

**Ask
Questions**



**Listen
Empathetically**



**Show
Up**



**Speak
Up**

Hold up

Call for Support



Have self-awareness. Look to educate yourself, identify your own biases, and be open to the history that an oppressed group may have faced.

Create a safe, supportive space for underrepresented employees who share a common identity.

Call for Support



Foster an environment where employees feel comfortable participating in program with teammates that have shared interests, identities and experiences.

The **purpose is to connect people** and we cannot be successful without sponsorship from our leaders.



Hydro

Industries that matter