



## Why does Innosuisse Energy Lab have a gender equity and diversity agenda?

We strongly believe that there is a need for increased inclusiveness in innovation regarding social aspects such as gender to address issues like clean energy, energy transition, and technological transformation.

Because of women's role as household energy managers and through their formal and informal networks, women are in a unique position to connect with their peers, increase awareness and deliver energy products and services. As users, they know what features energy products should have. This role goes beyond women just being the users of energy services, but as change agents in the energy sector: in selling, maintaining and financing energy products and services. Women and their institutions are uniquely positioned to play a critical role in increasing awareness and demand. They can serve as spokespeople for use of clean energy, endorsing marketing messages and taking advantage of women- to-women communication strategies.

Therefore, it is evident that involving women in the value chain and making innovation projects gender & diversity inclusive help ensure that energy products reflect the priorities of the society, women users, thereby increasing the likelihood of adoption and use.

## Our strategies to address gender equity and diversity:

In Innosuisse NTN Energy Lab, the strategies of the Gender equity and Diversity team to address gender equity and diversity are:

- to set up a robust criterion of 50% female -50% male balance and younger managers in the team dynamics for the evaluation of innovation project applications.
- to set up a criterion for the evaluation of the project that the proposed solution is inclusive which encompasses the identification of unsolved societal challenges of gender inequality and unmet needs among women or younger generation in various areas of energy sector.
- to set up a communication platform entitled "WELL (Women's Energy Lab & Life)" to spotlight excellent women in innovation projects to increase the network, share of experiences and facilitate forming partnerships

The question in the evaluation of the application:

What is the gender balance in your project team (indicate percentages), and how inclusive is your proposed innovation addressing social aspects such as women, young generation and other ongoing initiatives related to energy transition and climate change in the society?

## **Women's energy lab & life" (WELL)**

We have set up this communication platform, WELL, to spotlight excellent women who work and leads innovation. Our aim is to show that women conduct innovation projects in different disciplines and that some of them balance this with family and other commitments, hoping to start a scientific and informal exchange between the current and the younger female generation, such that they hear our experience and challenges we've had, and we hear their opinions, making them feel involved and direct their efforts that are part of the transition and solution.