SPE-GCS D&I Information Session

Panelists

Susan Howes
Vice President of Engineering Subsurface Consultants & Associates, LLC SPE USA Advisory Council Member

Simeon Eburi
New Ventures Petroleum Engineer Chevron SPE Gulf Coast Section Chair

Amber Sturrock
Strategy and Planning Analyst Chevron SPEI Diversity and Inclusion Standing Committee External Advisor

Kehinde Ekweribe
Production Engineering Advisor Hess Corporation SPE-GCS D&I Standing Committee Member

Moderators

Cav. Maria Angela Capello
Senior Partner Red Tree Consulting LLC SPE DL 2020/21 and Past Chair BML Committee

Stephanie Nwoko
Lead Reservoir Geologist/GeoModeler Premier Oilfield Group SPE GCS Scholarship Volunteer

Type your questions in the Zoom chat window

Sign up to be a volunteer by emailing spegcsdiversityandinclusion@gmail.com
Do you want...

- To understand Diversity and Inclusion concepts?
- An inclusive environment where the contributions of all professionals are received fairly and equitably?
- To celebrate Diversity and Inclusion in your community?
“Diversity is the **what** (the characteristics of the people you work with such as gender, ethnicity, age, disability and education).

Inclusion is the **how** (the behaviors and social norms that ensure people feel welcome).”
Diversity & Inclusion: The Why....

Top 10 benefits of workplace diversity

- Higher innovation
- Variety of different perspectives
- Faster problem-solving
- Increased creativity
- Higher employee engagement
- Better decision making
- Reduced employee turnover
- Increased profits
- Better company reputation
- Improved hiring results

Diversity & Inclusion: The Why....

1. Companies that are inclusive are more likely to lead and capture new markets.
2. 43% of companies with diverse management exhibited higher profits.
3. Companies with racial and ethnical diversity are 35% more likely to perform at a higher level.
4. Diverse teams are 87% better decision makers than individuals.
5. Companies employing an equal number of men and women manage to produce up to 41% higher revenue.
Where are we now?

- Houston, TX Entire Population:\(^1\)
  - Men: 50%
  - Women: 50%

- Global Renewables:\(^2\)
  - Men: 68%
  - Women: 32%

- Oil and Gas Industry US and Global:\(^3\)
  - Men: 78%
  - Women: 22%

- Houston, TX Entire Population:\(^1\)
  - LatinX and Other: 6%
  - White: 23%
  - Black: 22%
  - Asian: 6%

- US Oil and Gas:\(^4\)
  - LatinX and Other: 6%
  - White: 79%
  - Asian: 2%

**Vision**

An inclusive community that values diversity in talent, experiences, background and contributions to inspire, engage and motivate members to reach their highest potential through belonging to SPE.

**Mission**

Create awareness by providing resources to facilitate the discussion of and education on diversity and inclusion principles for engagement in professional relationships as described in the SPE Code of Conduct.

*SPE Code of Conduct - #4: Engage in professional relationships without bias or prejudice based on race, religion, gender, age, ethnicity, national origin, sexual orientation, marital status, socioeconomic status, political affiliation, or disability. ([https://www.spe.org/en/about/professional-code-of-conduct/](https://www.spe.org/en/about/professional-code-of-conduct/))*
SPE-GCS D&I – Potential Activities

- **Education**
  - Partner with the Education committee to support initiatives to educate, support efforts in the diversity and inclusion space

- **Membership**
  - Partner with Membership committee to identify improvement areas that can help improve diversity and retention of our membership

- **Scholarship**
  - Influence the listed programs to support the community on their journey to improved diversity and inclusion

- **Events**
  - Organize programs to promote Diversity and Inclusion and share lessons learned and best practices from industry
SPE-GCS D&I Committee Leadership

Kehinde Ekweribe  
Committee Chair

Karin Gonzalez  
Vice Chair

Maria Angela Capello  
Internal Advisor

Brendon Webb  
Secretary

Dr. Victoria Pons  
Treasurer

Dozie Ekweribe  
Programs Chair

Abhi Kohli  
Communications Chair

Stephanie Nwoko  
Community Outreach Chair
How You can Help…

• Sign up to be a volunteer
  – Email spegcsdiversityandinclusion@gmail.com

• Share ideas, recommendations and feedback

• Suggest speakers for Webinar/Workshops

• **Volunteer Expectation:** Availability & Active participation
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Panel

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Closing remarks

Thank You
## Standing Committee

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<tr>
<th>Name</th>
<th>SPE Role</th>
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<tbody>
<tr>
<td>Amber Sturrock</td>
<td>SPEI D&amp;I Standing Committee Advisor</td>
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<td>Susan Howes</td>
<td>SPEI US Advisory Council</td>
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<td>Sarath Ketineni</td>
<td>SPE-GCS Data Analytics Chair</td>
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<td>Kehinde Ekweribe</td>
<td>Past SPE-GCS YP Treasurer</td>
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<td>Victoria Pons</td>
<td>SPE-GCS Completions and Production Study Group Programs Coordinator</td>
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<td>SPEi Artificial Lift Conference Sucker Rod Pump Sub-committee member</td>
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