

# nationalgrid

## Leveraging employee resource groups to deliver DEI strategies

To deliver on the pillars of its global Diversity, Equity & Inclusion (DEI) strategy, National Grid knows that its Employee Resource Groups are a critical enabler of the change they aim to achieve. This includes a commitment to elevate, invest in and provide platforms for ERG groups to be able to enhance their impact.

### Accelerating women's careers from within

One of National Grid's Employee Resource Groups, WiNG (Women in National Grid), regularly consults its membership on initiatives to support female career progression. A range of actions were identified to accelerate female representation at senior levels, particularly middle management. This approach is integrated into the WiNG strategy, which includes the following recent activities:

#### Mentoring scheme

A formal mentoring scheme was launched, which has been a huge success, with over 100 mentors and 230 mentees signing up across the business since the beginning of 2021. Formal mentoring schemes provide enormous value to individuals, particularly those from backgrounds who may struggle to find a mentor in the absence of a structured programme.



*"The programme has been invaluable for introducing me to people who had expertise in areas where I wanted to grow or develop, in order to progress my career."*

Clara Semal, BritNed  
Commercial Director  
(National Grid Ventures)  
and mentee

#### Career guidance packs

This year interactive development packs were created to help National Grid colleagues focus on proactively growing and planning their careers. This provides a structured approach to setting goals, seeking opportunities, starting conversations and pursuing roles that they might otherwise not have considered.



*"Tools like this provide a holistic framework for career planning. By empowering women with advice and practical actions they can take, more of us can build on our experiences and move forward in our careers."*

Amrit Teja, Global IT



Over **100** mentors  
and **230** mentees  
signing up since  
the start of **2021**.

## Raising the profile of women across the organisation

In partnership with National Grid's DEI team, WiNG held virtual events accessible across its global organisation to mark key dates such as International Women's Day and International Women in Engineering Day. An integrated communications campaign was run to share experiences of women across the business from apprentices through to the Executive Committee.

Highlighting inspirational role models demonstrates the benefits of a diverse workforce and can encourage women to consider the sector. The campaigns had strong engagement across the business in terms of numbers attending events and interactions with the content created for communications channels.

*"It's brilliant to see these events driving awareness and providing an opportunity to hear about people's lived experiences through honest discussions across different levels of the business."*

Jess Marshall  
Senior Strategy Manager



## Untapped AI

National Grid leveraged Untapped AI, a 12-month digital development experience that offered a combination of human and technological support and 1:1 coaching for those going through significant change.

*"In all my time at National Grid, Untapped AI was the best development opportunity I have experienced."*

Adelle Wainwright, ESO



## Menopause initiative

WiNG has supported those affected by menopause through driving awareness of resources and materials, sharing colleague stories and setting up regular menopause cafés. Although the menopause affects most women (and also often their families and colleagues), it can still feel isolating. Having a safe environment to talk, whether with line managers and colleagues or in the café environments, ensures people feel supported and can access help.

*"It's really positive to see efforts being made to ensure women can access support during the menopause. It's important that colleagues feel able to speak up and share their experiences to ensure that we can target our support in the most effective way."*

Helen Owen, CFO Function



These initiatives are already helping deliver National Grid's diversity agenda. Coupled with ongoing programmes like Strategies for Success, a development programme aimed at accelerating mid-level women, National Grid is also seeing how allyship can advocate and raise awareness of this important work. Looking to the future, the organisation is expanding its thinking to focus on intersectionality and other groups, including those from ethnic or racially diverse backgrounds, people with disabilities and the LGBTQ+ community.