

The inclusive power of Business Resource Groups



bp's employee-led business resource groups (BRGs) play an important role in creating a sense of belonging among employees and delivering company DE&I priorities globally.

Focusing on diversity strands that are under-represented and which face unique challenges, the BRGs are open to all and are a powerhouse of the organisation's DE&I activities, working with bp's businesses to attract, develop and retain talent. Here are some examples:

Spread love, not hate – bp Pride

The bp Pride BRG aims to positively influence the development of LGBTQ+ people, enabling them to feel confident and safe at work while achieving their potential.

bp employees took a stand against online discrimination as part of the bp Pride 'spread love, not hate' campaign in 2022. The Pride BRG, together with allies across the organisation, used origami art to respond to negative and hateful comments about the LGBTQ+ community being made in response to bp's social media posts.



Social mobility at bp

In 2022 a new Social Mobility BRG was set up to improve representation and help support equitable opportunities for individuals from less advantaged socio-economic backgrounds. With now more than 1,000 members globally, it will support bp's social mobility ambitions, including providing around 500 work placements globally every year by 2024.

Mentoring circles for interested employees are being piloted, with a curriculum based on the leadership journeys of the socially mobile. Topics include reframing self-limiting beliefs and realising potential.

Unlocking the power of neurodiversity

Aiming to make the organisation more neurodiversity-friendly, bp has reviewed processes, such as recruitment, onboarding and career development, to avoid bias towards neurotypical ways of working, traits and behaviour. For example, making interview questions more concise benefits candidates with neuro-differences and non-native English speakers.

As well as a reverse mentoring programme, guidance is provided to line managers and colleagues for work situations like meetings and communication and a Neurodiversity Group (part of the Accessibility BRG) raises awareness by sharing lived experiences at town halls and events.

bp WIN – a gender equity network

bp's WIN BRG aims to enable colleagues to meet their full potential by providing everyone with increased opportunities for connectivity and networking, as well as personal and professional development. Membership is open to all, with a focus specifically, but not exclusively, on women.

bp WIN aims to influence and push for change in areas that affect the members of the network, through building and deepening relationships with senior leadership across the company, as well as more widely in the HR and DE&I community.



Diversity
equity &
inclusion



“We cannot underestimate the positive power of BRGs across our industry.

Imagine if we could harness the intersectionality of all BRGs to transform our companies, innovate new climate change solutions and lead through the energy transition! It will take all forms of diversity to address one of the biggest challenges our planet faces.

Since joining bp, I have positively encouraged participation in our BRGs. Firstly, as co-chair of the Neurodiversity Group, I kick-started strategic change in bp processes, policies and mindsets and built a neuro-inclusive community. More recently, in my current role I have become an active bp WIN member, championing female representation in our growing offshore wind business and more widely across bp, in line with our gender ambitions.

I have also been empowered to start up a Global Women of Wind network – building a community that can tackle issues such as bias with personal protective equipment, finding speaking opportunities at external events to inspire more women into wind, or encouraging more transparent access to data (which can help identify actions to attract and retain more women in the workforce).

I personally identify with as many as five BRG communities across bp and yet we are only near the start of exploring how they intersect. *In our North Sea business, we have formed a steering group of all BRGs to better understand intersectionality, and how we can work together as a force for change and avoid competing for attention and resources. We have a lot to learn but I am optimistic as great foundations have been built.*

One of my proud career moments was being asked to become a POWERful Women Ambassador to champion female representation in the industry. I am excited about the possibilities and positive influence this brings. In the words of author Angela Y Davis “I am no longer accepting the things I cannot change; I am changing the things I cannot accept.”

Katharine Descamps Commercial Development Manager, UK offshore wind