



Report 3

Equality, Diversity and Inclusion as Enablers of the Clean Energy Transition

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EXECUTIVE SUMMARY

This report explores how equality, diversity and inclusion (EDI) can be used to accelerate the energy transition. This report highlights that in order to effectively harness EDI with the energy transition, the energy sector must extend the application of EDI frameworks beyond conventional approaches targeted at internal organisational dynamics and workforce participation. This report demonstrates that when EDI is applied to a broader context, it can strengthen community and end-user participation, and help to facilitate pathways towards an equitable global transition.

The report's qualitative research design is based on an international literature review and primary data collection through interviews with Irish energy sector leaders, EDI experts, and representatives of marginalized groups. The findings and recommendations of this report underscore the importance of adopting a social and human-centred approach to the energy transition, positioning EDI as a fundamental and integral component of all decarbonisation strategies.

The research identifies **three core themes** that demonstrate how EDI can drive the clean energy transition:

1. EDI as a Catalyst for Sectoral Innovation and Collaboration

EDI plays a critical role in advancing renewable energy development and fostering innovation within the energy sector. The international literature highlights how EDI enhances performance by incorporating diverse perspectives and interdisciplinary expertise. This diversity can spark creativity, promote non-traditional and holistic approaches to problem-solving, and better aligns with the behaviours and experiences of energy end-users (Kim and Hwang, 2022; Sorman et al., 2020; Mauger 2019). In addition, EDI can also help foster positive changes within and between energy sector organisations, such as improving company culture or fostering sectoral collaboration. In turn, firms can draw upon EDI to transfer knowledge across regions and between firms to share insights that are crucial to decarbonisation (Pearl-Martines and Stephens, 2016).

Recommendations:

- i. To recognise that a diversity of perspectives is essential for overcoming challenges and driving innovation, **EDI should be integrated across all business and decarbonisation objectives**, not confined to specific purposes, such as recruitment and retention.
- ii. **EDI must be regarded as a strategic asset for the transfer of knowledge and skills.** EDI can help to create greater transparency and coordination across the international renewable energy sector. Therefore, it can develop inter-firm collaboration that can support the energy transition.

- iii. When promoting EDI initiatives in the workforce, **inclusivity** should be considered a foundational principle. This approach can **facilitate support of organisational restructuring and help to improve the culture** of a workplace, which can help align the twin aims of an inclusive and low-carbon transition.

2. EDI as a driver of public participation

The energy transition requires public participation that extends beyond decisions made solely by the energy sector firms and institutions (World Economic Forum, 2023; Lupi et al., 2021). There is a need to rethink public involvement in decision-making and policy design, as this participation can fundamentally shape pathways towards fully renewable energy systems (Solman et al., 2021; Burke and Stephens, 2017). This shift involves decentralizing the management and ownership of renewable energy resources as well as acknowledging the broader role that energy users, as consumers, play in the transition.

Recommendations:

- i. Organisations and policymakers should establish governance mechanisms that **increase stakeholder participation**. These mechanisms can help reduce opposition to the energy transition and build democratic processes that foster harmony between the public and energy sector. Policy makers should place greater policy **prioritisation to energy community initiatives**, in recognition of their vital role in enabling the low-carbon transition at a local level.
- ii. Targeted engagement that acknowledges the diversity of communities can lead to more representative and meaningful public participation. This approach enhances acceptance, builds trust in the energy transition, and fosters innovative solutions that benefit the community. Policymakers and organisations must adopt inclusive policies **that consider the impacts on vulnerable groups as part of their community engagement efforts**.
- iii. Organisations and policy makers can enhance EDI by recognising the **diverse behaviours within households and the uneven capabilities and vulnerabilities that energy end users face**. Energy end-users should be seen as vital participants in the energy transition. Understanding and leveraging the heterogeneous nature of individual and household energy consumption and conservation is crucial.
- iv. A stronger emphasises should be placed **on developing socially disaggregated data** for energy end-use. Communities and households are not homogenous entities and understanding the diverse needs and behaviours of end-users calls for a type of approach that recognises social differences in energy consumption.

3. EDI and the Global Just Transition

Achieving a “...just, orderly, and equitable” transition from fossil fuels is a global priority, as emphasised at the United Nations’ 28th Conference of the Parties, COP28 (Morton et al., 2023, np). Addressing the uneven impacts of the energy transition, particularly in the Global South, is critical. Within the literature the notion of the ‘**decarbonisation divide**’ highlights the need to scrutinise how energy resource supply chains that facilitate decarbonisation in the Global North may cause negative environmental transformations and social impacts for the Global South (Feenstra and Ozerol 2021, citing Sovacool et al., 2019, p.3). Recognizing and addressing potential harms can lead to sustainable and proactive decarbonisation strategies that can address harms and risks (Heffron et al., 2023). Moreover, this approach can empower communities across the globe to have the capacity and ability to participate in the energy transition. The energy sector must develop interlinkages between EDI and wider environmental, social and governance (ESG) processes.

Recommendations:

- i. Policy makers and energy sector organisations should collaborate to develop tailored frameworks that **facilitate greater scrutiny of supply chains** in the energy system and capture the environmental, economic, and sociocultural impacts of decarbonisation efforts across regions.
- ii. EDI should be recognised as crucial principles to guide these restorative processes. **The links between EDI and ESG** calls for greater collaboration and interconnection between communities on the ground and organisations.

This report’s recommendations highlight the critical role of EDI as a key enabler of the decarbonisation agenda in Ireland.

INTRODUCTION

Efforts to develop clean and sustainable energy systems are encountering significant structural and systemic issues that hinder society's ability and willingness to decarbonize. Key challenges include the lack of diversity in energy sector's workforce (Pearl-Martinez and Stephens, 2016), uneven access and participation in clean energy systems (Lennon, 2017), and the disproportionate risk and harms that renewable energy development poses to marginalised groups (Newell 2021). By understanding and addressing these challenges, we can uncover vital opportunities and solutions to drive successful and just energy transitions.

Across the world, governments are making interventions to achieve a *just transition*. However, there are various pathways forward. One innovative approach relates to equality, diversity and inclusion (EDI). EDI has become central to energy sector organizations who are seeking to unlock diverse thinking and decision-making in their workforce to stimulate innovation and produce cleaner services that better reflect the energy practices and needs of society, especially vulnerable groups (Atif et al, 2021; Mang-Benza, 2020; Clancy and Feenstra, 2019).

Increasingly, energy sector actors are applying EDI principles beyond the workplace to broaden societal participation in the energy system and improve social acceptance in the transition to net zero. These issues emphasize the need to reframe the transition beyond its economic and technical underpinnings to a more people-centred approach (World Economic Forum, 2024; Lupi et al, 2021; Miller and Richter, 2014). In other words, the technical and economic qualities such as new technologies, infrastructure, and jobs should not be considered in isolation. They are part of wider social systems and deeply entangled with the lived experiences of households and communities, as well as the uneven impacts of the energy transitions on communities outside of Ireland, such as those in the Global South.

Drawing from insights in the international literature and elite interviews from the Irish energy sector, this report outlines the role of EDI in the energy transition and provides recommendations on how to harness EDI to enable decarbonisation. The data used from this report comes from a state-of-the-art systematic review of Irish, EU and international literature on the role of EDI in the energy sector and data from interviews with 21 respondents from senior leaders in the Irish energy sector and advocacy representatives of marginalised groups.

Table 1: List of Interview Respondents in REDIE Interview Sample

Interview respondent	Position	Sectoral segment
Interviewee 1	CEO	Energy Trader
Interviewee 2	Head of Offshore Wind	Energy Production
Interviewee 3	Head of EDI	Energy Production

Interviewee 4	General Manager	Energy Production
Interviewee 5	Head of Sustainability	Energy Production, Supply & Distribution
Interviewee 6	Head of Energy Services	Energy Supplier
Interviewee 7	HR Manager	Energy Production
Interviewee 8	Diversity and Inclusion Project Manager	Energy Supplier
Interviewee 9	Senior HR Lead	Energy Supplier
Interviewee 10	Senior Leader	Governance Agency
Interviewee 11	Inclusion Specialist	Energy Production, Supply & Distribution
Interviewee 12	Diversity, Equity, and Inclusion Lead	Energy Production, Supply & Distribution
Interviewee 13	CEO	Consultancy
Interviewee 14	HR & Operations Manager	Public Body
Interviewee 15	Programme Manager	Public Body
Interviewee 16	Head of HR	Public Body
Interviewee 17	Policy advisor for older people and aging	Advocacy group
Interviewee 18	Policy advisor women and women's groups	Advocacy group
Interviewee 19	Policy advisor focusing on energy poverty	NGO
Interviewee 20	Energy sector union representative	Trade Union
Interviewee 21	Policy advisor focusing on Irish Travellers	Support Organisation

The researchers obtained informed consent from all participants and received ethical approval from Maynooth University's ethics committee [approval number: SRESC-2024-37776; for overview of ethical guidelines see: Maynooth University, 2019].

1. Enabler 1: EDI as a tool for renewable energy development and innovation in the energy sector

To keep pace, and accelerate renewable energy development, it is critical that new skills and expertise are brought into the energy sector workforce to meet labour demands, providing an opportunity to improve EDI, overcome challenges and foster innovation. The diffusion of knowledge and increased collaboration across organisations and geographies can draw upon EDI to encourage renewable energy development. However, as the energy sector has traditionally maintained a largely homogenised workforce, the implementation of EDI needs to be inclusively driven, to bring about cohesion and shared benefits. EDI can therefore be used as a tool to alter the culture of a company, further aiding the decarbonisation agenda.

1.1 EDI as a means of drawing upon diverse perspectives to overcome challenges

The evolving nature of the energy transition amid global energy crises, climate action objectives and geopolitical volatility is creating more rapid demand for diverse skills and perspectives for renewable energy development.

The decarbonisation agenda requires technological innovation, but there is an increasing need for legal, regulatory and sustainability expertise as the energy sector navigates a novel legislative landscape associated with rise of net-zero obligations and regulations.

The unique challenges of the energy transition and climate change necessitate inventive solutions, of which diverse perspectives can be a key facilitator. International literature posits that diversity is essential to the energy transition and responding to climate change, as diverse perspectives ignite creativity and are inclusive of a broader spectrum of experience and expertise that produce non-traditional thinking (Kim and Hwang, 2022; Sorman et al., 2020; Mauger 2019).

Diverse perspectives can include the representation of people of differing backgrounds and worldviews. These points of view and approaches can better reflect the energy practices and lived experiences of energy users, especially vulnerable groups. Interdisciplinary perspectives are also necessary in problem solving and decision-making as the energy transition encompasses deeply intertwined technological, social and environmental challenges.

The critical need for new ways of thinking was acknowledged within interviews in the Irish energy sector.

“Over the years it [EDI] has kind of become a bit ubiquitous in terms of HR, but if you layer it on to the energy sector, in particular, you begin to see the actual need and requirement for it. The industry is in transition, which means continuing what you do, what you always did, isn’t necessarily going to give always the same results. There’s new skills and capabilities that are

going to have to come into the business and the likelihood is they are going to come from, you know, non-traditional characteristic groups and labour markets and talent pools.” - Interviewee 8

The extract above shows how EDI as a concept is moving beyond HR objectives and strategies and is becoming a necessary business objective for the energy industry as it transitions.

Recommendation: Diversity of perspectives should be considered an essential component for overcoming challenges and stimulating innovation for decarbonisation in the energy transition and for broader climate action. EDI should therefore be intrinsically considered across business and decarbonisation objectives and not siloed within recruitment and retention processes.

1.2 EDI as a mechanism to allow information to travel

Decarbonisation and climate change require a global, collective approach. For renewable energy advancement, collaboration is needed across geographies, sectors and firms to promote new modes of diffusing and sharing knowledge (World Economic Forum, 2023). EDI can be used as a strategic approach to facilitate this transfer of information and expertise to enable innovative research and the development of renewable energy.

In one interview, it was expressed that the Irish energy sector traditionally engaged in more competitive than collaborative behaviour, that could hinder the coordination of solutions to delivering the energy transition. Improving transparency, utilising expertise and sharing knowledge can be expressed in many forms, including the cross-collaboration within and between firms in the domestic market, and collaboration and investment in companies that enable the transition in particular geographies.

For instance, Interviewee 1 outlined the importance of bringing in new learnings from other parts of the world and investing in versatile technologies and energy services that enable the transition;

“I think... bringing the learnings that we have in the developed world and deploying those technologies and techniques, bringing money and investment into areas where they need solutions to climate change is going to be really important.” - Interviewee 1

This demonstrates how harnessing diverse experiences across geographies, industries and firms can enrich expertise and facilitate investment, acting as enablers of renewable energy development.

Recommendation: EDI should be regarded as a strategic **resource** for the transfer of information, knowledge, skills, and investment. Transition pathways should be developed through more purposeful intra- and intra-organisational collaboration across businesses and geographies. EDI can help to create greater transparency and coordination to help drive decarbonisation and Ireland’s emission targets.

1.3 EDI as a way of improving organisational culture

Diversity is a crucial element for driving innovation and producing creative solutions, yet people need to be empowered to act and have the capacity to drive change in a supportive environment (Xuan and Ocone, 2022). Labour and market demands may act as catalysts that provide greater numbers of diverse employees in the energy sector over time, but equal and inclusive policies are required in tandem to improve organisational culture and foster a productive and cohesive workforce.

In general, EDI policies such as flexible working and parental leave have wider universal benefits for workforce culture, while also levelling the playing field for women or other workers who may have caring obligations. This is evidenced by Interviewee 13, who highlighted the positive work culture that has emerged from having more flexible leave for all employees:

“It's really facilitated and just creates this kind of balance, you know, an even playing field across, so it's not just the female staff who are taking time off. It's the male staff as well. And I think they're really valuing it in terms of retention as well. I think that's something that is really good for us. You know, something that we can offer our team as well.” - Interviewee 13.

This example was a common theme in many interviews and demonstrates the importance of inclusive-led policies that drive a more acceptant workforce culture, allowing for EDI initiatives to be more successfully deployed.

Some legacy Irish energy firms found that EDI approaches were effective in bringing about a strategic change in the culture of the firm as they created new business models and decarbonisation trajectories. Referring to the drive to diversify their business practices and move to green energy, Interviewee 7 expressed: *“that there was a belief that we needed to change - and this is a really important one - the culture in our workforce”*. They went on to speak of how EDI strategies were used as means to successfully transition to low-carbon energy:

“But in order to really make that happen, you need the workforce, and a workforce of a culture of, you know, risk adverse.” - Interviewee 7.

The conscious application of EDI approaches can drive cultural changes in the firm and support decarbonisation trajectories.

Recommendation: When promoting EDI initiatives in the workforce, **inclusivity** should be considered a foundational principle. This can drive acceptability and help transform the culture of the workplace, which are crucial to the twin aims of improving EDI and decarbonisation.

2. Enabler 2: EDI as a driver of public participation

Equality, diversity and inclusion as drivers of the energy transition are primarily understood in terms of diversifying and improving the inclusivity of the energy sector workforce to propel the technological and economic transformations that are required. Yet, another crucial aspect of EDI that acts as a mechanism to advance the energy transition extends beyond organisational dynamics and the purely techno-economic approaches to the transition: ‘decentralisation’.

Decentralisation is often viewed as a technical process developed to provide grid flexibility and support through distributed generation, network integration, and load management of technologies (see Lammers & Arentsen, 2017). At the same time, the term has increasingly been applied to calls to ‘decentralise’ the decision-making and governance that underlie energy transitions.

Decentralisation can therefore be understood through processes of public participation and energy communities, amongst others, and is regarded as essential to the acceptance, adoption and transformation of low-carbon technologies and practices (Vernay and Sebi, 2020; Envall and Rohrer 2023; Brauholtz-Speight et al., 2021).

2. 1 Creating greater public acceptance for renewable energy development

Despite the general support for cleaner energy and public acknowledgment of the importance of renewable energy for cutting greenhouse gas emissions, public resistance to the implementation of cleaner energy infrastructure is increasing (Kádár et al., 2023; Bolwig et al., 2020).

This growth in opposition to low-carbon energy development demonstrates the need to rethink the ways in which the public participate in decision-making, and the various forms in which they can be involved in renewable systems (Solman et al., 2021).

Current limitations around inclusive public consultation processes by private and state actors and a perceived lack of local benefits are key reasons for increasing resistance to renewable energy projects. Recommendations for revised approaches to public consultation and expanding local community benefits are explored in detail in Report 2.

Energy communities are another strand of decentralisation that can impact public acceptance and further advance the low carbon transition. Energy communities involve the cooperation of individuals, groups or communities in terms of the production, management or sharing of energy or energy-related services (Envall and Rohrer 2023).

Therefore, energy communities can play a vital role in public acceptance of renewable energy, as they provide specialist community engagement, expertise in local energy systems, greater democratic legitimacy, and build trust due to their long-term commitment to the projects (Brauholtz-Speight et al., 2021; Burke and Stephens, 2017; Prasad Koirala et al., 2018).

Public participation through a decentralised approach is a key dimension of the energy transition that should be considered synchronously with technological and organisational transformations. EDI principles, then, are intrinsic to improving participative processes. Energy sector organisations and policy makers can enhance equality, diversity, and inclusion by fostering relationships with the public and local communities in which they operate.

Recommendation: Organisations can build governance mechanisms that enable more stakeholder participation, which can, in turn, reduce opposition to the energy transition and give rise to democratic processes that can help to build harmony between the public and energy sector organisations (See REDIE Report 2).

Policy makers should place greater policy prioritisation to energy community initiatives, in recognition of their key role in enabling the low-carbon transition.

2.2. Recognising and targeting marginalised groups in public engagement

The need to foster relationships between local actors and energy sector organisations to address issues relating to local opposition is one aspect of public participation. However, several papers within our sample also recognised how conventional approaches to stakeholder engagement can fail to adequately engage with marginalised groups, such as people with disabilities or older peoples (Ivanova and Middlemiss, 2021; Zuk and Zuk, 2022).

Financial barriers, lack of time, and marginalised social status can also impede groups such as women and people on low incomes from participating in consultations and energy community initiatives (Fraune, 2015). This lack of representation becomes more evident in decision-making roles (Anfinson et al., 2023). Barriers, such as time poverty, were noted in both the international literature and in interviews:

“There's an assumption that people have time, that people have the money, the people that have the means of transport to get to these things [consultations]. Well, that's quite often not the case, and time poverty would be a huge one, and that particularly again for poorer women, especially if they have children, you're trying to organise childcare to get to one of these things. You're trying to make the time to drive between school schedules, potentially, but you're also talking about the fact that if you're invited to an in-person consultation with maybe a representative from the Department of Climate Environment Communications, can I bring a baby into that room?” - Interviewee 18

This extract demonstrates the need to centre marginalised groups in engagement processes and differentiate their capacity to participate to achieve purposeful and inclusive stakeholder engagement.

Recommendation: Recognising the diverse components of communities through targeted engagement can build more representative and meaningful public participation that can enhance acceptance and trust in the energy transition and cultivate more innovative solutions that benefit the community. Organisations and policy makers need more inclusive policy approaches that provide targeted outreach and adequately assesses the impact of vulnerable groups as part of their stakeholder engagement with communities.

2.3 The participation and role of consumers in future clean energy use

Public participation in the energy transition can also be understood through the energy consumption of individuals and households, including energy saving behaviour and switching to renewable energy services or products (DellaValle and Czako, 2022).

This type of role in the context of the energy system typically conveys individual or household energy consumption to that of conventional end users or consumers. However, the role of the consumer in enabling the energy transition is often under-examined and overlooks the existence and importance of viewing a heterogeneity of behaviours and usage of energy that can bring about decarbonisation at the micro levels (Schlindwein and Montalvo, 2023). Households are typically treated as single units of analysis.

For instance, multiple studies show that women, who are typically the primary energy managers and users of households, display more energy-conserving and energy-efficient behaviour than men, and are more likely to have pro-environmental outlooks (Emmons Allison et al., 2019; Pueyo and Maestre, 2020). However, men are more likely to become early adopters to clean technologies in the household (Johnson et al., 2020; Mechlenborg and Gram-Hanssen, 2022).

Thus, understanding the divergent behaviours and energy needs of households in terms of who are the energy adopters, managers and users can make low-carbon products and services more targeted and facilitate greater levels of decarbonisation at the household level.

Marginalised groups have different capabilities regarding energy consumption and can lack agency over the adoption of low carbon energy services, making them vulnerable to energy poverty and of being left behind in the transition.

However, there is limited quality qualitative and quantitative data on energy use and energy needs, particularly sex-disaggregated data at the household level that could guide policy and strategy (Feenstra and Ozerol, 2021).

Recommendation: Organisations and policy makers can enhance equality, diversity, and inclusion by recognising the diverse behaviours within households and the uneven capabilities and vulnerabilities that energy end users face. The role of energy end users should be acknowledged as vital participants in the energy transition, making it important to understand and harness the heterogenic nature of individual and household energy consumption and conservation.

Households should be considered beyond individual analytical units in terms of energy use to decipher and harness the diverse household needs and behaviour, by collecting disaggregated intra-household data, to guide policy and organisational action.

3. Enabler 3: EDI as an enabler of a globally just transition

Energy sector organisations, communities and policy makers, where possible, must recognise and address the uneven impacts of the energy transitions on communities outside of Ireland. This aspect of the energy transition highlights the need to safeguard the livelihoods and local environments of communities frequently located in the Global South, whose localities are undergoing socio-ecological transformation because of the energy transition (such as communities located by coal or lithium mines). Through equality, diversity and inclusion principles, a more globally just transition can be charted.

3.1 EDI in supply chain interventions

The energy transition cannot be considered at the ‘point of use’ and must acknowledge the energy supply chain in terms of its disproportionate environmental, economic and social impacts across and within countries (Cohn and Duncanson, 2023). The ‘**decarbonisation divide**’ is a concept within the academic literature that highlights how the energy transition facilitates decarbonisation in the Global North, while its supply chain is bringing about major environmental and social costs to the Global South (Feenstra and Ozerol 2021, citing Sovacool et al., 2019, p.3).

Using equality, diversity and inclusion in supply chain interventions is necessary to ensure a more globally just transition. As noted by Sovacool et al. (2022), regulatory frameworks are applying more global and system-wide standards to improve duties of care and due diligence in supply chains, yet private organizations need to compliment these obligations through their own voluntary standards and codes of conducts that are adapted to their unique supply chains, to effectively tackle global inequities.

Some Irish energy sector companies are applying an EDI lens to their supplier and procurement processes, but struggle with ensuring that materials or services are sustainable through the wider, more complex supply chains;

“That's something we really did struggle with, because, you know, you need to employ 10 people just to validate all those materials and where they're coming from, which is not feasible. But how do you build that into how you operate, in your procurement processes?” - Interviewee 15

This validation and accreditation of supplies and services across the broader supply chain through a truly EDI lens is highlighted in organisations as a key challenge and one which requires more work and resources. It also demonstrates the strong link between EDI objectives and environmental, social and governance (ESG) obligations, which are most often operating and siloed within distinct and separate functions of organisations.

Recommendation: Policy makers and energy sector organisations need to work together to improve and build tailored frameworks that facilitate greater scrutiny of supply chains in the energy system and capture the environmental, economic, sociocultural impacts of decarbonisation efforts across regions.

Equality, diversity and inclusion should be recognised as crucial principles to guide these processes. Their links with ESG strategies means there should be more collaboration and interconnection within organisational practices to harness and share insights and resources.

3.2 EDI for restitution and reparation of ‘decarbonisation divide’

An increasingly common concept in academic literature on the energy transition is that of ‘**restorative justice**’, which describes the harms caused by energy transition activities that are placed on countries, communities and the environment, and the efforts of restitution and reparation (Hazrati and Heffron, 2021, p.2). Restorative justice practices may be used as a policy tool that could include legally binding obligations to allocate funds that compensate or offset past, present, and future damages (Heffron and De Fontenelle, 2023), land reclamations and decommissioning of harmful extractive activities to ecosystems (Heffron et al., 2023), and other investments to ensure community-based resilience.

The recognition and restoration of harms are intrinsically linked to equality, diversity and inclusion principles. This approach can facilitate more sustainable, preventative, and forward-looking decarbonisation strategies that more accurately account for negative externalities and empower communities and nations most effected by the energy transition to participate (Heffron et al., 2023). A restorative justice approach can be applied to EDI initiatives to remediate and facilitate decarbonisation initiatives in vulnerable communities and regions most impacted by climate change.

Recommendation: Policies aimed at achieving an inclusive and just transition need to consider restorative justice measures to rectify past and future harms to protect communities disproportionately impacted by the energy transition, predominately in the Global South. This can enable a more equitable energy system and decarbonisation process globally.

4. Conclusion

This report and its recommendations affirm the significant and multiple ways that equality, diversity and inclusion can enable and accelerate the low-carbon energy transition.

The key findings of this report demonstrate how equality, diversity and inclusion shapes and advances renewable energy development in the energy sector, acts as an enabler for decentralised and inclusive public participation, and shines a light on injustice in the global energy system that must be rectified to ensure a just and equitable transition.

This report outlines equality, diversity and inclusion as enabling mechanisms that engage with but go beyond economic and labour requirements of the energy transition in a sectoral sense, and encourages a much broader, people-centric outlook that is necessary for decarbonisation and emission reductions.

There are multiple inclusive pathways to ensure an inclusive and equitable transition that involve the active participation and consideration of diverse communities, recognising the valuable and disparate contributions of energy end users in the energy transition beyond that of consumers, and by ensuring more equitable global development.

The recommendations of this report should be used by policy makers and organisations to recontextualise equality, diversity and inclusion mechanisms as crucial enablers of the decarbonisation agenda.

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