



Society of Petroleum Engineers Gulf Coast Section

Diversity and Inclusion Information Session

January 2021

SPE-GCS D&I Information Session



Gulf Coast Section

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



**Cav. Maria Angela
Capello**

Senior Partner
Red Tree Consulting LLC
SPE DL 2020/21 and Past
Chair BML Committee

Moderators



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 spcgcsdiversityandinclusion@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 & Inclusion



“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....

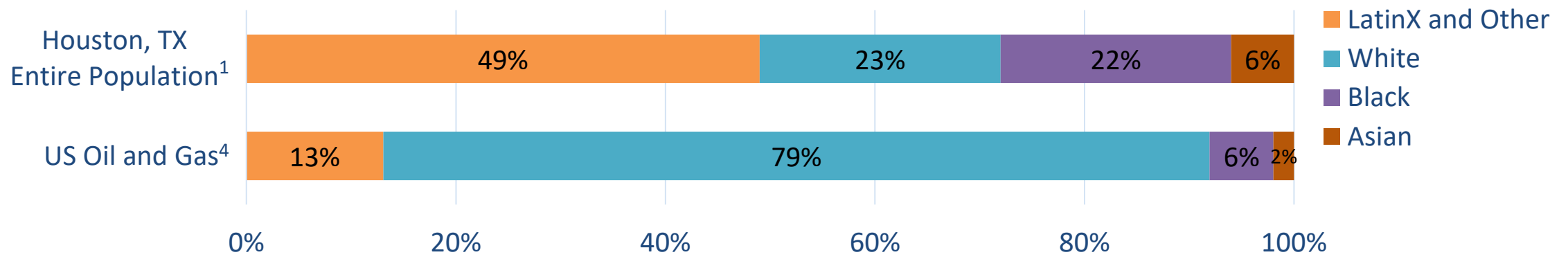
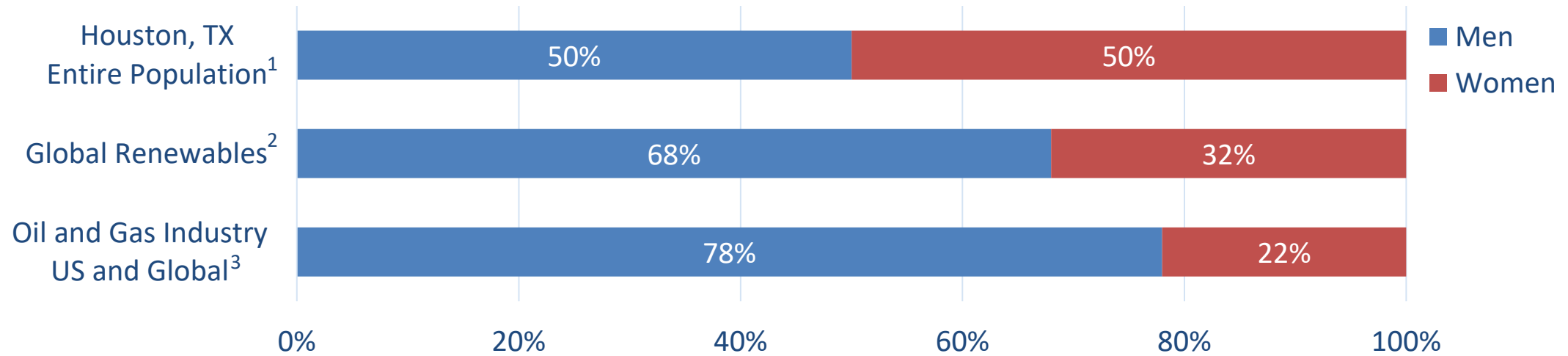


Diversity & Inclusion: The Why....



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?



1-<https://censusreporter.org/profiles/16000US4835000-houston-tx/>

2-<https://www.irena.org/newsroom/articles/2019/Jan/Gender-equality-for-an-inclusive-energy-transition>

3-Katharina Rick, Iván Martén, and Ulrike Von Lonski, Untapped Reserves: Promoting Gender Balance in Oil and Gas (World Petroleum Council and The Boston Consulting Group, 2017): p. 6.

4-<https://www.bls.gov/cps/cpsaat18.htm>

SPE-GCS D&I Vision & Mission



Vision

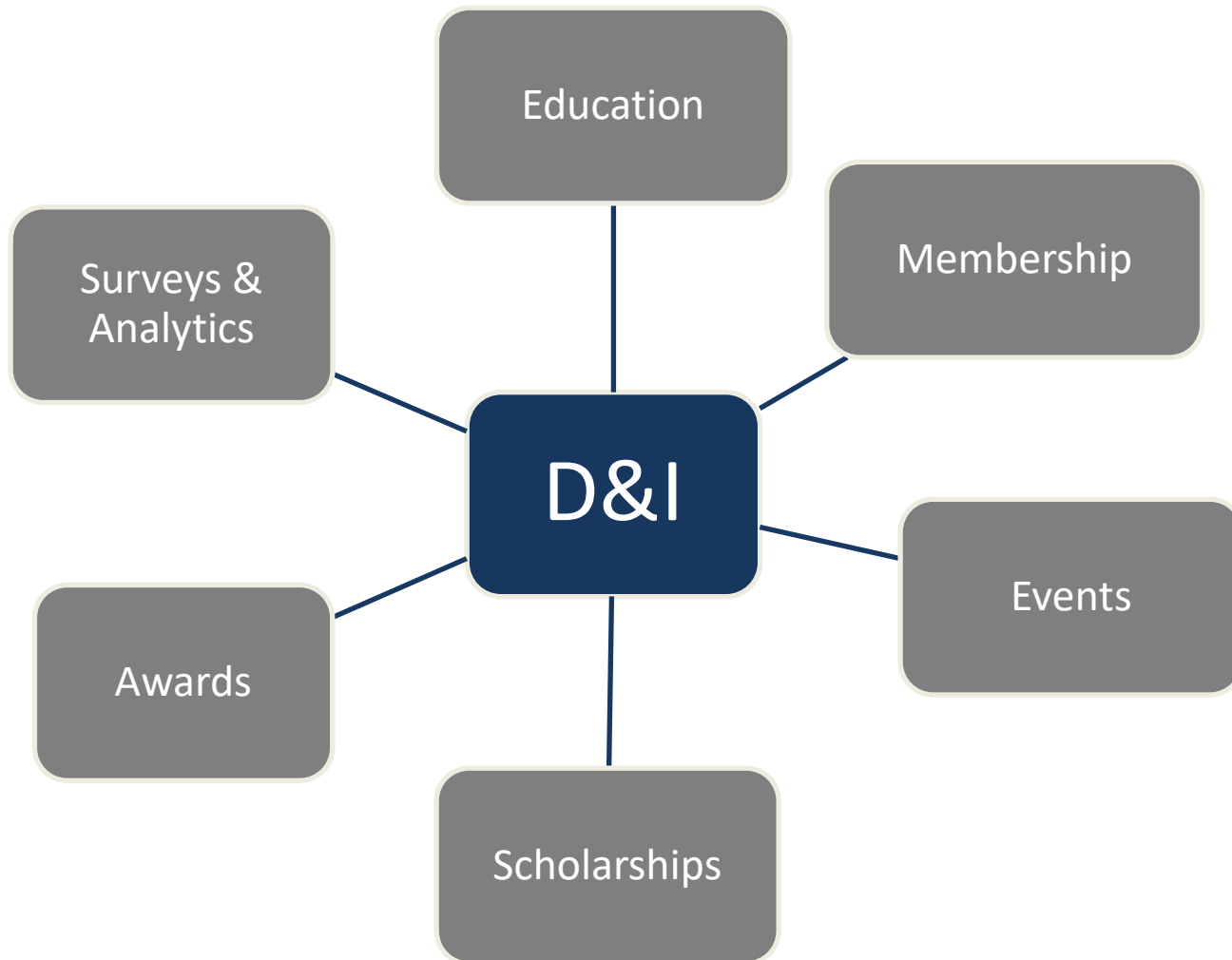
An inclusive community that values diversity in talent, experiences, background and contributions to inspire, engage and motivate members to reach their highest potential through belonging to SPE.

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-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

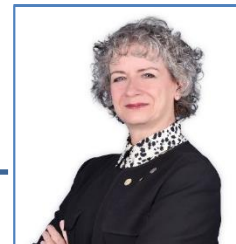
SPE-GCS D&I Committee Leadership



Kehinde Ekweribe
Committee Chair



Karin Gonzalez
Vice Chair



Maria Angela Capello
Internal Advisor



Brendon Webb
Secretary



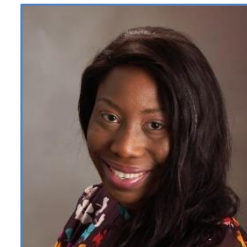
Dr. Victoria Pons
Treasurer



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**

Panel



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Closing remarks



Thank You

Backup



Standing Committee



| Name | SPE Role |
|---------------------|---|
| Amber Sturrock | SPEI D&I Standing Committee Advisor |
| Susan Howes | SPEI US Advisory Council |
| Sarath Ketineni | SPE-GCS Data Analytics Chair |
| Kehinde Ekweribe | Past SPE-GCS YP Treasurer |
| Victoria Pons | SPE-GCS Completions and Production Study Group Programs Coordinator SPEi Artificial Lift Conference Sucker Rod Pump Sub-committee member |
| Swathika Jayakumar | SPE-GCS Secretary |
| Alexsandra Martinez | SPE-GCS Communications Chair |
| Riteja Dutta | Past Chair SPE GCS WIN Committee |
| Simeon Eburi | SPE-GCS Chair |
| Nii Nunoo | SPE-GCS Vice Chair |