# Transcript: Stories of Diversity, enquiry and inclusion at United Energy

Video YouTube link: <https://youtu.be/jKQpUO_KMjw?si=xJ6pf9Qp71meUFxD>

## [Voiceover while different CitiPower and Powercor staff members appear on screen]

People are important and it's important that they feel safe and valued at work.

And the strategy for DEI in our business ensures that we have a level playing field for all candidates.

And it's important that we have it just to highlight that we are always seeking the best person for the job.

We're not out there just to tick a box.

## Mark Sammut, Field Leader Underground

Seeing first hand how some of the females in my group have been impacted by having a label put on them that they only got the job because they're a female probably impacted me a little bit.

So we want to ensure that we have the best person for the job, not because of their gender, ethnicity, race, etc.

We just really want the best person for the job because it's the best thing for the candidate and the business.

## Teng Lim, Market and Metre Data Analyst

The DEI strategy is so very important because it gives someone who is neurodivergent the confidence and courage to speak up and seek support.

## Mitch Barri, Contact Centre Team Leader

The range of people they're all going to bring their own different skills and experiences, and it's those different inputs, you know, that ultimately give us a good outcome.

## Sneha Thomas, Customer Planning and Power Quality Engineer

The solutions that each one of us comes up with is different. So that actually promotes creativity, novelty solutions.

## Tim Werner, First Peoples Engagement Manager

It's important that everyone should feel comfortable in their own skin when they're at work.

Everyone deserves that right to just be able to come in here, be themselves, respected for the work they do, but also looked at for their unique world perspective that they bring to the organisation.

## Gemma Nolan, Lineworker

I'm like a walking billboard for transgender because you can't hide this, you know, you go in to work, it’s there.

People can see it. I’m just trying to push that, you know, we can exist and work in an environment that is safe, and we don't need to be hiding in closets and scared of what people think of us.

## Katrina Hall, Diversity Engagement Lead

We have been evolving as a business, and that’s where the equity comes in that we've introduced into the new strategy.

## Tegan Miller, First Peoples Engagement Lead

We are a large business, right across Victoria, and we need to represent the customers in which we serve.

Having that equity, included in the diversity and inclusion strategy is really important because not everyone starts from the same starting point.

And so having those opportunities to help those who wouldn't normally get an opportunity in the energy industry is really critical, and I think, we can be a leader in this space.

## Natalie Bakas, Urban Programs Manager

People are who they are, you know, take them for the strengths that they bring, you know, and leverage off those strengths.

## Tim Werner, First Peoples Engagement Manager

The best thing people can do is be genuine, be open to hearing other people's stories, listening to their world perspectives, and share that part of yourself as well.