

# Diversity, Inclusion & Belonging (DIB) Working Group

Tabata Materan (Chair)

## Purpose:

To foster innovation and attract diverse talent within the Submarine Cable industry promoting cultural and ethnic equality, respecting and valuing differences, including (but not limited to) age, gender, ethnicity, religion, disability, sexual orientation and under-represented countries/markets.



## Our five core initiatives are:

1. How to attract the next generation of professionals?
2. How to ensure Leaders Model Diversity and Inclusion?
3. How do we measure the DIB temperature in our Industry?
4. How to promote DIB at SubOptic Events & through digital presence?
5. How could we apply the SubOptic Diversity Fund to these initiatives?

## Our focus for 2021

### SubOptic's DIB Mentoring Program



Our team is currently developing an industry mentoring program. **Get involved! Mentoring improves professional knowledge, develops leadership, and teaches new skills!**

## Why do we need Mentors and Mentees?

We need our industry experts to share their experiences, skills and stories with the next wave of professionals leading to Transformation, Engagement & Innovation for the Subsea Community. What better way than guiding the Subsea professionals of tomorrow?



## How will we do it?

- We aim to develop a global network of mentors and mentees from a broad cross-section of subsea disciplines.
- This will be a voluntary program open to SubOptic members with a structure in place to support both mentor and mentee.

## How much time will it take?

Can you commit an hour a month? An hour a week? That is all it takes to be a mentor or mentee. Your commitment to creating an environment of shared learning, professional development and networking with and for the next generation. Let's teach and learn best practices together –we can do this– **we just need a little help from you!**



## What are the next steps?

Our goal is to make this **EASY**. We will provide the tools and resources and everything else that you will need to make this Mentoring Program work – we just need you to get involved!

If you or someone you know would like to be a mentor or mentee, let us know!

This program will only work if we get commitment from members across our industry.

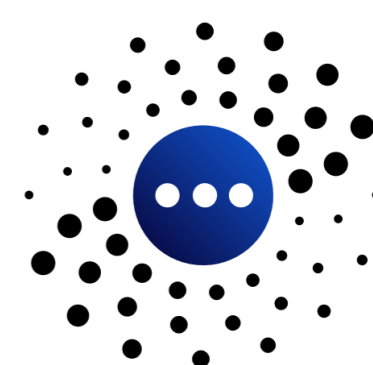
You can get more information by visiting [www.suboptic.org](http://www.suboptic.org), sending an email to [suboptic.dib@gmail.com](mailto:suboptic.dib@gmail.com) or contact directly any member of the **DIB** team.

## Members

- Tabata Materan – Telxius (Chair)
- Naaz Bax – Seaborn
- Samuel Edeagu – University of Nigeria
- Sarah Kurtz – NJFX
- Shalini Lagrutta – DXN
- Felix Seda – NJFX
- Liliana Sousa – PhD Student - Univ. of Aveiro
- Lynsey Thomas – Independent Consultant

The SubOptic Association is operated by the industry, for the industry

[www.suboptic.org](http://www.suboptic.org)



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WORKING GROUP