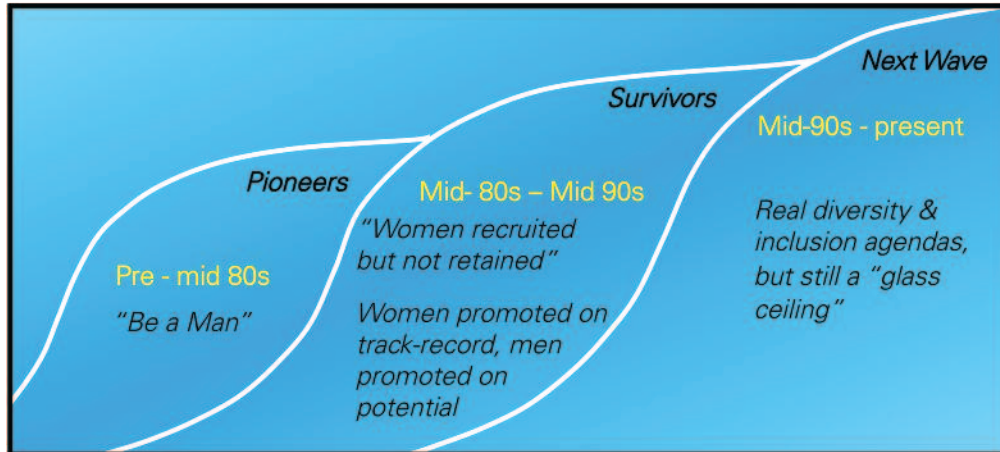


Cindy Yeilding
 BP
 Denise Butler
 Shell

The Business Case for Gender Diversity in the Geoscience Workforce



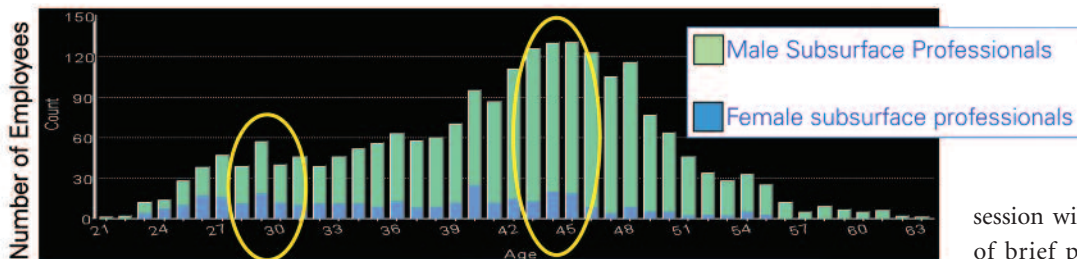
Why do geoscience professional society memberships still linger at 10-15% women, even though females have been graduating from US Universities at roughly 50% since the mid-1980's? Do the senior staff at companies also reflect this demographic? This session explores the opportunities we might be missing because of this potential gender "chasm", and what can we do to continue to embed the case for diversity in

Vision:

- Equal opportunities, while each of us plays to our strengths
- Promotions based on the same criteria
- Diversity of thought and style as well as gender & ethnicity

the geosciences?

The November HGS luncheon is dedicated to sharing perspectives on experiences of women in Geoscience, and to discussing what we can do to help nurture and retain this critical part of the workforce. This session will be comprised of a series of brief presentations through the eyes of female geoscientists. We will



share perspectives on:

- What are the experiences of women in the geosciences, and what changes have evolved over the past few decades?
- How have networking and other support mechanisms helped retain professional women?
- What can we do to keep improve our discipline's track record of nurturing and retaining women in the discipline?

We will also discuss these topics in a facilitated session.

HGS General Luncheon continued on page 28

"Class of 2000"

The Next Wave

- 45-50% women
 - Dual Career couples; looking for flexibility!
 - Onsite daycare & nursing rooms
 - Leaves of absence
 - Travel dependent care
 - Job share/part-time/flex hours
 - Remote working
 - Looking for inclusion
- How do we retain this group?

"Class of 1985"

The Survivors

- 40-45% women; current demographic significantly lower
 - What happened?
 - Layoffs
 - Family priorities
 - Volunteer packages
 - Switched industries
 - Lack of Inclusion
- The issue was retention, not recruitment

HGS General Luncheon continued from page 27

All HGS members and interested people are invited and encouraged to join us. We look forward to an insightful discussion and an opportunity to focus and learn about a topic that is vitally important to engaging, including and inspiring all 21st Century Geologists. ■

Biographical Sketch

DENISE BUTLER is currently employed by Shell Exploration & Production Company in Houston, TX as the Exploration Discipline Chief for Geology & Geophysics EP Americas. In this role, she provides functional leadership and guidance for all exploration geologists and geophysicists in North & South America. Denise joined Shell in 2001 from PennzEnergy (Pennzoil) where she was the Geology Manager for the Technology Division. Denise holds a Master's degree in Geology from Tulane University and has 27 years of professional experience in the oil and gas industry, all in upstream exploration and production. Prior to coming to Shell she held various positions with Chevron, BP and Pennzoil working with both domestic and international basins. She is currently serving on the Advisory Council for Jackson School of



Geosciences, University of Texas and the AAPG Education Committee. Current memberships include the Women's Energy Network, AAPG, HGS, SEPM, and GCS-SEPM.

CINDY YEILDING earned her MSc in 1984 from the University of North Carolina after receiving a BS in Geology from SMU. She has worked as an exploration, production, appraisal and well site operations geoscientist and is currently BP's Exploration Renewal Manager, Offshore US. Her most recent roles include Chief Geoscientist for the Gulf of Mexico, Global Geoscience Technology and R&D Manager for BP, and Exploration Leadership positions in the US and Venezuela.



She has developed and led short courses and field seminars, and in 2002-2003 she served as an AAPG (American Association of Petroleum Geologists) Distinguished Lecturer. She has also chaired numerous AAPG sessions and presented numerous technical talks. Her primary research has been in salt sediment interactions and exploration of deepwater clastic deposystems, with development, access, and testing of new plays.