

REiN Roundtable Event

30th January 2025



Overview

This event brought together **ethnicity network leads, EDI and HR leads** from across the nuclear industry to **share best practice**, guidance and advice on **delivering race equity**.

The agenda comprised small group discussions on:

- Sector challenges
- Best practise share
- Data
- Attraction
- Retention
- Future plans

The next few slides summarise high-level outputs from each workshop.



Representatives from over 20 organisations joined us in Manchester for a day of workshops.

Workshop outputs

Workshop 1 – Sector Challenges

What are the biggest challenges we are facing?

- Senior leadership show support but middle management and line managers don't.
- Reliance on volunteers and ERGs and a lack of funding to deliver EDI work.
- Recruitment from and bias against underrepresented groups.

What are our priorities?

- Providing a proper budget for EDI work.
- Fostering an inclusive organisational culture internally.
- Collecting and using EDI data.

Are there any demand signals to shape our direction of travel?

- Education on EDI being intrinsic to psychological safety.
- Are organisational welfare and support services culturally sensitive and appropriate for people of colour?



Workshop 2 – Best Practise Share

Examples of best practise

- Use of EDI surveys and external tools for benchmarking. Demonstrate that the organisation is acting on the analyses they are doing.
- Use of anonymous platforms for raising concerns.

What learnings can we take to tackle the challenges?

- Services such as counselling or mental health first aiders - should be able to speak with someone of a similar background.
- Decentralise EDI to empower different levels of the organisation.
- Recruitment – can we have specific starter packs for geographical hubs e.g. West Cumbria?

How do we disseminate learnings and encourage uptake?

- Build EDI considerations into day-to-day activities such as performance reviews, inclusion moments.
- Provide incentives for engaging in EDI i.e. response to EDI surveys linked to company bonus, link to performance metrics/personal objectives, booking codes.

Workshop 3 – Data

How do we encourage sharing of personal EDI data?

- Need for transparency on why and how this information will be captured and used. Trust is required to assure it won't lead to discrimination. Ensure people cannot be identifiable – can use an external partner.
- Incentivise sharing of EDI data.
- Implement a proper comms plan prior to the collection to explain the purpose. Afterwards, ask senior leadership to thank participants.

How can we best collate, share and use EDI data that we already have, across the sector?

- Leverage existing platforms such as the NIA Jobs Map, IDN survey results, Northern Nuclear Alliance.
- Develop an industry charter and repository to encourage organisations to sign up to a centralised data-sharing initiative.



Workshop 4 – Attraction

How do we make the sector more attractive for people of colour to join?

- Experience doesn't equate to skillset - use strengths-based interviews so people cannot hide behind experience requirements.
- Align recruitment processes for contractors and permanent employees – they should be similarly stringent.
- Track why people of colour drop off during the application processes.

Do career stereotypes play a role?

- Influence of family members is important. Develop myth-busting campaigns to improve public perception.
- Make it clear that nuclear isn't just for engineers.



Workshop 5 – Retention

What conditions make people of colour leave the industry?

- People cannot feel like themselves – microaggressions, outright racism from clients, banter crossing the line, lack of safe spaces.
- Lack of sponsorship, lack of career advancement.

How can we resolve these?

- Create support structures where employees feel safe. Foster a sense of belonging.
- Investment in strong ED&I business cases, i.e. embedded early career EDI programmes, investing in people's time, education and awareness training
- For sponsorship/professional recommendations, put measures and indicators in to calibrate factors with an EDI lens. This can be managed by HR.
- Leadership accountability for addressing inappropriate behaviour.



Workshop 6 – Future Plans

What do you want to see from REiN?

- A clear value proposition on what REiN can offer. Our goals, vision and mission need to be very clear, and how we want to engage and interact with organisations.
- A charter and organisations to be held accountable to that charter.
- Ensuring collective responsibility and accountability.
- REiN should bring people together and enable discussion, rather than driving change as an authority.
- Continue hosting safe space discussions, webinars, training and workshops.

How can your networks and organisations assist REiN in achieving this?

- Provide financial sponsorship.
- Provide volunteers.
- Organisations to share relevant EDI data for benchmarking, using a central repository.



Summary

What next?



The roundtable event provided some fantastic insights and learnings. We plan to share these with the wider sector once a dissemination plan has been agreed within REiN.



Based on the demand signals shared here, we will establish a clear value proposition on what REiN can offer to the sector, and refresh our goals, vision and mission.



If your organisation is able and willing to support REiN in any way, please do get in touch. Proactive offers of support will make a huge difference to our resource-limited team.



Photos from the day







