

# Intersecting Race, Ethnicity, Religion and Culture

November 2024





# Vision

All communities will be able to thrive and be recognised for their contribution in nuclear, regardless of their race, ethnicity or religion.

# Mission

To drive a positive disruption of the UK nuclear sector to improve the inclusion and the representation at all levels.

To create enablers and promote action to the policies, behaviours and practice in the sector which affect the experiences of ethnic communities.

# Be a vehicle for change so anyone can thrive in nuclear

## Find and engage existing networks

Engaging communities especially those of multiple “protected characteristics” to determine where they are at with regards to understanding and preconceptions of nuclear, and associated structural barriers.

## Engage Leaders to Unblock Plateaus

Engage leaders to provide fair recognition and exposure to staff from less represented ethnic communities, and to expedite a baselining of the sector.



## Bring People Together

Create a space for less represented ethnic communities to build relationships, access support, and to better understand the pathways into and options around nuclear.

# Our Launch Event built our understanding of the demand signal for REiN and established Sector-Wide Buy-in

The agenda for the launch included:

## **What is it really like for PoC in the industry, and what can you do about it?**

*A roundtable discussion on the dynamics and impact of industry leaders' support on the experiences of people of colour in the sector.*

## **If not us, who?**

An insight into the successes that the Harambee network have achieved in the equitable progression and recognition of black talent.

## **Can we do it?**

Roundtable discussion on how we can utilise our networks to build relationships that galvanise collective action.



*Our launch was well-attended by over 30 organisations from across the nuclear sector.*

# Short Term

- Creation of safe spaces and a community of support.
- Signposting and amplifying of activities, amenities and resources.
- Organising feedback from Ethnicity Networks and related groups to foster learning and support sectoral activity.

# Long Term

- Enabling and collaborating in sectoral activity which can identify or address barriers *e.g. outreach, data collation*.
- Supporting policy and targets across the sector.
- Enabling the creation of a common baseline which is owned by the sector.

**What's happened  
so far?**

# Over the last year, a Strategy and Programme has been Progressed

## Key Activities since out launch include:

- Strategy Day to Digest Outputs of Launch
- REiN Café
- Panel Attendance
- Webinar – Generational Trauma
- IDN Conference Facilitation
- Built links with new stakeholders
- Trialled Outreach Event – “Speaking to the Parents, not the Kids”
- Supported YGN Career Pathway talks in Joint Collaboration
- Shortlisted as Finalist at BDA awards
- REiN Podcast Season 1 and 2
- Trans Inclusion Collaboration
- Development of Mentoring Scheme
- Development of REiN Newsletter
- Future roundtable event planning
- Developed a Financial Plan
- Held a “Celebrating Pride!” event with YGN and Rainbow Forum
- Engagement of NI / IMechE on ED&I collaboration



## Key Focus Areas:

- Visibility
- Connection and Collaboration
- Transformation







**What's coming up?**

# Key Focus Area: Connection and Collaboration



Building relationships between ethnicity networks, professionals from ethnic communities and allies at in-person events to foster a sense of community, and develop a network of support.



Engaging ethnicity leads to share events, updates, requests for support, and to mobilise round-table events which consolidate feedback.



Development of a mentoring scheme to mutually support professionals from ethnic communities and to upskill leadership in issues related to allyship and sponsorship.

# Key Focus Area: Visibility



Signposting – collecting and sharing the local amenities, groups, initiatives and friendly faces near key nuclear locations.



Sharing best practice, and collecting learning where practicable  
*e.g. REiN Outreach at Year 9 Options Evening.*



Recognition and Role models – shining a spotlight on achievements, career pathways and award opportunities.

# Key Focus Area: Transformation



Education and Training – Series of podcasts episodes, webinars and organisational workshops which develop confidence in advocacy.



Development of mutually agreed goals and targets which can be championed by ethnicity networks and senior leaders.

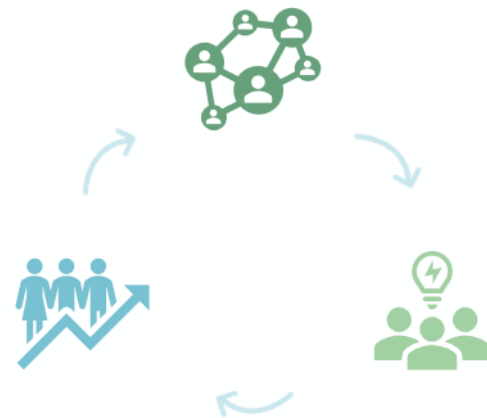


Development of a shared understanding and position which stimulates sector-wide action (*leadership engagement and co-ordination with organisational strategies*).

**Growing REiN  
sustainably**

# As a volunteer network, growth requires a sustainable approach

- People work on REiN in addition to their day job – growth will be dependent on voluntary support.
- Sector must own ED&I and anti-racism for change to stick – getting buy-in comes from small victories, influencing stakeholders over time and doing the basics well.
- Momentum can be made by encouraging other organisations to do their bit, and working flexibly to join together changemakers.
- REiN has been funded through support from within organisations – the next step is to develop a more structured funding source that supports longer-term planning.



Our approach will need to be flexible and strategic in order to build support *and* enact change simultaneously

# Networks: Communication, Collaborations, Input and Requests

- We are keen to share onwards your events, requests for support, or best practice.
- We would like to open our volunteer newsletter more widely as a mechanism.
- We would like to invite the networks to a best practice sharing event in January 2025.
- There are programmes such as our mentoring programme which is in development, and we would welcome nominal interest.
- Catch-up calls, and look to support building your relationship with other networks.

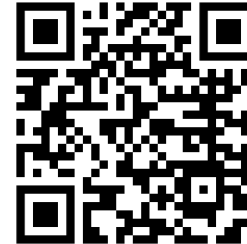


# Organisations: Sponsorship for next FY

- At present a legal vehicle for REiN hasn't yet been established intentionally to conserve resource. We recognise however this is not practicable long-term and will be moving to a vehicle such as an association or a Limited Company
- In the interim we are asking companies to fund aspects of our programme for the next 12 months using their own internal budget, during which we will look to establish a vehicle.
- Funding will allow us to work in a more flexible and proactive manner, and will support the committee in establishing a more resilient and impactful programme
- **We are keen to discuss your individual requirements to understand where an activity you are interested in can be opened up to the wider sector.**

# Volunteers: We need you!

- As REiN progresses, we increasingly require support in committee and volunteer roles.
- We have a couple of vacancies emerging over the next few months, including for temporary roles.
- We always need comms support, and welcome ideas for initiatives that can drive the dial forward.
- If you are interested in supporting or require further information, please get in touch via our [LinkedIn](#) or [reinuknuclear@gmail.com](mailto:reinuknuclear@gmail.com).
- No experience necessary!



**Thank you!**

