



EDI in the Nuclear Institute

PARN EDI SIG

14 October 2020



Diversity and Inclusion Framework



Diversity and Inclusion (D&I) Progression Framework Overview

- 1 Governance and leadership
- 2 Membership and professional registration
- 3 Meetings, conferences and events
- 4 Education and training, accreditation and examinations
- 5 Prizes, awards and grants
- 6 Communications, marketing, outreach and engagement
- 7 Employment
- 8 Monitoring and measuring

<https://www.raeng.org.uk/publications/other/diversity-progression-framework>

Where to start?



**DIVERSITY AND
INCLUSION IN
UK NUCLEAR**

NI PRESENTS GO DIGITAL 2020

Implementing Diversity and Inclusion in a Nuclear Environment

Thursday 15th October at

Please take our equality, diversity and inclusion survey

Completely anonymous for those working in UK nuclear

No Thanks Start here

powered by SurveyMonkey

the nuclear institute

The image shows a presentation slide with a dark background and a grid pattern. The slide title is "Implementing Diversity and Inclusion in a Nuclear Environment" and the date is "Thursday 15th October at". A white survey overlay is centered on the slide, asking to take an equality, diversity, and inclusion survey, which is completely anonymous for those working in UK nuclear. The survey has two buttons: "No Thanks" and "Start here". The slide is part of a "GO DIGITAL 2020" presentation by "NI PRESENTS". The "ni the nuclear institute" logo is visible in the top right corner of the slide.



DIVERSITY AND INCLUSION PROGRESSION FRAMEWORK

This framework has been developed in a collaboration between The Royal Academy of Engineering and the Science Council with the aim of helping professional bodies in science and engineering to track and plan their progress on diversity and inclusion.

We hope it will help professional bodies to:

- Track their performance and progress against four levels of good practice, where Level 1 is the starting point and Level 4 the highest level of good practice
- Structure conversations internally about their performance and progress on diversity and inclusion••
- Identify strengths and areas for development
- Plan next steps in making progress on diversity and inclusion
- Connect with and learn from other organisations in the sector, sharing successes and working to address challenges on diversity and inclusion

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The self-assessment

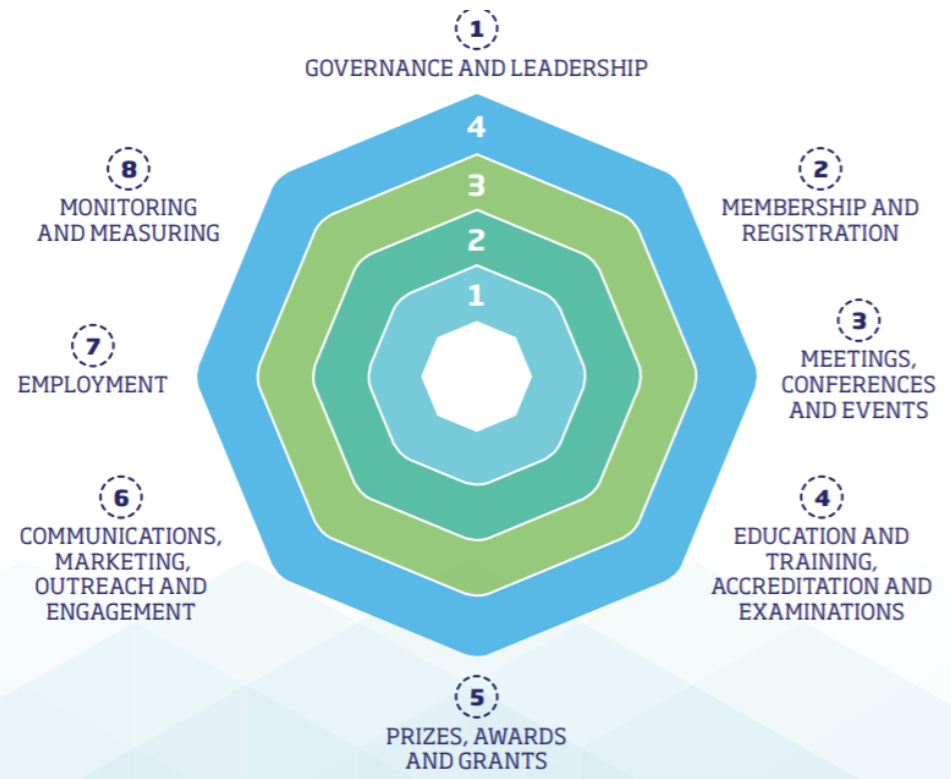
1.1 GOVERNANCE AND LEADERSHIP

Please read the following level descriptors, and highlight those at any level that describe the progress your organisation is making. Please then indicate in the box below which level (1-4) best fits the overall progress your organisation is making on diversity and inclusion in governance and leadership. If you are unable to record any activity at levels 1-4 please choose level 0.

LEVEL 1 INITIATING	LEVEL 2 DEVELOPING	LEVEL 3 ENGAGING	LEVEL 4 EVOLVING
The organisation is beginning to develop a case for change on diversity and inclusion	There is an accepted case for action on diversity and inclusion in the organisation	The goal/vision /ambition on diversity and inclusion is clearly linked to the broader strategic objectives of the organisation	The goal /vision /ambition on diversity and inclusion is regularly updated in line with the broader strategic objectives of the organisation
There is an organisational policy or statement on equality, diversity and inclusion	The leadership has articulated an organisational goal/vision/ambition on diversity and inclusion	Diversity and inclusion are regularly included on the agenda of the board, committee or group	The board and relevant committees/groups routinely track progress against the plan of action on diversity and inclusion
Diversity and inclusion are an increasingly frequent topic of conversation at leadership level (by boards, committees and groups)	There are one or more named people at leadership level responsible for keeping diversity and inclusion on the agenda	The board, committee or group has approved clear objectives and a plan of action to achieve the goal/ vision/ ambition	There is visible diversity in the membership of the board, committee or group, representing the wider population
There may be other activity on diversity and inclusion, but most of it is informal, ad hoc, in response to immediate issues, and/ or driven by the need for legal compliance	The process of appointment to leadership positions (such as boards, committees and groups) is clear, transparent and accessible	The plan of action includes building the skills and capabilities of leaders (members of boards, committees and groups) on diversity and inclusion	The leadership (boards, committees or groups) is routinely taking steps to sustain/increase the diversity of their own membership, for instance by advertising vacancies widely, limiting the terms of office, or setting up mentoring relationships and networking opportunities with future members
Informal observational data regarding the demographics of	Boards, committees and groups are actively considering ways in which	Diversity and inclusion are included in the terms of reference of the board,	There are leaders in the organisation who are generally recognised as role models on inclusive



Benchmarking



DIVERSITY AND INCLUSION PROGRESSION FRAMEWORK: YOUR LEVEL SUMMARY



Approached our volunteers



Our next steps ...