

Reviewing Policies

All companies championing WiN should commit to reviewing their diversity statistics to assess imbalance, identify ways to address issues, and regularly monitor progress

Your Toolkit

The first step in improving the companies diversity and inclusivity is identifying issues in policies and procedures

- Record all kinds of diversity data. If this data was not captured, conduct a survey and circulate to every employee.
- Create networks for independent groups striving for diversity within your organisation. Provide them with the tools and funding to strengthen the work they are already achieving.
- Carry out workshops to raise awareness to staff of what an inclusive culture represents, the benefits and how they can help achieve it.
- Incorporate an annual review of diversity and inclusivity progress as part of the normal business process.

Case Study

Rolls Royce have created an Diversity & Inclusivity dashboard with HR teams across the globe collecting data on gender, age, length of service, nationality, starters and leavers and ethnicity. This allows Rolls Royce to track, trend and identify possible improvements.

Companies in the top quartile for racial/ethnic diversity were

30%

more likely to have financial returns above the national industry median (Royal Academy of Engineering data)

Best Practice

Women in Engineering Society - www.wes.org.uk

Charitable and professional network of women engineers, scientists and technologists

WISE Campaign – www.wisecampaign.org.uk/

WISE enables and energises people in business, industry and education to increase the participation, contribution and success of women in STEM

Royal Academy of Engineering - <http://www.raeng.org.uk/policy/diversity-in-engineering>

Provides practical toolkit for company guidance and gives a number of nuclear based case studies