



delsion[®]
people & development

2022

**Strategic Equity Policy
Discussion Document**

for



OCNI Strategic Equity Policy Outline

Message from the OCNI President & CEO

Canada is tapping into inspiring visions and a pioneering spirit of innovation that is uniting environmentalists, scientists, engineers, humanitarians, and policymakers.

A new ethos of “atoms for environmental peace” is taking hold, with a promise to enable continued electrification while taking effective action to meet climate change and net zero commitments, honouring Indigenous peoples, and prioritizing equity, diversity, and inclusion.

OCNI continues to connect its members, partners, domestic and international supply chains, and governments in a continuous dialogue to optimize performance and outcomes for the overall nuclear industry.

OCNI is strongly committed to Equity, Diversity and Inclusion (ED&I) in its daily business practices and by encouraging OCNI members to develop their own ED&I programs. As an organization, OCNI believes in including everyone, regardless of their race, religious beliefs, colour, gender, gender identity, gender expression, physical disability, mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. We acknowledge the importance of the treaty and traditional territories of Indigenous peoples. With this, we recognize a history that predates the earliest European colonies, and the significance for Indigenous peoples who lived and continue to live on this land. As an organization, we remain committed to fostering positive and mutually beneficial relationships with Indigenous Peoples and all communities.

OCNI’s Corporate Values, Vision & Mission

OCNI’s Corporate Values

- **RESPONSIBLE:** We are accountable, transparent, and genuine in all our communications and dealings with each other, our members, supporters, and those associated with the industry.
- **COMMITMENT:** We are committed to the growth and development of the Canadian nuclear sector, suppliers, members, and each other.
- **INCLUSIVE:** We foster and encourage diverse perspectives, opportunities, and challenges in an equal and equitable manner.

- **SERVICE:** We strive for excellence by maintaining and enhancing our own knowledge and skills, by encouraging the professional development of co-workers, and by fostering member growth.
- **CHAMPION:** We encourage good governance and social responsibility.

OCNI's Corporate Vision

OCNI's vision is to drive and strengthen a thriving Canadian nuclear supply chain through innovation and leadership.

OCNI's Mission

OCNI's mission is to deliver value to our members through programs and initiatives that support success in the domestic and international nuclear markets.

Equity, Diversity and Inclusion at OCNI

OCNI ED&I Statement

OCNI looks beyond our own walls and works with the nuclear industry and supply chain to build an equitable, diverse, and inclusive workforce and space. Our commitments represent what we believe in and who we aspire to be. They inform our behaviours, the decisions we take, and how we work with each other, our members and our communities in the nuclear industry and beyond.

OCNI's Commitments

Living up to our commitments is based on the collective ownership and dedication of all those employed at OCNI.

Our Commitments

1. **Our people** – We aim to recruit, retain, develop and represent our people through inclusive practices to allow each individual to fulfil their potential by providing equal opportunities, education, and training with their individual needs.
2. **Our activities** – We strive towards being inclusive and representative in our activities to ensure accessibility for all while promoting and supporting ED&I across all business functions.

3. **Our community** – As an organization, we will work to champion ED&I in the nuclear sector by forming alliances, providing leadership and knowledge, as well as listening to our members and community partners.

Our ED&I strategy

1. Our People

Recruitment

For any organization, recruitment is a pivotal area in which the values and commitment to equity, diversity and inclusion can clearly be presented to candidates and prospective employees. These values inform the candidate journey from attraction and recruitment onward.

Organizations thrive on robust processes, and inclusive recruitment is no exception. Having a well-structured process in place helps the organization not only meet its legal obligations but also to establish itself as an employer of choice. Furthermore, the process supports the aim of ensuring that all potential candidates are given the same opportunity throughout their recruitment journey.

As an organization, OCNI is committed to equitable recruitment practices by:

- Having an accessible website and recruitment portals
- Providing inclusive and accessible job descriptions
- Having diverse interview panels
- Offering a range of application methods
- Having an equitable selection process

Retention

Successful staff retention can be a clear indicator of robust ED&I practices and an organization that lives its organizational values and commitments. At OCNI, we commit to improving staff retention by inclusive succession planning and ensuring that all our policies and procedures reflect our commitment to ED&I, such as flexible working arrangements.

Development

We believe that supporting the development of individuals is key to embedding our organizational values and achieving OCNI's mission. We support continuous learning through educational institutions where appropriate and develop our staff by offering access to regular training and mentoring opportunities.

Representation

In order to serve our community and industry, OCNi must reflect the diversity of people within our communities. We have put measures in place that help to ensure that this is the case by:

- Having diverse interview panels
- Working with diverse organizations and forming alliances
- Collating data to track representation and other inclusion indicators

2. Our Activities

Inclusive events

We are committed to making our events inclusive by following our dedicated inclusive events guide to ensure that everyone can participate. This ranges from accessible information before and during the events, and accessible facilities or arrangements that can accommodate the individual needs of all attendees.

We have made supplier events, supply chain, and Indigenous engagement a strategic focus area for our business activities.

Accessibility

At OCNi, we strive to make all our facilities, events, website, and materials accessible.

Representation

Representation, in a wider context, includes recruitment programs, partnerships and initiatives such as Build a Dream or Helmets to Hardhats organizations, a stronger partnership with Women in Nuclear (WiN), and participating at ED&I conferences and events. OCNi is committed to representing the nuclear industry as an inclusive community.

It is important for us to monitor how many of our member organizations are women owned and Indigenous owned as well as maintaining an overall diverse membership in terms of ED&I programs and initiatives.

It is our goal to maintain Board of Director seats for women and underrepresented groups and to have tracking methods in place for applicants for OCNi positions.

3. Our Community

We value our community, both inside our industry and in a wider lens, and see functioning as a united, collaborative, mutually supportive, and empowered team as a crucial aspect of its overall success.

Alliances

We work with other organizations within the nuclear sector and beyond to ensure equitable practices and opportunities.

OCNI works directly, and with its partners, to create an overall positive environment for the nuclear supply chain sector in Canada.

Leadership

As an organization, OCNI wants to lead by example. Our leadership is providing strong examples of continuing to develop our understanding of ED&I. We are striving to make our external communications inclusive and creating inclusive events.

Knowledge

Our strategy is key to fostering an improved understanding and knowledge of ED&I. As part of this, we engage in regular training initiatives and continuous review of our current practices to ensure that we are meeting our inclusion goals. Our staff training on ED&I is updated annually to keep this relevant and in line with current developments.

Knowledge also encompasses not only learning from the data we collect but also giving employees and communities the understanding of why the information is requested and how this information will benefit the individual, the organization, and the community as a whole. By making visible improvements based on the data, a culture of trust will be established which will lead to more complete disclosure/sharing of information for all parties.

Our Commitments to Equity, Diversity & Inclusion

Our People



- Recruitment**
- Having an accessible application and recruitment process
 - Providing inclusive and accessible job descriptions
 - Having diverse interview panels
 - Offering a range of application methods
 - Having an equitable selection process

- Retention**
- Inclusive succession planning and opportunities to progress
 - Flexible working opportunities
 - Constantly review our policies and procedures to reflect our commitment to ED&I

- Development**
- Support continuous learning through educational institutions
 - Provide ongoing and regular ED&I staff development and updates
 - Provide mentoring opportunities

- Representation**
- Having inclusive recruitment and development processes with diverse interview panels
 - Working with diverse organizations and forming alliances to ensure equitable representation
 - Collating data to track representation and other inclusion indicators

Our Activities



- Inclusive events**
- Holding regular ED&I events
 - Ensuring that all our events are accessible and inclusive
 - Implementation of our inclusive events guide
 - Continue to make supplier events, supply chain, and Indigenous engagement a strategic focus

- Accessibility**
- Commit to make all our facilities, events, website, and materials accessible
 - Check for accessibility needs ahead of events/activities
 - Regularly review our accessibility practises

- Representation**
- Continue and build upon our current initiatives and partnerships
 - Participating at ED&I conferences and events
 - Continue to represent the nuclear industry as an inclusive community

Our Community



- Alliances**
- Continue to work closely with other organizations in the nuclear sector around the ED&I agenda and build new alliances
 - Work directly and with our partners to create an equitable environment for the nuclear sector

- Leadership**
- Provide leadership by example
 - Continue to live the organization's values
 - Provide best practises and continuously develop our understanding of the ED&I agenda
 - Strive for inclusion through all our communications, activities and events

- Knowledge**
- Foster a wider understanding and knowledge of ED&I
 - Build knowledge through regular training and events
 - Continuously review our current ED&I practices
 - Support the gathering and sharing of ED&I related data



ORGANIZATION OF
CANADIAN NUCLEAR
INDUSTRIES

Clean Energy for a Low Carbon Economy



Awards and Achievements

Delsion and founder Julian John are proud to have been recognised through the following achievements:

- People Management (CIPD) D&I Power List
- Listed in the Shaw Trust Power 100 as one of the most influential disabled people in the UK
- Institute of Directors Wales, Director of the Year Award for Inclusivity
- Purple Light Up Ambassador
- Recruitment Industry Disability Initiative Awards Winner
- Recognised as making Swansea the 1st DWP Disability Confident City in the UK
- Valuable 500 ally & expert



Contact

Julian John, Managing Director
Delsion Ltd

Tel: 01792 277399

Email: julian@delsion.co.uk

Website: www.delsion.co.uk

Disclaimer:

It should be noted that all information presented in this document is regarded as confidential. It should not be shared, replicated or delivered without the express permission of Delsion Ltd. The provision of any Delsion Ltd formulated interventions as outlined within this document are limited to Delsion Ltd as the originators and owners.