



**Partner with us to build a more inclusive, equitable and future-ready nuclear sector.**

## **Our Vision and Mission**

IDN empowers organisations to create inclusive, diverse, and equitable workplaces across the nuclear sector. We deliver evidence-based research, practical training, and accessible resources that drive meaningful change. By bringing leaders together, we foster insight sharing, spark meaningful conversations, and champion strategies that embed inclusion into everyday practice.

We also support the attraction, recruitment, and retention of talent ensuring the sector can fully leverage the skills and potential of today's workforce and inspire the workforce of tomorrow.

## **Our Strategic Objectives**

**OB1:** Promoting and encouraging honest discussion about inclusion and diversity.

**OB2:** Educating through a provision of resources, training and connection to good practice and expertise.

**OB3:** Contributing to the collective improvement of Inclusion and Diversity knowledge across the sector.

**OB4:** Facilitating peer-to-peer connection and structuring difficult conversations. IDN aids collaboration and provides the ideas, motivation and structural support required to achieve meaningful change across the nuclear sector.

## **Our core delivery**

<b>Item</b>	<b>Linked Objectives</b>
Industry-wide EDI survey	OB1, OB3
Annual Conference	OB1, OB2, OB3, OB4
Webinars/Events	OB1, OB2, OB3, OB4
Expansion of digital resource library	OB1, OB2, OB3
Contribution to EDI events across the industry	OB1, OB2, OB3, OB4
Student internships and creating more student Ambassadors for the industry	OB2, OB3

## **Recent and Upcoming Work**

- Publication of our Key Findings: The UK Nuclear Industry Gender Pay Gap 2017 – 2025 report (May 2025)
- Industry-wide EDI survey (2026)
- IDN Annual Conference (June 2026)
- Growing our network of Industry Partners and expanding our impact.

## **Why We Need Your Support**

We are seeking 3–5 year funding commitments to:

- Strengthen our research and benchmarking capabilities.



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- Expand our digital resources and signposting.
- Grow our training offerings.
- Build capacity for long-term, sustainable impact.

Your support enables us to deliver high-quality, sector-specific inclusion work that benefits the entire industry.

## **Who We Are**

IDN is a not-for-profit organisation, primarily funded by our Industry Partners. We are guided by a diverse Advisory Board representing a wide range of lived and professional experiences from across the sector and beyond.

### **Advisory Board Members include:**

- Frank Douglas – CEO, Caerus Executive
- Terri Hargreaves – D&I Advisor, Sellafield Ltd; Co-founder, Enable Nuclear
- Nicole Lee – Business Development Manager, Frazer-Nash Consultancy; Finance Lead – Racial Equality in Nuclear (REiN)
- Marcia Ore – CEO, Marcia Ore Consultancy
- Nicola Summers – Operations Coordinator, Security, Systems & Innovation | Intelligence & Cyber Amentum; Co-founder, Nuclear Rainbow Forum
- Em Veron – Partnerships Lead, REiN

**The Advisory Board provides strategic advice and challenge to ensure IDN remains aligned with its mission and impact goals.**

## **The Ultimate Goal**

To make ourselves obsolete. Success means inclusion and diversity are fully embedded in the nuclear sector, no longer requiring IDN in its current form.

## **Get Involved**

To discuss partnership opportunities or funding support, contact: [monica@idnuclear.com](mailto:monica@idnuclear.com)

**See our current Industry and Academic Partners**

