



Office for
Nuclear Regulation

Being a Good Ally Toolkit

Final Version at 29 March 2023



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What are the benefits of being diverse and inclusive?



- Broader diversity of thought to support ONR in achieving its [mission](#) 'To protect society by securing safe nuclear operations'.
- A positive organisational reputation which attracts talented recruits.
- Improves innovation and creativity, enabling faster problem-solving.
- Encourages collaboration and better decision-making.
- People feeling valued, leading talent/knowledge retention as well as positive colleague engagement.
- Increases sense of 'Belonging' in the workplace leading to improved wellbeing and psychological safety, as individuals irrespective of their [protected characteristics](#) feel a sense of parity with their colleagues.

What are the risks of not being diverse and inclusive?



- [Group think](#) negatively impacting upon collaborative working, better decision-making, and supporting ONR in achieving its [mission](#) 'To protect society by securing safe nuclear operations'.
- Being unable to attract the broadest range of talent, skills and thinking as a result of having a much narrower organisational reputation.
- This in turn potentially limits ONR's organisational capability in terms of new ideas, new ways of thinking/working.
- People possibly feeling excluded, leading talent/knowledge loss as well as lower colleague engagement.
- A lack of 'Belonging' or broader cultural understanding in the workplace leading to wellbeing concerns and a lack of psychological safety, as individuals with [protected characteristics](#) from under-represented groups feel a sense of disconnection and isolation from their colleagues.
- All the of above negatively impacting upon ONR's organisational reputation and ability to achieve it's mission.

What is an ally?



- An ally is any person that actively promotes and aspires to advance the culture of inclusion through intentional, positive and conscious efforts that benefit people as a whole.
- An ally is someone who is not a member of an under-represented group but who takes action to support that group. A good ally is someone who...
 - Listens
 - Commits to learning and educating themselves
 - Advocates for others
 - Is prepared to challenge
 - Is prepared to be challenged
- **You can be an ally to** different racial or ethnic groups, faiths/beliefs, LGBT+ identities, socio-economic disadvantaged groups or disabled people, **anyone for who society has created barriers**. As long as you have the time, space and resources to help.
- There are different ways to be an ally, which are sometimes broken down into different names.



Role of an ally

An ally will share opportunities for the growth and development of others.

An ally understands and calls out inappropriate actions and language.

Being aware of implicit biases you might have.

An ally will help to lift others up by being their advocate.

Directing questions about specific or technical topics to colleagues with expertise instead of answering themselves.

Being able to listen, self reflect and change. Shining a spotlight on those whose voices are often unheard.

Recognising your own advantage, position or power and using that help to lift others up.

Supporting the group, you're allying by letting them speak for themselves whenever possible.

An ally supports and amplifies the voice of those who are under-represented and uses their comparative advantage to do so.

An ally talks to their inner circles of friends, relatives, immediate family and colleagues about knowledge they have learnt.

Not expecting special recognition for being an ally, and not taking credit for the ideas of an under-represented group.

An ally is strategic in their activism, using functional power to change structures and systems.

Refusing to be silent when there is injustice. Talking about the uncomfortable and calling out microaggressions.

A lifelong process of building relationships based on trust, consistency and accountability.

An ally researches to learn more about the history of the struggle in which you are participating.

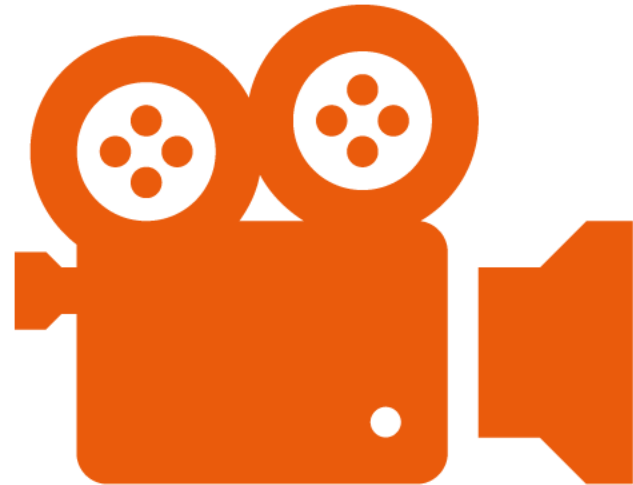
An ally recognises systematic inequalities and seeks to address them with both actions and words.



Video resource about allyship and why it's important?

The following quick link is to a short external video explain what allyship is, why it's important and what you can do:

- [What is allyship and why is Allyship important?](#)





Advocacy in action (1)



Ethnicity/Race

- **Uses inclusive language.** Is aware and uses [language](#) that embraces all people.
- **Learns** - I engage in dialogue to understand different perspectives and experiences from my colleagues with minority ethnic heritage. I acknowledge when I make a mistake, apologise and strive to do better next time. I take advantage of the [ONR resources](#) provided to me. I use my own observational/fact-finding skills to seek out resources to [educate myself](#).
- **Actively listens and advocates** - Seeks out a variety of diverse voices and listens to understand. I ensure that [events](#) organised by ONR are inclusive of team members. I promote a workplace where people feel valued, feel safe to be their authentic selves at work, and have a sense of belonging of their teams. I speak up when I notice a [racist](#) comment or assumption being made about colleagues needs, work, interests, competencies or appearance.
- **Acts as a champion** - Advocates for someone from a minority ethnic background to support their career growth.

Disability

- **Doesn't define people by their disabilities or condition.** Or make limiting assumptions.
- **Considers language used.** Small changes in [wording](#) and phrasing can make a big difference when it comes to inclusivity. For example, instead of saying 'my friend is disabled and confined to a wheelchair, Jane, is coming to the party' says 'my friend Jane is coming to the party and she uses a wheelchair' as this fact may be relevant with regards to the venue being accessible.
- **Doesn't say** someone '**suffers with disability**' or is '**confined to a wheelchair**' implies that disability is a burden that prevents them from living a whole and fulfilling life. A disability is a part of someone's identity but it's not a bad thing and it doesn't define them, and negative language can paint disabled people as victims.
- Doesn't label people with a disability as 'inspiring' just for living with their disability.
- Follows the advice and guidance outlined in the '[Accessibility Hub](#)' to enable colleagues in the workplace and remove unintentional barriers.



Advocacy in action (2)



LGBT+

- **For the lesbian, gay, bisexual and transgender (LGBT+) groups, an ally is any person who supports and stands up for the rights of the LGBT+ community.**
- **Use inclusive language.** [Educate yourself.](#)
- Don't assume that all your friends and colleagues are straight. Someone close to you could be looking for support in their [coming-out](#) process. Not making assumptions will give them the space they need.
- It is important for allies to demonstrate that the LGBT+ community are not alone as they work to improve work climate, and to take a stand in places where it might not be safe for LGBT+ people to be out or visible.
- **Anti-LGBT+ comments and jokes are harmful.** Let your friends, family and colleagues know that **you find them offensive.**
- **[Educate yourself](#) about the issues and the language of gender identity (gender identity is not the same thing as sexual orientation)**
- **[Treat](#) every trans person as an individual.**

Gender balance

- Female colleagues represent over a third of the those who work at ONR, and therefore potentially a minority group in various [potential scenarios](#).
- Learn about [gender bias](#).
- **Advocate for others' ideas and opinions. When a team is participating in a discussion, share your curiosity about hearing everyone's opinions.** [Research](#) has found that women don't get credit for their ideas the same way men do—in fact, they get less. They're also [interrupted more](#) often than their male counterparts. If someone interrupts a colleague, interject and say you'd like to hear their opinion.
- **[Covert sexism](#) is another barrier present in the workplace**, yet, it happens. When you hear [sexist](#) remarks, raise the issue, react and intervene. This demonstrates that this behaviour is [unacceptable, and unprofessional](#).
- [Research](#) has shown that **men are much less likely to seek support for their mental health** than women. [Toxic masculinity](#) is reflected in the words we use. And [its effects have long been visible in data](#) around men's mental health.



When you think something is not a problem because it is not a problem for you personally

- In meetings, who is sitting next to you?
- Who is missing?
- Who could be sitting next to you?
- Do you understand the [experience of others](#), especially those who don't look or sound like you?
- What are you doing to help people succeed?
- Do you use [inclusive language](#)?
- Do you call out [inappropriate behaviour](#)?





Types of allyship



The Sponsor

Vocally supports the work of colleagues from under-represented groups in all contexts.



The Advocate

Uses their power and influence to bring peers from under-represented groups into highly exclusive circles.



The Upstander

Acts as the opposite of a bystander, sees wrongdoing and acts to combat it.



The Scholar

Educates themselves and seeks to learn as much as possible about the challenges and prejudices faced by colleagues from marginalised groups.



The Champion

Sends meaningful messages to large audiences. Like a Sponsor, but in a more public way. They freely defer to colleagues from under-represented groups in meetings and at visible events.



The Amplifier

Works to ensure that marginalised voices are both heard and respected. This type of allyship can take many forms, but is focused on representation within communication.



The Confidant

Creates a safe space for members of under-represented groups to express their fears, frustrations, and needs.



Intersectional Ally

Is constantly aware and recognises the individual experiences that people can face, all of which may be different. Recognises and honours identities.



How to be a champion

Do not let a good idea go unnoticed – they repeat it, credit the source and share it to those in positions of influence or power.

Direct questions about specific or technical topics to colleagues with subject-matter expertise instead of answering them yourself.

Advocate for members of **under-represented groups as keynote speakers and panellists.**

Set ground rules for various communication channels and platforms to **ensure everyone's voices are equally heard.**

Think of members of an under-represented group to contribute to high-profile events or interactions – they get their voice into meetings, calls, newsletters, panels, and other **points of visibility.**

Defer to the subject matter expert when relevant questions are fielded, instead of answering themselves.

Have an inclusion rider for any conference, panel event or speaking opportunity that advocates for and advances the representation of non-dominant groups.

Sit out of a high-profile event in favour of an equally capable but often overlooked member of an under-represented group.



How to be a scholar

Do your own research! Read publications, listen to podcasts, or follow notable commentators from the under-represented group(s) in your industry. **Don't wait for members of that group to signpost content for you.**

Show respectful curiosity. Ask colleagues from 'othered' groups about their experiences of life in and out of the workplace.

Ask before inviting yourself along to specific groups –your presence may prompt some individuals to manage themselves.

Speak up if you witness behaviour or speech that is degrading or offensive. Explain **your stance** so everyone is clear about why **you're raising** the issue.

In meetings, shut down off-topic questions that are asked only to test the presenter.

Take action if you see anyone in ONR being bullied or harassed. Simply **insert yourself into a conversation with a comment** such as, "Hi! What are you folks discussing?" and then **check in with the injured party privately**. Ask if **they're okay** and if **they want you to say something**.



How to be an advocate



Offer to introduce colleagues from **underrepresented groups** to **influential people** in your network.

Ask someone from an **under-represented group** to be a **co-author or collaborator** on a proposal or conference submission.

Look closely at the **invite list** for events, strategic planning meetings, dinners with key partners, and other **career-building opportunities**. If you see someone from a marginalised group **missing**, **advocate for them to be invited**.



How to be a sponsor



Talk about the expertise you see in others, especially during performance calibrations and promotion discussions.

Recommend people for stretch assignments and learning opportunities.

Share colleagues' career goals with influencers.



How to be a confidant



Believe others' experiences. Don't assume something couldn't happen just because you haven't personally experienced it.

Listen and ask questions when someone describes an experience you haven't had. **Don't jump in with your own personal stories.**

If you're a manager, hold regular core "office hours" **encouraging all of your team members to speak with you about issues that are troubling them.**

Take action if you see anyone in ONR being bullied or harassed. Simply insert yourself into a conversation with a comment such as, "Hi! What are you folks discussing?" and then check in with the injured party privately. Ask if they're okay and if they want you to say something.



How to be an upstander



Never question the lived experience of others and instead assumes reality and truth in what they are told.

Show interest through open questions and stop themselves from self-disclosing – their experience may be valid but it's not the same.

Simply listen, acknowledge, and thank the other person for sharing.

When someone proposes a good idea, repeat it and give them credit. For example: "I agree with John's recommendation for improving our stakeholder engagement score."

Create an agreed approach in line with ONR's values for meetings and any shared communication medium including email, MS Teams, and so forth.



How allies can counteract negative behaviours

Be aware of small acts both negative and positive

Microaggressions

- Microaggressions are **small behaviours** which happen **every day**, but have a **cumulative impact on the individual experiencing them**. They create a **toxic workplace culture** and **undermine an organisation's commitments to fairness and opportunity**.

Micro-affirmations

- **Conscious actions** you can take at **anytime to make colleagues** around you feel **included and engaged**.
- An **antidote to microaggressions**. **Small acts** that make a **huge impact** to make **someone feel included**, like **active listening** for example.

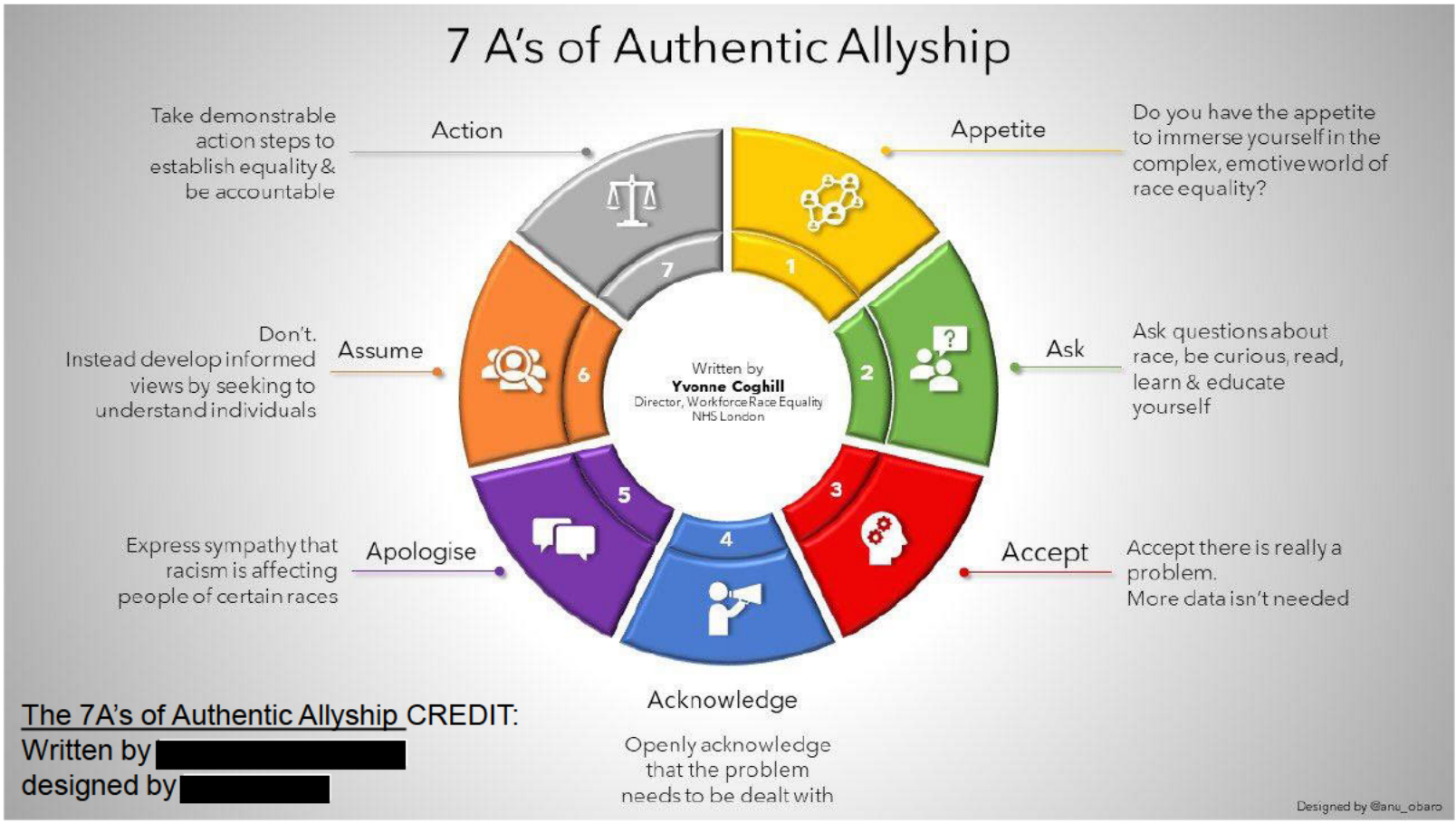
Speak up and call things out.

Passive silence can often turn out to be active complicity as a **bystander**.



The seven A's of authentic allyship

Originally developed to talk about how to be an ally about race, however this approach can be applied to many under-represented groups.



Signposting to resources within ONR

Learning more about others lived experiences, inclusive language and tools to support you and others **is a great first step** to educating yourself and **allyship**.

Below is a list of quick links to help you do this.

- [Diversity and inclusion resources hub](#)
- [Inclusive language guide](#)
- [Diversity and inclusion policies and procedures](#)
- [Diversity and inclusion awareness calendar](#)
- [Inclusion and me – Lived experiences](#)
- [Reverse mentoring programme](#)
- [Wellbeing hub](#)
- [Accessibility hub](#)
- [Race awareness toolkit](#)
- [Our values](#)
- [Anti-bullying and harassment toolkit](#)
- [Bullying and harassment section of the Staff Handbook](#)





Signposting to support at ONR



- [Career Development Managers \(CDMs\)](#). 'Wellbeing' and 'Concerns' form part of the '[Realising our Potential](#)' approach and [framework](#)' and their regular [check-ins](#) with their direct reports. [Effective listening and responding](#) will ensure colleagues feel heard.
- [Confidential Support Network](#)
- [Mental Health Ambassadors](#)
- [Employee Assistance Programme](#). A dedicated independent service provided by HELP. Please be assured that any contact you do make with them is confidential. We all have times when life is difficult – be it work-related, in our personal lives, or about our wellbeing. Call on **0800 840 3440, 24 hours a day / 7 days a week**.
- [Human Resources](#)
- [Trade Unions](#)
- ONR's dedicated [bullying and harassment helpline](#): **0800 031 4547** is also independent, confidential and available 24 hours a day / 7 days a week



Signposting to further training



As well as the resources provided within this toolkit, you can find details of [further training](#) through ONR's [online academy](#). Current courses include:

- D95 '[Being a Good Ally](#) 'workshop.
- D8 and D87 '[Equality and the law: Your role in preventing workplace bullying, harassment, or discrimination](#)' workshop.

E-learning:

- [Equality and Diversity e-learn module](#).
- '[E56 - Microsoft Accessibility Training](#)'.



Link to optional
feedback form