

# INTRODUCTION

The Rail industry has been positively developing the diversity and inclusion podium.

*A gap within the industry currently exists, and that is the lack of an industry level platform that supports and includes Ethnicity within its own merit, acquiring the elevation of racial integration for all Rail employees.*



A charity founded in 2012 by Adeline holding approx. 5,000 members providing networking opportunities and support for all women



(YRP) was founded in 2009 to DEVELOP young people to reach their potential.



Charity that aims to inspire Muslims in Rail  
Established in 2017  
507 members  
59 Organisations  
97 Events to date



The ERR platform aspires to be a charity that represents all nationalities with a core objective of elevating Underrepresented Ethnicities within the Rail industry through Racial integration.

# STRATEGIC OBJECTIVES

## Business Agility



Agile in responding to racial injustice and racism incidents within the world. Utilise and support suppliers, charities founded by underrepresented ethnicities to support business growth and grow diversity and inclusion at an economical scale.

## Member Centric Culture



ERR Members determine objectives, strategy and operations. ERR will be driven by the underrepresented voices and recognised and elevated by the industry sponsors to meet member requirements.

## Accountability



The Rail Industry asserting responsibility in elevating underrepresented employees, through recognition and inclusion of all job titles.

## GBR



According to the Williams Shapps Rail review, "The government will require that Great British Railways be a new organisation, not bound by the cultures or approaches of Network Rail or any other existing organisation in the sector". The ERR platform will be the gateway for GBR and support them to meet this objective and build alliances in coexisting with other Diversity and Inclusion platforms within the rail industry.

## Sponsorship



Rail companies maximise opportunities to sponsor and support the platform to meet their own strategic objectives.

# SHORT TERM KEY IMPENDING OBJECTIVES

1

## Feasibility study

Engage with current existing Diversity and Inclusion Rail platforms and make ensure proof of concept. Looking at existing surveys and create a foundation routed within other EDI platforms.

2

## Identify Stakeholders

Contact and outline stakeholders across the RAIL INDUSTRY. Industry Comms issued to raise awareness of the initiative. Ongoing approach utilising surveys and f2f interviews.

3

## Membership

Raise awareness to all RAIL employees for membership and gather employee requirements, complexities and their voice.

4

## Sponsorship

Present member requirements to stakeholders for sponsorship and ensure EDI strategic alignment across the rail industry. Support ethnicity strategic objectives and ensure employees

1

## Media Marketing Company

Procurement completed and contract awarded.

2

## Advertisement

Broader advertisement rolled out with the aim to engage and attract, members. First draft of the website created, LinkedIn, Instagram and twitter account.

3

## Charities

Charities identified in support of the strategic ERR objectives. Charities specific and prominent within the underrepresented ethnicities w.

4

## EIR Pre Launch Event

Members, non members and sponsors meet and greet and build rapport.

# LONG TERM FEASIBLE OBJECTIVES

1

## Mentorship & Coaching

Provide support and free mentorship against racial discrimination and marginalisation, within the rail workplace. Coaching on career growth and `

2

## DATA

On going statistics desktop studies on ethnicity related data. Encourage data-driven decision making and targets supported and in alliance with NSAR.

3

## Give Back Scheme

Support and utilise suppliers, charities, etc. that are founded by underrepresented ethnicities

4

## Podcast

Interviewing and learning form Ethnic Minority Role Models across the globe for question and answer sessions with rail industry employees and allow knowledge transfer

5

## Awards Ceremony

First ERR award ceremony held. Aimed to Uphold and Celebrate the achievements of underrepresented rail staff and awarding winners charity of choice. Wilson Samuel Jackson – The First Black Train Driver

6

## Events and Insights

Attract, recognise and nurture diverse talent, via team building workshops.

7

## ERR hybrid website App

A downloadable app made accessible to members who do not use LinkedIn. App will include job posts, showcase talent and give transparency on member objectives and strategy.

8

## Policies

Plausible Business Polices revalidated to include ethnicity clauses that reflect the diverse culture needs and events and heritage.

9

## Ethnicity Pay Gap

Focus and transparency on pay gaps made available across the industry. Initiatives and strategy defined on closing pay gaps across all job titles.

10

## Economy Alignment

Benchmark the Rail industry against other public sector companies of Ethnicity. Liaise and benchmark EiR with other industries incl NHS, Airlines and grow an alliance and knowledge transfer.

11

## Education

Providing scholarships, apprenticeships and secondment opportunities specifically to Ethnic Minorities to study and attain career progression education.

12

## National Recognition

Rail industry nationally recognised for its contribution to society and advancement of its underrepresented employees and the for embracing integration.