

Maritime UK Action Plan for Enhancing Diversity, Inclusion, and Support for Women, Ethnicity, Mental Health, Neurodiversity, and Pride in the Workplace

Objective:

To create a diverse, inclusive, and supportive workplace that empowers, ensuring every employee feels valued, respected, and able to contribute to the organisation's success.

Phase 1: Assessment and Goal Setting

Conduct a Comprehensive Diversity Audit

- Action: Perform a comprehensive audit of the current diversity landscape within the organisation, with a specific focus on women, ethnicity, mental health, neurodiversity, and LGBTQ+ representation.

Set Clear Diversity, Inclusion, and Mental Health Goals

- Action: Based on the audit results, set specific, measurable, achievable, and relevant goals for diversity, inclusion, support for women, mental health awareness, ethnic diversity, neurodiversity, and LGBTQ+ inclusion.

Phase 2: Building Awareness and Training

Launch an Inclusive Communication Campaign

- Action: Create internal and external communication plans to promote the importance of diversity, inclusion, women's support, mental health awareness, ethnic diversity, neurodiversity, and LGBTQ+ inclusion.

Phase 3: Policy and Practice Changes

Enhance Employee Resource Groups

- Action: Ensure job descriptions are inclusive and advertised widely, trialing new ways of reaching a more diverse demographic. Support the establishment and growth of groups focusing on women, ethnic diversity, LGBTQ+ inclusion, mental health, and neurodiversity. Provide resources, a platform to voice concerns, and an accountable person to move forward suggestions raised.

Develop Women's, LGBTQ+, and Neurodiversity Mentorship Programmes

- Action: Implement or participate in local or national mentorship programmes, or collaborate with specialist organisations (e.g., [Business in the Community Cross-Organisational Mentoring Circles](#)), pairing women, LGBTQ+, and neurodivergent employees with senior leaders to support career development.

Implement Flexible Work Policies

- Action: Introduce and promote flexible work arrangements, such as remote work options, flexible hours, and parental leave policies, to support work-life balance, mental health, and the needs of neurodivergent employees.

Phase 4: Continuous Improvement and Accountability

Regularly Monitor and Report Progress

- Action: Use employee feedback to assess the effectiveness of DEI, women's support, LGBTQ+ inclusion, neurodiversity, and mental health initiatives, and publish annual diversity and inclusion reports. Implement a 'Progress Group' to monitor and advance agreed actions, and assist in addressing more challenging issues.

Create a Safe Feedback Mechanism

- Action: Implement an anonymous reporting system for employees to share their experiences and suggestions related to diversity, inclusion, support for women, ethnic diversity, LGBTQ+ inclusion, mental health, and neurodiversity.

Phase 5: Community and Industry Engagement

Partner with Diverse and Inclusive Organisations

- Action: Collaborate with organisations that promote diversity, women's support, ethnic diversity, mental health, neurodiversity, and LGBTQ+ inclusion to support community programmes and expand the talent pipeline. Consider joining Maritime UK's Pride in Maritime and Women in Maritime programmes, as well as organisations like WISTA (where men can join as MISTAs).

Participate in Industry Diversity and Inclusion Initiatives

- Action: Engage in industry-wide diversity and inclusion programs and share good practices with other companies. Maritime UK's Diversity in Maritime programme is one example.

Phase 6: Support and Resources for Women, Mental Health, LGBTQ+, and Neurodivergent Employees

Provide Access to Mental Health and Neurodiversity Resources

- Action: Offer mental health resources, such as counselling services and mental health days, and provide support for neurodivergent employees, such as assistive technology, quiet spaces, and other accommodations as needed.

Establish Support Networks for Women, LGBTQ+, and Neurodivergent Employees

- Action: Create support networks and forums where women, LGBTQ+, and neurodivergent employees can share experiences, provide mutual support, and discuss career development.

Conclusion

This action plan outlines a comprehensive approach to enhancing diversity, inclusion, and support for women, ethnic diversity, mental health, neurodiversity, and LGBTQ+ inclusion within the organisation. Through consistent assessment, training, support systems, and community engagement, the organisation can create a more inclusive and supportive environment that benefits all employees and drives business success.