

## Introduction

At the RNLI, we are striving to create truly inclusive working and volunteering environments, to represent the diversity in our communities across the UK and Ireland and to enable us to achieve our lifesaving goals. Everyone at the RNLI should feel empowered and supported to thrive in their roles without prejudice.

People networks are important because they help people from across the organisation come together to share experiences, address issues and promote good practice. By representing the views of a variety of minority or marginalised groups in the RNLI, networks help to encourage a fair, inclusive environment for everyone.

People networks are driven by groups of people from across the RNLI who show real commitment to inclusion and diversity and are inspired to do more. They help us to identify what we already do well, what we aren't doing yet and influence the organisation to act when change is needed.

Nobody can speak for everyone's life experiences; we are all different and come from diverse backgrounds with unique experiences. We can be allies and support each other in becoming a more inclusive organisation. The RNLI can only benefit from different and new perspectives. Embracing the diversity of RNLI people and the communities we work in helps us deliver more innovative solutions, to help save more lives and prevent drowning.

We have six active people networks:

- Disability Network.
- Harbour Network.
- Race Equality Network.
- Young People's Network.
- Women's Community.
- Men's Health Network.

## Disability Network

Set up in January 2017, the RNLI's Disability Network has been working to provide support and guidance to people with disabilities, as well as to those that care for others with disabilities, in order to contribute to a more equal and diverse RNLI. The network aims to empower, enable, support and champion people affected by disability as well as provide a safe and confidential environment for issues to be raised and elevated.

Get in touch with the Disability Network: [disability@rnli.org.uk](mailto:disability@rnli.org.uk)

## Harbour Network (LGBT+)

The RNLI's Harbour LGBT+ Network provides peer support for volunteers and staff. The network are working to create a more welcoming, diverse, inclusive, and equal organisation for all by holding our leaders to account and by increasing representation and understanding of LGBT+ lives.

Get in touch with the Harbour Network: [harbour@rnli.org.uk](mailto:harbour@rnli.org.uk)

### Race Equality Network

The Race Equality Network is a safe space. A space to connect, to share, to be seen and to be heard – safely no matter who you are, where you come from or what colour your skin is. The Race Equality Network is open to all. In addition to this, the Race Equality Network is our chance to create real change in our organisational policy and ensure that race equality is a focus throughout the business. The network has the opportunity to amplify minority voices across the organisation and ensure they have a seat at the table when decisions are being made that affect the community.

Get in touch with the Race Equality Network: [Race\\_Equality@rnli.org.uk](mailto:Race_Equality@rnli.org.uk)

### Young People's Network

The Young People's Network (YPN) is a network for anyone in the early years of their career. The network was set up in 2017, and it became recognised support across the organisation where the input from young professionals has been progressively valued. The network has since been involved in recruitment processes, a reverse mentoring scheme, career stories sessions and support for the organisation. The YPN allows a space for open conversation and projects which the whole network can get involved with and benefit from.

Get in touch with the Young Professionals Network: [YoungProfessionals@rnli.org.uk](mailto:YoungProfessionals@rnli.org.uk)

### Women's Community

The Women's Community is open to all RNLI women and anyone else who would like to get involved, regardless of gender, role or location. The community exists to represent women across the RNLI, and to improve their experience, but in order to achieve this we will collaborate with all allies. Women's issues are everyone's issues. We cannot achieve equality without everyone working together to create a workplace that is truly inclusive and supportive.

Get in touch with the Women's Community: [Womens\\_Community@rnli.org.uk](mailto:Womens_Community@rnli.org.uk)

### Men's Health Network

The purpose of the Men's Health Network is to promote positive physical and mental health for all men across the RNLI. Our aim is to encourage early help-seeking, foster healthy lifestyle changes, strengthen peer support and address the specific challenges men face in our organisation. Our Network is open to all who support men and their wellbeing.

We will champion men's mental and physical health and fitness, with a particular focus on critical issues such as suicide prevention, prostate cancer, and testicular cancer. We aim to improve awareness and knowledge using education, collaboration and signposting to internal and external support services and specialists.

Get in touch with the Men's Health Network: [Menshealth@rnli.org.uk](mailto:Menshealth@rnli.org.uk)