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## **NCC Conversations: Race and Ethnicity**

In August, we introduced NCC Conversations, a series to help us to drive dialogue around a number of important topics that our colleagues care about.

So far, we've designated a month each to two of our four focus areas, Neurodiversity and Race and Ethnicity.

For Race and Ethnicity, over the last four weeks, we've held global workshops and published a number of internal and external pieces on the business and moral drivers for inclusion and diversity, some key concepts, and why representation and language matters if we want to become more inclusive and foster a more diverse company.

Starting from an understanding of the background of inclusion and anti-racist initiatives, we have identified a list of suggested actions and next steps that we can all undertake in pursuit of positive and lasting change in and out of the workplace.

In addition to this content, we also have a number of other efforts underway. Each steering group now has a Talent Acquisition and Human Resources partner, who are currently working together to review our hiring practices in order to attract more candidates from underrepresented communities.

As well as this, we're working on identifying essential skills and removing 'nice to haves', while explaining the business benefits of diverse teams to hiring managers to ensure all recruitment and progression is fair and transparent.

Next month, we're looking forward to taking a deeper dive into Gender, where we'll be touching on mental and physical health at work.

For more information on our steering committee members, and statements that set out our objectives, dedication and commitments to each cause, please visit: [www.nccgroupplc.com](http://www.nccgroupplc.com)

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## **About NCC Group**

NCC Group exists to make the world safer and more secure.

As global experts in cyber security and risk mitigation, NCC Group is trusted by over 14,000 customers to protect their most critical assets from the ever-changing threat landscape.

With the company's knowledge, experience, and investment in research and innovation, it is best placed to help organisations assess, develop and manage their cyber resilience posture.

With circa 2,000 colleagues in 12 countries, NCC Group has a significant market presence in North America, Europe and the UK, and a rapidly growing footprint in Asia Pacific with offices in Australia, Japan and Singapore.

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