

Global
Material
Security



Strategies for Empowering Women for Success & Growth

U.S. Department of Energy

National Nuclear Security Administration

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- International Initiatives for Gender Equality
- Introduction to NNSA's Nuclear Security Women's initiative (NSW)
- Strategies for Success
 - Employee Resource Groups
 - Mentoring
 - Institutional commitments (parity pledges)
- Resources and Opportunities
 - Professional Organizations
 - Fellowships





International organizations have made a commitment to achieving gender equality and empowering all women and girls

- **UN SDG 5: Achieve gender equality and empower all women and girls**
 - Despite improvements such as more women in leadership roles, full gender equality remains unchanged.
 - UN SDG 5 works to promote a number of goals, including ensuring effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.
- **UN ECLAC, Division for Gender Affairs**
 - Plays an active role in gender mainstreaming in Latin America and the Caribbean
 - It works in close collaboration with the national machineries for the advancement of women in the region, civil society, the women's movement, feminist organizations and public policymakers, including national statistics institutes.



UNITED NATIONS

ECLAC



- **IAEA: committed to gender equality**

- "Gender equality and the empowerment of women lie at the heart of the Sustainable Development Goals, and they are vital to fully realizing the rights and potential of everyone. These fundamental aims must also inform our work at the IAEA." - *Rafael Mariano Grossi, IAEA Director General*
- Host webinars about the role of women in the nuclear enterprise
 - "International Women's Day: IAEA Women Leaders share their Journeys"



Elena Buglova is currently the Director of the IAEA's Division of Nuclear Security. (Photo: D. Calma/IAEA)

“Gender equality needs to be accepted and recognized in daily life by each and every person, and especially managers who need to show the way and lead by example.”

“Breaking the glass ceiling: A Woman's Story from Radiation Science to Nuclear Security”
- Elena Buglova, Director of the Division of Nuclear Security

Nuclear Security Women: Who We Are



- NNSA's Office of International Nuclear Security (INS) established the Nuclear Security Women (NSW) initiative in 2019
- INS' NSW Initiative aims to:
 - Promote the role and visibility of women
 - Provide education, training, research, and other professional development opportunities
 - Increase women's representation in all aspects of nuclear security
 - Leverage our relationships with international organizations, non-governmental organizations, and partner countries to make progress



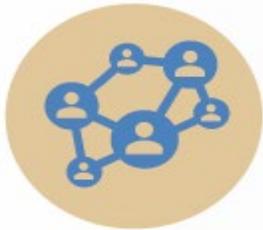
We believe that a more diverse and inclusive nuclear security workforce will lead to greater effectiveness in meeting today's nuclear security challenges and produce more resiliency and sustainability in the nuclear security field.





Elements of the INS

Nuclear Security Women Initiative



Leverage international and non-governmental organizations to create opportunities



Connect women in partner country organizations with other international/domestic technical experts



Develop and support a diverse range of educational, training, research, and other professional development opportunities



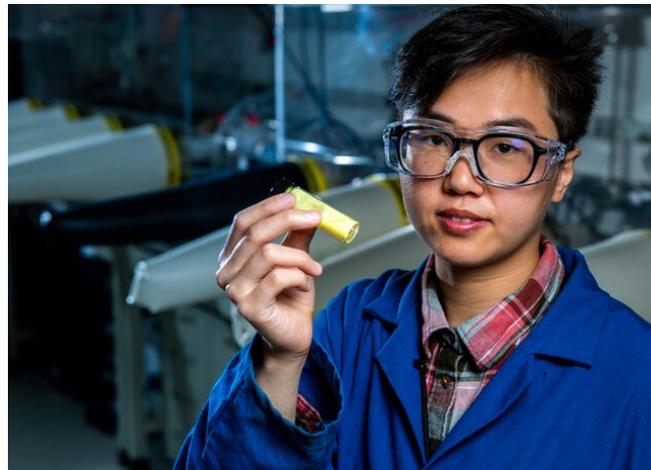
- What is an Employee Resource Group (ERG)?
 - Provides support to employees
 - Builds community
- Possible Activities
 - Meetings and/or newsletters for information sharing
 - Networking opportunities and social events
 - Speakers and discussions on relevant topics



Strategies for Success: Commitment



- Gender parity pledges
- Gender (and other) bias training





Empowered women empower women!

- Role models & representation
- Everyone can participate
- Mentoring increases job satisfaction
- Mentoring incentivizes participation in traditionally male dominated fields



The Importance of Allyship



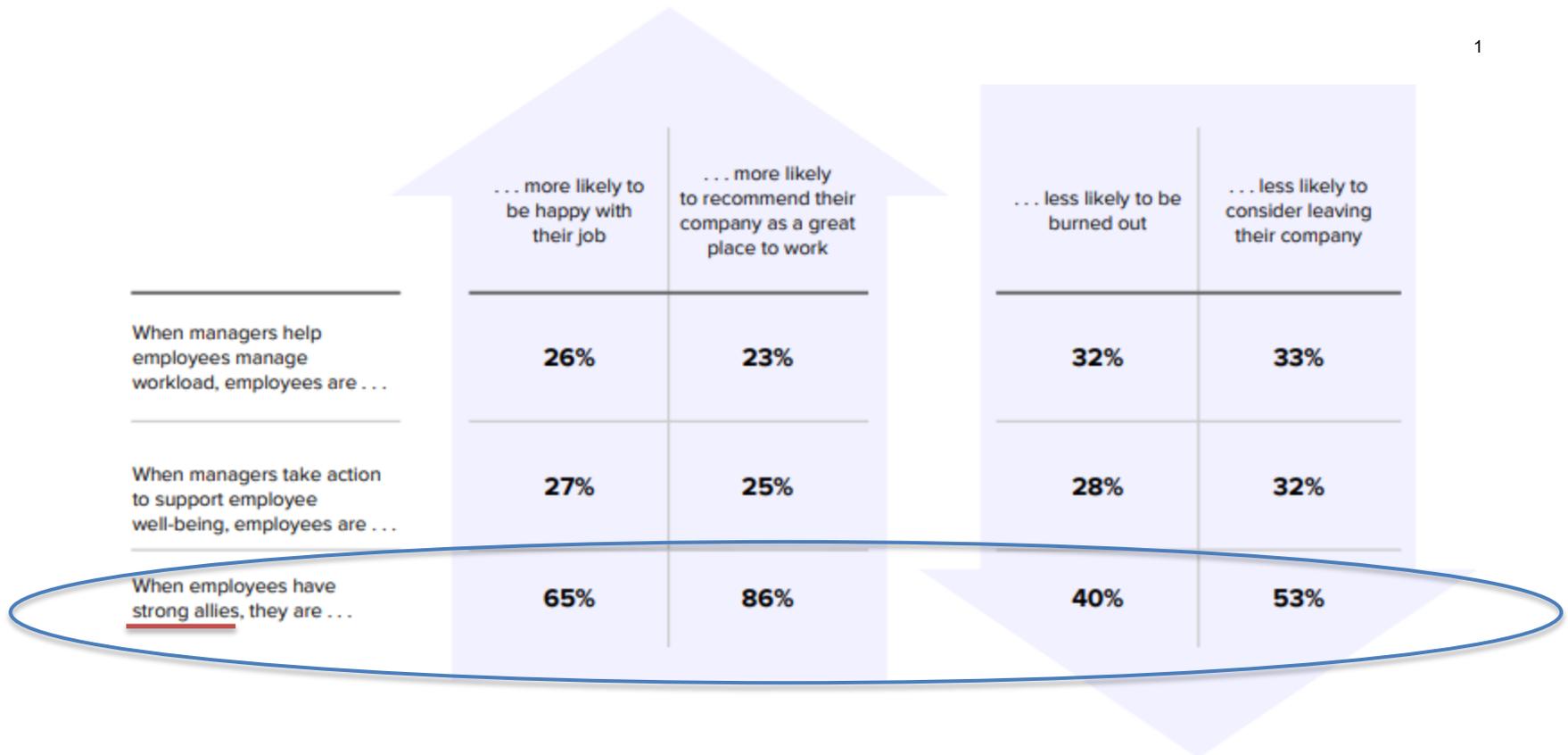
The more widespread the term “ally” becomes, the more critical it is to examine **how and why one becomes an ally**. This can help us better engage in the work necessary to transform social relations in meaningful ways.

Why Does It Matter?



A 2021 survey revealed that:

1





ally noun

al·ly | \ 'a-,lī , ə-'lī  \

plural allies

One that is associated with another as a helper: a person or group that provides assistance and support in an ongoing effort, activity, or struggle²

—often used specifically in reference to a person who is *not* a member of a marginalized or mistreated group but who expresses or gives support to that group¹

Allyship is an active, constant, and continuing practice of unlearning, relearning, and re-evaluating your journey, a person in a position of privilege seeks to operate in solidarity with a targeted group.

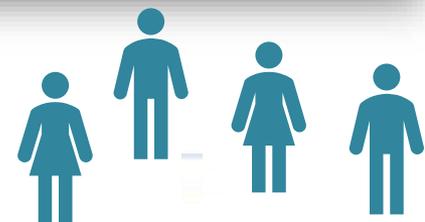
Ally Continuum



The **ally continuum** is a journey of ongoing actions or behaviors that can be leveraged for you to better understand your identity as an ally.



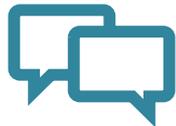
Where are you on the continuum?





Educate Yourself

Listen



Accept Feedback

Don't Assume



Advocate

Resources and Opportunities: Professional Organizations



- Offer networking, mentorship, substantive engagement
- Global, regional, local

Membership Organizations

- WiN Global (+local & regional chapters)
- World Institute for Nuclear Security (WINS)
- U.S. Women in Nuclear
- Women in Nuclear Medicine
- Women in Defense
- Women of Color Advancing Peace, Security, and Conflict Transformation
- En voz Alta
- Women in International Security
- Girl Security

Informational Resources

- NTI – Gender Champions in Nuclear Policy
- WomenAdvance Chemical Security
- Young Women in Nonproliferation Initiative (administered by the Middlebury Institute of International Studies at Monterey)
- Leadership Council for Women in National Security
- Women in Chemistry Symposium
- Public Policy and Nuclear Threats (PPNT) Bootcamp
- CBRNE Career Central Job Board

Resources and Opportunities: Fellowships



- Strengthen and grow technical skills that advance your career
- Gain international experience
- For you and/or your mentees/colleagues
 - IAEA-Marie Sklodowska-Curie Fellowship Programme
 - Rand Corporation Stanton Nuclear Security Fellows Program
 - International Fellowships administered by the American Association of University Women
 - IAEA Fellowship Program administered by the Canadian Bureau for International Education
 - Council on Foreign Relations International Affairs Fellowship in Nuclear Security
 - Foreign Policy Interrupted Fellowship
 - The David M. Rubenstein Fellows
 - TechWomen administered by the Bureau of Education and Cultural Affairs



Canadian Bureau for
International Education



BROOKINGS



The Take Aways



Support each other at all levels

★ Educate

★ Empower

★ Connect

