

Regional Series on Transport Security in the
Caribbean, Central America, and Mexico



World Institute for
Nuclear Security

Session 11 : Promoting Gender Parity in Nuclear Security

The way forward on Gender Parity and Diversity by Design

Why WINS started its Gender Programme



World Institute for
Nuclear Security

Women are underrepresented in the nuclear sector at all levels, comprising an estimated 20% of the nuclear work force.

Women are further underrepresented in fields such as cybersecurity, **transport**, advanced technology (<5%), armed guarding and response (<12%)



A background image showing three people in a warehouse or industrial setting. A woman on the left is pointing upwards and holding a smartphone. A man in the center is wearing a hard hat and glasses. A woman on the right is also wearing a hard hat. The entire image has a blue overlay.

What could be the reason?

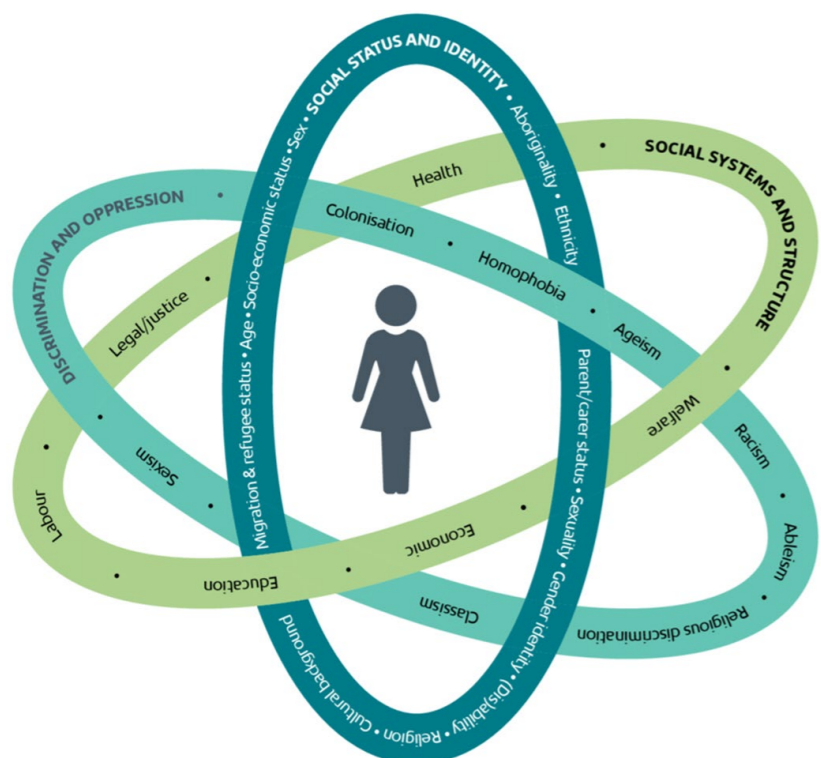
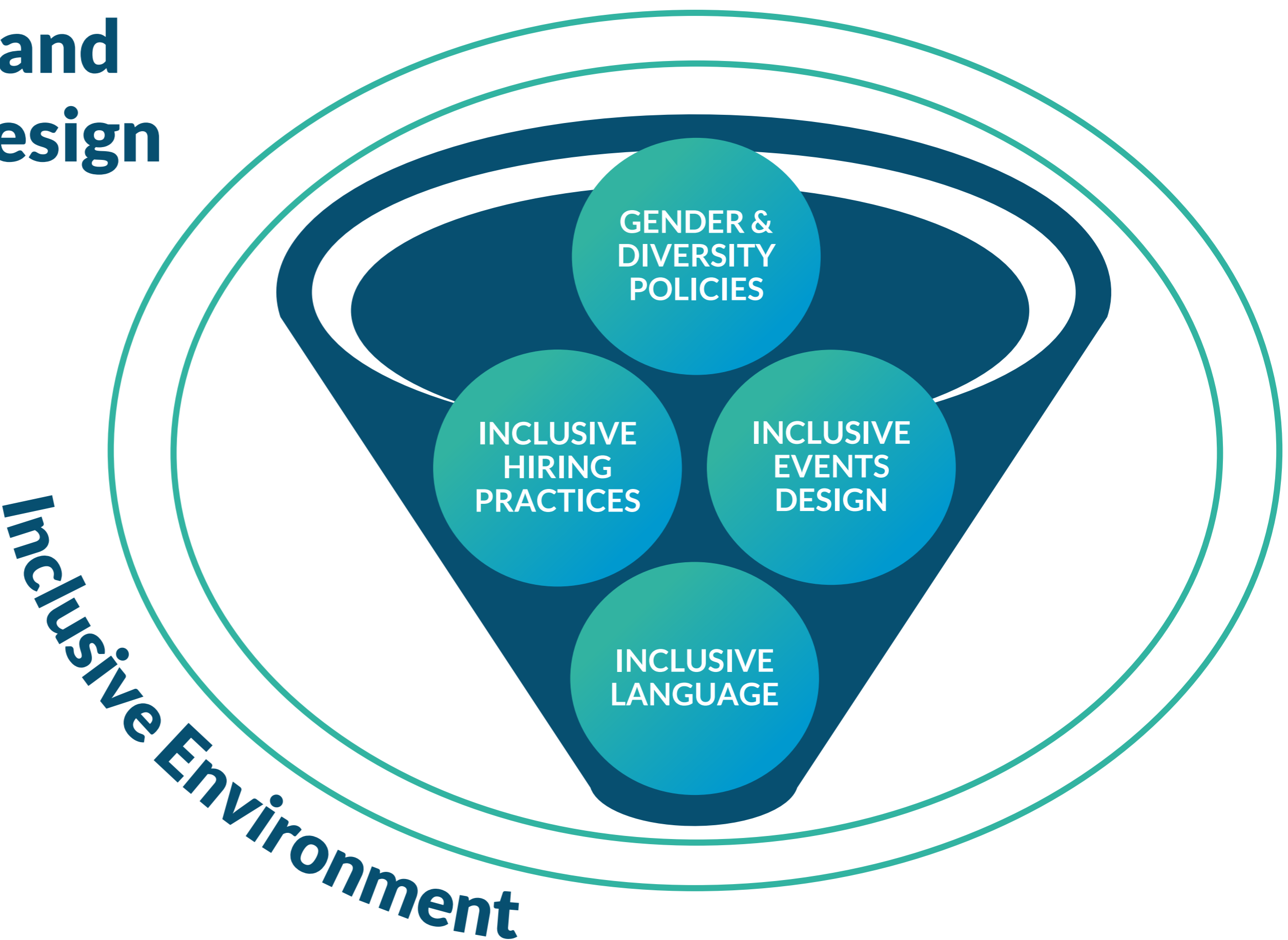
- ❖ Double burden
- ❖ Gender Stereotypes and hostile environments
- ❖ Lack of female role models
- ❖ Lack of visibility of Nuclear security as a career option.
- ❖ Impostor syndrome and sense and belonging
- ❖ Authority Gap



Our Approach...

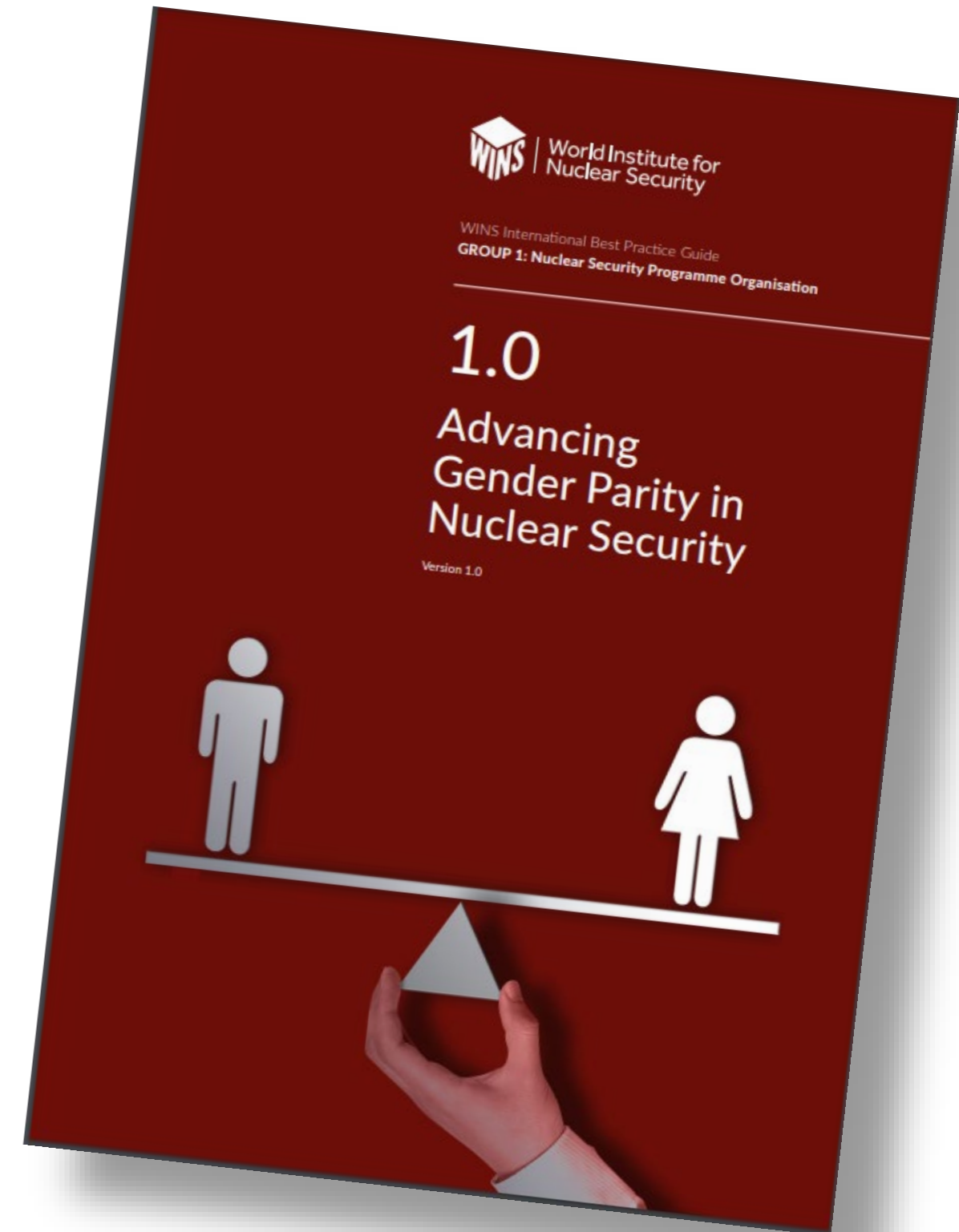


Gender Parity and Diversity by Design



Best Practice Guide on Gender Parity

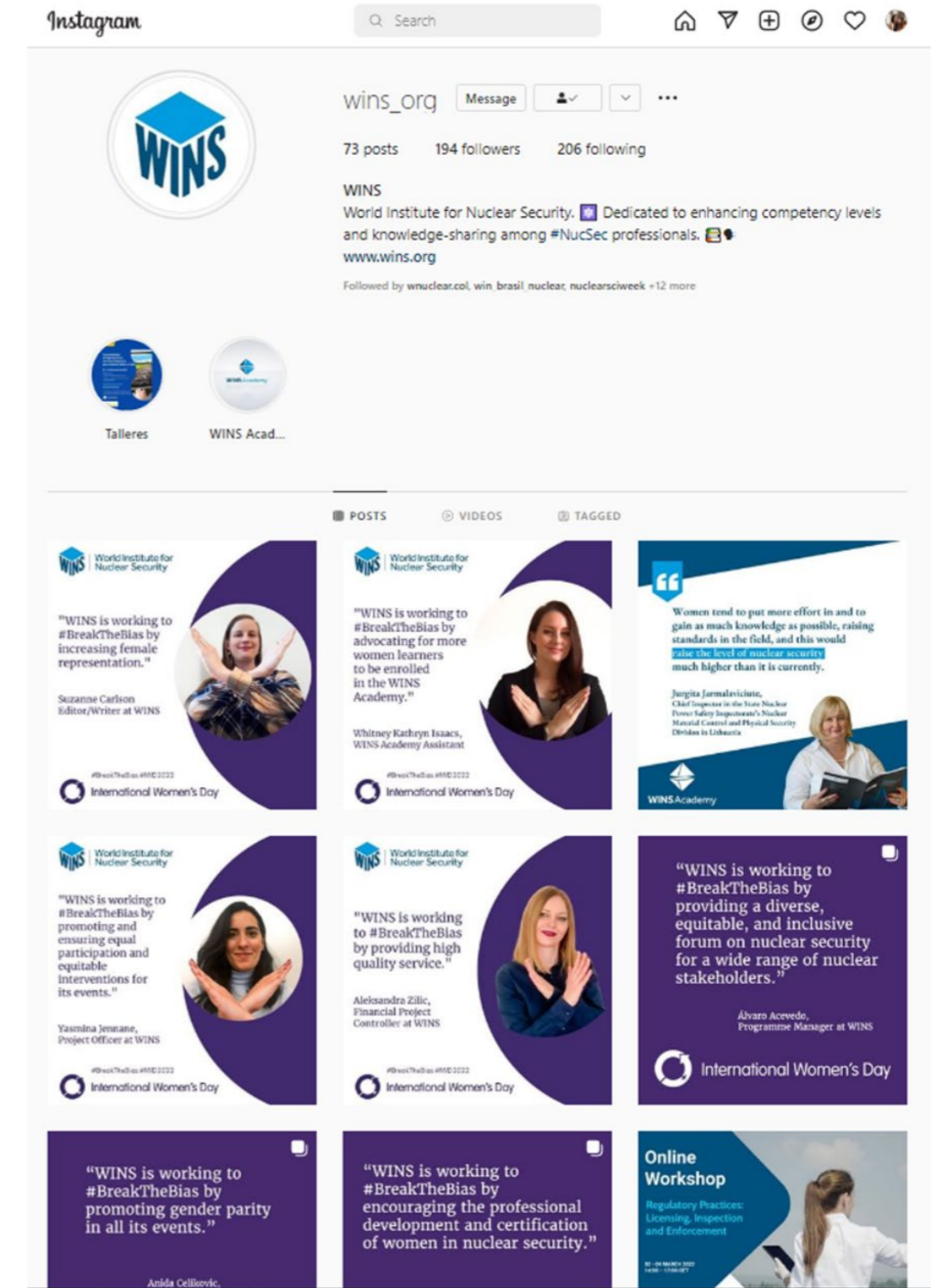
- Ensure inclusive hiring, retention and promotion processes.
- Build a diverse talent pipeline
- Advocate for female role models in nuclear security
- Create a culture of inclusion incorporating innovative practices that challenge stereotypes
- Incorporate Gender Parity by Design



Outreach

Increase, centralize and coordinate outreach strategies.

- ✓ To successfully close the gender gap in male-dominated fields organizations must create outreach strategies targeting women from different backgrounds.



Inclusive Design

Audience

This workshop is open to participants from the whole world.

WINS will welcome participation from the following:

- Regulatory bodies
- Policy makers and other government officials related regulatory practices
- Academics/researchers
- International and Regional organisations
- End users/licensees/operators

This online three-day event has been having regard to WINS' "Gender Parity by Design" principle. Therefore, we will give equal space and voice to all participants, regardless of gender. We strongly encourage female delegates, young professionals and people from all backgrounds, in particular minority and underrepresented participants to attend.



Inclusive lenguaje

WINS is committed to creating an environment that is inclusive and diverse.

At our events we make sure that each person has equal access to time and contributes equally to the conversation.

For WINS language matters!

Inclusive language in events and publications !!



How WINS is moving our Programme forward...



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The way forward for Gender Parity Diversity & Inclusion

*SELF ASSESSMENT AND
EVALUATION TOOL*

COMING
SOON



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NEW modules in Spanish !

Inclusive language considerations!



Libro de texto

Seguridad física
en el transporte

Programa de Certificación de
Gestión de seguridad física
nuclear

World Institute for Nuclear Security

Coming soon.....

Virtual TTX: Advanced technology,
Transport security, cybersecurity and
response to a nuclear security incident,

Secure Transport of a Micro reactor

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GenderParityByDesign
GenderParityWINS

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