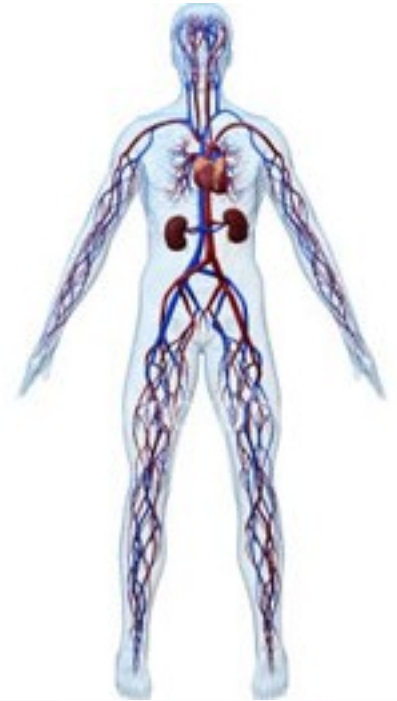


# Leveraging Diversity in the Nuclear Workforce: *An Australian Perspective*

Jasmin Craufurd-Hill

*Executive - WIN Global  
President - WIN Australia*

What is the issue?  
(A: The “leaky pipe”/ haemorrhage)



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# The Broader Picture for Australia aka the Supply Issue

- Of all STEM tertiary qualifications - only 33% awarded to women
- Of all employed Australians qualified in STEM - only 28% were women.
- In engineering in particular, this is only 14%.
- Yet women make up 55% of tertiary qualified overall workforce in Australia.

Source: Healy, J., Mavromaras, K. and Zhu, R. (2013) *The STEM Labour Market in Australia*.

# Diversity Challenges within Nuclear aka the Retention Issue

## **Some common issues we've seen:**

- Pregnancy & “Radiation Workers”
- Childrearing Coinciding with Formative Career
- Networks for Advocacy & Promotion
- Work & Recruitment Dynamics
- Flexible Work Arrangements
- Appropriate PPE/Safety Equipment

# Why does it matter?

- **Small community:**

- Academia
- Think Tanks
- Regulators (ASNO, ARPANSA, state based)
- Research Organisations (ANSTO, AS, CSIRO etc)
- Medical Physics, Nuclear Medicine and Nuclear Imaging Community

- **Quality and Breadth of Workforce**

- Problem Solving
- Effective Judgement
- Knowledge Continuity

- **Stakeholder Engagement**

- Communications
- Engagement with Public & Interest Groups

# What can WE do about it?

## **EDUCATION**

Recognise the differences in various employees' work styles and careers and educate employees but also managers and organisations about them.



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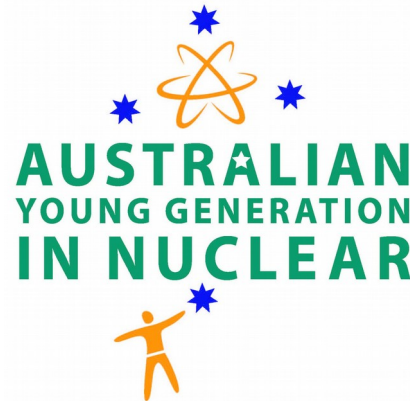
# What can WE do about it?

## NETWORK & DISCOURSE

- **Be part of the wider debate** and play a role in shaping it.
- Both in the **nuclear community/industry** and the **wider STEM** community
- **Build bridges**



**Australian Nuclear Association**

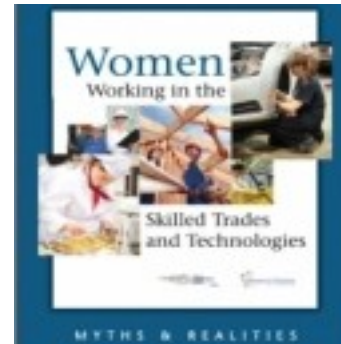


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# What can WE do about it?

## INFORMATION CONDUIT

- **Be a conduit** or source of information for individuals *and* for key decision makers
- This **includes** **Government**, industry associations and



The Athena Factor:  
Reversing the Brain Drain  
in Science, Engineering,  
and Technology



Harvard  
Business  
Review

## Why So Few?

Women in Science,  
Technology,  
Engineering,  
and Mathematics



# What can YOU do about it?

## CHALLENGE BIASES

- **As individuals** but also as **representatives of WiN** and other professional group
- We need to be **drivers and agents for change**

- Challenge bias
- Challenge stereotypes
- Challenge talented people to not self preclude/exclude
- Challenge language used in position descriptions and policy

# What can YOU do about it?

## SUPPORT OTHERS

- **Be a mentor** and an advocate for talent.
- **Be an advocate** for diversity
- Promote principle that **MERIT=SUCCESS**
- Challenge talented people to not self preclude/exclude
- Share your knowledge
- Develop and foster others
- Help create a supportive environment, not just supportive policies.

# Is there hope? What's changed?



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# Thankyou

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