Leveraging Diversity in the Nuclear Workforce: An Australian Perspective

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

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.
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
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 other influential bodies
What can YOU do about it?

CHALLENGE BIASES

• As individuals but also as representatives of WiN and other professional groups
• 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?
Thankyou

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