

Board of Directors – Request for Assistance

Alice Wong, chair, governance, human resources, and compensation committee

Issue

As we continue to build a future based on science and technology, we must leverage the skills and talents of the entire workforce. In reaching this goal it is imperative that women acquire the necessary skills and experience to thrive in these challenging and satisfying career opportunities.

In Canada, women make up less than 20 % of the workforce in the nuclear industry including non-stem administrative positions. Stem is generally a prerequisite to advancement in the nuclear field hence, this results in very few women executives, CEOs, or corporate board members.

Most projections show gender equality in executive positions will not occur until 2100 if we stay the current course; a focused effort to change the current situation is needed with a focus on removing known barriers facing women. This opens up new career paths and progression for women, offering higher pay, with commensurate status and influence. Eventually this will lead to a larger pool of qualified women to advance and assume leadership roles in STEM industries such as nuclear.

While everyone has a responsibility to uphold gender equality efforts, senior leadership holds particular responsibility to enact change in an organization.

Driving Advancement of Women in Nuclear (DAWN)

With this in mind, executive leaders in the nuclear community created the DAWN group – Driving Advancement of Women in Nuclear in July 2019. DAWN will be formally introduced at the upcoming WIN Canada virtual conference and general assembly of members on October 7.

The mission of DAWN is to support the goal of gender equality in the nuclear sector. The group is taking action in three areas to reach their mission:

1. Addressing the confidence gap to allow for women to thrive.
2. Increase the number of women in shift supervisor positions at NPPs.
3. Expand the number of male allies in the industry to promote gender equality and increase representation of women on nuclear industry boards and at public facing events to promote diversity and inclusion.

Request for CNA assistance for DAWN Objective 3

Objective 3

Expand the number of male allies in the industry to promote gender equality and increase representation of women on nuclear industry boards and at public facing events to promote diversity and inclusion.



Background of Objective 3

- Men are an integral part in reaching gender equity in STEM and in all fields where women are underrepresented. This task force seeks to gain more male allies in the nuclear community.
- Companies/organizations with more women in the workforce and at the board level perform better across a spectrum of measures. This task force seeks to increase gender diversity and inclusion in nuclear organizations at the board level.
- There are typically very few women speakers at industry conferences. Having a female presence at these events is more than symbolic, it sends an important message to the audience. Too many organizers focus on speakers' titles rather than their topic expertise. In doing so, they exclude women who have historically faced career ceilings. This task force seeks to increase the number of women speakers at industry conferences which will not only enhance the conference's program but will also assist with women's career development.

Targets for Objective 3

1. Achieve a 20% representation of men in attendance at the WiN 2021 Global Conference (October 17-21, 2021).
 - a. Ask CNA members to support and promote the WiN Global Conference for 2021 event (scheduled for October 17-21, 2021).
2. Canadian nuclear industry senior executives participate in a "men advocating for real change (MARC)" program for the nuclear industry (a Catalyst program)
 - a. Ask CNA member company senior executives to participate in a MARC program. Target participants – CEOs/CNO's/EVPs/SVPs. Long-term plan is to expand this opportunity to all leaders. In-person event deferred to 2021 – more information to be provided when the program is available.
 - b. Ask CNA member company senior executives to support the interim plan which is a "bridge to MARC" virtual program. Dates to be announced. Note – the "bridge to MARC" virtual program target audience participation is senior executive as noted above.
3. CNA classes 1-3 (larger subclasses) members implement a "men as allies" program at their companies by 2023 (phase 1)
 - a. Ask CNA member companies to promote a "men as allies" program with pertinent CNA class members. Program implementation with classes/subclasses in phase 1. Other companies to be assessed/recommendations provided in phase 2.
 - b. An example of a "men as allies" program can be provided.
4. Strive to have 50% of board members for Canadian nuclear industry organizations be women (by 2030)
 - a. Ask CNA executive committee and board to provide input for a strategy to achieve this goal through a working committee with WiN Canada.
5. Target Canadian nuclear industry conferences to have 50% women speakers (by 2025)
 - a. Ask CNA executive committee and board to provide input for strategy to achieve this goal through a working committee with WiN Canada.