

Women in Nuclear Security

A Man's Perspective

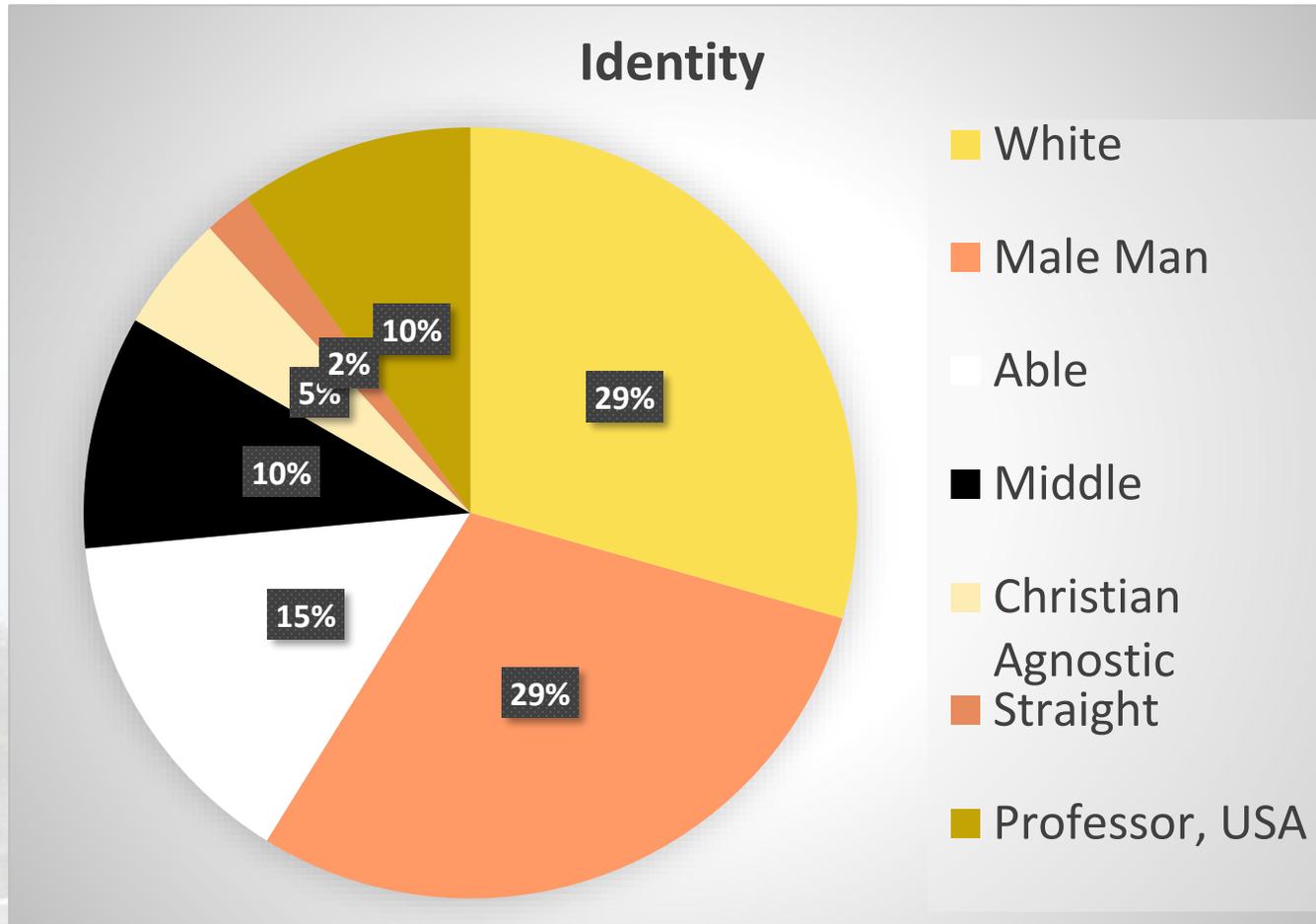
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30 November 2021

Black Sea Women in Nuclear Network

The opinions and views expressed are entirely of my own. They do not represent the opinions of any entity whatsoever with which I have been, am now, or will be affiliated.

Mapping Identity Salience



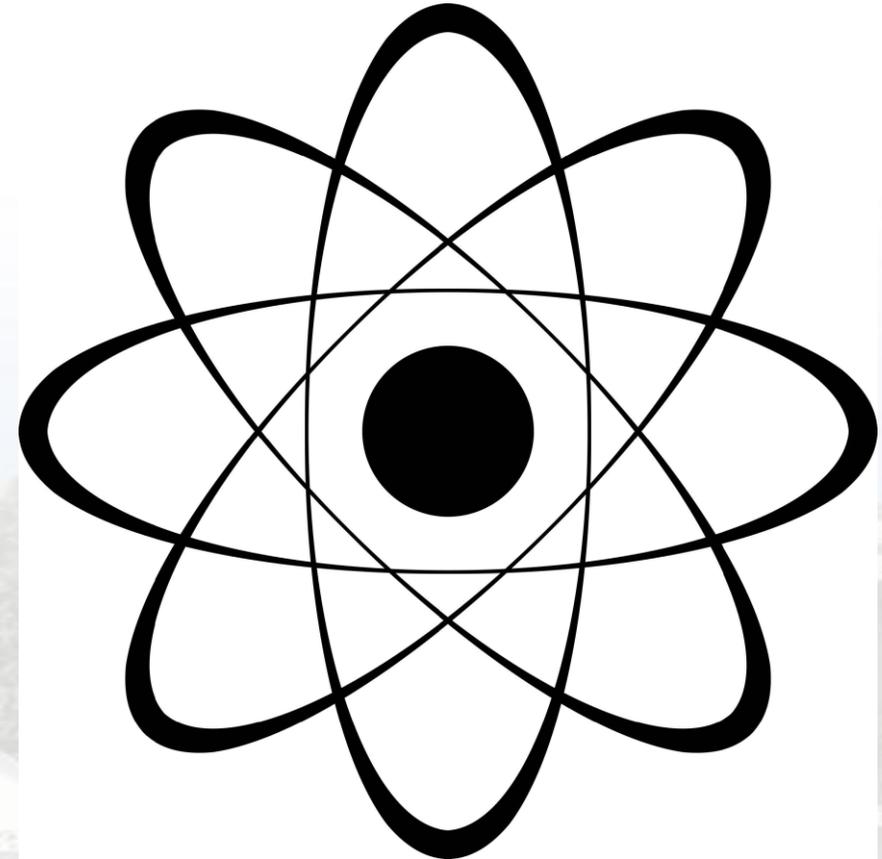
- Race/Ethnicity
- Sex
- Gender Identity
- Ability Class
- Class/SES
- Religion/Spirituality
- Sexual Identity
- Other

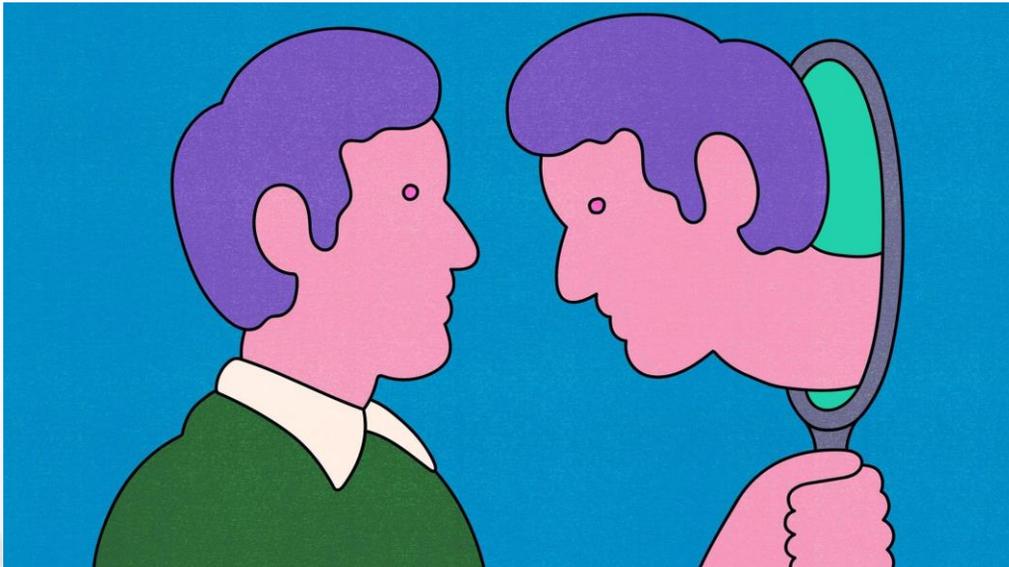
Context Matters!

**Mapping Identity
Salience**



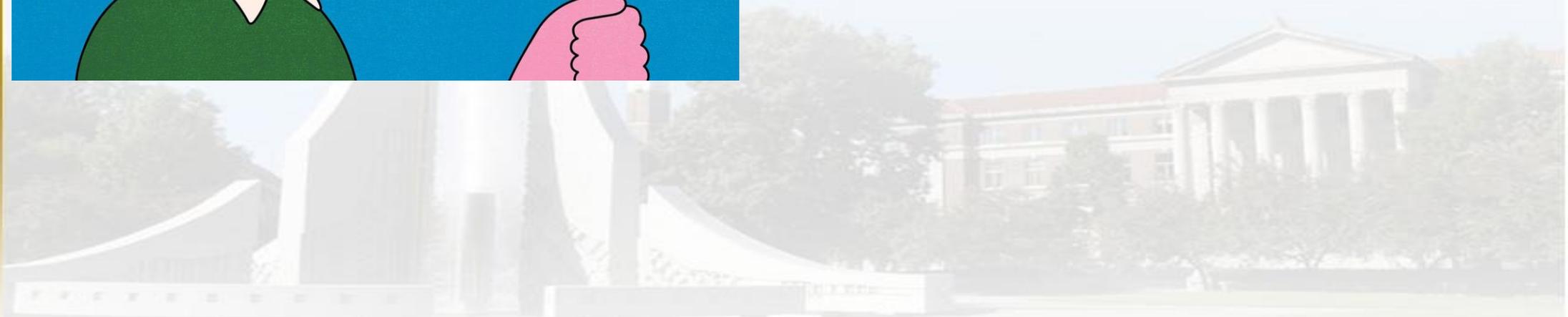
Intersectionality





What is your role?

**What blindspots might be
creating barriers to full
inclusion?**



INTENTIONAL UNINTENTIONAL

INDIVIDUAL

individual acts of prejudice, ignorance, or hatred

INSTITUTIONAL

Institutional policies, practices, and laws

SOCIETAL/CULTURAL

social norms, roles, rituals, language, music and art

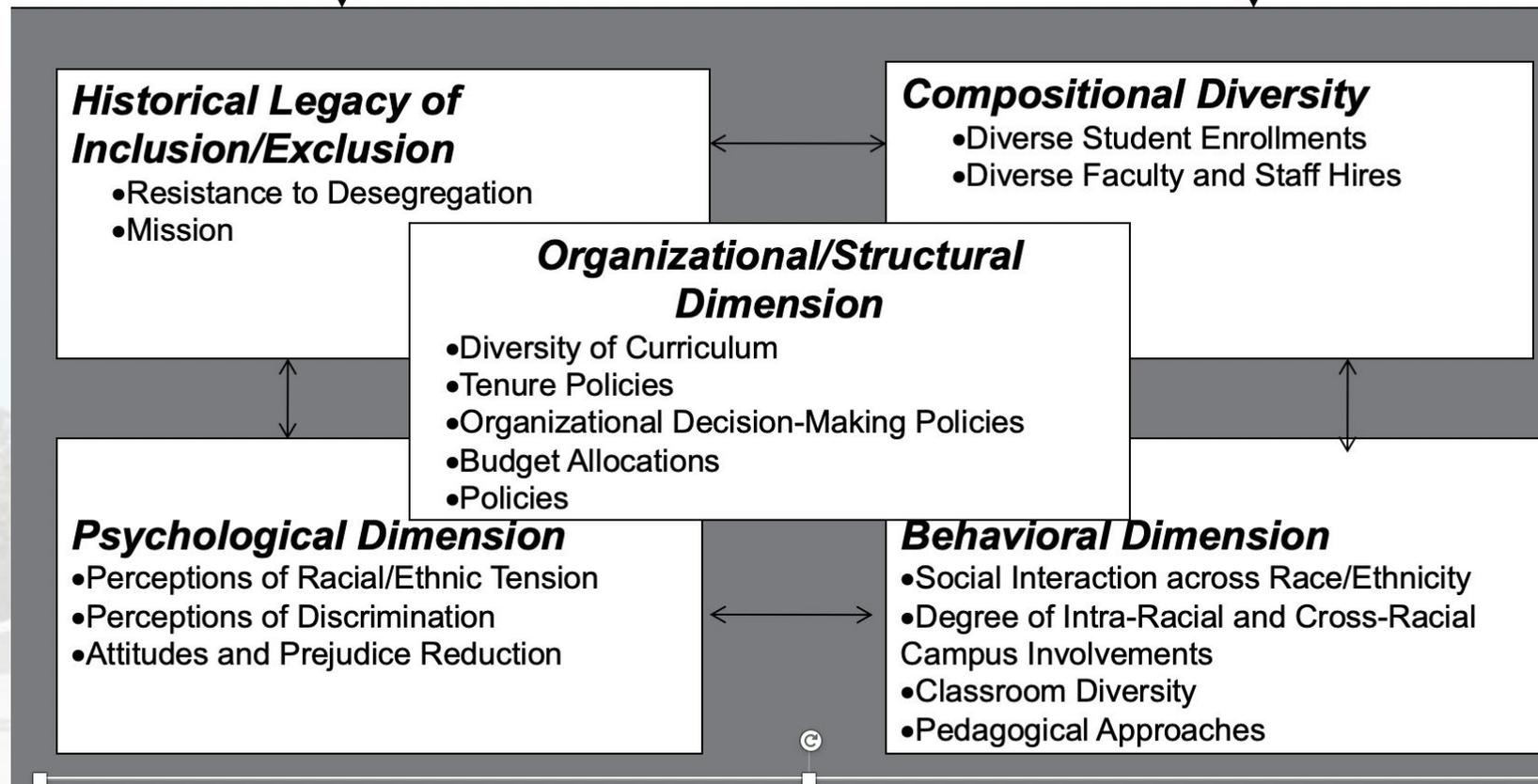
**BETWEEN
GROUPS**

INTERNALIZED

ELEMENTS INFLUENCING THE CLIMATE FOR DIVERSITY ON CAMPUS

Government/Policy Forces

Sociohistorical Forces



Engaged Humility

- Strive for intellectual humility. Be willing to grapple with challenging ideas.
- Differentiate between opinion—which everyone has—and informed knowledge, which comes from sustained experience, study, and practice. Hold your opinions lightly and with humility.
- Let go of personal anecdotal evidence and look at broader group-level patterns.
- Notice your own defensive reactions and attempt to use these reactions as entry points for gaining deeper self-knowledge, rather than as a rationale for closing off.
- Recognize how your own social positionality (e.g., race, class, gender, sexuality, ability) informs your perspectives and reactions to your instructor and those whose work you study in the course.
- Differentiate between safety and comfort. Accept discomfort as necessary for social justice growth.
- Identify where your learning edge is and push it. For example, whenever you think, I already know this, ask yourself, How can I take this deeper? Or, How am I applying in practice what I already know?

GENDER INEQUALITY



GENDER INEQUALITY

Fast Facts of Gender Inequality

EMPLOYMENT



Women are still earning vastly less than men

Three in four part-time positions are held by women.

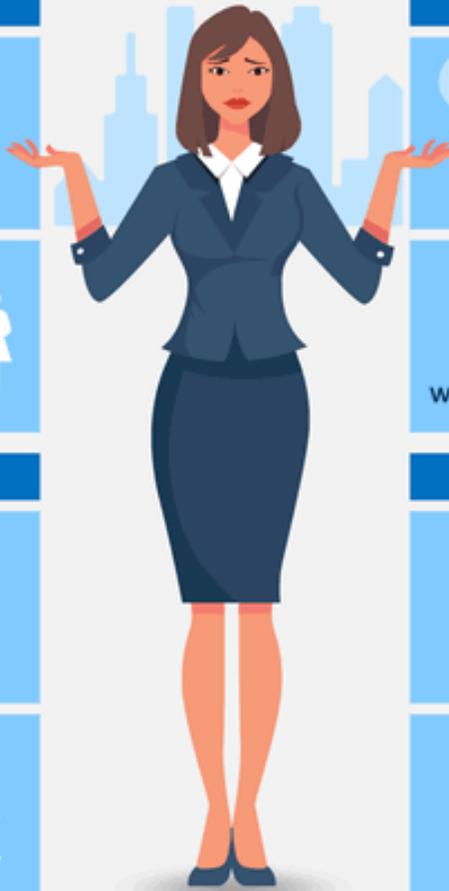


FAMILY VIOLENCE



One woman killed by an intimate partner almost every week

Women are 3 times more likely than men to experience violence at the hands of a partner



DISCRIMINATION



Sexual harassment is still an issue that predominantly affects women:

One in two mothers reported experiencing discrimination in the workplace at same point



LEADERSHIP

The percentage of women on ASX 200 board is

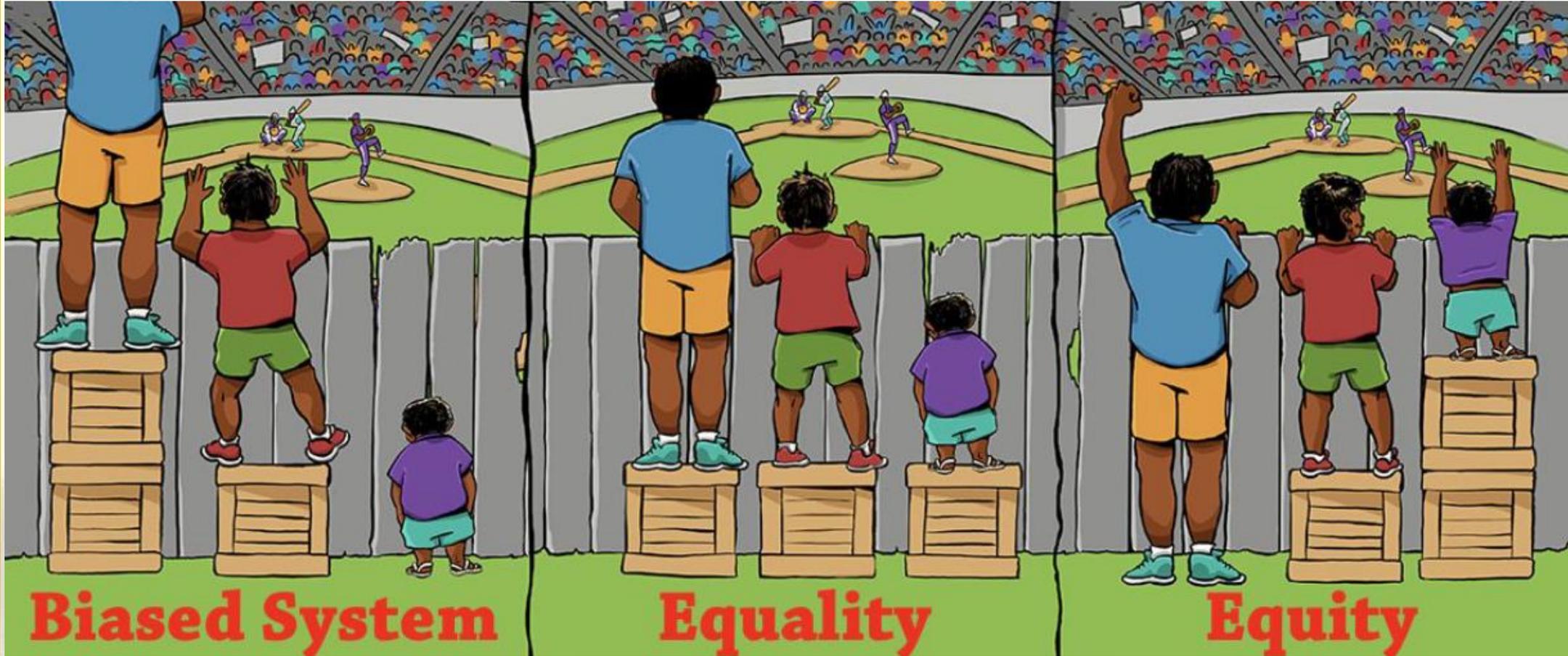


21.7%



In federal parliament just 7 out of 30 ministers are women





Equity-Mindedness

EQUITY-MINDED COMPETENCE

Aware of their gender identity

Uses quantitative and qualitative data to identify gender patterns of practice and outcomes

Reflects on gender consequences of taken-for-granted practices

Exercises agency to produce gender equity

Views the campus (workplace) as a genderized space and actively self-monitors interactions with gender minoritized students

LACK OF EQUITY-MINDED COMPETENCE

Claims to not see gender

Does not see value in using data disaggregated by gender to better understand the experience of gender minoritized students

Resists noticing genderized consequences or rationalizes them as being something else

Does not view gender equity as a personal responsibility

Views the campus (workplace) as a utilitarian physical space

How Do We Achieve Gender Equity?

Men – become Advocates and Allies!

- Listen to women's stories.
- Talk to other men.
- Seek out ways to recruit women.
- Increase the number and visibility of female leaders.
- Mentor and sponsor women.
- Notice and correct micro-inequities or instances of unconscious bias.
- Establish accountability metrics.
- Model alternative work/life strategies
- Make discussions of gender less "risky"
- Reach out to formal and informal women's groups

GOAL: EFFECTIVE NUCLEAR SECURITY

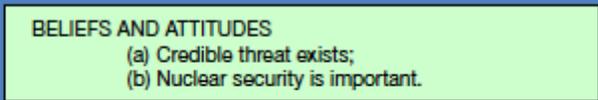
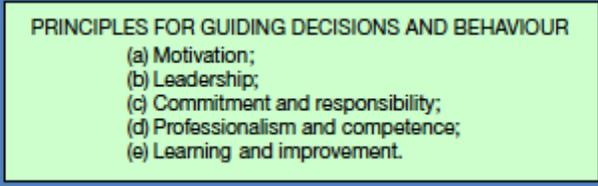
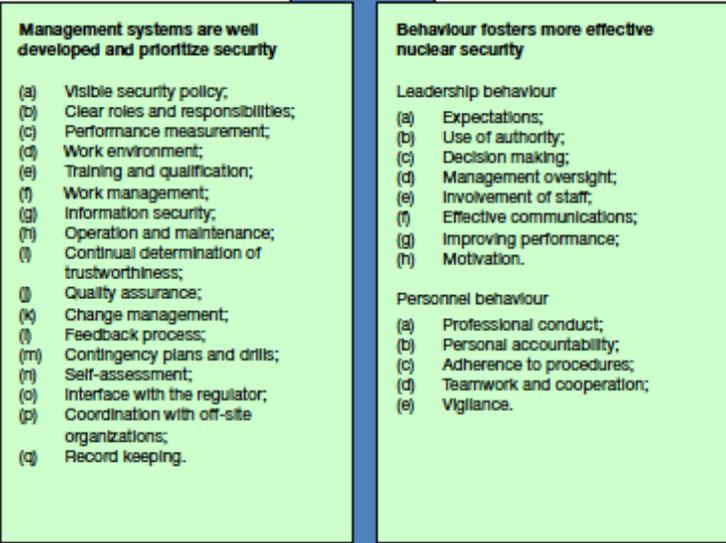


FIG. 1. IAEA model of nuclear security culture [1].

NEW AMERICA



March 2019

The “Consensual Straitjacket”: Four Decades of Women in Nuclear Security

Heather Hurlburt, Elizabeth Weingarten, Alexandra Stark, & Elena Souris

Last edited on March 05, 2019 at 8:57 a.m. EST

Executive Summary

This study tells the stories of nearly two dozen women with decades of experience in nuclear, arms control, and non-proliferation policy. They have much to teach us, not just about the history of the field but about its future—how to keep it thriving, fill it with vital and innovative talent, and connect it with the best thinking about security, from which it has been too often cut off.

In short, the story of gender diversity in nuclear security is the story of how the field improves and innovates—or fails to do so.

While women have been working in the field at leadership levels for decades, this policy space is still overwhelmingly white and male. For this study, we interviewed 23 women who have worked in the nuclear, arms control, and non-proliferation fields, their careers ranging from the 1970s to the present day. These women have held positions in the Departments of State, Energy, and Defense, the former Arms Control Disarmament Agency, and within the White House, for both Republican and Democratic administrations. They have represented the United States both at home and in international delegations across the globe.

To contextualize these conversations, we considered the history of the nuclear, arms control, and non-proliferation fields; tracked how many women held senior positions in the U.S. government since the 1970s, as well as how many women were included in key American nuclear delegations; and analyzed how those numbers compared to international counterparts.

In Part 1 of this report, we explore the cultures of different nuclear subfields—the gender dynamics surrounding hierarchy, language, and ideology, and explore how women working in these fields responded personally and professionally. We consider how women enter the field and move through it, including what keeps them in and what pushes them out. In Part 2, we document and analyze the “gender tax” facing women in nuclear policy—how experiences of sexism, harassment, and gendered expectations translate into constant mental and emotional weight. We explore how these dynamics affected women and the strategies they adopted to push back. In Part 3, we consider how gender diversity affects policymaking, the ways that some of the more hyper-traditional subfields respond to new ideas, creating what former Under Secretary of Defense Michèle Flournoy calls a “consensual straitjacket” in which these gender and substantive taxes combine to restrict innovation. Finally, Part 4 addresses approaches to increasing both women’s participation and the diversity of intellectual approaches in the field as a mechanism to boost overall innovation and effective outcomes in nuclear security, arms control, and non-proliferation.

Questions?

Thank you!

