



# Women in Nuclear Global Position Paper WiN Award Board Draft January 2010

## 1 ABSTRACT

2  
3 Women in Nuclear (WiN) is an independent organization which supports and  
4 encourages women working in nuclear industries throughout the world, particularly  
5 within energy and radiation applications. WiN Global aims to promote the understanding  
6 and public awareness of the benefits of nuclear and radiation applications through a  
7 series of active national and international networks. As the organization grows it is  
8 important to clarify and document the routines and procedures in the WiN organization.  
9 This paper documents the process and schedule for the WiN Award.

## 10 INTRODUCTION AND BACKGROUND

11  
12  
13 The WiN Award was introduced in 1995 to honor nuclear communications programs in  
14 local, national and international forums with audiences ranging from teachers and  
15 students to local government officials to national news media. The WiN Award criteria  
16 were revised by the WiN Board in 2006.

17  
18 WiN Global is a rapidly growing organization with new chapters emerging worldwide. In  
19 this phase of growth, WiN Global is currently revising its strategy and or/creating  
20 procedures and policies. The aim of this work is to make it easier for new and existing  
21 chapters and members all over the world to better understand the WiN culture and the  
22 way the organization works. This position paper on the WiN Award is in line with this  
23 work.

## 24 WIN AWARD PROCESS

25  
26  
27 To be considered as a viable candidate, a nominee must have demonstrated excellence  
28 in one or more of five areas: Experience, Communication, Education, Leadership and  
29 Mentoring [1].

30  
31 WiN members and non-members who meet these criteria are eligible to be nominated  
32 by WiN members for the WiN Award. Nominations may be submitted to the WiN  
33 President through a national Chapter but this is not a requirement.

34  
35 The President, Executive and Board members are not eligible for nomination until they  
36 have completed their terms of service.

37  
38 The President and Executives are responsible for developing the final slate of WiN  
39 Award candidates to be presented to the WiN Board. The WiN Board selects the WiN  
40 Award honoree from the final slate of candidates.

41  
42 To assist them in deciding which honorees to place on the final slate, the President and  
43 Executives may employ a ranking process using a matrix consisting of the five criteria,  
44 each broken down into a number of characteristics, see Appendix 1.



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### 47 **WIN AWARD SCHEDULE**

48

49 **December 1:** A letter from the WiN Global President is emailed to members of the  
50 Executive, Board, and Country Contacts announcing the schedule for the annual WiN  
51 Global Award and asking WiN members to work with members of their national chapter  
52 to identify candidates.

53

54 **January 10:** Nomination forms and a brief description of the WiN Award are emailed to  
55 email-listed members.

56

57 **March 1:** This is the deadline for nominations to be submitted to the WiN Global  
58 President. Shortly thereafter, the President announces the final slate of candidates for  
59 the WiN Global Award.

60

61 **April 1:** WiN Board and Executive members select the person to be honored with the  
62 Award. The Award is presented at the WiN Global Annual meeting.

63

64

### 65 **CONCLUSION**

66

67 The final selection of the WiN Award honoree is made by the WiN Board on the basis of  
68 a final slate prepared by the WiN Global President and Executives.

69

### 70 **REFERENCES**

71

72 [1] Women in Nuclear Global, WiN, Charter and By-Laws 2008 Version

73

74 For additional information please contact the WiN Global President or a WiN Executive.



# Women in Nuclear Global Position Paper WiN Award Appendix 1: Nominee Evaluation and Ranking Board Draft January 2010

75 The objective of the process outlined in this appendix is to provide guidance to permit  
76 WiN Global members to consistently evaluate the WiN Award nominees with respect to  
77 five criteria. The process takes into account the diversity in a candidate's environments  
78 and qualifications, with five levels of achievement outlined for each of five criteria  
79 characterizing the Award. The five WiN Award Criteria are:

- 80
- 81 • Communication
- 82 • Education
- 83 • Leadership
- 84 • Mentoring
- 85 • Level of experience, competences in the nuclear field

86

87 The five levels of achievement considered include the following with points assigned for  
88 ranking noted:

- 89
- 90 • Weak – 3 points
- 91 • Low – 7 points
- 92 • Average – 11 points
- 93 • Good – 15 points
- 94 • Excellent – 19 points

95

96 A description of each of the characteristics and associated levels of achievement are  
97 described in the following sections. Please note that a nominee does not need to have  
98 input for each of the criteria to be considered.

99

## 100 **1.1 Communication**

101

102 Characteristics: communication in clear, factual, objective and unbiased terms about the  
103 applications of nuclear technologies. Ability to communicate with certain categories of  
104 audiences or publics, in addition, the ability to address a wide range of diversified  
105 publics: young people, general public, anti-nuclear, professionals, and women. The  
106 segmentation of publics as determined by the Messaging Committee is considered  
107 here:

- 108
- 109 • Children and school students under 16 yrs
- 110 • Youth and young students over 16 yrs
- 111 • General public - questions related to nuclear power production
- 112 • General public - questions related to other applications of nuclear technologies
- 113 • Public with arguments against nuclear
- 114 • Pro-nuclear publics

115

116



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### 117 Level 1: Weak

118  
119 No evidence to evaluate the candidate's communication qualities.  
120 Or/And: Communication may be too passionate? Appears biased and aggressive,  
121 criticizes or denigrates other sources of energy without providing positive elements  
122 about nuclear energy; in the end, she does not provide a positive the image of nuclear  
123 technologies.

### 124 125 Level 2: Low

126  
127 Good communication, clear, neutral, well documented, but exclusively specialized in  
128 communicating with an already nuclear-friendly public.  
129  
130 Or/And: Can communicate with diverse publics but her communication style is too  
131 excessive and defensive to promote a positive image of nuclear.

### 132 133 Level 3: Average

134  
135 Well-documented communication based on facts, objective, remains balanced and  
136 positive. But her explanations tend to be too technical, and are more adapted to  
137 specialists who have the same knowledge/background as herself.

### 138 139 Level 4: Good

140  
141 Clear argumentation. Nominee is able to take account of the needs and expectation of  
142 the audience, knows how to adapt to different sorts of public, keeping simple or giving  
143 more detailed explanations when necessary.

144  
145 Or/And: Experiments with different communication supports or with media adapted to  
146 different types of public (brochures, posters, website) which can be transferred or  
147 adapted to environments different to her own and/or which have been presented in her  
148 country's WiN network or at a WiN Global level.

149  
150 Or/And: Takes the initiative, in her professional environment or within the WiN  
151 network, to organize meetings or other forms of communication with different publics,  
152 particularly with opinion leaders, journalists and local or specialized press.

153  
154 Or/And: Her communication qualities are recognized in her professional environment,  
155 credible and listened to when she talks about nuclear, she is an expert and reference  
156 for certain publics.

157  
158



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### 159 Level 5: Excellent

160

161 Masters relations with the national press. Good knowledge of cultural differences. Can  
162 communicate in countries other than her own. Demonstrated international dimension.

163

164 Or/And: Her communication qualities are recognized in her country, credible and  
165 listened to when she talks about nuclear, she is invited to meetings and debates and/or  
166 conferences by public authorities and general public media.

167

168 Or/And: Has developed relationships of confidence with different media by regularly  
169 communicating factual and verifiable elements of information and has become their  
170 privileged contact. Is invited - or is at the initiative of - debates organized by different  
171 General Public media (radio, press, TV, Internet).

172

173 Or/And: She is recognized to be a brilliant and convincing speaker able to participate in  
174 conferences and debates for all publics (or segment of public), in particular with nuclear  
175 opponents.

176

177 Or/And: knows how to adapt to different cultures, can intervene in her own country or in  
178 another country. Her communication talents are recognized nationally and  
179 internationally.

180

### 181 **1.2 Education**

182

183 Reminder of the characteristics suggested in the Executive Meeting: work with scholars  
184 and students, teachers and professors, and school programs.

185

### 186 Level 1: Weak

187

188 Few or no identified actions in the field of education.

189

### 190 Level 2: Low

191

192 Participates occasionally in actions (communication, information, lessons, practical work  
193 sessions, etc.) with high school pupils or students. Typically occurs within the context of  
194 her professional environment or at the request of her employer/company. Her personal  
195 initiative is not demonstrated.

196

### 197 Level 3: Average

198

199 Participates regularly in interactions to promote the field of nuclear to high school pupils,  
200 students and teachers. Provides information on careers at conferences or in debates.



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201 These actions are organized through the WiN network in her country or region, through  
202 other associations in the nuclear sector, or through regular teaching activities (lessons,  
203 practical work, theses guidance etc.).

204

### 205 Level 4: Good

206

207 Uses her professional competence to create relationships with the academic world and  
208 volunteers to contribute in schools and workshops. Provides instruction and teaching  
209 material on nuclear sciences and technologies to teachers.

210

211 Or/And : Takes the initiative to create and organize, in close co-operation with teaching  
212 staff, diverse forms of information-sharing adapted to different school or university  
213 frameworks. She is able to maintain these activities over time. Original concepts and  
214 ideas are easily transposed to other regions or countries. These actions have been  
215 presented to the WiN Chapter of her country, or at the WiN Global level.

216

### 217 Level 5: Excellent

218

219 Uses her professional networks to work with educational establishments (teachers,  
220 commissions in charge of programs, university directors) and to introduce elements to  
221 provide better knowledge and understanding of the nuclear sector into school or  
222 university programs, facilitating access to jobs in nuclear.

223

224 Or/And: Is a consultant/adviser to or member of commissions (or instances in charge of  
225 setting programs) at a national level in her country.

226

227 Or/And: Her continual personal investment has contributed to the construction of  
228 training programs which prepare students for nuclear professions.

229

## 230 **1.3 Leadership**

231

232 Qualities of leadership are evaluated in the professional career context and/or the role  
233 of leader within WiN.

234

### 235 Level 1: Weak

236

237 Her discrete and reserved character does not enable measurement of her leadership  
238 qualities.

239

### 240 Level 2: Low

241

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242 Has above all developed her actions as member of a team and has a good sense of  
243 team spirit.

244 Proposes ideas for projects, «excellent team member » but has never been identified as  
245 a project manager or the person in the front line of a WiN project or in her professional  
246 environment.

247  
248 Level 3: Average

249  
250 Authority recognized due to her expertise - from her professional competence in a  
251 specific field. When consulted, she cooperates, she  
252 collaborates in actions but is not identified as having taken the first initiative.

253  
254 Level 4: Good

255  
256 Proactive in her WiN Chapter and/or in WiN Global: proposes and implements actions,  
257 takes risks, demonstrates qualities as a project manager.

258  
259 Or/And: her natural authority makes her a leader, convinces through her personal  
260 charisma,

261  
262 Or/And: has demonstrated her capacity to mobilize or motivate a team independently of  
263 her personal or professional status

264  
265 Level 5: Excellent

266  
267 Holds a recognized leadership position in her company which permits her to be a  
268 motivating example or a model of successful career in the nuclear sector for young  
269 women. Examples for consideration include chief executive or director of an operational  
270 unit, nuclear power plant, or member of the executive committee of her company, or  
271 holds political or elective responsibilities.

272  
273 Or/And: Stands as a pioneer having held positions of responsibility in sectors or  
274 trades occupied in majority by men and has succeeded in demonstrating that women  
275 have their place through her competence, charisma and personal investment.

276  
277 Or/And: has demonstrated leadership qualities at national or/and global WiN level:  
278 Solution provider and project manager for numerous actions and initiatives at national  
279 and/or international level, and/or helps in implanting WiN in other countries, and/or  
280 develops the WiN network and promotes its influence in her own country.

281  
282  
283

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285

**286 1.4 Mentoring**

287

288 Reminder of the characteristics suggested during the Executive Meeting: help and  
289 support to students, new recruits and to all those who aspire to professional fulfillment in  
290 the nuclear sector (particularly girls and young women).

291

292 Level 1: Weak

293

294 No tangible element to evaluate mentoring actions.

295

296 Level 2: Low

297

298 The developed actions are limited and not very significant.

299

300 Or/And: they are part of her professional responsibilities and result more from the  
301 application of her company's directives (recruitment, integration, diversity and  
302 training policies) than from her personal initiative and volunteer commitments in a wider  
303 scope of action.

304

305 Level 3: Average

306

307 Occasionally takes part in activities aimed at supporting young students when solicited  
308 by her professional or social networks (WiN or other networks)

309

310 Level 4: Good

311

312 People turn towards her because of her listening skills and availability to students. She  
313 is engaged in mentoring activities within her professional and/or social networks:  
314 provides help in finding a first job to students at the end of their studies, career  
315 counseling, preparation for recruitment interviews. Her experience in this field has been  
316 presented to the WiN network in her own country or even at the WiN Global level.

317

318 Or/And: Attentive to issues concerning diversity and equal opportunities, she has led  
319 specific actions for young women and/or other populations (minorities) handicapped  
320 people, youth from disfavored suburbs etc.). Her experience in this field has been  
321 presented to the WiN network in her own country or even on the WiN Global level.

322

323 Level 5: Excellent

324

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325 Uses her professional position or social status and her networks to experiment with  
326 actions enabling young people to train for their future responsibilities (junior enterprises,  
327 shadow cabinet etc.) and helps them to acquire the necessary skills for their future  
328 development. Such actions take place within her company or/and within the framework  
329 of an association (WiN). These actions have been presented to the WiN network in her  
330 own country or on the WiN Global level

331  
332 Or/And: These actions are so extensive that she has organized and energizes a  
333 mentoring network. This experience has been presented to the WiN network in her own  
334 country or on the WiN Global level.

### 335 336 **1.5 Level of Experience, Knowledge, Competence in the Nuclear Field**

#### 337 338 Level 1: Weak

339  
340 The experience acquired is not sufficient to contribute effectively to applications in the  
341 nuclear sector.

342  
343 Or/And: the period of experience is not sufficiently long to evaluate its effective  
344 contribution to the nuclear sector.

#### 345 346 Level 2: Low

347  
348 Experience and skills in a transversal field which is not specific to the nuclear sector.

349  
350 Or/And: in a field of application which is not strategic for the nuclear sector

#### 351 352 Level 3: Average

353  
354 Her significant contribution to the development of one or more of the applications of  
355 nuclear technologies - energy, space, medicine, biology, art and archaeology, food  
356 processing whether in research or in operational functions, (conception engineering,  
357 production, maintenance) is universally recognized in her company and has been  
358 presented in conferences or seminars, and/or published in specialized professional  
359 journals.

#### 360 361 Level 4: Good

362  
363 Through her professional experience, her career, and her competence she has  
364 significantly contributed to the development of one or more applications of nuclear  
365 technologies - energy, space, medicine, biology, art and archaeology, food-processing  
366 whether in research or in operational functions, (conception engineering, production,



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367 maintenance). This contribution which has been published or presented in conferences  
368 or seminars is recognized at a national level by the scientific and technical authorities of  
369 her own country.

370

371 Or/And: She is considered as an expert in her field of competences, and recognized  
372 within her own country. She occasionally participates in international projects.

373

374 Or/And: She has constantly enlarged her field of competences through the  
375 successive responsibilities she has taken on, the various projects that she has directed  
376 or the transversal issues which she has worked on. She is recognized at a national level  
377 and occasionally participates in international projects.

378

### 379 Level 5: Excellent

380

381 Through her professional experience, her career, and her competence she has  
382 significantly contributed to the development of one or more applications of nuclear  
383 technologies - energy, space, medicine, biology, art and archaeology, food-processing  
384 whether in research or in operational functions, (conception engineering, production,  
385 maintenance). This contribution, which has been frequently cited in publications or  
386 presented in conferences or seminars has conferred her with a dimension of  
387 international expertise. She is regularly invited to participate in international projects or  
388 to provide insight to countries other than her own.

389

390 Or/And: She has constantly enlarged her field of competences through the  
391 successive responsibilities she has taken on, the various projects that she has directed  
392 or the transversal issues which she has worked on. She is recognized at an  
393 international level and regularly participates in international projects or provides insight  
394 to countries other than her own.

395