



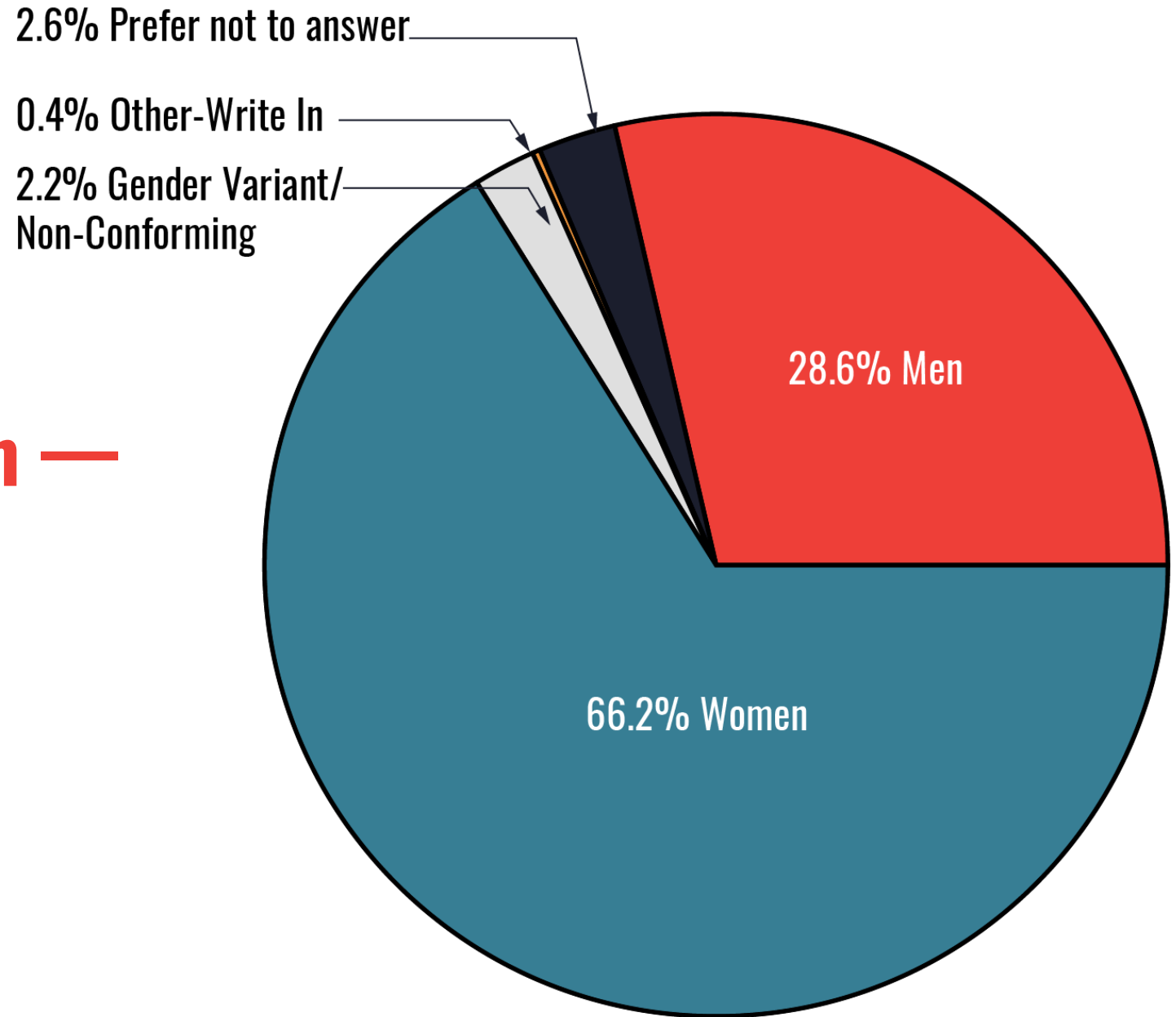
GENDER CHAMPIONS IN NUCLEAR POLICY

GENDERED IMPACTS OF COVID-19

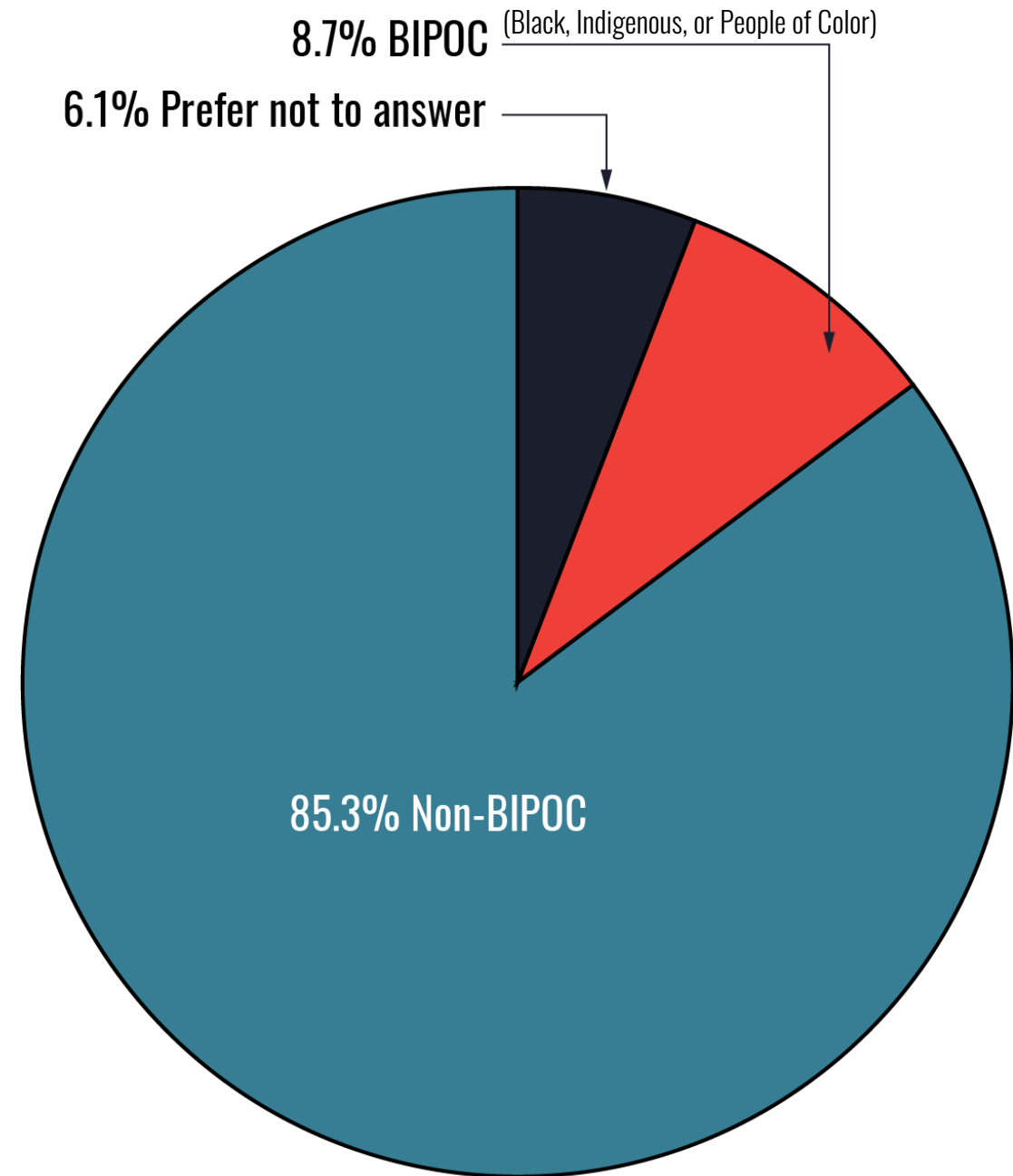
Project Background

- Research by the National Bureau of Economic Research, McKinsey & Company, UN Women et al. shows that **impacts of the COVID-19 pandemic break unevenly across gender lines.**
- **Very little data** exists about the nuclear policy community as a cohesive identity, and a fully scoped labor study has never been attempted.
- College educated professionals comprise much of the community. This group largely adapted to remote and flexible work options, which may have **concealed impacts of the pandemic.**

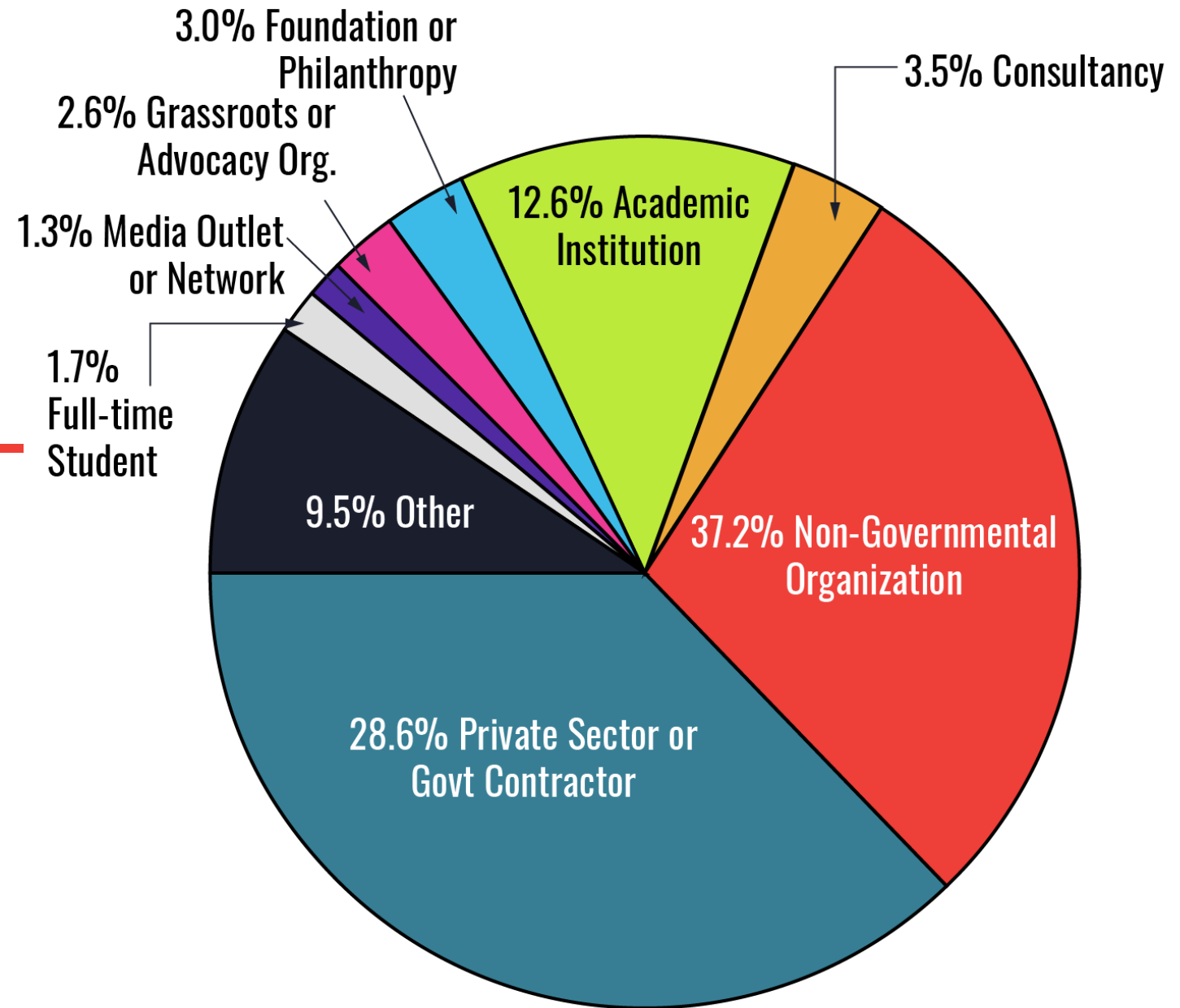
Who Did We Hear From — Gender Identity



Who Did We Hear From — Racial Identity



Who Did We Hear From — Industry



Who Did We Hear From?

For clarity of analysis gender groups were consolidated:

- **Women & Others** = Women + Gender Variant/Non-Conforming + Transgender Women + Other + Prefer not to answer
- **Men** = Men + Transgender Men

Most had
**10+ YEARS OF
EXPERIENCE**
(81.5%)

Most work at organizations with
50+ EMPLOYEES
(57.6%)

About half work at
**ORGANIZATIONS IN
THE GCNP NETWORK**
(47.9%)

“

I had a baby at the beginning of the pandemic. Her father left when she was 7 weeks, so I have been without being able to work and having a steady flow of income. **It's nearly impossible to work and have a very young child.**

”

Fragile Progress Jeopardized

2x

Women were nearly **twice as likely** to have experienced **economic hardship** as men
(33% of women vs 17% of men)

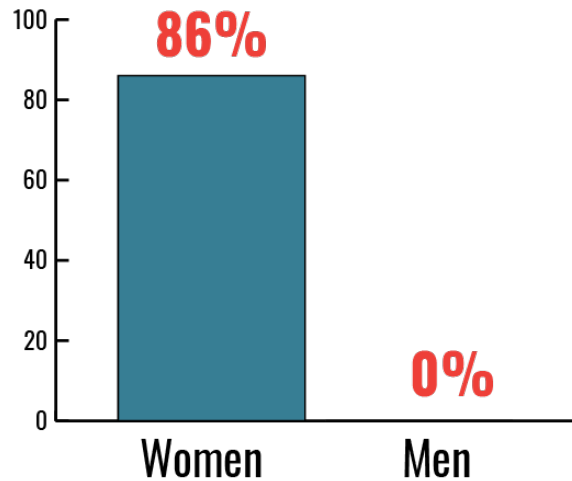
3x

Women were over **3x as likely to have hours reduced** than men
(11% of women vs 3% of men)

2x

Women were over **2x as likely to see pay cuts** to themselves or colleagues than men
(16% of women vs 6% of men)

Fragile Progress Jeopardized



86% of reductions in work hours among women were due to **increased care work**; the figure was **0%** among men.

(86% for women vs 0% for men)



More women were **separated from employment** than men

(15% of women vs 11% of men)

“

The impacts of this pandemic on working parents,
and especially single parents, must be addressed.
**Caregivers are dropping out of the workforce,
including "late career" female executives.**

”

“

Personally, I have questioned whether I can continue to work at this level, or whether I should find a position for less pay, with less responsibility and greater flexibility.

I know, however, that would be committing professional (and financial) suicide.

”

Gender Inequity Reinforced

Women often bear greater responsibility for care work, jeopardizing their opportunities for participation in the workforce. During the pandemic, the burden of care work increased significantly, amplifying existing inequity.



Less than 1 in 7 people had been notified by their employer about the possibility of reimbursement for time spent on care work through FFCRA (30/231 or 13%)

2x

Among those who had spent more time on care work during the pandemic, **the median percentage of time spent on care work was 2x higher among women** (20% among men, 40% among women)



1 in 4 people mentioned work/life balance as the greatest challenge faced in their personal or professional life during the pandemic

“

All employees were forced to take 5-15% pay cuts and the management said this was necessary to avoid layoffs. Instead of laying people off they are now terminating employment for other reasons. Morale is very low. **Everyone up to this month who left was a woman or person of color.**

”

Racial Injustice Deepened

Black, Indigenous, and People of Color (BIPOC) have historically been marginalized members of the nuclear policy community. During the pandemic they experienced disproportionately negative outcomes compared to their non-BIPOC peers.



They were nearly **2X AS LIKELY** to have been separated from employment
(25% among BIPOC, 12.7% among non-BIPOC)



They were **MORE THAN 2X AS LIKELY** to have taken or seen colleagues take pay cuts;
(25% among BIPOC vs 11.7% among non-BIPOC)



NEARLY 2/3 were concerned that the pandemic would negatively affect their prospects for professional development or career advancement
(65% among BIPOC, 46.2% among non-BIPOC)



ALMOST 20% MORE had experienced financial hardship due to the pandemic than non-BIPOC peers.
(45% among BIPOC vs 26.5% among non-BIPOC)

“

...even though we try to be conscious of dividing work evenly I end up dealing with most of the domestic work in addition to my professional work. **Completing career tasks (applying for opportunities, attending networking or informational events, conducting independent research) that are not explicitly part of my paid job is out of the question for the most part.**

”

Talent Retention Challenged

Most professionals in the nuclear policy community remained employed, but long-term impacts of the pandemic will likely set back retention and advancement of women in the workforce.



Over 50% of women were concerned that the pandemic would have a negative impact on their prospects for professional development or advancement. **Less than one third of men felt the same way**



1 in 3 women and **1 in 4 men** indicated that the pandemic had caused them to consider leaving the nuclear policy field or making a change of career

3x Women were more than **3x as likely to have lost access to professional development funds** due to the pandemic than men. (16.4% for women vs 4.5% for men)

“

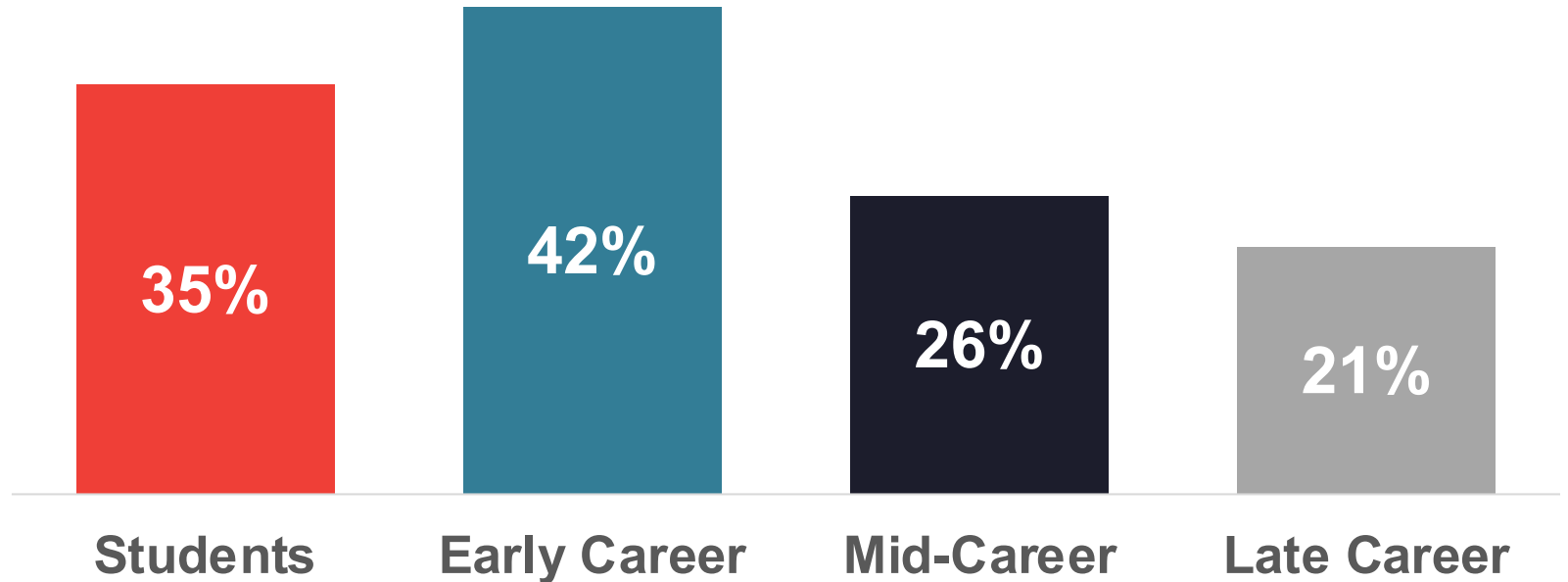
I pride myself as young professional who is seen as capable, but there are times where I'm worried about saying "actually I'm too busy with X to do Y" because I don't want to break the image of being able to rise to the challenge. **There have been days where I was worked from 9 to midnight which isn't sustainable.**

”

A Crisis of Confidence

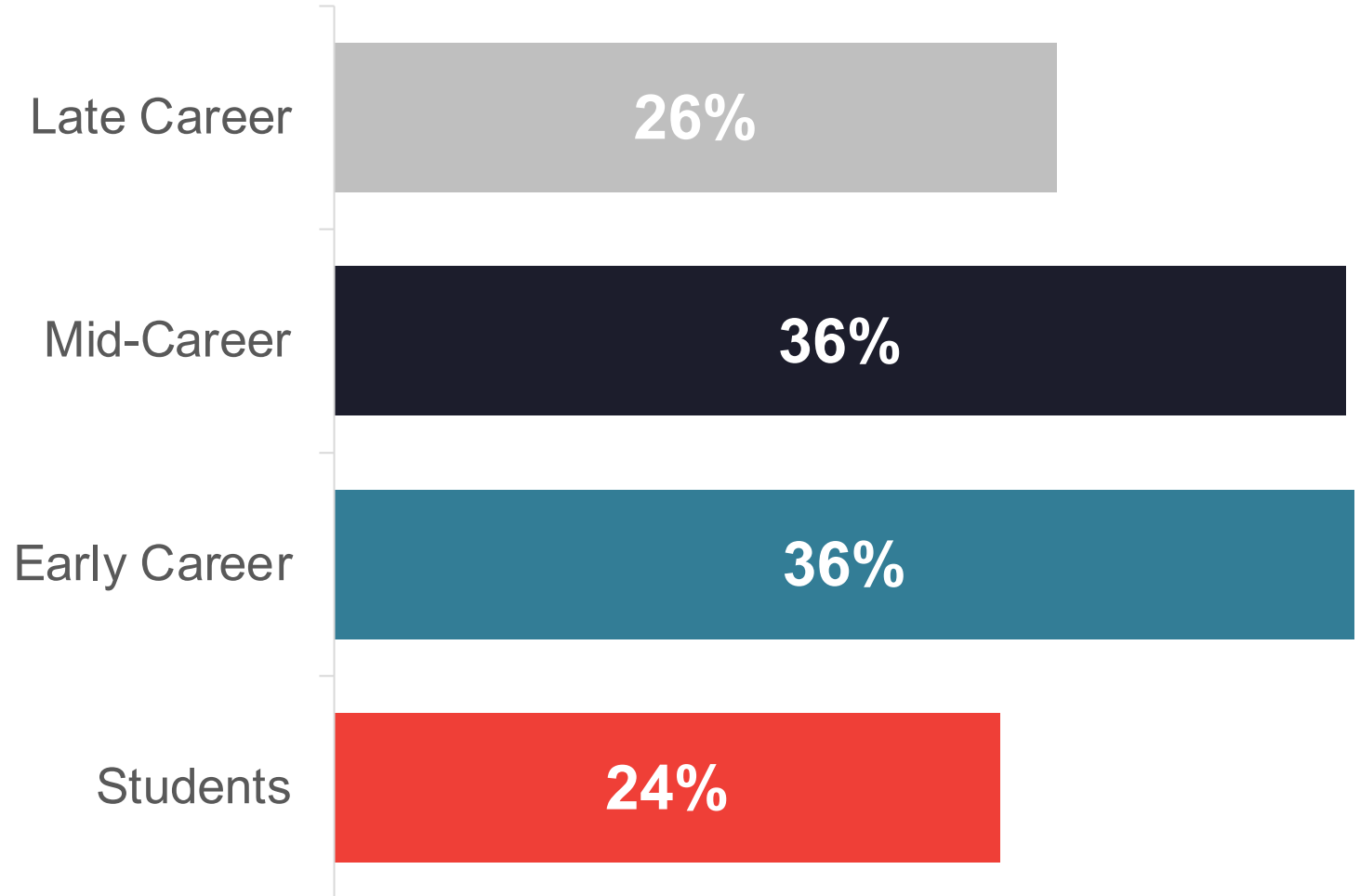
Those less established in the field are becoming more difficult to retain due to the pandemic. Attrition threatens to damage an already leaky pipeline and to hollow out an undersized mid-career cadre.

“The pandemic has negatively effected my perception of the importance of my work.”



A Crisis of Confidence

"I have considered leaving the field or making a change of career due to the pandemic."



A Crisis of Confidence

"I am concerned that the pandemic will have a negative impact on my prospects for career advancement or professional development."

Late Career

32%

Mid-Career

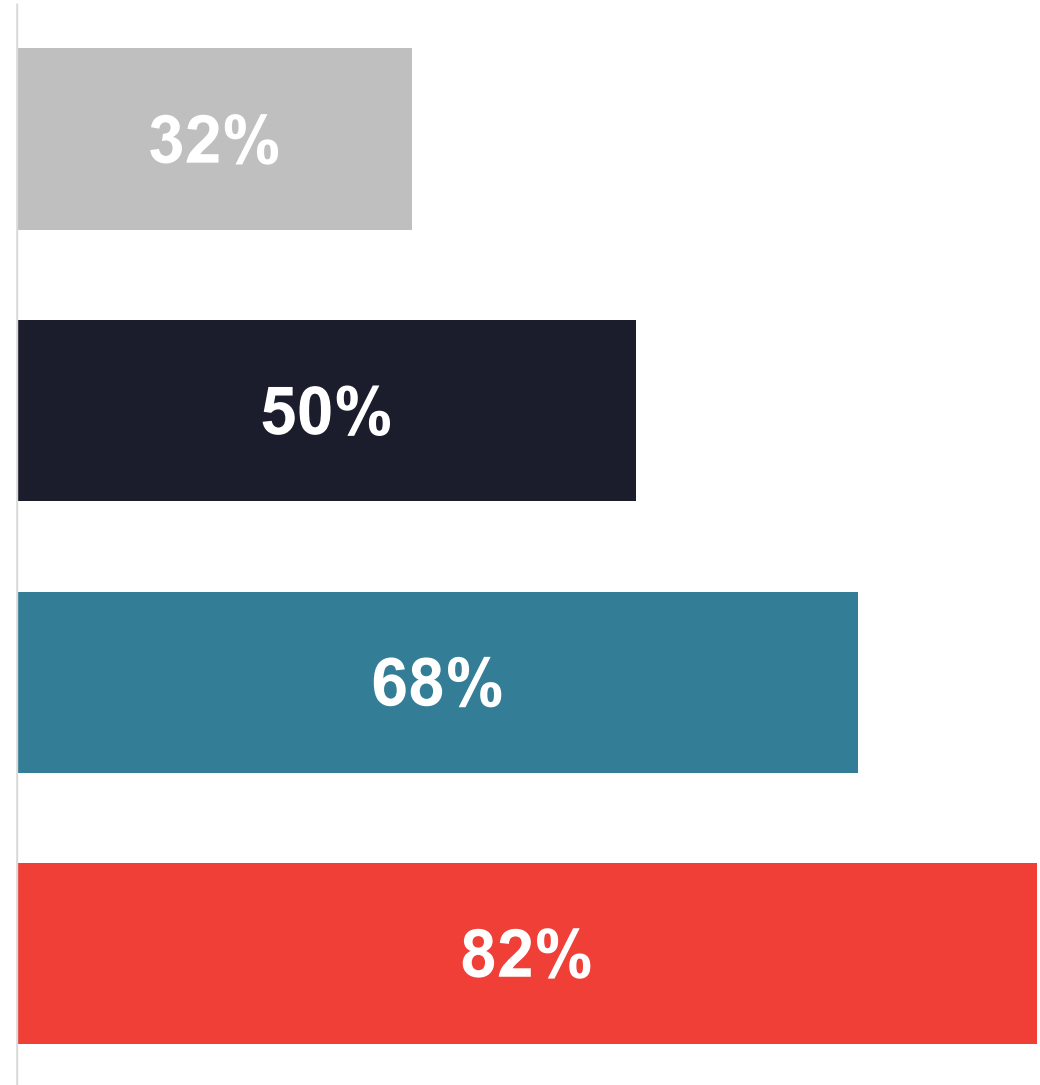
50%

Early Career

68%

Students

82%



“

Everyone's writing and publishing, being engaged to speak at events, active and enjoying life again - and I am not. **The strain on my wellbeing and mental health is getting greater and greater as the pandemic wears on and it really doesn't feel like life will ever be good again.**

”

Supporting Mental Health

The pandemic placed members of the nuclear policy community under great mental strain, which is likely to shape their outlook well after the pandemic ends.

More than **1 IN 10 PEOPLE** mentioned one of the following as the greatest challenge they had faced during the pandemic

**MENTAL
HEALTH**
(14%)

ISOLATION
(16%)

BURN OUT
(11%)

“

I graduated an A student, with research experience, and four years of a job-relevant extracurricular. **I applied to over 100 internships/fellowships/jobs before I got the opportunity I have now.** I had to work in a bakery to be able to pay rent, despite the fact that I have preexisting conditions that make me particularly susceptible to getting severe COVID.

”

Jeopardizing Tomorrow's Workforce

The importance of a healthy professional pipeline is widely recognized, but students have been underserved and, in some cases, pushed out of the field.



More than 1/3 of students were separated from employment during the pandemic - more than any other career group (35.3%)



Nearly 2/3 of students agreed that they had experienced financial hardship during the pandemic – more than any other career group (64.6%)



94.1% of students agreed that the pandemic has negatively affected the quality of education they have received.

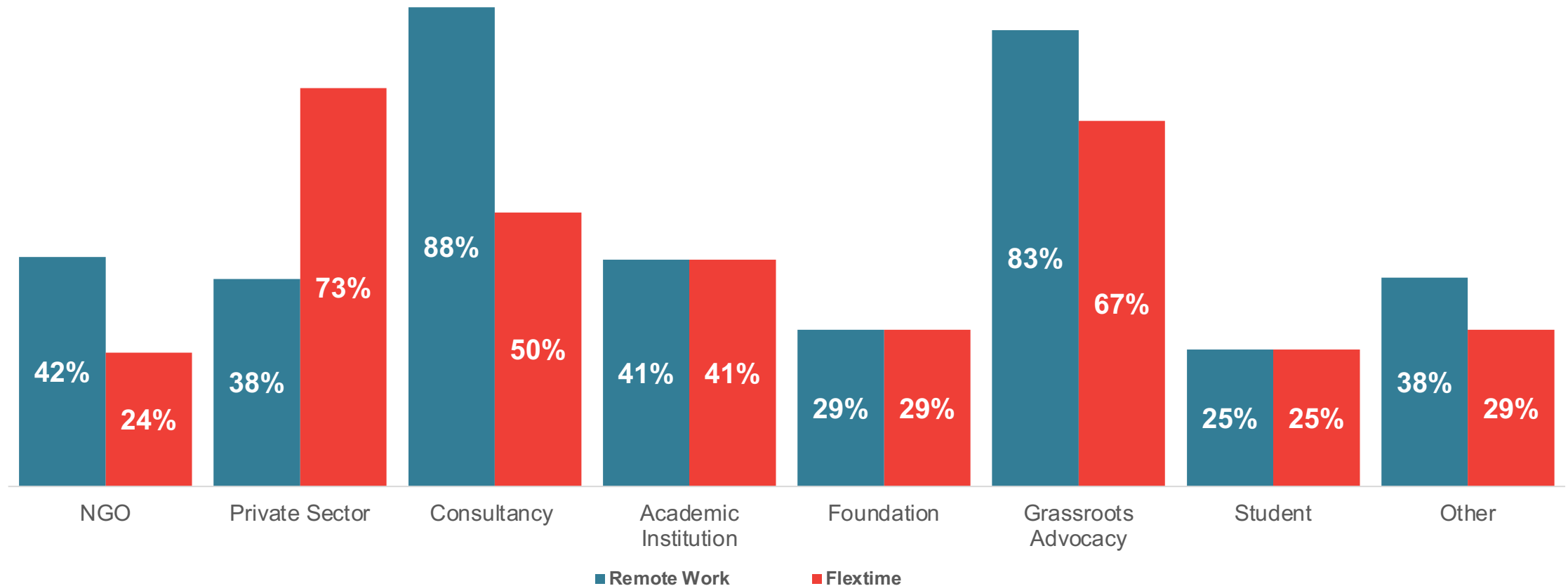
“

I hope the push away from doing all work in a SCIF will make it possible for national security professionals to better balance work and home in a meaningful way. **Everyone learned that giving valuable employees real flexibility to deal with life - kids, elderly family, home repairs, pets, etc. - leads to greater loyalty, creativity, and drive from employees.**

”

Envisioning the Future of Work

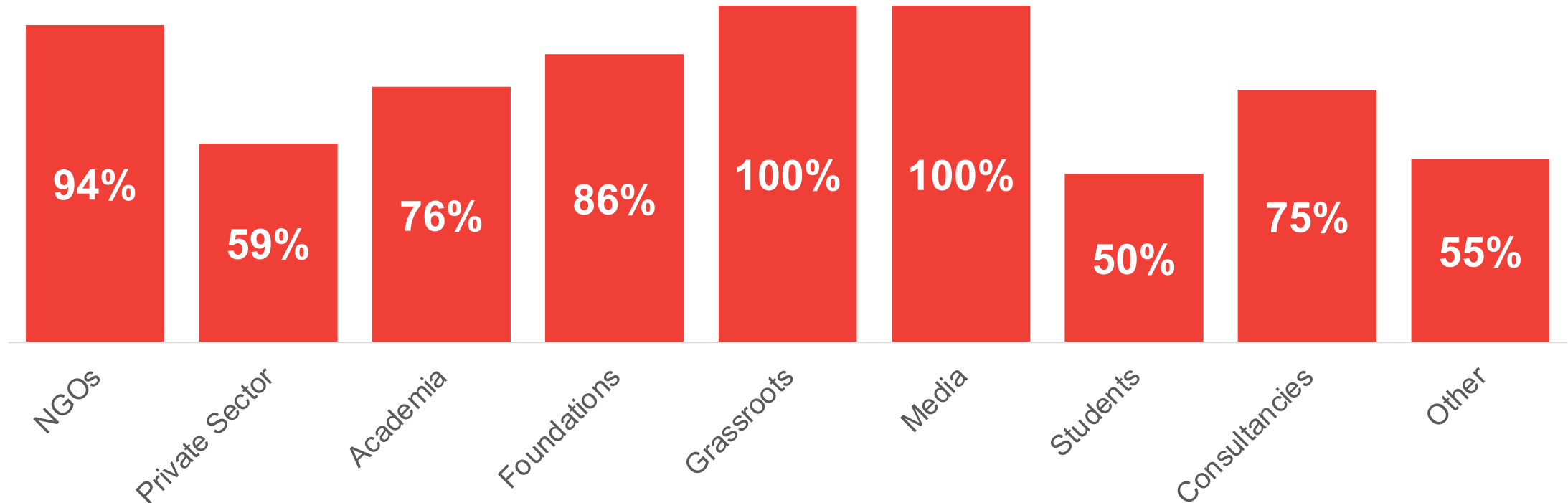
Remote work and flextime were available as an option to around 1/4 or more of people across every sector prior to the pandemic.



Envisioning the Future of Work

Flexible work options had been selectively available but became nearly ubiquitous during the pandemic. Expansion of these options has been a bright spot for the workforce.

Access to fully remote work options during the pandemic



Envisioning the Future of Work

Most impactful actions taken by employers to improve the experience of work during the pandemic



“

I wish the leadership of the organization had just been honest with us so that we could prepare. **Our founder is very wealthy, and he doesn't seem to be in touch with regular people.**

”

GCNP Members

Principled leadership has a dramatic positive influence on the experience of an organization's employees. Many of the challenges facing the community can be addressed by executives.

Metric	% Difference GCNP vs. Non-GCNP
Was not separated from employment during the pandemic	+7.1%
Own work hours or colleagues not reduced due to pandemic	+18.2%
Own pay or colleagues' pay not reduced due to pandemic	+14.7%
Considered leaving the nuclear policy field or changing careers due to pandemic	-5.4%
Concerned that the pandemic would have a negative impact on professional development or advancement	-19.8%
Still had access to professional development funds or resources during pandemic	+17.6%
Regularly scheduled performance review conducted during pandemic	+27.4%
Felt adequately supported by their employer during the pandemic	+20.3%
Received a stipend from their employer to offset home office expenses	+24.8%

Where Do We Go From Here?

- The nuclear policy community is **on the precipice of a crisis**; the COVID-19 pandemic exacerbated existing inequity and the community's workforce is in danger.
- Though the pandemic may be tailing off, **the hardest hit groups are still experiencing fundamental insecurity**.
- **Trauma will continue to shape** the views and experiences of members of the community well after the pandemic ends.
- **We must hold onto the things that were most impactful** in helping members of the community during the pandemic.

Here's What We're Doing

- **Offering fully funded training opportunities** to a group of 30 women in partnership with ReThink Media;
- **Engaging professional networks and groups of leaders** in this conversation wherever possible;
- **Expanding and strengthening the Gender Champions in Nuclear Policy** leadership network as a catalyst of change;
- Working with Bombshelltoe Policy x Arts Collective to **do justice to the deep stories of personal trauma not represented by the data.**

Here's What You Can Do

- We know that **Gender Champions taking action to advance equity** has improved the experience of their employees during the pandemic.
- Help move this work forward - **become a Gender Champion and enlist other leaders to commit to equity.**
- **Support leaders who are using their platforms to open conversations** about making the community more equitable and resilient.
- **Use your platform as a leader** to support flexible work options, employee resource groups, and creation of an inclusive work culture



GENDER CHAMPIONS IN NUCLEAR POLICY

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