



U.S. Women in Nuclear®

**STRATEGIC PLAN
2025-2027**
September 2025





U.S. Women in Nuclear (U.S. WIN) is an organization of individuals who work in the nuclear energy and technology fields in the United States. Our vision is aimed at positioning the United States for the future of nuclear energy and technology through the advancement of women and our members.

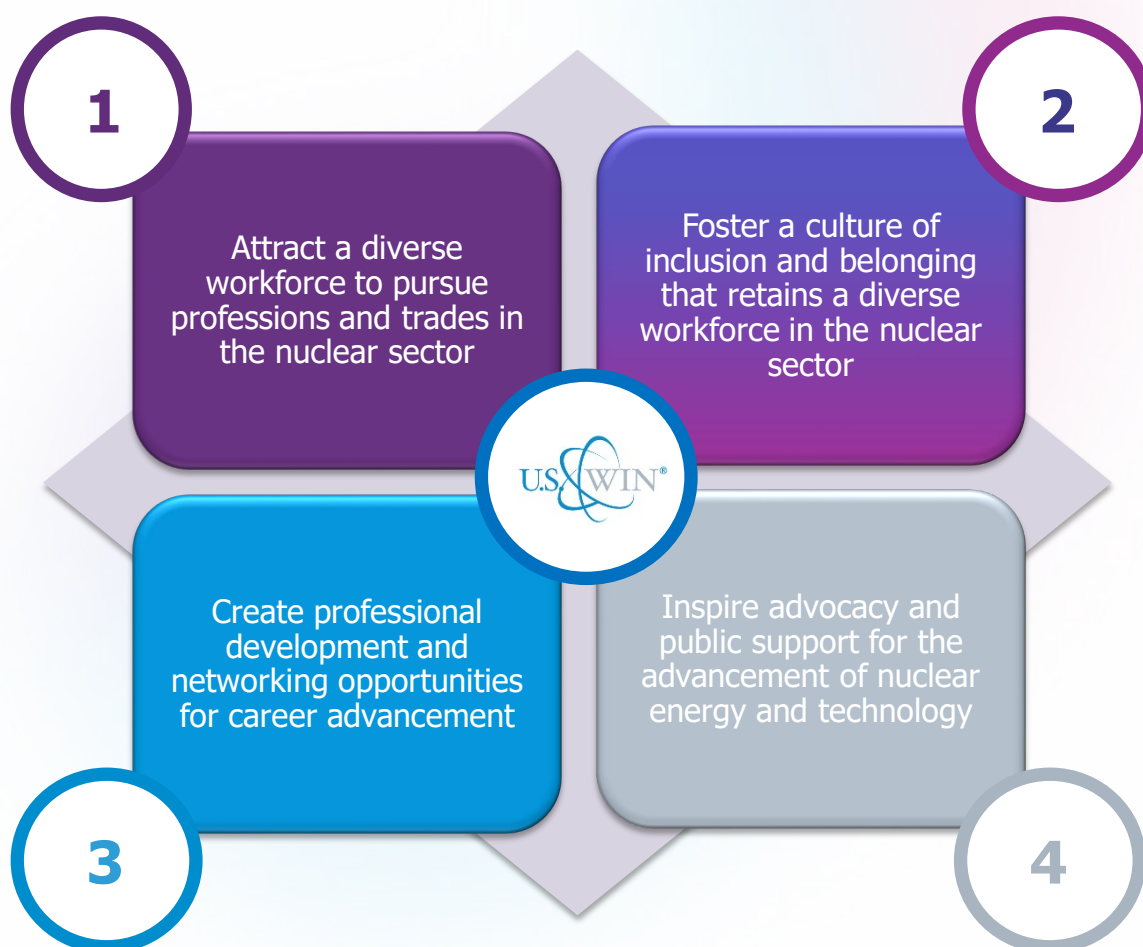
Vision

U.S. WIN's vision is aimed at positioning the United States for the future of nuclear energy and technology through the advancement of women and our members.

Unique Value Proposition

U.S. WIN bringing forth the knowledge, experience, leadership and passion to create value for our individual members and the nuclear industry by attracting and developing a diverse workforce, educating and advocating on the benefits of nuclear energy & technology, and creating an inclusive environment that enables growth and collaboration for our members, the organizations we serve, and our local and national communities.

Strategic Objectives



Objective 1: Attract a Diverse Workforce

Attract a diverse workforce to pursue professions and trades in the nuclear sector through career awareness and promotion.

Increase visibility of career options in the nuclear sector

- 1.1 Promote NuclearWorks to Key Audiences* to raise awareness and compel interest in nuclear sector.
- 1.2 Conduct a Nuclear Career Awareness Campaign to tell our story and elevate the profile of nuclear sector careers.
- 1.3 Showcase nuclear industry thought leadership, tools, & resources to educate on nuclear sector careers at national, regional, and local events.
- 1.4 Create partnerships with national trades organizations to extend the visibility to Trades workers.
- 1.5 Increase members from trades through a targeted membership outreach program.
- 1.6 Create networking experiences for members in trades to increase engagement.

*Key Audiences

- Middle schools and parents
- High schools and parents
- Trade schools
- Colleges and Universities
- State education systems
- Community groups
- Veterans and military community
- Organized labor
- State/federal labor organizations
- State workforce boards

Student outreach, engagement, and visibility

- 1.7 Amplify mentor programs to connect students and job seekers to nuclear professions.
- 1.8 Increase partnerships with educational institutions and expand reach to K-12, technical institutions and community colleges to commission student U.S. WIN chapters or U.S. WIN affiliations.
- 1.9 Host on-campus career fairs and informational sessions in each U.S. WIN region.
- 1.10 Introduce and Ambassador Program designed to increase student engagement.

Integrate U.S. WIN solutions and NEXT Capstones into educational curricula

- 1.11 Promote use of "See it to Imagine It" toolkit and introduce into educational curricula & NuclearWorks website.

Leveraging collaboration with all stakeholders (businesses, community, education) to drive action

- 1.12 Annual Webcast-panel session Building Bridges to Careers in Nuclear to educate and align all stakeholder groups on collaboration opportunities.

Objective 2: Culture of Inclusion

Foster a culture of inclusion and belonging that retains a diverse workforce in the nuclear sector and attracts the future workforce.

Build authentic relationships to foster an inclusive community

- 2.1 Facilitate Communities of Practice for peer networking, sharing, exploration on shared experiences and best practices and building relationships.
- 2.2 Provide industry collaboration opportunities to connect members for potential synergies and exploration of strategic partnerships.
- 2.3 Promote NEXT Capstones to foster connections among members (e.g., LinkedIn NuclearConnect and See it to Imagine it toolkit).
- 2.4 Increase visibility of collaborations with Atomic Allies.

Communities of Practice

- Middle schools and parents
- High schools and parents
- Trade schools
- Colleges and Universities
- State education systems
- Community groups
- Underrepresented groups
- Veterans and military community
- Organized labor
- State/federal labor organizations
- State workforce boards

Advocacy for caregiver & parent members

- 2.5 Conduct a member survey to assess member needs and design targeted activities for caregivers and parents in support work-life fluidity, return to workforce, and retention.
- 2.6 Develop a partnership with Center for Parental Leave Leadership (CPLL) to inform and support members with leave and return to work situations.
- 2.7 Host member-webinars to engage, educate, and provide support to caregiver members.

Integrate diverse talent and foster inclusive cultures

- 2.8 Highlight industry case studies where partner companies have implemented solutions to create an inclusive environment and enhance workplace culture and share solutions through the U.S. WIN Resource Library.
- 2.9 Increase visibility and promote use of the membership drive toolkit as a means for establishing Employee Resource groups to build communities within partner organizations.

Objective 3: Professional Development & Advancement

Create professional development and networking opportunities for career advancement.

Advancement of U.S. WIN members

- 3.1 Continue to advance the execution of the NEXT, NEXT-Up and GROW professional development programs.
- 3.2 Expand the candidate pool for NEXT and NEXT•Up programs to be inclusive of all members who meet selection criteria.
- 3.3 Track progression of NEXT, NEXT-Up and GROW program attendees to assess results and improve program effectiveness.
- 3.4 Conduct an annual gap analysis using industry data (e.g., CEWD, ANS) to identify key barriers to advancement of women into leadership roles and inform annual Professional Development programming.
- 3.5 Execute Professional Development workshops for members focusing on critical skills.
- 3.6 U.S. WIN Steering Committee and Leading Group Members model ownership of development specific development goals in their U.S. WIN leadership roles.
- 3.7 Provide targeted leadership development experiences for members in U.S. WIN leadership roles through annual programming and engagement.

Signature Development Programs

- NEXT Nuclear Executives of Tomorrow
- NEXT•Up for Mid-Level Managers
- GROW Mentoring Program
- NEXT Steps Alumni Program
- Professional Development Workshop

U.S. WIN Development Opportunities

- Steering Committee leadership
- Committee, Region, or Chapter leadership
- Public speaking engagements
- Sponsored event planning & execution
- Community Outreach leadership
- Stakeholder Liaison roles & negotiation

Industry Leadership Support & Engagement

- 3.8 Increase EAC and Industry leadership engagement in core development programs.
- 3.9 Increase Industry leadership engagement in conference sessions as key supporters of member development and advancement.

Member Networking & Connectivity

- 3.10 Improve the U.S. WIN member directory to expand details for professional profiles to support career development, advancement, and networking.
- 3.11 Create a LinkedIn structure for U.S. WIN members to identify themselves and connect.
- 3.12 Promote Nuclear Connect LinkedIn Group (NEXT 2025 Capstone) as a nuclear community environment for development and career planning support and mentoring.

Objective 4: Advocacy & Education

Inspire advocacy and public support for the advancement of nuclear energy and technology.

U.S. WIN members as nuclear advocates

- 4.1 Offer a quarterly Speaker Series on government affairs and policy-making to key stakeholders.
- 4.2 Promote the "I am a Nuclear Professional" platform to expand reach of advocacy and share career stories.
- 4.3 Nuclear Matters sponsored video featuring members in all diverse industry professions as advocates.

Engagement & outreach to policy makers

- 4.4 Leverage Nuclear Matters in key areas for outreach through touchpoints with local and federal constituents to advocate and educate on nuclear technologies.
- 4.5 Execute an Advocacy Plan during Nuclear Science Week.

Engage existing and next generation of workers as nuclear advocates

- 4.6 Execute a "Day on the Hill" Visit in partnership with ANS and NEXT.
- 4.7 Conduct outreach events with local schools, civic organizations, and community organizations.

Key Partnerships

- Nuclear Energy Institute
- Atomic Allies
- WIN Global
- Professional Associations
- Industry Employers
- Business Partners
- Labor Organizations
- Educational Institutions
- Government Agencies
- Non-Profit Organizations
- Community partners

History of U.S. Women in Nuclear



Founded in 1999, U.S. Women in Nuclear is a non-profit organization and an affiliate of WIN Global. The composition of U.S. WIN includes:

- Steering Committee
- Executive Advisory Council
- Standing Committees
- Leading Group
- Ad-Hoc Committee
- Regions
- U.S. WIN Chapter
- U.S. WIN Members



Women in Nuclear Global is a non-profit organization of women working professionally in various areas of nuclear energy and radiation applications, open to individuals from all genders, and legally registered in Vienna. Since their foundation on 27 November 1992, they have been strong advocates for environmental sustainability, diversity, and gender equality.

WiN Global plays a relevant role in all continents and keeps a balanced geographical representation. With around 35,000 members and over twenty partners, WiN Global is a solid network with a strong presence in more than 145 countries, regions, and international organizations. WiN Global is an influential player of the nuclear sector at the international, regional, and national levels, and actively contributes resources to define nuclear policies and gender equality strategies in the nuclear field.



The Nuclear Energy Institute, with industry support, formed the U.S. Women in Nuclear organization in 1999.

NEI is responsible for the overall sponsorship, budget, legal and financial facilitation of the U.S. WIN organization and its programs. This includes day-to-day operations, support of Steering Committee and Leading Group meetings, and keeping the NEI Executive Committee and the Nuclear Strategic Issues Advisory Committee informed of U.S. WIN programs and activities.

NEI support includes appointment of an NEI U.S. WIN representative on the Steering Committee, and an NEI Executive Sponsor.

