

Position Statement #66



Diversity and Inclusion in the Nuclear Profession

The American Nuclear Society (ANS) is committed to creating a diverse and inclusive environment for everyone interested in nuclear science, engineering, and technology. Such an environment fosters unique contributions and capabilities, and thus leads to a more creative, effective, and technically respected profession. Diverse perspectives reduce the potential for group-think by encouraging dissenting or nonconforming opinions and breaking down stereotypes. Diversity is not limited to racial, ethnic, or gender groups but should be considered in the broader context to include elements of age, geography, skill sets, and experience, among other attributes. An inclusive environment is one in which all individuals are valued equitably for their talents and respected equally. Inclusive organizations encourage the expression of all perspectives and are attentive to those perspectives.

Promoting diversity and inclusion in the profession requires a consistent, long-term effort and the combined participation of businesses, government, professional societies, and the education community.

ANS encourages organizations and individuals involved in nuclear science, engineering, and technology to:

1. engage, welcome, and encourage the knowledge and talents of diverse populations, including organizations that serve those communities;
2. increase the viability of nuclear science and technology as a career option for all people; and
3. support programs to recruit, educate, train, develop, and maintain a high-performing and diverse workforce.

The nuclear profession and the world benefit from the creativity and constructive improvements achieved by people with varied perspectives, experiences, and talents working toward shared goals.