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**Special Thanks to all the Contributors to WiINFO Issue No. 59.**

If you wish to send news from your Chapter for the September issue please email to:

[winadmin@world-nuclear.org](mailto:winadmin@world-nuclear.org) by August 15th 2019.

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**Editorial Team**

Gabrielle Flannery  
Richard Petrie

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**Editor Director**

Gabi Voigt
The WiN Global Annual Meeting is over, and I hope everybody returned safely and happily back home or to the next destination. Again, a warm thank you to WiN Spain with its whole team who organised the 2019 conference. As in the years before it is a memorable event bringing together women from all over the world, this year with 250 participants from 60 countries. Thanks also go to all our sponsors, among those the IAEA, specifically the Department of Technical Coordination, which has - as several years before - sponsored the participation of here 29 women from developing countries, this time many from Africa. Importantly, a meeting took place to create a WiN Africa chapter which is highly supported by the IAEA. We were also privileged to welcome TWO Deputy Director Generals of the IAEA: Mr. Tuijllo and Ms Haywood, giving keynote speeches each at the conference. In addition, we could welcome two representatives of the NICE initiative (Nuclear Innovation for Climate Change), with which we have a standing cooperation giving us an outline about this new initiative on a high ministerial level.

120 posters were submitted and evaluated by the conference participants with the best poster award going to Xuemei Lang from China. The technical tours were well attended and lead to CIEMAT, Almaraz NPP and to the El Cabril storage facility. There was ample time to network and make new friends and to visit the inspiring and lively city of Madrid, and of ancient Toledo.

This year’s Annual Award was given to Ms. Maria Louisa Castano; the Honorary Award 2019 went to Ms. Eva Gyane, both WiNners who have well deserved to be honoured by WiN.

As tradition the Executive and Board meeting took place one day before start of the scientific conference and annual member meeting of WiN. The introduction of a new Award for young WiNners was discussed and accepted as well as the strategy of the financial management, the financial report and minor changes to the Charter. These were approved by the General Assembly. For more detailed information please visit the WiN website where you can find the President’s report, the Minutes and the documents. More information is also given in the newsletter in front of you.

The next General Conference 2020 will be held in Canada at Niagara Falls. I look forward to seeing as many of you again there if not before elsewhere.

I wish all WiNners a wonderful not too hot summer.

Gabi
INDUSTRY NEWS

The Signing of the #NuclearEuropeLeaders Manifesto in Bucharest

(Image: Foratom)

The manifesto was announced at the Nuclear in a Changing World conference in Bucharest, Romania - a one-day event organised by European nuclear trade body Foratom. The aim of the conference was to discuss key challenges affecting the European Union's energy sector, the role of long-term operation of nuclear power plants and how to ensure that the industry has access to the skills it needs.

In late November, the European Commission adopted a strategic long-term vision for a "prosperous, modern, competitive and climate neutral economy" by 2050. The strategy - referred to as A Clean Planet for All - shows how Europe can lead the way to climate neutrality by investing into "realistic technological solutions, empowering citizens, and aligning action in key areas such as industrial policy, finance, or research", according to the Commission. This transition can be made, it suggests, "while ensuring social fairness". Each of the eight possible scenarios for the European Union includes a significant share of electricity generated by nuclear power.

In their joint manifesto, the nuclear industry representatives call upon EU policymakers to work with them to overcome the hurdles which have the potential to prevent Europe from achieving its goals.

"Meeting the EU's ambition to decarbonise its economy will require significant investment in all low-carbon technologies," their manifesto says. "This means investing in Europe in both the long-term operation of the existing fleet and the construction of substantial new nuclear capacity (around 100GW of nuclear new build). Both are achievable if EU institutions, Member States and the European nuclear industry work together in partnership."
The #NuclearEuropeLeaders manifesto says the nuclear industry will strive to deliver the required volume of nuclear capacity on time and at a competitive cost. It will also undertake research, development and innovation activities in Europe to identify areas where the nuclear industry can help decarbonise other sectors. The industry will contribute to ensuring security of energy supply, as well as continuing to manage used nuclear fuel and radioactive waste in a responsible manner. The nuclear industry will invest in and maintain human capital and will build a strong European foundation to export nuclear technologies and skills to overseas markets.

For its part, the manifesto recommends the EU agrees an ambitious net-zero carbon dioxide emissions target for Europe in 2050. It should also ensure a "coherent, consistent and stable" EU policy framework (including for Euratom), and implement an investment framework that incentivises investments in all competitive, low-carbon options. The EU should also support a stable low-carbon energy mix which can accommodate the increased share of renewable energy generation. It should also develop and implement a strong industrial strategy to ensure that Europe maintains its technological leadership and support human competences.

Representatives from the following companies and organisations signed the manifesto: Ansaldo Nucleare, CEA, CEZ Group, EDF, EDF Energy, EnergoAtom, Engie Electrabel, Fennovoima, Fortum, Framatome, Kozloduy NPP, MVM Group, Nuclear Industry Association, National Nuclear Laboratory, Nuclearelectrica, Orano, swissnuclear, Synatom, Tecnatom, TVO, Uniper Sweden, Urenco, Vattenfall and Westinghouse.

**WIN GLOBAL NEWS**

**2019 Annual Conference – Madrid, Spain**

Madrid has been the venue for the 27th WiN Global Conference, which was held at the Technical School of Industrial Engineers of the Polytechnic University of Madrid, from June 17th to 21st. More than 250 participants from 60 countries coming from five continents attended this international conference.

As usual pre-conference activities took place ie the internal meetings of the various WiN Commissions were held: Executive, Board, Communication & Mentoring, as well as the WiN Europe and WiN Africa chapters.

The opening ceremony took place on Tuesday June 18th, with the participation of Mr. Juan Carlos Lentijo, Deputy Director General of the IAEA, and leading representatives of Spanish organizations.

The congress was structured in five plenary sessions, which addressed the following topics:

- Long-term Operation of NPPs and Sustainability
- Innovation & Technology
- Ionizing Radiations Applications
- Women in Nuclear Sector
- Education & Training

In these sessions we had the participation of various speakers, experts in their work areas, coming from different countries and companies. Likewise, an interesting mentoring session was held, with junior and senior professionals, and more than 150 posters were presented.
As is traditional, the WiN Global meeting ended with the presentation of the Country Reports and the passing of the WiN Global flag from WiN Spain to WiN Canada, organizer of the next WiN Global meeting to be held in 2020. As additional activities, the attendees had the opportunity to participate in technical visits to: Almaraz NPP; El Cabril (Spanish disposal facility for very low, low and intermediate level radioactive waste); Ciemat (Spanish research center), and CNIC (National Center for Cardiovascular Research).

In addition, the social program included visits to Toledo, Museo del Prado and “Madrid de los Austrias”.

At the Gala dinner, the WiN Awards were presented:

WiN Award to
Ms. María Luisa Castaño

WiN Honorary Award to
Ms. Eva Gyane

All the information of this WiN Global Meeting is available at:

www.winglobalmadrid2019.org where the papers and photos of the event will be incorporated in the coming days.
Technical Tours

During WiN Global 2019, I had the opportunity to participate in two technical tours.

The first was a visit to CIEMAT (Centro de Investigaciones Energéticas, Medioambientales y Tecnológicas), Spain’s Centre for Energy, Environment and Technology, in Madrid. After an overview of CIEMAT by Maria Luisa Castaño, the Director of CIEMAT’s Energy Department and this year’s WiN Global Award winner, we were split into two groups for our visits to the neutron calibration laboratory, the fusion laboratory and the Center’s whole-body counters and calibration laboratory. We were also taken to Spain’s Center for Cardiovascular Research. Through this visit we were able to obtain a good overview of Spain’s major research activities, in the nuclear field and beyond.

The second was a trip to El Cabril, Spain’s disposal facility for very low, low and intermediate level radioactive waste, located in the vicinity of Córdoba, on the site of a former uranium mine. The facility stores the radioactive waste from Spain’s hospitals, research centres, industries and nuclear power plants. Nuria, one of ENRESA’s staff who had accompanied us from Madrid, gave an overview of the facilities, the legal basis for radioactive waste disposal and the effects of changing government policies. We then visited the control room, the water monitoring tunnel underneath one of the waste storage buildings, and the very low radioactive waste building.

After a tapas lunch we were taken back to Córdoba to catch the RENFE train to Madrid. Fortunately we managed to get a glimpse of the historical centre of this beautiful city, to which I plan to return for a more detailed visit.
The technical visits to different national facilities and installations offered during WiN Global conferences allow participants to learn more about other countries’ nuclear and scientific programmes and to widen their knowledge of the nuclear fuel cycle – one of the many benefits of attending WiN Global annual conferences!

2020 Annual Conference – Niagara Falls, Canada

WiN Canada is honoured to host the 28th Annual WiN Global conference, which will be held in Niagara Falls from October 4-8, 2020 with the theme Positively Charged for Success. Sponsorship opportunities available for this conference! Please email melanie@redstoneagency.ca for more details. Registration for this conference will open in October 2019.
WiN Honorary Award Winner's Message

I would herewith like to express my gratitude for receiving the WiN Global Honorary Award 2019. I was overwhelmed with appreciation, first of all for being nominated for this prestigious award and secondly for being chosen to receive it. My thanks go to all those who voted for me, and in particular to two people in WiN, who have had a great impact on me over my years in WiN:

The first person is Gabi Voigt. I met Gabi in 2004, during a gender related event at the Vienna International Centre. At that time Gabi was the Director of the IAEA’s Laboratories at Seibersdorf and also the Chair of the IAEA Staff Council’s Committee on Gender Concerns. She told me about WiN Global and encouraged me to become a member, which I did in 2005. Gabi also stimulated me to revive the WiN IAEA Chapter, which had been dormant for a few years. I was elected as WiN IAEA President in 2009 and we managed to increase our membership from about 15 to almost 100 members owing to some active and engaged members and many interesting activities. I also became WiN Global Executive and when my term was over I volunteered to be the WiN Global Treasurer. Since joining WiN Global, Gabi and I have worked together on a number of WiN and gender-related issues and in the course of the years, we have become very good friends. Gabi has been my inspiration ever since those early days and without her, I would not be where I now am.

The second person is Irene Aegerter. I met Irene for the first time in 2008, just after the WiN Global conference in Marseille, when Gabi asked me to join a meeting of the WiN Global Strategic Committee in Seibersdorf. I was very impressed when Simon, Irene’s husband, flew Irene to the meeting in their own little airplane. Since then, I have interacted with Irene on a regular basis, during WiN Global conferences and meetings and privately, and over the years we have cemented our friendship. What I admire most in Irene is her humbleness and human kindness, on top of all what she has achieved. I pray that she will be able to attend many more WiN Global conferences.

WiN is all about relationships: with “old” WiN members, whom we are happy to meet during WiN Global conferences and on other occasions; with “new” WiN members, whom we encourage to become active in WiN; with peers and colleagues from the different nuclear fields, who inspire us through their professionalism and expertise; and with the youth, whom we induce to WiN’s vision and mission.

I encourage all of you to continue being active in WiN because WiN needs all of you and only together we can be strong!

Eva Gyane
CHAPTER NEWS

WiN Bulgaria

Nuclear Energy - The Clean Alternative Conference

This was the second conference WiN-Bulgaria organised, involving more than 150 school students 8 to 12 grade, from three towns - Kozloduy, Belene and Montana, and five secondary schools and a youth club Montana. This year it was dedicated to the 45th anniversary of the commissioning of Kozloduy NPP unit 1 (4 September, 1974) and 140 years since the birth of the great physicist Albert Einstein. Preparation started in November 2018 with agreeing the main topics with the teachers: Nuclear Energy - modern technology of today; History of Atom; Einstein - a genius or a demon. The competition on these topics was for presentation, video or a leaflet. There was also an essay contest on Nuclear Energy of the Future - My Attempt of a Forecast. To ensure the participation of as many young people as possible, a discussion was also held on: “NPP vs RES - comparison and future outlook”. The aim of the organisers was to focus the attention of the young people on the development of nuclear energy not only in Bulgaria, but also around the world, to promote nuclear technology among learners so that they can get involved and familiarise themselves with the problems and history of nuclear energy, as well as to support their future career development in the field of energy. In the closing speech of R. Ivanova, chair of WiN-Bulgaria, she expressed the hope that the conference would have contributed to the choice of young people to be trained in nuclear and physics subjects. "By preparing and attending the conference, you have gained not only knowledge of our nuclear energy and our first nuclear power plant, but also become its harbingers, advocating that nuclear power is safe, reliable, secure and environmentally friendly. You, young people, have given us today hope for the future."

In addition to a visit to Kozloduy NPP, WiN-Bulgaria announced that it would organise and bear the costs of participation of the award-winning presentations in the competition for the best report announced by TU-Sofia, Department of Heat Technology and Nuclear Power Engineering.
I Can – Here and Now National Contest

Students from the “Hristo Botev” Secondary School in Kozloduy had the unique chance, with funding from WiN - Bulgaria, to take part again in the national contest “I Can - Here and Now”, held in Devin from 19 to April 21, 2019.

All participants work for 7 hours on the day of the contest and have the opportunity to get insights on various topics from mentors, successful web and graphic designers, programmers, computer and software engineers, film and TV editors, video directors.

The students Pavel Avramov, Ilian Ganov and Iveliyan Ivanov are members of WiN-Bulgaria youth organisation. They are also regular participants in the annual conferences organised by the Association, where they take prizes in the announced competitions. They also created a site for young people, “WiN-uchenici”, where for two years now their activities, initiatives and events have been promoted. They are grateful to WiN - Bulgaria for the opportunity to participate in this unique competition, which is a challenge and motivation for future creative work with digital technologies.
WiN Canada

16th Annual WiN-Canada Conference

Registration is now open for the 2019 WiN-Canada Conference will be taking place September 22 – 24, 2019 at the Unifor Family Education Centre, in Port Elgin, Ontario. The theme of the 2019 conference is I ♥ Nuclear, highlighting the impact women have on the nuclear industry while exploring how we can add "heart" to the public discourse. Early bird tickets are now available here: www.canada.womeninnuclear.org/conference.

Local Chapter Highlights

WiN-Canada has six chapters that are doing incredible work across the country to advance our mission and connect with our local members through engaging programming. Our Chapters are:

- WiN-Bruce
- WiN-Durham
- WiN-Eastern Ontario
- WiN-Golden Horseshoe West
- WiN-New Brunswick
- Women in Mining/Women in Nuclear Saskatchewan

Here are a few Chapter highlights from the past few months:

- WiN-Durham visited the Port Hope, host of the Port Hope Area Initiative (PHAI), which aims to clean up the historic low-level radioactive waste in the municipalities of Port Hope and Clarington
- WiN – Durham Chapter Members participated in the Women in Nuclear – Power Habitat for Humanity Build Day to raise over $10,000 for and help with the building of a townhouse for a family in need
- WiN-Golden Horseshoe West hosted a Women in Power: Discussion with Nuclear Leaders event with three women leaders in Canada’s nuclear industry
- WiN-Golden-Horseshoe West hosted a “Building Your Professional Brand on Social Media” event along with their AGM
- WiN New Brunswick participated in the Canadian Science Fair
- WiN-New Brunswick spoke to 212 young women at a Trades and Technology Career Day
- WIM/WiN-SK continued to run its mentorship program
International Connections

From May 27-29, members of WiN-Canada participated in the Clean Energy Ministerial in Vancouver BC. Delegates from around the world gathered for impactful discussions to advance clean energy.

The Canadian Nuclear Association (CNA) and the Organization of Canadian Nuclear Industries (OCNI) hosted “Women and Young Leaders Talk New Nuclear” during the Ministerial on May 28. The event showcased the benefits of nuclear energy as part of a clean energy mix that includes hydro, wind, solar and other renewable energy sources and considered nuclear’s contributions to mitigating climate change, diagnosing and treating cancer, and alleviating energy poverty in Canada and abroad.

“Women and Young Leaders Talk New Nuclear” highlighted the nuclear industry’s progress in meeting its “Equal by 30” gender balance commitments, as well as its consistent cross-sectoral partnerships and international collaboration. Member of Parliament Kim Rudd was a speaker at the event, along with other women and young people in leadership positions from around the world who gathered to discuss their commitment to the nuclear of today and their hope for the new nuclear of tomorrow.

WiN-Global President Gabi Voigt also spoke on one of the panels during the Clean Energy Ministerial and was present at the signing of the MOU between the Canadian Nuclear Association and the Nuclear Energy Institute during the Clean Energy Ministerial. WiN-Canada members from WiN-Brazil, WiN-Argentina and WiN-India were also in attendance.
**WiN Germany**

The 50th Annual Meeting on Nuclear Technology (AMNT) was held in Berlin on 8-9 May, 2019 and of course WiN Germany was part of the great conference anniversary.

*The WiN team (Martina Etzmuss and Christien Zedler) welcomed German and international, young and very experienced attendees at the WiN stand.*

**Reception at the DIT Stand**

This year, WiN Germany invited all female AMNT attendees to a reception, instead of the traditional WiN lunch. With support of WiN member Kerstin Rath from the UK Embassy the gathering took place at the more spacious stand of the Department of International Trade (DIT). About 25 women enjoyed British/German finger food and engaged in networking. Several young women used this opportunity to sign up to become a WiN Germany member.

**WiN Award Winner Top Again**

Bianca Schacherl, 2018 WiN award winner and PhD student at the Institute for Nuclear Waste Disposal (INE/KIT), achieved a fantastic success at the AMNT. Among 18 participants in the ‘Young Scientists’ Workshop’, Bianca presented her M.Sc. thesis on structural investigations of Neptunium interactions with the host rock illite by using conventional wet-chemical methods and synchrotron-based X-ray spectroscopy. The distinguished jury awarded the second prize (650 Euro) to Bianca. Congratulations!

*Bianca Schacherl received her award from the jury.*
WiN Japan

19th WiN-Japan General Assembly and Annual Meeting

WiN-Japan General Assembly and Annual Meeting was held on the 31st May in Tokyo, and more than 70 members participated.

In the General Assembly, the 2018 activity report and the 2019 activity plan were explained. Following that, the status of preparations and the schedule for the upcoming WiN-Global Conference which will take place in Japan in 2021 were reported, and ideas and views were exchanged among the members.

At the Annual Meeting, two researchers in the field of artificial intelligence (AI) gave lectures.

Mr. Kazuo Yano (Fellow, Hitachi Ltd.) gave a talk entitled “How Artificial Intelligence Changes Society - Technology for Human Happiness”. The talk was about research performed on how to quantify happiness by wearing electronic devices on the wrist. While agreeing with the research result “Happiness is created by interaction with the environment”, we got the opportunity to look at ourselves and reconsider what happiness is.

Ms. Akiko Murakami (Architect of IBM Japan) gave a lecture entitled, "We are all different and all wonderful - things that women engineers (who are in the minority) can do in the world of AI development ". Akiko talked about things such as we should never forget the point of view of the people who had been treated as a minority in order to make the best use of AI and distribute the technology widely. The analysis of the Fukushima nuclear plant accident response was performed by using AI. Also, she touched on the activities of the Japan IBM Women Technology Community and said, “I hope someday female engineers will no longer be minorities so that women only communities will become unnecessary.” We, the WiNners had a great deal of sympathy with this statement.
WiN Kazakhstan

Celebrating International Children’s Day at Kazatomprom

Each year in the run up to International Children’s Day, Kazatomprom and its subsidiaries hold events to support children, large families, disabled and other vulnerable groups in society who may need extra support.

This year Kazatomprom has opened its doors for the children of employees of its central office and subsidiaries. Open Doors Day included a unique tour for children of the company offices and different workshops on felt handicrafts, batik paintings, and some others, where children learned more about Kazatomprom’s key values. Winners and participants of the crafts competitions on such topics as “What do I know about safety?” and “I am responsible for …” were awarded for their vivid paintings and crafts.

Kazatomprom’s subsidiaries also participated. Ulba Metallurgical Plant held a drawing contest “My Family of Metallurgists” devoted to the 70th anniversary of the plant.

At SKZ-U, children presented their drawings on such hot topics as “Clean it Up and Don’t Let Others Litter”, “Water: Two Billion People are in a Desperate Need” and “Syrdarya, the River of Our Life” and had a chance to have a tour inside the enterprise where their parents work.

Such events educate children about environmental challenges and encourage them to care about nature.

Trade and Transport Company branches held events for children from large families and families with disabled children. A lottery was hold with 216 household appliance and other practical items as prizes. Employees’ children prepared music performances, and representatives of Kazatomprom’s Young Professionals Board presented them with toys.

From their personal savings Uranenergo staff (Kazatomprom’s subsidiary) regularly help the visually impaired children from Umyt Boarding School of Shymkent city. In April, funds were raised to give them the opportunity to visit the capital of the Republic of Kazakhstan and participate in the International Children’s Craft Festival for children with special needs. The school canteen was equipped with new appliances and a special concert was held shortly before the 1st of June with participation of graduates where children also presented their handmade painting to Uranenergo representatives.

As a socially responsible company, Kazatomprom will always supports children as best it can by encouraging them to appreciate the environment and put safety first.
WiN UK

Women in Nuclear UK Annual Conference 2019: Conscious Inclusion – Reimagining the Future

Another sell out event for Women in Nuclear UK! Some 250 people attended their Annual Conference 2019 on January 30, held at the Church House Conference Centre in Westminster. President of WiN UK, Jack Gritt, took to the stage, welcoming all and giving a powerful demonstration of inclusion by asking everyone stand. She then asked three questions, asking people to stay standing if they had; ever felt excluded, felt sad, angry or frustrated by the exclusion, suffered poor performance or difficult relationships because of the exclusion. At the end of the questions all 250 people in the room remained on their feet. The atmosphere in the room was powerful, the awareness that this number of professional people had all, at some point in their lives, experienced this negative behaviour was compelling. It emphasised the need for change and for everyone to be consciously inclusive.

Alexander Pett from River Leadership Consultancy provided another stellar presentation on ”Dualisms” and the 5 core drivers of perception and personality. The theories provided great insight into how our behaviours impact inclusion and exclusion and there was certainly some very lively debate in the room!

Fiona Jackson, Vice President of WiN UK, Claire Gallery-Strong, WiN Cumbria, and Nikos Adamidis, NDA treated us to some insights into what it means to be part of WiN UK, how WiN UK is pushing for greater gender equality in 2019, helping to establish frameworks for companies and organisations to identify inequality, as well as build strategies to address this and bring about ways to measure performance. They did a great job as WiN UK received many offers of support on the day from willing volunteers. WiN UK were honoured to have Richard Harrington MP as a keynote speaker and he highlighted the importance for diversity and inclusion and emphasised the Government’s support for nuclear energy. He threw away his script and spoke to the audience with knowledge and authenticity, which was clearly appreciated by the audience.

Alex Pett then lead a group discussion with Anne Jenkins, Head of Equality, Diversity & Inclusion for the Nuclear Decommissioning Authority, Gwen Parry-Jones OBE, Executive Director, Operational Development, Horizon Nuclear Power, Jillian Chung, Head of Construction Legal, EDF Energy, and Steve Randle, Partner, PwC. In the session the panel shared their experiences of inclusion/exclusion which provided the audience with some great tips, in particular reminding people to “call it out” when they observed exclusive behaviour. The session also asked attendees to return to their organisations and remind them of the WiN Industry Charter they signed up for, encouraging all to have small conversations and to connect with others to generate greater inclusivity.

The highlight of the day was the awards ceremony and the recognition for the hard work and achievements by members over the year. The winners were announced and congratulations to;

WiN UK Champion of the Year – Molly Bennett, Cavendish Nuclear
WiN UK Mission Possible – Gayle Rew, Magnox Ltd
WiN UK Ally of the Year – Phil Craig, Babcock International
WiN UK Regional Team of the Year – WiN Cumbria
The afternoon was made up of five workshops, kindly hosted and delivered by Emily Hutchinson (EJH Consulting) and Caroline Brown (Atkins), Sarah Cave (Primeast), Alexander Pett (River Leadership Consulting), Sarah Montgomery and Nicola Boyle (Delve OD) and Deena De Vries Jones (HCD UK). These fabulous and professional individuals gave their time freely and delivered some knock out content!

As the day drew to a close Adrienne Kelbie, CE of ONR, finished with an inspirational reminder that consciousness is a choice to see, think, act differently and be inclusive: choosing to be a WiNner. Jack Gritt took to the stage for the final time, thanking all those who had provided sponsorship and support, and announcing WiN UK’s Industry Partnership 2019 with Jacobs. She expressed her thanks to Jacobs for this opportunity highlighting their long term support of WiN UK and their unwavering commitment to inclusion and diversity.

EDF HPC hosts Women in Nuclear Speed Mentoring Event

HPC played host to the Western Region of Women in Nuclear’s annual speed mentoring event on 28 March at its Bridgewater House offices in Bristol. Deborah Walker, HPC WN lead as well as regional lead for Women in Nuclear, compered the event with 11 mentors drawn from across a wide range of professions within the industry including engineering, design, radioactive waste management, regulation, defence, project management, stakeholder engagement and commercial. Sir Tim Stone, Chair of the Nuclear Industry Association took time before his NI annual dinner guest speaker duties to participate as a mentor and support the development of talent in the industry. Feedback received afterwards was universally positive

“the event was excellent, most people in leadership positions are open to questions and are willing to give advice to junior staff on how to progress their careers, [but] they are often far too busy to engage with fully. The speed mentoring event provided the opportunity to talk to a variety of different people in leadership positions in an environment where they are available and eager to discuss development. I would highly recommend the event to anyone who has the opportunity to attend”

“That was my first time attending an event like this. I found it was super helpful;”

“I think it was fantastic”

Jack Gritt, President WiN UK, said “This is why our regional teams are so important, delivering practical events locally to support women, providing advice and access to mentors which will help us move towards 40% women in our industry by 2030. Congratulations to Deborah and the WiN Western team for this great event and our thanks to EDF HPC for hosting this event.”
INSPIRE ME - How To Use your Voice Effectively

Deborah Walker, WiN Western Region Lead participated in a workshop run as part of Construction News’ Inspire Me programme which focused on ‘language as barriers’ with sessions on gender-neutral job descriptions, inappropriate language and vocal techniques.

https://inspireme.constructionnews.co.uk/workshops

The short session with Susan Room was a particular highlight – giving a fantastic 4 step approach for how to use your voice effectively to ‘make your mark’. https://www.susanroom.com/

Rick Lee of Willmott Dixon – talked about how they have achieved an increase in women joining their business and retaining women in the workplace to achieve above industry average female representation in the wider business through the development of initiatives such as ‘Agile At Work’, the ‘Dignity At Work Principles’ and how they are approaching leadership development for women based on some interesting research.

“Why Men Still Get More Promotions Than Women”

- Surveys suggest that high-potential women are over-mentored and under-sponsored relative to their male peers.
- There is a special kind of relationship—called sponsorship—in which the mentor goes beyond giving feedback and advice and uses his/her influence with senior leaders to advocate for the mentee.
- Without sponsorship, women are less likely than men to be appointed to top roles and may also be more reluctant to go for them” Herminia Ibarra, Nancy M. Carter, Christine Silva (Harvard Business Review, September 2010)

Deborah joined Andrea Singh, (Director of HR, BAM), Nick Langdon (chairman, CGL) and Lizzie Featherstone (head of business information tools, Taylor Woodrow) in a panel discussion on the extent of language as an obstacle in the workplace and how best to respond on an individual level and explore the measures companies should be taking to communicate best practice for appropriate behaviour in the workplace.
HOW TO USE YOUR VOICE EFFECTIVELY TO ‘MAKE YOUR MARK’

The session on vocal techniques, presented by Susan Room was superb and she gave a fantastic 4 step approach for how to use your voice effectively to ‘make your mark’. I’ve summarise it below as it’s so good and worth trying out yourselves.

The approach has four pillars:

1. ‘How you think’ explores the concept and origins of the inner critic, and offers practical ideas for taming and turning the inner critic into an inner coach.
2. ‘How you look’ considers the inner critic’s effect on body language, and shares tools for managing nerves, building executive presence, and making a (more) positive personal impact.
3. ‘What you say’ raises awareness of unhelpful speech habits, and suggests practical ideas for speaking confidently, clearly, and concisely.
4. ‘How you say it’ starts with listening skills – for how we listen informs how we respond – then reveals how the voice can be used to inspire, influence and captivate.

How you think
- The core of this is how you think about yourself, listening to your inner critic, how your inner critic sounds to you, how you talk to yourself in your head
- The language your inner critic uses will influence how your voice sounds when you speak and how you look/your body language
- Write down what your inner critic is saying
- Read it out loud – to yourself, to someone you trust/love
- Filter what you’ve written and analyse it
  - What is true
  - What is false
  - What falls into the “don’t know” category
- Practice self-affirmation
  - Say positive things to yourself about yourself
  - This helps you overcome imposter syndrome
  - Write down 3 positive words that a friend would use to describe you

How you look
- This is NOT about what you wear, your body shape etc
- This relates to how tension in your body has a direct impact on how your voice sounds – raises pitch, your shoulders rise up, your breath is constricted – tend to speak too quickly/babble
- Release the tension in your body in order to have an even tone, sounding in command and control

What you say
- You want to be confident, clear, concise and compelling
- Be aware of unhelpful speech habits you might have
  - Do not discount yourself (don’t put yourself down)
  - Do not say sorry ….”sorry but…”
  - Use confident language
- Focus one improvement at a time, it will make it easier for the others to fall into place
How you say it

- Be audible, use your vocal energy
- Warm up your ‘voice’ – do so some vocal warm up exercises (probably best not to do these in the meeting room….)
- Become familiar with your inflection – does the inflection go up or down at the end of a sentence. Going up can sound like a question. Down sounds more definitive, not open to a question, it is a statement

WiN US

International Women’s Day

The WiN Pittsburgh Professional Development team kicked off International Women’s Day on March 8, 2019, with several different activities.

The first activity encouraged members to have their picture taken with one of the International Women’s Day (IWD) #BalanceforBetter selfie cards to show support for the IWD initiative for 2019. The pictures were submitted to our communications team and shared on social media. Several members also shared their selfie card picture on their own social media on March 8th using the #BalanceforBetter hashtag to amplify their commitment!

The second activity was participation in the Development Dimensions International, Inc. (DDI) Webinar “Amplify: Power Moves for Women and Their Allies to Ignite Impact.” DDI’s CEO, Tracy Byham, Ph.D. and Bruce Watt, VP Europe, India and Australia, shared their personal journeys as leaders, coaches, and amplifiers of women, and showed women and men how they can use four “power moves” to unleash the potential of women. The four “power moves” included:

- Declare yourself (find your strength and the leader within you)
- Radiate confidence (explore the confidence gap)
- Fail forward (learn how to reframe failure)
- Super-power your network

At the conclusion of the DDI Webinar, the WIN Pittsburgh Professional Development Co-Chairs gave a brief presentation on International Women’s Day and the #BalanceforBetter initiative for 2019.

The co-chairs for WIN Pittsburgh Professional Development thank everyone for their participation in these International Women’s Day activities and look forward to continuing to amplify our commitment to #BalanceforBetter as the year progresses!