President’s Message

Dear WiNners

2020 seems to be one of the most challenging years during my presidential term for WiN Global. Due to the COVID-19 pandemic we need to reconsider the way we travel, communicate, and meet. It was the first time ever that we conducted a Zoom video conference instead of an Executive and Board member meeting in person, originally planned in Cadarache in April 20. Thanks go to WNA which allowed us to use their Zoom registration to do so: we ran for over 2 hours with more than 30 participants worldwide. Although discussions and interactions were and are limited, we succeeded to have information exchange as is reflected in the Minutes taken by Gaby Flannery diligently and available on the website.

One of the most pressing issues was the request from WiN Canada to postpone the Annual Conference, originally planned for October 2020 in Niagara Falls, to 2021; suggested by Lisa McBride was a date mid to late May, later amended to September 2021. Gratefully WiN Japan, WiN Egypt and WiN Russia have signalled their readiness to postpone their planned conferences for 1 year each. This is especially a great sacrifice for our Japanese WiNners who were already very advanced in their planning and contract negotiations in observance of the 10-year Fukushima accident. We are still awaiting a concrete date from WiN Canada when the Annual Conference will finally happen, all registrations and hotel registrations should still be valid, please watch out for the news on the WiN Canada website.

In order to guarantee a smooth transition from the present steering team (Gabi, Heather, Gaby and Eva) to the newly elected team (Dominique, Melina, Patricia and Eva) we have already started to initiate knowledge transfer and are in close interaction. It is planned to hold an online Annual Assembly in October 2020 to receive confirmation of the new President/Vice-President by the full assembly, officially hand over the Presidency, and last but not least, receive approval of the financial report. My final president’s report, a survey asking for approvals and other documentation will be circulated in due time.

You might take from the Minutes that our partnership agreement with WNA is terminated as of 1 September 2020. I take this opportunity to thank WNA and staff, namely DG Agneta Rising for her support, but especially Gaby Flannery for her valuable contributions, diligence, and dedication as the WiN Global administrative Secretary for those many years. Without her WiN would not have operated as well as it did.

New President, new Vice-President, new committees and teams, new website, new partnerships, new ideas:

NOW IT IS TIME FOR CHANGE – WI N IS READY TO MEET THE CHALLENGES!

Have a healthy and lovely summer, and take good care

Gabi
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**Editorial Team**

Gabrielle Flannery  
Richard Petrie

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**Editor Director**

Gabi Voigt

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Special thanks to all the contributors to WiINFO Issue No. 63 (June 2020). If you wish to send news from your Chapter for the September 2020 issue please email your contribution to: patrischin@gmail.com by August 14th 2020.

Please send in Word format with jpeg pictures.
INDUSTRY NEWS

NUCLEAR MUST BE PART OF A POST-VIRUS AND LOW-CARBON RECOVERY

Investing in nuclear power as part of the post-virus recovery would help stimulate the economy and ease the path towards carbon neutrality, World Nuclear Association said on 29 May, following the ministerial roundtable on *Mobilising Investments for Secure and Sustainable Power Systems* that was co-hosted earlier that day by the International Energy Agency (IEA) and the UK government.

Fatih Birol, IEA executive director (Image: IEA)

The event, which was co-chaired by Fatih Birol, IEA executive director, and Kwasi Kwarteng, UK Minister for Business, Energy and Clean Growth, examined the short and longer term impacts of the COVID-19 pandemic on the electricity sector and what the crisis means for evolving opportunities and risks facing power sector investments. It was one in a series leading up to the IEA’s *Clean Energy Transitions Summit*, which will take place on 9 July.

Commenting on the many speeches heard during the ministerial roundtable, Agneta Rising, director general of World Nuclear Association, said: “The global nuclear industry is ready to do its part to make sure we come out of this pandemic stronger, cleaner and more resilient than ever before. Nuclear energy can play a key role in the post-COVID recovery by boosting economic growth, creating jobs and supporting the development of a cost-effective, low-carbon, resilient electricity infrastructure.”

There is a “window of opportunity”, she said, for governments to support the many new nuclear build projects already planned. “Nuclear power must be included in the journey towards carbon neutrality. If not, there will be threats to the security of supply, and the transition towards a low-carbon future will be considerably more expensive. The electricity system of the future must take into account the full costs and benefits of different forms of generation,” she added.

Speaking at the meeting, Jean-Bernard Lévy, CEO of EDF, highlighted the potential contribution of new nuclear. Each gigawatt of nuclear capacity avoids two to four times more emissions than equivalent capacities of other electricity technologies, which is thanks to its reliability and high capacity factors, he noted. A new nuclear project is also good for employment, he said, with construction of an EPR creating about 4600 skilled jobs. It would boost the economy, particularly for local industries.

Nuclear power has been an important source of power flexibility in Europe during the current pandemic, as highlighted recently by the IEA in its *Global Energy Review 2020*.

Mark Menezes, undersecretary of energy for the US government, emphasised that reliable, resilient, carbon-free baseload power continues to be important, noting that the world won’t reach its clean energy goals without nuclear. IEA analysis, he said, had shown that lifetime extensions of existing reactors are the lowest cost low-carbon source of additional generation.

In a *joint statement*, Birol and Kwarteng said participants in the meeting had “expressed concern” over the finding by the IEA *World Energy Investment* report that capital spending in the power sector is set to drop in
2020. Global investments in low-carbon generation, grids, flexibility and storage are "out of step" with the needs of sustainable and resilient power systems, they added.

Clean energy transitions will be a key focus, they said, in the lead up to the UN's next round of climate talks - COP26 - "and beyond". The UK is the host of COP26, which because of the pandemic is to be held one year later than scheduled, in November 2021.

Researched and written by World Nuclear News

WIN GLOBAL NEWS

WiN Global Annual Conference 2020 – Update from WiN Canada

Women in Nuclear Canada has been following the COVID 19 situation carefully and we hope all of our fellow WiNners around the world are staying safe, healthy and strong through this challenging time.

As a result of the COVID-19 global pandemic, WiN Canada, in consultation with the WiN Global Board of Directors, have made the decision to postpone the WiN Global Conference originally scheduled to take place in Niagara Falls in 2020, to 2021. WiN Canada is currently working with WiN Global to confirm a new date and will announce it shortly to ensure travel arrangements can be adjusted accordingly. This was not a decision that was made lightly. We know how important our conference is for our members to network, connect, learn and share together. However, the health and safety of our attendees are always the top consideration when planning any WiN event. These are unprecedented times and we felt we had to take action to ensure the safety of all our conference participants.

Heather McBride, President WiN Canada

New Partnership Agreement

WiN Global and Thomas Thor Associates are delighted to announce that they have signed a Partnership Agreement. The agreement sets out how the two organisations will collaborate over the next four years to achieve their common goal of supporting and encouraging women working in the nuclear industry. WiN Global has established valuable initiatives to support women in the nuclear industry across the world. Thomas Thor, as a global recruitment and human resources specialist in the nuclear sector, will be adding its expertise and resources to enhance and accelerate these initiatives. The two organisations will team up to enhance the quantity and quality of career opportunities for women in the nuclear sector.
Callum Thomas, CEO of Thomas Thor, said “we have been active for many years in attracting recruiting and supporting women in the global nuclear industry, and working in partnership with WiN Global we can do even more to address the gender balance and achieve the benefits of a diverse global workforce”. Gabi Voigt, President of WiN Global, together with Dominique Mouillot, WiN Global President elect, who have initiated that partnership are confident that this cooperation will achieve tangible results, and that success stories will pop up soon!
Establishment of the new WiN Chapter Development Committee

Based on WiN Global goals and objectives of “to establish WiN chapters in as many locations around the world as possible to support the WiN vision and mission”, we would like to announce the establishment of the new "WiN Chapter Development Committee" with the aim of providing the necessary information, guidance and support to all new and potential WiN national chapters around the world.

The primary goal of this Committee would be to develop a comprehensive road map for opening and growing new WiN Chapters with the prescribed rules, goals and objectives, advice and opportunities that participation in WiN Global gives to its national members.

Secondary goals of the Committee would be to foster international cooperation projects to help the new Chapters with the experience, know-how and practices of the already well-established WiN chapters in the world.

Finally the new committee would be working to address the most common issues that the new chapters are facing, such as creation and running of a website, communication and journalism procedures, financing and interested stakeholder involvement, and many others.

The new committee will be headed by Alyona Yakovleva (WiN Russia) and supported by several of our volunteers Janette Donner (WiN IAEA) and Melina Belinco (WiN Argentina).

All other interested volunteers are more than welcome to join our work and help make WiN Global a larger, more inspirational and more supportive global happy family to be a part of.

Please send your participation, question and suggestion requests to the following email: elena.yakovleva@atomic-energy.ru
CHAPTER NEWS
WiN Australia

International Young Nuclear Congress – 2020 Sydney Australia

The International Young Nuclear Congress is a unique event that gathers young professionals pursuing their careers in the field of nuclear science. The congress provides a platform for interactions between participants with different professional and cultural backgrounds particularly in sharing knowledge and ideas related to the peaceful uses of nuclear technology.

In 2020, the conference was held in Sydney, Australia between 8-13 March with the theme “Diversity in Nuclear”. Diversity manifested in many different forms during the congress. Diversity in gender was celebrated already on the first casual kick-off day in the frame of International Women’s day. The coincidence of these two events offered excellent opportunity for reunion and networking between WiN members as well as gave room for promotion among young professionals who have not yet been familiar with WiN community. WiN members were present from France, Italy, Russia, South Africa, Taiwan, Bangladesh, Australia and several other countries.

Young professionals coming from more than 40 different countries, speakers from 6 continents and Young Generation Networks present from over 19 counties showcased cultural, educational and geographical diversity. Among the speakers, there were IAEA representatives, engineers from start-up companies, renowned university professors, experienced consultants, CEOs, managers and governmental delegates. These experts shared their proficiency in plenary sessions such as “Nuclear for food security”, “Research Reactors”, “Frontiers of Nuclear Medicine”, “Nuclear for Power” and several others reflecting the large variety of nuclear applications.
Interactive workshops were another outstanding element of the congress. During these workshops, attendees in small groups were engaged to work collectively on a particular subject related to current challenges of nuclear technology. Creativity and innovation were encouraged in the development of new ideas and solutions based on the individual experience and knowledge of the group members. The best workshop title was awarded to “Challenges on NPP Construction in Emerging Nuclear Countries” competing with “Design your own reactor”, “Building a Smart Energy Mix”, “Sustainable and Ethical Uranium Mining” and others.

The mentoring programs, aimed to further boost networking, development and capitalize on career opportunities, provided room for diversity in generations. During the mentoring sessions, participants had the chance to benefit from one-on-one conversations with renowned experts from industry, research and academic field as well.

Besides the technical presentations and posters, the congress held numerous technical tours and cultural activities. Thanks to the large variety of nuclear applications in Australia, participants could choose to visit the famous Ranger Uranium Mine (unfortunately, it was cancelled due to the coronavirus situation), the cyclotron and PET camera in the Liverpool Hospital, the site of the Australian Nuclear Science and Technology Organisation, the OPAL and the decommissioned HIFAR research reactors or the Australian Synchrotron. Cultural activities included the welcome dinner at the Wildlife Sydney Zoo with some of Australia’s famous animals (koalas, crocodiles, snakes and spiders), a Harbour Cruise under the iconic Harbour Bridge and past the Sydney Opera House, an ancient aboriginal Smoking Ceremony, surfing lessons at the popular Bondi Beach, casual networking events in the historical district of Sydney and Farewell dinner.
The next IYNC will take place in Russia in 2022 under organization of Russian Young Generation Network.

WiN Brazil

WiN Brazil – IPEN Meeting

Fortunately, 2 weeks before the social distancing recommendations started, we had a WiN Brazil-IPEN meeting on “Women in Science” on March 6th 2020. It was a great success according to the many attendees.

Speakers: Adriana Alves, Eva Bly, Nelida del Mastro and Sandra Mattiolo with the Director of the IPEN, Dr Wilson Calvo.
Helping the Fight Against the Pandemic

Nuclear technology is helping combat the COVID-19 pandemic in Brazil. As the use of masks becomes compulsory in public areas, several initiatives are aiming to meet the manufacturing demands. One of them is “Sewing Dreams”, a local community project focusing on the production of reusable masks. These masks are made from donated fabric from textile companies and are composed of a double-layer of 100% tricoline cotton. On April 13th, the IPEN started irradiating the cloth masks still inside their packages, thus avoiding the need for them to be manipulated at this stage. The masks that are distributed to the public are sterilized in the industrial gamma irradiator located at the Instituto de Pesquisas Energeticas e Nucleares (IPEN-CNEN/SP) in Sao Paulo, Brazil, to avoid any spread of contamination. After their distribution to the public, the masks should be washed after each use and should be ironed before reusing them. IPEN is also analyzing the feasibility of sterilizing surgical (but not N95) masks with radiation for reutilization and have started to do that, provided that sterilized masks maintain the filtration efficiency.

Images in front of the IPEN gamma irradiation facility for the treatment of masks.
The COVID-19 pandemic has affected many professional building activities. However, WiN Brazil didn’t stop. A WhatsApp group with members from all across the country is offering extraordinary support for members’ wellbeing. Meanwhile, our local executive committee is maintaining periodical calls, sharing professional and personal information.

Pact for Life – Virtual March for Science

Another project that the organization recently engaged with was the “Pact for Life – Virtual March for Science”. In support of the movement created by the Brazilian Society for the Progress of Science, WiN Brazil encouraged the winners to create short videos talking about their projects. Videos were posted on May 7th by scientists across Brazil with the hashtag #pactforlife. At a time when science is being recognized as being highly relevant in solving global issues, this virtual march aimed to ask for support from the government and other organizations in terms of investments and proper attention. WiN Brazil joined this movement with several videos of WiNners being examples of nuclear professionals for future generations and engaging with an important global social issue. These videos can be seen by searching for the hashtag #WlinsoilnaMarcha.

https://twitter.com/WiNglobal/status/1258517431665831939
https://www.facebook.com/womeninnuclearbr/

WiN Bulgaria

Mentoring Activity

On October 9-10, 2019 in the Bulgarian city of Gorna Oryahovitsa gathered young inventors from all over the country for the fourth in a row competition-exhibition “Youth Technical Creativity”. The teams presented their own developments in the field of robotics, electronics, energy and other spheres of technical sciences.

With their own development of models and robotic applications participated also students from 11 and 12 grades of Bulgarian professional college of nuclear energy "Igor Kurchatov" Kozloduy, led by WiN members eng. Valentina Staneva and eng. Tatyana Bobeeva. The team - Yonatan Dimitrov, Rostislav Todorov, Stefan Ivanov and Miroslav Mitev presented a robotic car, a writing clock and a system for measuring electrical quantities
The event was attended by representatives of companies from the industry as well as guests from the Ministry of Education and the municipality of Gorna Oryahovitsa.

The aim of the exhibition is to make a fruitful exchange of ideas and to create and reinforce constructive contacts between students and secondary school teachers with representatives of higher education and employers from the industry sector.

All participants in the exhibition received participation certificates and encouragement awards. Our students received a voucher worth of 100 BGN by the company "Elimeks" in order to purchase products for their future projects.

**Professional Training in France**

For another year the Bulgarian professional college of nuclear energy "Igor Kurchatov" Kozloduy, sent its students, led by WIN members eng. Valentina Staneva and Neda Vateva, to practice in France under the Erasmus + project. A group of eight students and teachers visited a polyvalent high school "Charles Tellier" in the town of Conde-sur-Noaro – Normandy. The implementation of this practice has become possible thanks to the largest European programme for education, training, youth and Sport-Erasmus+ under the project "Monitoring of alternative energy and transfer of professional European experience", whose Duration is two years (2018 – 2019) and at the beginning of November started the second mobility of its realization.

After a very serious selection based on knowledge and a wide range of professional skills, the most deserving 8 students were selected for the project. During their two-week stay, the Bulgarian youths improved their skills related to the proper operation and monitoring of various electrical production systems through modern means of laboratory training. In the French high school our graduates worked with robotic systems and monitoring devices for collection, monitoring, analysis and control of operational data of a system. In the process of work the young people went through professional training, practical activities and work with 3D printer. Four robots were made, programmed and tested, which will be used in the vocational high school in the hours of laboratory and training practice.
The visit to France was complemented by an information visit to the nuclear power plant of Flammanville and its reactors of a new generation, where the first French EPR reactor with power 1600 MBT is under construction. This practical training brought the students closer to the European experience and increased their sustainable motivation for future career development.

Best Young Installer Competition

Students of the Bulgarian professional college of nuclear energy "Igor Kurchatov" Kozloduy, participated in a competition for the best young Installer. For the fifteenth time “Overgas” and the Ministry of Education and Science announced the National Vocational Training competition for the best young Installer - part of the Ministry’s calendar.

For the first year 16 students from 11th and 12th grade from profession "Technician of energy installations and devices", specially "Heat-thermal, air-conditioning, ventilation and refrigeration" under the supervision of eng. Valentina Staneva participated in the first on-line round of the competition, which took place on 17 February 2020. The students decided on an online quiz consisting of questions related to the profession they are studying.

For the second round (regional), which was held on 13 March 2020 in the city of Sofia, 7 students achieved test results equal to or greater than 84%. The students had to participate as two teams in the regional circle of the contest "The Best Young Installer". The students are:

1) Christian Biserov Simeonov-96%
2) Ionatan Biserov Dimitrov-84%
3) Miroslav Desislavov Mitev-84%
4) Rosen Krasimirov Evtimov-96%
5) Rostislav Rossenov Todorov-92%
6) Stefan Ivanov Ivanov-92%
7) Ventsislav Plalov Ankov-96%

Due to the emergency introduced in the country caused by the spread of the Coronavirus COVID – 19, the next rounds of the competition are postponed.
WiN Canada

WiN Canada Involvement

Women in Nuclear exhibited at the Canadian Nuclear Association Conference in February. Members of the Women in Nuclear Canada Board of Directors held a very successful reception for WiN members and industry professionals. WiN Canada revealed the new strategic plan to key stakeholders. WiN Canada was also very pleased to host Ontario's Minister of Energy, Mines and Northern Development - MPP for Kenora-Rainy River, Greg Rickford who shared brief remarks and demonstrated his unwavering support of WiN Canada.

On March 5, Ontario made history with the passing of by supporting Motion 91 to include nuclear, especially small modular reactors, recognized as a clean generation source and its contribution for combating climate change. WiN Canada was proud to support this motion. WiN-Canada President, Lisa McBride joined Lindsey Park, Canada MPP for Durham Region and Matthew Mairinger, Canadian Affairs Chair for North American Young Generation Nuclear. Click here for full press release.

Additionally, WiN-Canada supported the application before the Canadian Nuclear Safety Commission from BWXT Nuclear Energy Canada (BWXT-NEC) Inc. to renew its Class IB Nuclear Fuel Facility operating licence for the fuel fabrication facility located in Toronto, Ontario and the fuel bundle manufacturing facility in Peterborough, Ontario for a period of ten years.

WiN Canada has a number of webinars and virtual events planned for our members in the coming months.

WiN Egypt

WiN Egypt Accomplishes Its Second Health Campaign for Breast Cancer Awareness and Early Detection

When breast cancer is detected early, and is in the localized stage, the 5-year relative survival rate is 99%. Accordingly, under the auspice or Prof. Dr. Atef Abdel Hameed, Head of the Egyptian Energy Authority (EAE), Win-Egypt launched its second breast cancer awareness and early detection campaign for employees at the authority. Prof. Dr. Atef sent a request to the Egyptian Ministry for Health to provide a car equipped with a mammogram and ultrasound for inspection for the disease for EAE employees. Doors of the authority were
opened to the public, who wished to undergo this inspection free of charge. The early detection campaign was preceded by Seminars, where Specialists and University Medical professors delivered lectures on the subject how early detection is a saviour from the disease. Breast cancer survivors, who experienced the disease, were asked to tell their stories and life style sociologists lectured on how release of stress can protect forms of cancers in general, and consequently how to enjoy life.

At the outer Clinic of EAEA a big van resided carrying a mammogram and ultrasound. In the clinic women were inspected for diabetes and hypertension and were taught how to perform breast self-exam. Ladies above forty and young ladies with suspected disease were allowed to undergo further mammogram and ultrasound.

A total of 1800 women were examined and received the benefit of saving at least 2000 Egyptian pounds cost of the examinations. Thanks to Prof. Dr. Atef Abdel Hameed Head of EAE, by whose support, this WIN Egypt event became a success.
WiN Egypt Organizes a Seminar on Covid–19

The whole globe now is suffering from Covid–19 and we are now in lock–down because of this nasty corona virus pandemic. Just before the lock down and before WHO announced recognizing it as a pandemic, WiN Egypt was able to arrange for a Seminar on Corona virus under the auspice or Prof. Dr. Atef Abdel Hameed, Head of the Egyptian Energy Authority (EAE). Staff members and Specialists from the National Center for Radiating Research and Technology and from the Egyptian Ministry of Health and population (EMHP) were invited to lecture on the topic. Around that time the real signs and symptoms were not still yet clear, so the Seminar was based on viruses in general, history of pandemics and personal hygiene. Representatives from EMHP provided an update of the virus in China and the situation in Egypt at that time.

WiN France

In this unprecedented highly anxiety-provoking period, it is a fact that in all organizations many of us are overworked (depending on the sector and the degree of anticipation of the Covid-19) and must adapt in emergency mode (inventor the remote operating mode, the organization at home, coordinating the teams, managing the stress of economic impacts, etc.),

During this period WIN France regional representations proposed different workshops to help members overcome and keep their sense of proportion.

Individual or Collective Coaching? If It Was the Right Time?

One of our partners Nathalie Lebrun is a coach and has made a solidarity proposal to WIN France: 10 one-hour videoconferences-free, to allow to step back, regain some serenity and “answer questions of the moment”. Nathalie helped them to step back and develop their soft skills (leadership, communication, assertiveness, etc.). Women have an important place in her approach: out of conviction and because they regularly see that coaching can enable them to prepare for positions of responsibility or overcome certain blockages and allows women to “fully spread their wings”. 
Delphine and Aurélie, are authors of the book "Cultivating optimism". Delphine and Aurélie led a workshop at the 2018 WiN France GA then, it therefore seemed normal to allow them to animate web workshops. In this unprecedented period, knowing how to take things on the right side is essential for everyone. These 2 workshops aim to give us a good breath of optimism! and it was with pleasure that the participants of the 1st web workshop found them on April 23. The feedback is very positive. See below a some extracts from the returns of these web workshops

"I experienced this workshop as a reminder. However, I was much more attentive than during the conference, to practical exercises, like gymnastics to be reproduced day by day to stay in this energy of optimism. And I really liked it "Laurence

"This workshop allowed us for 1 hour 30 minutes to reflect on optimism and give us directions for becoming one. Aurélie and Delphine told us about the health benefits and that leaves no doubt: it is better to be optimistic! It is possible to change the way you see things! " Lucy

"... It always feels good to share our” kifs “and thanks with others, and to remember the principles of the culture of optimism.

"On the form, I think that the Web workshop is a good idea, it allows us to do activities together despite the confinement and that it can be repeated on other themes in the future ... "Odile

+L’article de Eszter sur IYNC
**WiN Russia**

**New WiN Russia project “Women's Leadership and Communications”**

The new international information project of WiN Russia “Women's Leadership and Communications” is launched to transfer the best experience, knowledge, practices and competencies of Russian and foreign women experts of the nuclear industry.

It is expected that this project “Women's Leadership and Communications” on the pages of the “Nuclear 2.0” portal will be able to embody the value, confidence and harmonious image of a “female leader” in the nuclear industry, give new fresh, strong and unique inspiration to the women of the nuclear industry, and become an example of women's faith in herself and in each other.

The first interesting and motivating interview has already been received from Irina Kupriyanova, Head of Professional Development of WiN Russia and published at:

[https://www.atomic-energy.ru/interviews/2020/05/08/103490](https://www.atomic-energy.ru/interviews/2020/05/08/103490)

**Irina Kupriyanova**

One of the key components of success of “Women in Nuclear” in Russia lies in the service of the most visited Russian pro-nuclear website “Nuclear 2.0” ([www.atomic-energy.ru](http://www.atomic-energy.ru)), which has made its platform available to host the webpage, news and announcements of WiN Russia.

The information portal “Nuclear 2.0” was established in 2008 by WiN Russia President Alyona Yakovleva in an attempt to create a large open public library of information related to the developing nuclear and radiation technologies in Russia, as well as activities in the backend section of the industry which are very important to the public and environmental organisations.

Since its launch, the website has accumulated over 100 000 publications, all of which are sorted by the following family of tags – over 1000 topics, 1 500 keywords, 1 000 geography items, 2 000 organisations, 1 500 experts and 800 events.

Everyday “Nuclear 2.0” provides an extensive coverage of over 40 Russian and international news and analytical publications, many video and photo materials, and is visited by the largest in Russia audience of over 4 000 unique hosts. Among its readers are not only specialists from the nuclear industry, but also many young people and students, teachers and government employees, environmental and public activists.

“The Russian chapter of “Women in Nuclear” has a special section at the website ([https://www.atomic-energy.ru/Women-in-Nuclear](https://www.atomic-energy.ru/Women-in-Nuclear)), which since the opening in 2017 has over 50 interesting news and publications”, - says Alyona Yakovleva, - “we are often called “Nuclear wikipedia” by people because we have so much different accumulated information, which is further structured in an easy to understand and intuitive taxonomic way. I am very glad to have started the website over 12 years ago, which has now become very helpful to our professional women movement”.
WiN Taiwan

Celebrating WiN Taiwan 25th Anniversary

The first WIN Global meeting was held in Paris in 1993. Jessie Chiu attended the meeting and reported Taiwan will have a WIN chapter. On Feb. 7, 1994 WiN Taiwan was organized with about 50 members. Jessie was the first president and represented Taiwan to attend the 1994 WIN Global meeting. Till now WiN Taiwan was 25 years old, a grown-up adult.

The man behind the Scene is Dr. S. T. Chiu. As an executive member of Chung-Hwa Nuclear Society, he strongly proposed to organize a women group and continuously support WiN Taiwan’s activities during these 25 years. He retired from the Atomic Energy Council in Jan. 2019. Our board members had a dinner with him to express our gratitude and asked him to give a speech to our members. Therefore, Dr. Chiu gave a speech on “Application of Radiation Technology to Oil Painting” on April 25.

The number of young generation in WiN Taiwan is growing, Professor T.K. Yeh encouraged them to organize a group in ChungHwa Nuclear Society. Therefore, Taiwan Young Generation in Nuclear(TYGN) was set-up in 2018. The core members are very active to participate in international events. We are very glad to mentor the young generation to succeed us.

WiN Taiwan, American Nuclear Society- Taiwan Section (ANS-TS) and Taiwan Young Generation in Nuclear(TYGN) had a united annual meeting on July 31, 2019. This meeting held in Green World Ecological Farm., provided an opportunity for the members from these three groups to communicate. After a speech on “The natural beauty of Hsinchu”, we had a tour around the Green World.
A panel discussion on female careers was held on Dec. 16. The panelists were: Ms. Cheng Yuan-er from Central Weather Bureau, she was the first female weather forecast reporter. She shared her experiences on how to balance her job and family. Ms. Lin Man-Tsu, a famous painter, shared her painting and her experience on painting healing. Ms. Chiang Shu Chuan, a psychological counselor, shared her experience on unequal treatment between male and female and how she tried to get even treatment.

Due to the government’s anti-nuclear policy, we who work in the nuclear field, seem to have a doomed future. We believe Taiwan needs nuclear and what we do is good for our country. Therefore, we still work very hard on our job. Their sharing encourages us very much.

WIN Taiwan belongs to every member, we are so glad to work together during these 25 years. In the Spring we made a T shirt to express WIN Taiwan will be prosperous like flowers. We took a tour in Peitou which is famous for hot spring, to find if anywhere has unusual dose over background level. There is a special stone called Peitou Stone.
We planned to have a Spring tour to end our celebrating activities, but due to COVID pandemic, all gatherings are cancelled. However, we want to take this chance to share it.
WiN UK

All change for WiN UK! So much has been happening in the UK and we are delighted to share our updates with our global audience. Our priority remains to encourage women into the nuclear industry via our three key objectives:

Key Objectives

Delivered throughout the WiN organisation, via the Executive Board, Industry Partner, WiN Patron and WiN Regional Teams, the aim of these objectives is to encourage women of all ages into, or back into, the nuclear sector through engagement with schools, universities, industry and social media; to support those already in the sector with career progression through mentoring and networking; having meaningful dialogue to ensure broader engagement on diversity within the sector, but also on engaging women outside the industry in the debate on nuclear applications.

WiN also have an Industry Guidance team who are focused on working with organisations in the nuclear sector in pursuit of our mission through the promotion of the WiN Industry Charter (companies can sign up to and commit to making a difference to gender balance) and a Toolkit to aid companies by bringing together experts and information, in a guide on best practice. Our aim is to encourage, challenge and share best practice across the sector.

Executive Board

To continue to support our key objectives the Executive Board for WiN UK has been restructured under the leadership of Jack Gritt (outgoing WiN UK President), the key focus being to take WiN UK to a new level of operation by developing a strategically focus Executive Board with additional roles and an Executive Committee. The growth of the leadership team will help to develop specific strategies and to support the 10 regional teams around the UK in delivering against the objectives.

WiN UK to Establish as an Independent Charity

These changes also included in WiN UK announcing their intention of becoming an independent charity to allow for greater growth and flexibility in their delivery of gender balance and inclusion for the UK nuclear industry.

New WiN UK Industry Partner

We are delighted announce that the National Nuclear Laboratories will become our Industry Partner for 2020. Our thanks to Paul Howarth for his ongoing support of WiN UK. Our thanks too must go to Jacobs as our outgoing Industry Partner and who, under the leadership of David Ellis, have been staunch supporters of WiN UK from the very start of our journey.
New WiN UK Patron

WiN UK are delighted to announce a new WiN UK Patron, David Peattie, CEO of the Nuclear Decommissioning Authority, effective from January 2020. David will be following in the footsteps of Adrienne Kelbie, Chief Executive of the ONR, whose enthusiasm and inspiration will be greatly missed but we know that David will bring a new style and energy to this important role. Many thanks to both Adrienne and David for their support and commitment to Women in Nuclear UK!

New WiN UK President

The preparatory work complete, it was time to establish the new Executive Board and hand over the execution to the new team! So our big news is to announce our new WIN UK President, Lynsey Valentine of Cavendish Nuclear. Jack Gritt has now completed her term as WiN UK President and we welcome Lynsey as the new President and can confirm she is enthusiastically leading the team to greatness! Lynsey and the Executive Board thank Jack for her leadership over the last 5 years. Lynsey said “It’s both exciting and daunting to be taking over the WiN UK presidency reins from the fabulous Jack Gritt! There are some big shoes to fill but after a fantastic WiN UK 2020 conference this week my new Executive Board and I came away truly inspired to continue to build on the WiN UK journey!”

WiN UK Celebrate 5 years Since their Launch

October 2019 saw balloons, bubbly and tributes flow at Jacobs offices at the Cottons Centre in London, where all those involved in the creation and growth of Women in Nuclear UK (WiN UK) gathered to celebrate their achievements and thank those who contributed to their success.
Jack Gritt, the President of WiN UK (outgoing) paid tribute to companies who are promoting and encouraging female talent in the UK’s nuclear industry.

Addressing attendees celebrating 5 years since the creation of WiN UK, Jack said:

"Holding this event to celebrate and thank all those who have supported WiN UK over the last 5 years provides an opportunity to reflect on all we have achieved.

"From our launch in the House of Lords to our newly structured and appointed Executive Board today, we have achieved so much. We’ve influenced government, held dinners with CEOs to gain commitment, and connected with other organisations to support our aims and raise awareness. 10 regional teams are now all working hard in their local areas, holding workshops for mentoring, development opportunities and connecting people with amazing role models.

“Our Annual Awards celebrate progress towards our mission made by individuals and teams. We continue to work with the signatories of our Industry Charter on areas that can make a difference to gender balance in their organisations, and we also spend time working with schools and universities to spread the word. And much, much more! None of this could have happened without the support and commitment of so many. I wish I could name every single person that has given so much of their time, effort and heart to WiN UK, but that would clearly be impractical! There are so many of you!

“Instead, I would like to highlight the groups of people who have given so generously to WiN UK: our Executive Board (past, present and future), our Regional Teams, our energetic Patron, Adrienne Kelbie, the Annual Conference Sponsors and Workshop providers, Jacobs our Industry Partner, PWC for hosting our CEO Dinner, all the Industry Charter Signatories, Beccy Pleasant from NSSG, Janine Claber and all the team at Marick Communications, the Nuclear Institute and Nuclear Industry Association….the list could go on (and advance apologies if I have missed anyone!).

“However, there is a lot more to do and my challenge to colleagues in the industry over the next 5 years is keep up the pace, continue to engage and really focus on achieving the Nuclear Sector Deal target of 40% women in our industry by 2030. We can achieve this target and build a higher performing and exciting industry as a result. The road map to support achievement of this target has been developed jointly by the NSSG and WiN UK and was launched in December 2019, so we have given everyone the framework and tools to make this a reality. Knowing the inspiring people who are on this journey with us, I know we will succeed.”

The WiN UK founders, Miranda Kirschel MBE and Rebecca Holyhead, along with many of the former WiN UK Executive Board members attended this event to celebrate progress in the WiN UK mission. They all continue to be great champions for gender balance and we thank them for their commitment.

Jack Gritt, President of WiN UK, was a founding member in 2014 when only 17% of the nuclear workforce was female, and she believes the industry is making progress. Now women make up 22% of those working in the industry but there is still a way to go to meet the 2030 Nuclear Sector Deal target of 40% of women in our industry. After serving WiN UK for 5 years, Jack will be standing down as President but remains committed to Women in Nuclear as she moves on to work at an international level with the WiN Global Executive Board. At this celebratory event, Jack introduced the future WiN UK President, Lynsey Valentine from Cavendish Nuclear, who will continue the mission for gender balance by working with government, businesses and educational establishments to attract, retain and progress women in the nuclear industry.

WiN UK remain incredibly grateful to Jacobs, not only for hosting and sponsoring this celebratory event, but for providing fantastic support throughout the years, and specifically this year as WiN UK’s Industry Partner.
WiN UK are also grateful to Adrienne Kelbie, CEO of Office for Nuclear Regulation and Patron for WiN UK since 2016. Adrienne continues to be a passionate role model for women working in the nuclear industry, and her inspirational support and words, heard at various events by so many of WiN UK members, were applauded and appreciated in her absence at the event.

WiN UK Conference 2020

The sixth annual Women in Nuclear Conference took place on Wednesday 29th January at Church House in Westminster entitled “Time to Sweat the Small Stuff – Inclusion Nudges and Micro Cues” exploring the small, everyday things we can change to move behaviours so that they positively impact the inclusivity of our organisations.

Chaired by Alex Pett from River Leadership, the packed agenda included an inspiring keynote speech from Gwen Parry-Jones OBE, CEO of Magnox. She shared some of her own personal experiences and learnings from during her career.

A “fireside chat” gave the audience a chance to interact and challenge a panel of nuclear industry and inclusion experts which resulted in some very lively discussion about the pace of change. They covered how we can move beyond just completing unconscious bias awareness training and focus on the actions we need to take to build more inclusive environments.

WiN UK are grateful for the fascinating contributions from those around the fire, including Debbie Francis, Managing Director of Direct Rail Services Ltd; Sarah Churchman OBE, Chief Inclusion, Community and Wellbeing Officer, with PwC; Paul Howarth, CEO of National Nuclear Laboratory; and Amri Johnson, Partner, Inclusion Nudges.

The event also provided a platform for new WiN UK Patron, David Peattie, CEO of the Nuclear Decommissioning Authority to share a little of his inclusion journey. He has firm plans to contribute to the key WiN UK pillars of attraction, retention and generating dialogue across the industry during his patronage.

The audience were treated to an uplifting video message from Nadhim Zahawi MP, in his role as Parliamentary Under Secretary of State at the Department for Business, Energy and Industrial Strategy (BEIS). He encouraged all delegates to pledge their support for the newly launched Nuclear Sector Gender Roadmap and Gender Commitment. Chris Bowbrick from BEIS was in attendance and added his signature in support of the documents which were compiled by WiN UK in partnership with the Nuclear Skills Strategy Group (NSSG).
The WiN UK Awards were presented and provide the perfect opportunity to recognise those groups and individuals who are going above and beyond to drive the inclusion, diversity and equality agenda forward throughout the industry.

The afternoon provided delegates with the opportunity to each attend two of five workshops exploring specific areas of Inclusion Nudges and Micro Cues and look in detail at what action can be taken in the workplace.

The workshop hosts included Emily Hutchinson (from EJH Consulting) and Caroline Brown (from Atkins), Sarah Montgomery and Nicola Boyle (from Delve OD), Margaret Edge and Ana Pacheco (from The Pipeline), Sarah Cave (from Primeast) and Alex Pett (from River Leadership) and they covered:

- Nudging people to opt in: How changing language in job adverts can attract greater diversity
- Stop talking, start listening: Nurturing the strengths of introverts
- The Attainment Trap: Understanding the micro cues that create risk appetite
- Getting your feedback together when you just want to scream! : Managing bias, micro cues and poor behaviours
- The Unconscious Revealed: Recognising micro patterns of inclusion or exclusion to shift our behaviour in a way that shifts behaviour of those around us

The event rounded up with a final emotional farewell to outgoing WiN UK President Jack Gritt and a very warm welcome to new President Lynsey Valentine.

Decision-makers Plan Next Steps to Deliver UK Nuclear Sector Gender Roadmap

The Nuclear Skills Strategy Group (NSSG) and WiN UK came together for a meeting of the Nuclear Sector Gender Roadmap delivery group in February. There has been overwhelming support for the Roadmap since its launch in December 2019. We now have 100s of individuals and companies who have signed up to the Gender Commitment, pledging their support to the Nuclear Sector Deal target of a 40% female workforce in nuclear by 2030.

Signatories include Nadhim Zahawi, Parliamentary Under-Secretary of State at the Department for Business, Energy and Industrial Strategy, who shared a really inspiring video of his signing the commitment at the annual Women in Nuclear UK conference on 29th January 2020.

The delivery group will now develop the Roadmap into a clear delivery plan with action owners and milestones, alongside a means for tracking and measuring progress against it.

This first successful meeting included some great discussion and debate on how best to take the Roadmap forward. It culminated in the following key decisions and actions being taken to start to drive delivery:

- Roadmap delivery to form key part of WiN UK Strategy
The Roadmap sets out a plan of action across five themes - Attraction, Retention, Indicators, Industry Guidance and Enablers. These are very closely aligned to the WiN UK mission and objectives around attraction, retention and dialogue. Hence it was agreed that the strategy for delivering the Roadmap will form a key part of the overall WiN UK strategy which will be refreshed with the new WiN UK Executive Board over the coming weeks.

**Capture of in-flight initiatives required to identify best leads and approaches**

We recognise that there are a large number of bodies who are already leading some fantastic initiatives that promote diversity and gender balance across the industry. This includes NSSG members, WiN UK Regional teams, WiN Charter signatory companies and other Women in STEM bodies e.g. WISE, WES, Women in Defence etc. The delivery group will collate and share this best practice and use it to assign leads and optimised approaches to each of our key delivery objectives. This information will also help to identify initiatives which are having the most impact and therefore what we might want to prioritise.

**Targeted, consistent and frequent data capture**

We already have a baseline data set which was developed as part of the Nuclear Sector Deal and identified that women currently are 22% of the UK’s nuclear industry’s workforce. We will use this data to identify any key differences across the regions and where we might therefore tailor initiatives in order to address regional specific challenges. We also agreed to set up a data working group to develop a common dashboard to measure progress against KPIs which will flow down from the key metrics agreed as part of the Nuclear Sector Deal. Key targets include 50% female apprenticeship starts by 2021 and 30% female Exec members by 2030.

The group plan to meet again in around 6 weeks’ time to review progress and agree next steps. Going forward the delivery of the Roadmap will sit with WIN UK and the NSSG member companies with the current delivery group will perform more of an advisory role.

**Women in Nuclear Central England Workshop Encouraged Everyone to Become Outreach Superheroes**

WiN UK’s team in Central England (CE) arranged a workshop in February 2020 to inspire and encourage more people to get involved in attracting young people to study Science, Technology, Engineering and Mathematics (STEM subjects). The workshop provided insights in how to engage with an audience, and attendees had the opportunity to use and learn more about STEM outreach equipment in a supportive environment.

The WiN Central England team gave presentations introducing attendees to WiN UK’s mission before covering why Outreach is important, the sort of activities that the team get involved in and how to do them safely. The highlight of the evening was an inspirational talk on how to engage an audience, which was delivered by
UKAEA’s outreach professional Nikolaus Muldal. He especially stressed the importance of having an open dialogue with the audience rather than lecturing (if you are lucky they remember 40% but more likely only 20% of a lecture!) and adapting the level to match their science capital. The latter is the sum of what you know about science but also how you think, what you do and who you know from a scientific point-of-view.

After a well-deserved break buzzing with more networking, sandwiches and cupcakes, everybody gathered around the various STEM outreach stations and played around with the glovebox, robots and building 3D structures with magnetic rods among other things.

**US WiN**

**U.S. WIN Leadership Cohort Programme**
- Designed by women in the nuclear industry, for the women in the nuclear industry

Women are universally under-represented in corporate executive positions, and U.S. WIN hopes to help offset that trend in nuclear by helping talented females rise into industry leadership roles. In early 2019, the United States Women in Nuclear (U.S. WIN) created a pilot development programme aimed to bolster the careers of rising female leaders in nuclear energy-related companies across the country.

The 12-month pilot “Leadership Cohort” program kicked off in July 2019 at the U.S. WIN National conference, with a dozen rising leaders across the industry joining the inaugural class. Over the past 10 months, the women have had three in-person sessions and seven virtual programes aimed at providing the women the skills, expertise and personal awareness necessary to be strong senior leaders. They have also had several executive coaching opportunities and are collaborating on a capstone project as the culmination of the program. However, the most unique aspect of this development program has been the opportunity for the women to create a close bond with each other, creating a life-long support network as they advance in their careers.

The cohort kickoff involved a team building scavenger hunt on the streets of Chicago to allow the women to get to know each other. This was followed by an intimate conversation with a small group of Chief Nuclear Officers. In January the women met in Washington D.C. for additional development, networking and the opportunity to learn about the importance of advocacy and policy development to our industry. They had the chance to advocate with members of the U.S. Congress. They also had the unique opportunity to meet with Dr. Rita Baranwal, Assistant Secretary of Energy for Nuclear with the Department of Energy. She spoke informally and candidly with the group about projects in her office and about her personal career journey. This session also included training on grassroots advocacy and the importance of general and social media.

The programme is designed as a three-phased approach to uncover individual beliefs, strengths, and stressors, and to build community: Rediscover ME, Raise My VOICE, and Engage MY TRIBE.

- Rediscover your full self. You know what success looks like and you’ve mastered the art of keeping all the balls in the air. Here, we will pause, put the cape away and explore the uniqueness of individual journeys; how our values, superpowers, and beliefs determine our experiences of surviving, adapting, and thriving.
• Raise the bar and include your voice in the conversation. Dive into the business of your business and develop a passionate opinion worth sharing. Learn what it takes to get someone’s attention, engage them through meaningful connection and then influence their perspective for new possibilities. All because your voice matters; today more than ever.

• Actively engage with your community because you know you belong. You give, receive, and encourage support and collaboration because you know the meaning of your unique contribution to something bigger in the world. Here you’re in alignment as a woman and as a leader in your industry.

U.S. WIN is thrilled at the success of the programme and have received rave reviews! As such, we have moved this program beyond a pilot and are institutionalizing it as an official U.S. WIN programme. We are working with the Nuclear Energy Institute (NEI) to develop branding of the programme, including a formal name, to be revealed later this summer.

Planning for the 2020 program is underway – which we will be kicked off in September. We have finalized the next cohort of twelve outstanding women!

(Note: An oversight committee, made up of members from the U.S. WIN Steering Committee was established to provide guidance, facilitation and monitor progress towards meeting the program objectives. If anyone has any questions or wants additional information, please email susan.korn@exeloncorp.com.)

Gender Champions in Nuclear Policy

In 1993, WiN Global was founded on a principle that women’s voices and perspectives are important to the success of nuclear and radiation technologies and applications. The same is true for all aspects of nuclear policy, including nuclear technology and nuclear energy, but also nuclear security, non-proliferation, deterrence, and disarmament. The underrepresentation of women across the breadth of these fields means we are not getting the best ideas, the most effective implementation, or the most fruitful relationships to move these issues forward.

Gender Champions in Nuclear Policy (GCNP) was created to enhance the presence, voice, and impact of women in nuclear fields by engaging top executives in nuclear policy to make public commitments that enhance gender equity in their organizations. This network of 55 leaders has collectively made over 160 individual specific, measurable, and timely pledges relating to personnel policies, public events, boards and advisors, media presence, and other ways to lower barriers and lift up women at all levels in their organizations. Notable Gender Champions include Mark Peters, Director of Idaho National Laboratory; Maria Korsnick, President and CEO of the Nuclear Energy Institute; Ernie Moniz, Chief Executive Officer of the Nuclear Threat Initiative; and Jhansi Kandasamy, Chair of U.S. WIN.

Founded in 2018, GCNP recently released its first Impact Report on the completion of these pledges and the larger trends in the Gender Champions network. https://www.gcnuclearpolicy.org/wp-content/uploads/2020/05/GCNP_Impact_Report_2019.pdf This report showed that most pledges had been met, and that organizations are finding creative ways to improve gender as well as other kinds of diversity.
Gender Champions and their representatives have also been working together on toolkits, training, codes of respectful conduct and other ways to engage more women in the nuclear policy field.

Building on two decades of efforts to expand gender diversity in the U.S. nuclear industry, U.S. Women in Nuclear became a GCNP partner at its kick-off in 2018. U.S. WIN's Kandasamy noted that she is “proud to be a part of GCNP in advancing gender equality in the nuclear field. The information gathered and shared by GCNP validates the initiatives taken on by WIN.” Over the past year, U.S. WIN has completed its one of its pledges under GCNP, and continues to make significant progress to meet its second pledge. In mid-2019, U.S. WIN launched a leadership cohort program to help develop the next generation of senior nuclear leaders in the U.S. [see article above]. In June, U.S. WIN will sign an important MOU with North American Young Generation in Nuclear and the American Nuclear Society that will enhance U.S. WIN’s network, which will allow U.S. WIN to leverage its outreach activities.

GCNP membership is open to other organizations in the broad nuclear enterprise. If your organization or WiN Chapter is interested in learning more, please contact gcnuclearpolicy@gmail.com or visit the website: www.gcnuclearpolicy.org.

Carol Berrigan, Senior Director, Federal Programs at the Nuclear Energy Institute and WiN Global Board Member

Laura Holgate, Ambassador (ret.), Vice President for Materials Risk Management, Nuclear Threat Initiative and co-founder of Gender Champions in Nuclear Policy