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Networking Dinners organised across Canada by the not-for-profit organization Skills/Competences Canada provide an excellent opportunity for women to learn about careers in various skilled technical and manual trades. See more on page 3.

WiN France

The second edition of the WiN France/EDF Fem³Energia Award was another great success rewarding 5 young women engaging on a nuclear career. For more details, see page 4.



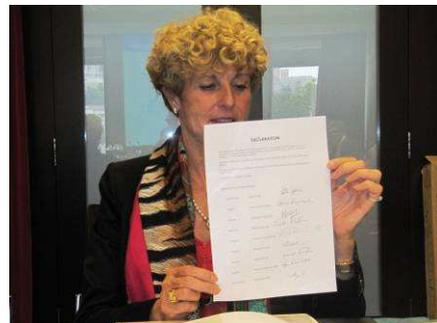
WHAT'S NEW?

Foundation of the Association WiN Europe

On October 2nd 2010, representatives of several European WiN Chapters met in Budapest to found the Association of WiN Europe. Created under French law, with its headquarters in Paris, WiN Europe is now a recognised legal entity. This has its importance as due to this legal status, the association will be able to sign partnership agreements, obtain sponsorships, open a bank

account, and internationally protect its name and logo.

The founder chapters of WiN Europe, whose first elected president is Dominique Mouillot, WiN France, are very eager to welcome all European WiN Chapters and members to the Association and detailed information has been sent to all the European WiN Presidents.



WiN Europe President, Dominique Mouillot, holding the declaration of the foundation of WiN Europe

It cannot be sufficiently underlined that WiN Europe is part of the WiN Global network. The WiN Global charter, Vision Mission and goals are integrated into the statutes of the Association. WiN Europe wishes to continue its contribution to the development and outreach of WiN Global which it believes will be strengthened by the accrued efficiency of this regional collaboration and will continually inform of its activities and share its experiences with all WiN Global members via WiNfo and at WiN Global events. WiN Global President, Cheryl Boggess, has warmly welcomed the organisation of this regional European interface

In addition, building on the cultural and geographical proximity of its members, WiN Europe wishes to play an active role at the European level.

Among its major objectives, WiN Europe aims to:

- communicate with the European stakeholders, particularly addressing women and the younger generation
- provide valuable professional expertise and the support of its members to current and future actors in the European nuclear community

- establish partnerships or cooperation agreements with the major European institutions, nuclear bodies, educational and training institutions and with other European networks that promote diversity in scientific and technological fields
- participate in programmes of the European Commission concerning nuclear knowledge management and the development of nuclear technologies and applications,
- Particularly, Win Europe proposes to lead actions to attract and retain new talents, contribute to knowledge transfer, and to promote diversity and gender equality within the European nuclear community.

The official launch ceremony of WiN Europe will take place on Sunday 13th February 2011 in Brussels as the opening event of the annual PIME conference organized by the European Nuclear Society. This ceremony will take the form of a round table discussion and press conference, after which WiN Europe will have the pleasure to invite all participants to a cocktail reception. It goes without saying that all members of WiN Global are cordially invited to the event and we hope that you will join us in great number to celebrate with us the launching of WiN Europe.

If you would like more detailed information, please do not hesitate to contact Dominique Mouillot at dmouillot@onet.fr or contact@win-europe.org.



Meeting of the founding members of WiN Europe in Budapest



THE WORLD OF WIN

WiN Sweden

In the beginning of September, members of “Women in Nuclear” (WiN) from Germany and Sweden met for a two-day meeting to share experiences in Hamburg, hosted by Vattenfall Europe Nuclear Energy GmbH (VE-NE).

More than 40 participants from different companies and functions of nuclear energy followed-up on the invitation to attend an exciting and informative seminar that further strengthened the cross-national cooperation of WiN. The topic of this year’s event was “Education and Mentoring” – two issues, which were lively discussed with the help of successful experiences from both countries. The speakers emphasized in their presentations the objective to awaken more interest of young people and especially of young women in nuclear energy and allay the fear for the technology.

On the second day, the Swedish participants visited the nuclear power plant “Krümmel” in Geesthacht close to the river Elbe. Through discussions with the on site staff they could get an idea of the situation of nuclear energy in Germany. A guided tour through the plant and a following lunch in the information center of “Krümmel” completed the event. After these two enriching days, all participants agreed on another meeting between WiN Germany and Sweden next year to expand the network of “Women in Nuclear” and to further learn from each others experiences.



Women in Nuclear (WiN) provides mentors for students studying nuclear engineering at Uppsala University



Photo: Frida Louhi

On 30 September, eager mentors and mentees came together for the first time at the WiN 2010 – 2011 mentorship session at Uppsala University.

The WiN mentorship offers a valuable network to students studying at the new engineering programme in nuclear technology at Uppsala

University during 2010 and 2011. By being in touch with mentors from the nuclear power industry, students are given the opportunity to reflect on their career choices and receive insight into the industry before graduating. The mentorship is organised over six sessions that are spread out over the two terms of the course year. The themes for the year's meetings are safety culture and organisation, nuclear power in the world around us, radiation, disposal of spent nuclear fuel and nuclear waste, personal development and nuclear power in the future.

"This is the first time WiN provides students from the engineering programme in nuclear technology with mentors. WiN sees the mentorship as an important component in student development, both in their choice of career and personal development," says Monica Bowen-Schrire, chairperson for WiN Sweden.

At the same time, there is great demand for qualified technical staff within the Swedish nuclear power industry and Vattenfall has chosen to sponsor both the WiN mentorship and the university programme. Jan Blomgren, responsible for training initiatives within nuclear power technologies at Vattenfall and director for the branch institute, the Swedish Centre for Nuclear Technology, tells us why Vattenfall sees it as important to sponsor this mentorship.

"To save money! We have for some time invested large figures in internal training of staff within nuclear power as we have not been able to recruit suitably trained staff. Such introduction training costs perhaps one million per employee if one takes everything into account. If we can make sure that all students complete their studies, the entire programme pays for itself three times over."

The first kick off meeting is now over and the remaining five meetings will be exciting to follow. The next WiN mentorship session is organised in October at Uppsala University with "Nuclear power in the world around us" as the theme.

WiN Sweden provides a network mainly for women who wish to develop and expand their knowledge within the field of nuclear technology. We organise meetings for sharing experiences and developing skills in subjects that cover, among other issues, radioactivity and health risks, radiation within the health care sector and nuclear power safety. Read more on WiN's website: www.winsverige.se

WiN Canada

WiN-Canada holds 7th Annual Conference

The conference theme "Learning from Each Other," showcasing a series of speeches and panel discussions highlighting women in the nuclear industry, was hosted by WiN-Durham in

Ajax, Ontario on September 30 and October 1. Two hundred women and men from Canada's nuclear industry gathered for the two-day conference which included a poster session on different careers in the nuclear industry and keynote addresses from Dr. Roberta Bondar and Dr. Moyra McDill. Cheryl Boggess, WiN-Global President, provided an update on WiN-Global activities and participated in a panel discussing how different organizations within the industry work together.

The WiN-Canada award was presented to Bruce Power's Susan Brissette, who is stepping down this year as WiN-Canada President. Susan received the award for her outstanding leadership contribution to the success of WiN-Canada since 2004.

"The Catch" a dynamic video highlighting career options for students in the nuclear industry was launched at the conference. The video produced by WiN-Canada in partnership with The Learning Partnership was designed to create career awareness and encourage teachers and students to discuss the many career possibilities. The video is supplemented by an Educator's Guide with lesson plans for elementary and secondary students. The video and supporting resources are available online at www.wincanada.org and www.thelearningpartnership.ca.

Day two of the conference provided over 60 delegates with a choice of technical tours at OPG's Darlington and Pickering stations, or visit AECL's Waste Management Project or the Cameco Fuel Manufacturing facility in Port Hope. The conference ended with 45 golfers participating in the annual WiN-Canada golf tournament on Friday afternoon, which raised money for a local charity.

Presentations and pictures from the event can be found at www.wincanada.org.



WiN Canada's 7th Annual Conference :
Group picture

Skills Canada dinners across Canada

Women in the skilled trades in the nuclear industry had a very busy month in November

travelling to Skills Work! For Women Networking Dinners across Canada. Dinners at four local chapters across the country brought together over 350 young women to hear about a day-in-the-life of women working in industrial, construction, service, transportation and technology sectors.

The students visiting each group of mentors heard recurring themes, “the skills are just skills not masculine skills,” “if you like being creative and working with your hands the skilled trades are for you” and “well paid careers await those who choose the skilled trades.” The shortage of workers in the skilled trades was highlighted by all mentors.

Skills/Compétences Canada is a national, not-for-profit organization that actively promotes careers in skilled trades and technologies to Canadian youth.

For more information visit

<http://www.skillscanada.com>.

To view pictures from the event please visit www.wincanada.org.



WiN France

Second edition of the WiN France/EDF Fem'Energia Awards

The prize giving ceremony of the second edition of the Fem'Energia Awards, organised by WiN France in collaboration with EDF, took place last

October 15th. The ceremony was held in the prestigious reception rooms on the highest floor of the EDF building which towers over the Parisian business quarters of “la Défense”.

As a reminder, the goal of these awards is to encourage young women embracing scientific and technical careers in the nuclear industry to persevere in their choice and to realise their ambitions. The competition is open to students in three categories of diploma from shorter curriculum qualifying for technical certifications through undergraduate degrees to masters or engineering diploma or doctorates in research. There is also a prize category for women already in activity demonstrating an exceptional career path.

The Fem'Energia awards benefit from the high patronage of the French ministers for the Economy, Industry and Employment, Ms Christine LAGARDE, and for Research and Higher Education, Ms Valerie PECRESSE. As in 2009, the ceremony was attended by many important figures of the French nuclear and educational community.

The ceremony began with an enriching round table discussion on the theme of « Equality in the nuclear world, an opportunity for women ». The participants in this discussion were all excellent examples of women who have believed in their capacities, raised the challenges they have encountered, and work today to help other women to find their place. Marie Claude DUPUIS, Managing Director of the French National Agency for Radioactive Waste (ANDRA) Françoise FLAMENT, Purchasing Director for the ITER Organization and Nadia ABDELLI, Nuclear Activities Manager for Ponticelli accompanied Aline AUBERTIN, Vice President of the Association «Women Engineers » ; Françoise RASTIT, delegate for Gender Equality and Women's rights, Nicole ROINEL, from the Women & Science Association, and Isabelle TAILLOIS CALBANO, Deputy Director at the Fessenheim NPP, in a lively presentation of their careers, marked by some surprising and atypical anecdotes, but above all demonstrating that diversity is one of the key performance factors that the nuclear industry cannot do without.

Finally, and not without a certain emotion, the Fem'Energia trophies were presented to the laureates:

- Hélène Colliot, in the category of vocational technical diploma in « Nuclear Environment », (“Lycée Emulation”, Dieppe)
- Marion Gilles in the category of a professional undergraduate degree in Nuclear Safety (“IUT in Aix en Provence”, La Ciotat),
- Marie Lanaud in the post graduate category, holding an Industrial Masters degree in

- Nuclear Engineering ("Arts et Métiers Paris Tech", Paris),
- Morgane Joublin in the category of Women in Activity, Project Manager in charge of Dismantling, Waste Treatment, Risk management and Site retrieval for the Sogedec division of the Onet Technologies group.

The 2010 edition was marked by the exceptional quality of the candidates in general. The jury reserved a special prize for a particularly remarkable lady worker at Techman Industries, Veronique Ferra, for her extraordinary energy and exceptional career path.

Having developed in importance and outreach since its creation one year ago, the Fem'Energia Award will continue its progression, opening out to Europe in 2011. With the recent creation of the association WiN Europe, the Award will become even more visible and will be enriched by the diversity of candidates from all over Europe.

Our congratulations go to all the Laureates of the 2010 Fem'Energia awards..... and we encourage you to start preparing your applications for 2011 !



The 2010 Fem'Energia laureates, surrounded by Caroline Bernard, Director of the Golfech NPP, EDF, (left) and Marie Claude Dupuis, Director of ANDRA (right).



PERFORMANCE METRICS

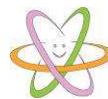
The WiN Executives and Board have established participation measurements for the WiN Leadership of 90% for the Executives and 75% for the Board. Participation includes meetings, conference calls, votes, and requests for information or other similar items. These measures are based on the following criteria:

- Direct participation
- Participation of a previously identified alternate

- Providing inputs on agenda items prior to the meeting

The WiN President is responsible for identifying items to consider in tracking and publishing the results on a regular basis. The items selected must align with WiN strategic goals.

The metrics and criteria are currently under review. Stay tuned as WiN continues to measure and improve in meeting the WiN Vision and Mission. If you have any suggestions for metrics or performance items to measure please provide the information to the WiN President, your WiN Executive or WiN Board Member.



MARK YOUR CALENDARS

PIME 2011

February 13-16 Brussels Belgium

WiN 2011

June 5-9, 2011 Varna, Bulgaria

WiN Bulgaria has progressed well with the organization of the annual WiN Global conference. The theme of the conference is "Nuclear Technologies - To Build a Better World" and the main subjects that will be covered are:

- Safety and Security, Effective Regulation and Waste Management;*
- Nuclear Technologies and Future Perspectives;*
- Communicating the Nuclear Message and Knowledge Transfer;*
- Nuclear and Medicine.*

Information about the programme and the uploadable registration files can be obtained at :

http://www.bulatom-bg.org/en/index_en.html

and at:

http://win-bulgaria.org/en/?page_id=4

Nominees for the 2011 WiN Award

It is time again to start thinking about the 2011 Win Award which will be presented at the annual WiN Global conference in Varna, Bulgaria. The call for nominations will be sent out in January 2011 and you are invited to start reflecting in your Chapters on the candidates that you would like to nominate.



From the beginning WiN has been focused on communication. Most of us think of delivering information when we hear the word communication. But, the great thing about communication is that it is a two-way street. In transparent organizations communication is a dialogue. A conversation where members talk *and* listen.

In recent months I have focused on listening. The diversity in the views and needs of WiN members in fulfilling the mission and vision of WiN has been truly amazing. WiN is not a one size fits all organization. Some would like a very structured rule driven organization others are of a completely opposite viewpoint.

Externally WiN has maintained a clear and consistent strategy. As stated in our Charter;

“WiN has to put nuclear energy and nuclear safety in perspective. Our communication has to be factual, open and honest. We have to communicate everything from a human perspective. Effective communication is a balanced integration of emotion and reason in informing people by people on three different levels: ethical values and emotions, the technical and scientific level, and economics.”

The diverse cultures and languages that exist between the members of WiN present significant challenges to effective open communication and internal unity. The simple solution is to maintain respect for each member and permit and celebrate the diversity that is WiN. As we look to 2011 I would like to share three thoughts on effective communication:

- **Clarity** - Have a clear picture of what you want and where it fits, personal, regional or global.
- **Candor** - Be straight and honest. Simple and factual.
- **Communication** - Look and listen before you speak. Respect the individual and the cultural.

As we reflect on 2010 and look forward to 2011, I would encourage you to look beyond the obvious. WiNners have accomplished much and individual chapters and regions have set noble goals for the future. The simple approach has served WiN well in balancing the diversity of our individual chapters and regional needs when compared against the wide differences in priorities and cultural norms of our broad global membership.

I extend all the best for a healthy and prosperous 2011.

Enjoy your day,

Cheryl

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