



WiF

WOMEN in FUSION

ANNUAL REPORT 2022-2023

WiF Steering Committee
<https://www.womeninfusion.org>

Women in Fusion (WiF) is a recently formed non-profit organization that offers a platform to support women involved in the field of fusion. The Steering Committee was formed in May, 2021 and, since then, we have done our best to build a community in which women interested or already working in fusion can support and learn from one another. Since its creation, it has launched a website with an interactive membership area, developed and implemented a Mentoring program, and facilitated webinars to seek consultation and engagement. The Committee has also participated in several fusion related conferences to raise awareness for the need of greater gender equity in fusion and highlight the women already contributing.

In the short period that WiF has existed, the membership has grown to approximately 500 members and in January, 2023, WiF was officially registered as a non-profit organisation in Spain.

Throughout 2023, we led diverse initiatives, maintained a global online presence via our social media platforms and website, all while still in infancy of the organization.

Throughout 2024, the organization will continue to build a global presence through actively participating in fusion related conferences, building on the existing Mentoring program, finalizing the Advisory Board membership, and developing new ways to engage with women in the fusion community across the globe.

Below you can find more information about Women in Fusion and past activities.

WOMEN IN FUSION VALUES



EQUITY

We believe everyone should have opportunities to achieve their goals and contribute to a better world. Everyone should receive the needed resources and conditions in order to thrive, contribute and lead in fusion.



AGENCY

We believe that everyone should be in a position to determine their own actions in how they represent themselves, care for others and change the world around them. Women should be able to assert their roles in making fusion a reality, paving a new path for gender equity in fusion.



SUPPORT

Everyone needs support at some point in their lives and careers. We want to offer this support in various forms to the Women in Fusion community and allow the members to support each other. WiF will offer a caring environment to catalyse positive change.



INCLUSIVENESS

We welcome everyone to join this safe and supportive network of people. We come together as humans – with full respect for everyone. We embrace uniqueness and strive to make fusion energy an inclusive role model for women in STEM.



CARE FOR PLANET

We believe that fusion can offer a solution for global warming and a more peaceful planet, but we need everyone to contribute to making it a reality. Together we are fighting to overcome environmental challenges and make our world more sustainable for generations to come.

ACTIVITIES FROM JULY, 2022 – DECEMBER, 2023

This report covers the diverse activities that took place during WiF’s inaugural year, ranging from creating the organization to launching communication channels and a mentoring program. All our activities are in line with our values and mission which are:

WOMEN IN FUSION WEBSITE LAUNCH

On July 20, 2022, the official Women in Fusion [website](#) was successfully launched. It is a platform and interactive forum for news, events, job openings, gender related data, collaboration, and discussions. New memberships are welcomed through the Member web page and once accepted, are granted access to a dedicated Members’ Area. The website also provides a live feed and links to our social media channels ([Facebook](#), [LinkedIn](#), [Instagram](#), [twitter/X](#)).

By June 2023, WiF had close to 500 members and the numbers keep increasing. Membership is free of charge by default; however, the organization accepts voluntary donations from entities and individuals who share our values and goals. A webpage feature allowing donations is in development and should become operational in 2024.

LEADING WOMEN IN FUSION

Women in fusion

Advancing the science, engineering, and technical knowledge necessary for commercializing fusion energy will require a diverse and inclusive workforce.

→ As with other technical fields, women in fusion have historically comprised just a small fraction of the research ecosystem.

Too often, women working in science, technology, engineering, and mathematics (STEM) face unfair barriers in the workplace, from institutional biases to hostile working environments that discount their contributions.

As our field continues to grow, the need for inclusive policies and peer support will increase in importance. As leaders in our industry, our goal is to share our experiences and support the next generation of women in fusion.



Women in STEM



WOMEN IN FUSION GROUP BECAME A LEGAL NPO AND NGO ENTITY

WiF became a legal entity in the beginning of 2023: it is an independent, non-profit, and non-governmental organization registered in Spain.

CONFERENCES

2022-2023 was a year of introductions for WiF. Several public outreach events took place with the goal of presenting the organization's vision and objectives to the fusion community. Efforts were also made to engage with and learn more about interested stakeholders and their existing activities.

Representatives of WiF gave introductory talks at various international events followed by Q&A sessions.

List of events in which WiF actively participated:

- 📅 October 4, 2022: Big Science Business Forum (Granada, Spain). Event summary and interview link [here](#).
- 📅 December 6, 2022: Congressional Briefing Developing a Diverse Fusion Workforce (US Congress, Capitol Hill, Washington DC, USA). WiF was a panellist and co-organizer. Event summary link [here](#).
- 📅 December 7-8, 2022: 43rd Fusion Power Associates (Washington DC, USA). WiF was invited to present. Link [here](#).
- 📅 February 14, 2023: Women in Nuclear Chapter IAEA (WiN IAEA) introduces Women in Fusion to a high-level audience (IAEA Headquarters, Vienna, Austria). The event featured WiF presentations and statements by the IAEA Director General, ITER Head of Communications and Ambassadors from Finland, Spain, and the United Kingdom as well as by Director of Lawrence Livermore National Lab (United States). Links [here](#) and [here](#).
- 📅 June 8, 2023: Women in Nuclear Global (WiN Global) event on World Environmental Day at the IAEA Board of Governors meeting. The event featured a presentation by WiF who was also a member of the discussion panel.
- 📅 July 10, 2023: The IEEE Symposium on Fusion Engineering (Oxford, UK). WiF was panellist at the "Women in Fusion" dinner. Links [here](#) and [here](#).
- 📅 September 11-15, 2023: The 15th International Symposium on Fusion Nuclear Technology (ISFNT-15) (Las Palmas de Gran Canaria, Spain). WiF co-organised the event and was a panellist, link here: [International Workshop of Women in Fusion Nuclear Technology](#).
- 📅 September 10-15, 2023: MT-28 International Conference on Magnet Technology (Aix-en-Provence, France). WiF was an organizer, panellist, and host of a WiF networking lunch. Link [here](#).

WEBINARS

WiF organized a series of public consultation global webinars to introduce the organisation and the Steering Committee members, raise awareness regarding the organization's mission, and engage with leaders and organisations in fusion communities around the world. The three webinars focused on Asia, the Americas and Europe. All webinars were chaired by the Steering Committee Members and the panel was comprised of regional experts who shared their views and experiences on gender issues in STEM fields. Webinars were followed by lively Q&A sessions.

- 📅 March 10, 2023: Women in Fusion webinar – Asia (link and webinar recording [here](#))
- 📅 April 5, 2023: Women in Fusion webinar – Americas (link and webinar recording [here](#))
- 📅 September 20, 2023: Women in Fusion webinar – Europe (link and webinar recording [here](#))

WOMEN IN FUSION AT FUSION ENERGY CONFERENCE (FEC) 2023

Women in Fusion organises its reference event at the FEC series, which was held in London from the October 16–23, 2023. On Tuesday, October 17, WiF led the panel event which focused on "Creating an Inclusive Fusion Workforce". Tokamak Energy kindly supported the event and hosted more than 120 attendees. The dialogue at the event was centred around the following topics:

- Setting up a successful support structure for career development
- Networking and networking tools for women
- Creating a safe and friendly work environment for everyone
- Elements for success for women in fusion
- How to grow credibility in the fusion community as a new/young scientist or new research lead

MODERATOR

- Ms. Sehila GONZALEZ DE VICENTE, Chair of Women in Fusion

OPENING STATEMENTS

- Opening statement: Mr. Rafael GROSSI, DG of IAEA (recorded)
- Statement: Ms. Najat MOKHTAR, DDG of IAEA
- Statement: Mr. Warrick MATTHEWS, CEO, Tokamak Energy
- Statement: Ms. Amanda QUADLING, Director of Materials, UKAEA, UK

PANELLISTS

- Ms. Aline DES CLOIZEAUX, Vice President of WiN IAEA, IAEA Director of Nuclear Power Division
- Mr Yutaka KAMADA, Deputy Director-General Science & Technology, ITER Organisation
- Ms. Steffi DIEM, Assistant Professor, Engineering Physics Department, UW-Madison, USA
- Ms. Amanda QUADLING, Director of Materials, UKAEA, UK
- Ms. Amani ZALZALI, Strategic Development Associate, General Atomics, San Diego, USA
- Mr. Guosheng XU, ASIPP deputy director, China

MENTORING PROGRAM



REGISTRATION & MATCHING MENTOR AND MENTEE

- Register via our Google form
- WiF Mentoring Team reviews your application and selects the best mentee for you
- WiF connects the mentor and mentee



MENTORING PROCESS

- Mentor and mentee collaborate directly
- Interactions are virtual face to face meetings, or as agreed by the mentor and mentee
- Regular "check-ins" by WiF Mentoring Team to ensure the collaboration is working



CLOSURE & FEEDBACK

When the mentee and mentor agree that the mentees goals have been reached, WiF MT provides closure procedures

On International Women's Day, March 8, 2023, WiF launched the first global mentoring program aimed at its members. Signing up as mentor or mentee took place via our [website](#), which contains details about the program. The mentorship encompasses any career field related to fusion, such as, science, engineering, administration, communication, legal, and more. The objective is to provide support in all aspects and levels of career development, including goal setting, leadership capabilities, and work life balance, among others.

WOMEN IN FUSION 2ND STEERING COMMITTEE MEETING – DECEMBER 9, 2022

The 2nd WiF Steering Committee meeting was held in conjunction with the Fusion Power Associates Symposium, in Washington DC. The meeting reviewed the status of activities occurring in the first half of 2023 and made organizational decisions regarding the Mentoring Program and global webinars. It also addressed the status of the organization's webpage and social media activities, as well as reviewed memberships and their geographical distribution.

WOMEN IN FUSION 3RD STEERING COMMITTEE – JULY 20, 2023

The 3rd Steering Committee meeting took place at ITER on July 20, 2023. Participants discussed the status of donation strategies, receiving donations through a website application, and outreach programs via social media channels. Furthermore, it addressed the planning of the WiF webinar for the European region, the panel event at the Fusion Energy Conference 2023, the event at the Int'l Conference on Magnet Technology, and the announcement of the WiN Global and WiF Practical Arrangement at the IAEA General Conference. Finally, the Committee discussed strategies on collecting and curating gender-related data in fusion, and collaborations with ITER on gender topics.

The Steering Committee also agreed on members to invite to the organization's Advisory Board, which should be finalized by mid-2024.

WiF STEERING COMMITTEE

CHAIR
Sehila M. Gonzalez de Vicente



VICE CHAIR
Shira Tabachnikoff



TREASURER
Gabriella Saibene



SCIENTIFIC SECRETARY
Kalle Heinola



Zabrina Johal



Nitendra Singh



Min Liao



Kinga Gal



OBJECTIVES OF WiF



To seek gender equity within the fusion community: through the promotion of women in science at all educational level. Making clear the need for actions at HR recruitment campaigns to not only attract and hire qualified women but also to increase the number of women in leading positions, particularly at the senior management level.



To seek the establishment of a friendly work environment for everyone, with a focus on diversity and increasing the visibility of the work carried out by women within an organisation.



To acknowledge the contribution made by the women in fusion so far.



Promote fusion as a clean source of energy to fight against climate change.



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