

WBSBF Recognition Award for Diversity and Gender Equality in Big Science



Women in Fusion (WiF) was established in 2021, inspired by the overwhelming response to a webinar on gender equality at the Fusion Energy Conference (FEC2020). The need for a global network to support women in fusion energy became evident. WiF aims to serve as a platform to connect and promote all women in the field of fusion: science, research, technology, operations, administration, human resources...etc.

OVERVIEW OF THE NETWORK & AWARD



- WiF is aiming for gender equality, its aims and actions follow United Nations Sustainable Development Goals (SDGs).
- By increasing the visibility of women in the fusion industry, we contribute to the development of fusion energy as a clean energy source to combat climate change.

WiF operates with the vision of being a global hub and a platform that encourages and highlights the contributions of women to the development of fusion energy. The network is dedicated to attracting and retaining female talent in this field, ensuring that women play a significant role in shaping the future of fusion energy as a clean source of power.

NETWORK COMPOSITION, MISSION, AND SCOPE

Network Composition

WiF is a global network with an inclusive and diverse membership base. Members come from across the world, representing all areas of the fusion energy sector, including science, engineering, and administration. WiF also collaborates with other organizations and fusion communities to promote diversity and inclusion.

WiF is welcoming anyone who agrees with its mission and values by using the application form on its website.



WiF signed a Partnership Agreement with Women in Nuclear Global in 2023 to extend its impact through the whole nuclear sector

The **Steering Committee** consists of highly experienced professionals



Sehila M. Gonzalez de Vicente
Chair

Kalle Heinola
Scientific Secretary

Nitendra Singh
Member

Min Liao
Member

Shira Tabachnikoff
Vice Chair

Gabriella Saibene
Treasurer

Zabrina Johal
Member

Kinga Gál
Member

Mission

WiF's mission is to achieve gender equity within the global fusion community. This is accomplished through:

- Building a global network for women in fusion.
- Promoting the visibility of women's contributions to the field.
- Advocating for gender equality at all educational and professional levels.
- Clean energy.

WiF fosters a work environment that is inclusive for everyone, addressing key issues such as diversity, equal representation, and advocacy for women in all levels ranging from internships to senior leadership roles within fusion organizations.

Scope of the Network

WiF seeks to connect women globally, acting as the meeting point, platform and hub for various women's groups and initiatives. Also, it provides access to global mentorship programme, knowledge exchange, and leadership opportunities. WiF is committed to influencing policy through evidence-based studies to further gender equality within the fusion sector.

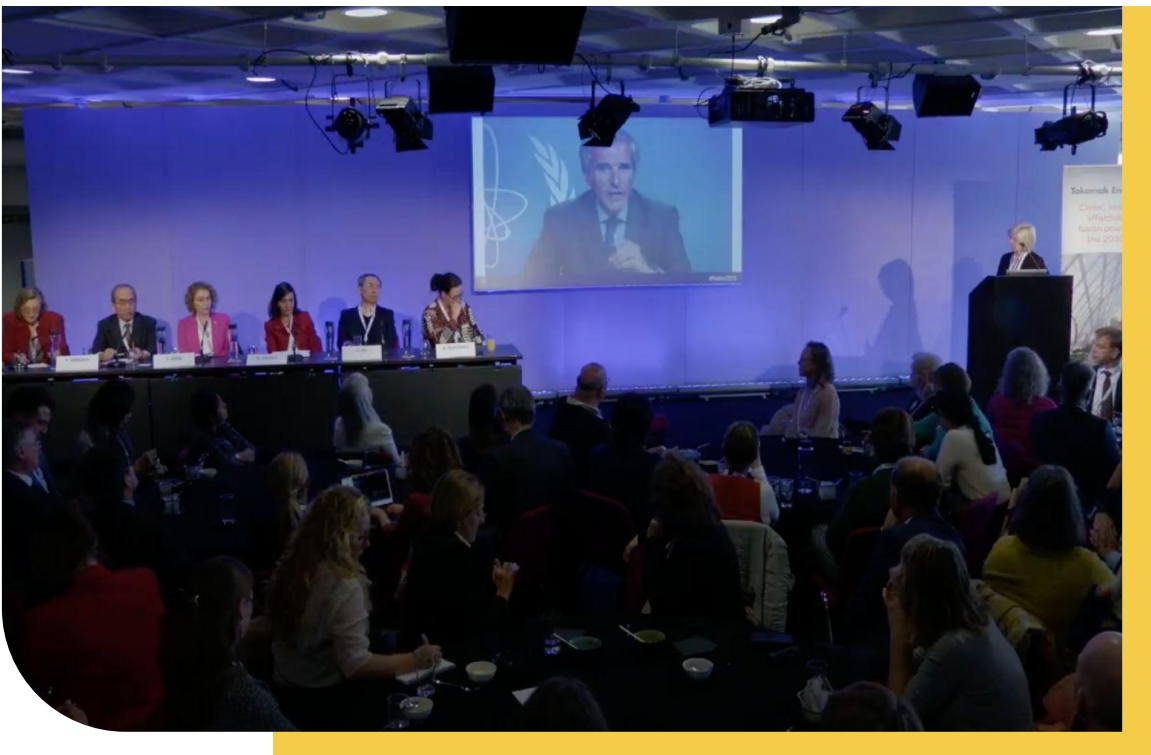
ACHIEVEMENTS AND CONTRIBUTIONS AT LEVEL N2

Achievements

Shaping and diversifying the Fusion workforce is one of the main goals of WiF. The fusion community needs to ensure that all individuals can contribute to making fusion a reality. WiF aims to secure that fusion can fully benefit from the perspectives, talent, skills, and intellect of women around the world. Working environments need to be shaped in the way to attract, retain and exploit all talents.

The WiF main event takes place biannual in conjunction with the **IAEA Fusion Energy Conference**. In 2023 an international expert panel addressed:

- Setting up 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.



Global Mentorship Program

Launched in 2023, this program provides mentorship across all areas of the fusion sector, including science, engineering, administration, and communication. It focuses on professional development, leadership skills, and work-life balance. WiF's mentorship initiative connects experienced professionals with the next generation of fusion scientists, engineers, and leaders.

Promoting Role Models

WiF increases the visibility of female role models in the fusion field, showcasing contributions from students to senior managers to inspire future generations.

Diversity in Conferences

WiF participates in prominent fusion conferences and events, such as the **IEEE Symposium on Fusion Engineering TOFE (2024)**, the **International Symposium on Fusion Nuclear Technology ISFNT (2023)**, **MT-28 (2023)**, and **Big Science Business Forum (2023)**.

WiF's involvement ensures that women's contributions are recognized and highlighted and that diversity is promoted on panels, committees, and working groups.



Promoting Good Practices for Gender Equity

WiF advocates for better representation of women in fusion, promoting unbiased hiring policies and developing career paths to leadership positions. These practices are shared widely across the fusion community.

EVIDENCE OF ACTIONS PROMOTING DIVERSITY AND INCLUSION

Concrete Actions

- **Creating a Friendly Work Environment:** WiF has advocated for policies that establish a more welcoming and inclusive work culture. This includes promoting the role of women in organisations, advocating for diversity at all levels, including their presence at international events to generate role models that can be followed by younger generations. In 2023, WiF was a organizer or co-organizer of more than 10 such events at international conferences and workshops and organized five WiF webinars.
- **Contributing to Gender Parity in Leadership:** WiF works to ensure that women are represented in decision-making roles within the fusion industry. By advocating for women's presence in leadership positions, WiF helps break down barriers that have traditionally limited women's advancement in the field.
- **Educational Outreach:** WiF runs activities targeting young women in science, from students to early-career professionals. These outreach efforts, including lectures and workshops, aim to attract more women to the fusion sector by demonstrating the wide range of opportunities available in the field.

CONCLUSION

WiF is a global network that champions gender equality and diversity in fusion energy. Through mentorship, advocacy, and active participation in the fusion community, WiF is driving change at Level N2 by fostering an inclusive environment that empowers women. The network's achievements are measurable and impactful, and WiF continues to pave the way for women to play a central role in the future of clean energy.