



WOMEN in FUSION

*Powering Fusion
Empowering Women*



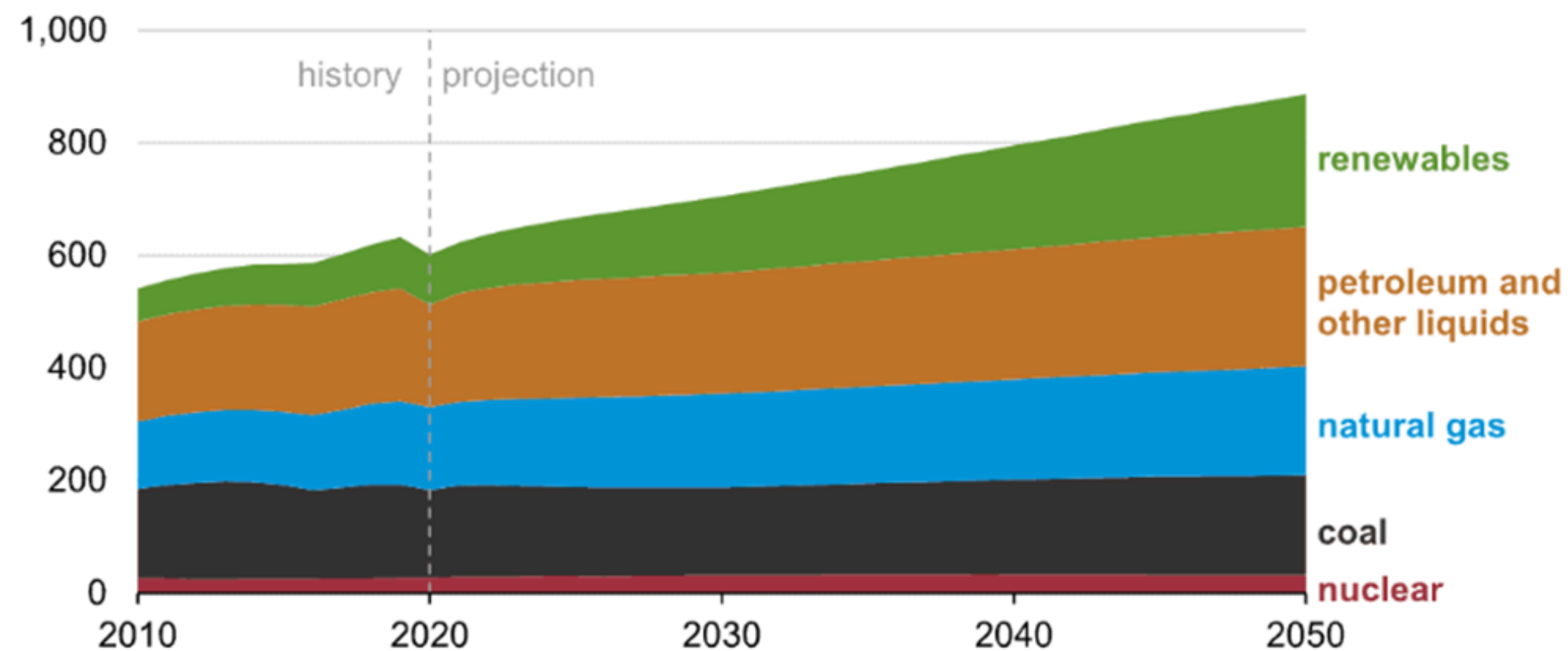
Global energy production outlook:

The role of the nuclear sector

! Global **primary energy consumption** grows more than 60% by 2050



Global primary energy consumption by energy source (2010–2050)
quadrillion British thermal units

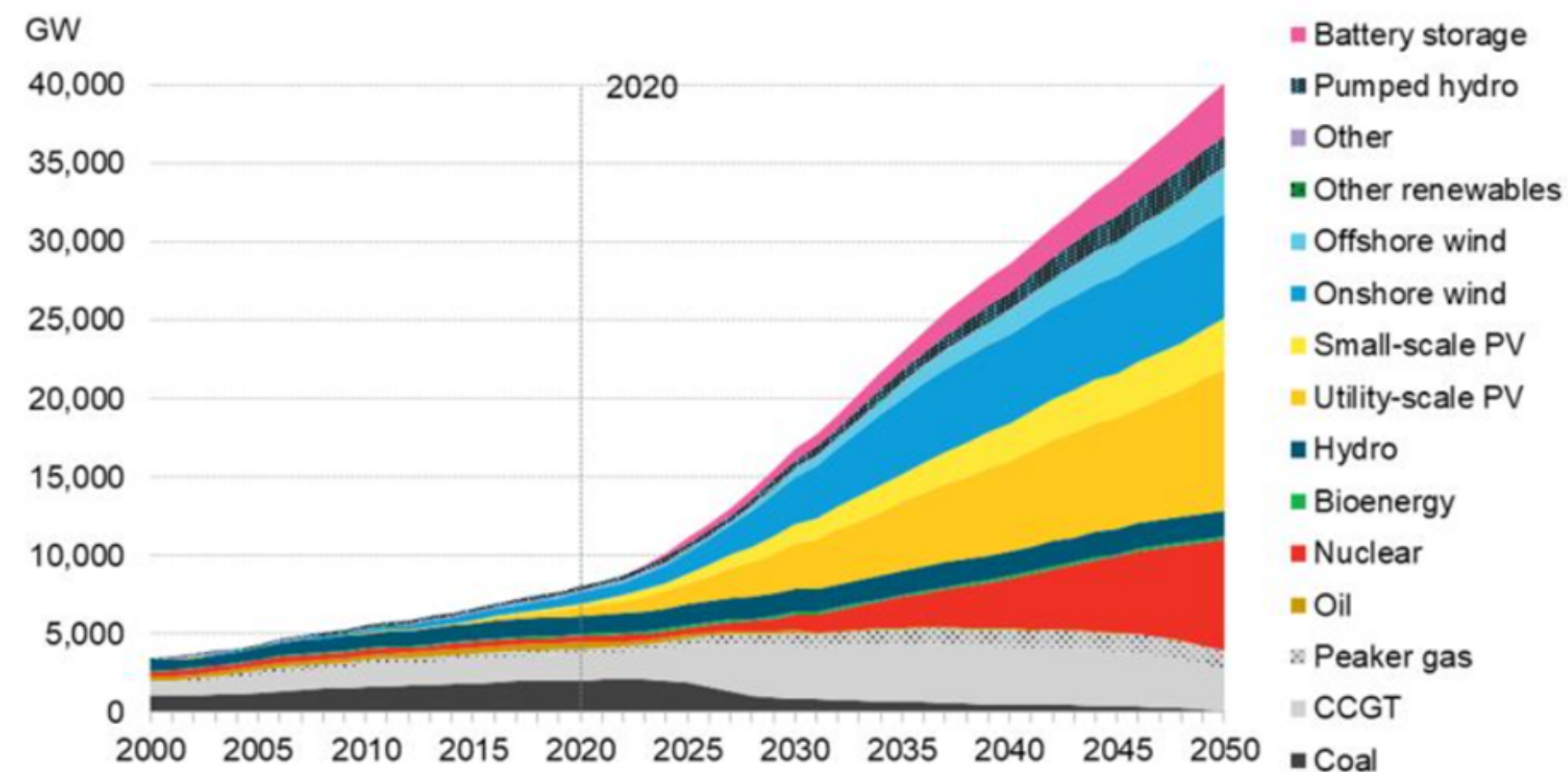


Source: U.S. Energy Information Administration, *International Energy Outlook 2021* Reference case
Note: Petroleum and other liquids includes biofuels.

Global energy production outlook:

The role of the nuclear sector

! Nuclear power generation more than doubles in the Net Zero Emissions Scenario by 2050



Source: BloombergNEF

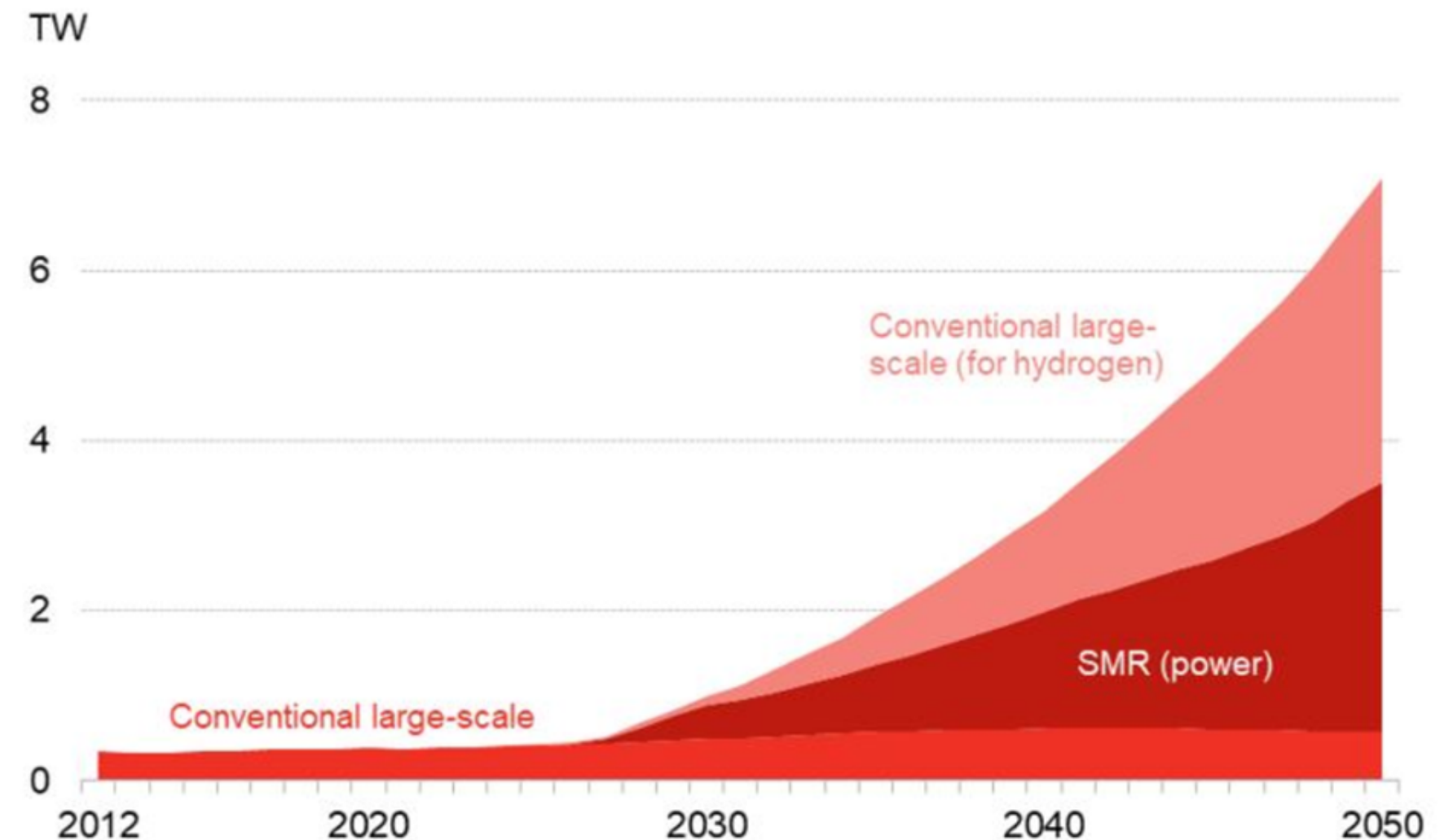
Global energy production outlook:

The role of the nuclear sector

! 15x installed capacity by 2050 ➔ large increase of the workforce required

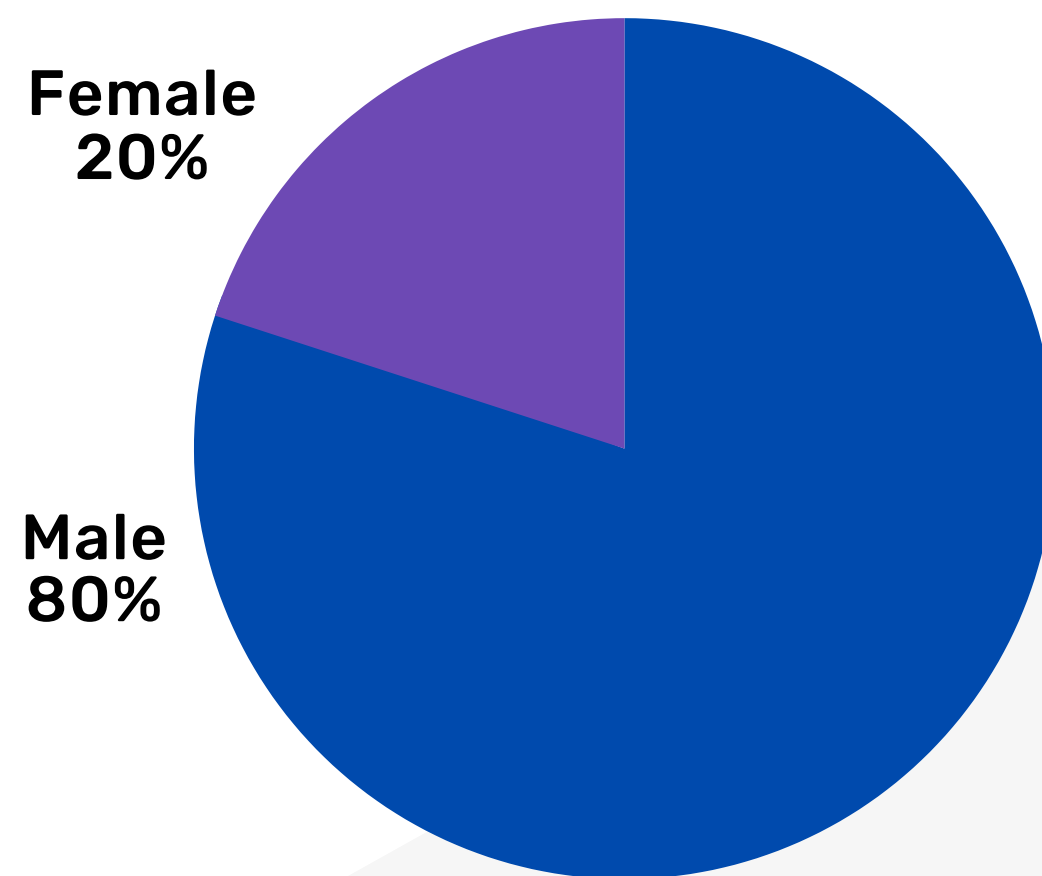


Cumulative installed capacity for nuclear power



Source: BloombergNEF

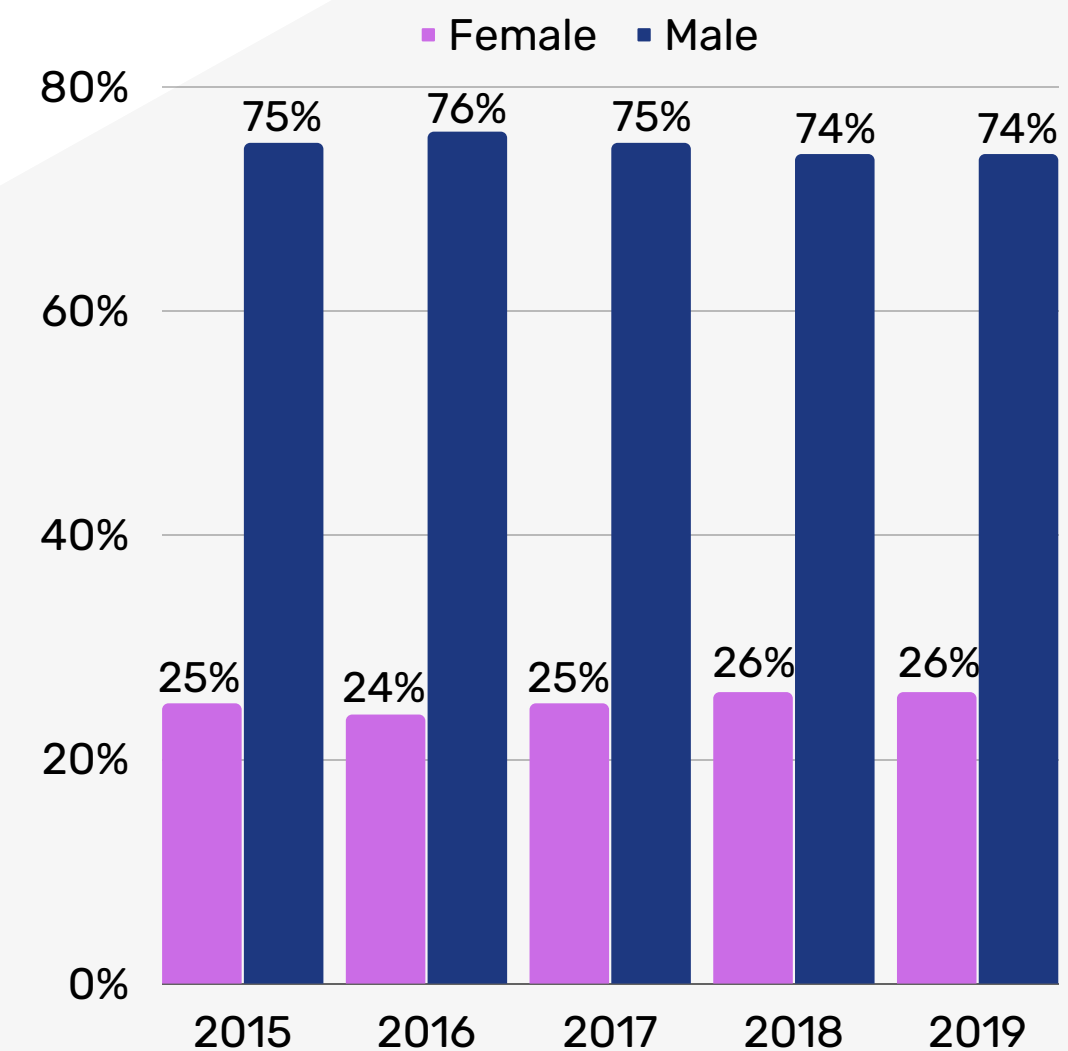
Workforce in the nuclear sector



22.4% women in the nuclear sector

IAEA data, 2019

Core STEM subjects – Female Graduates (UK)



26% women graduated in STEM

STEM WOMEN data, 2019

How did WiF start?



Women in Fusion was established after a successful webinar at the Fusion Energy Conference (FEC2020) on 12nd May 2021.



Initiatives for women in fusion are already underway, but most have a national focus and reach. E.g. Women+ in Plasma Physics (W+IPP) in US or Women in Plasma Physics in EU.



The main takeaway of the webinar was the need to create a global network for women working in fusion science, research, engineering, and operations.



WiF aims to be GLOBAL and to promote women's contribution to fusion as well as attract and retain talent in this field.



Vision



Promotion of women in fusion

WiF aims to be **the global platform for encouraging women and highlighting their role in the fusion field.**

Global Networking Platform

WiF aims to be **the meeting point of existing women's groups** and a platform to connect them and promote activities for women in fusion worldwide.



Mission

1

To achieve gender parity within the fusion community through network building and promotion of women in science at all educational levels.

2

To facilitate establishing a friendly work environment for everyone, paying attention to diversity and increasing the visibility of women in fusion.

3

To acknowledge the many contributions made by the women in fusion science, research, and technology.

4

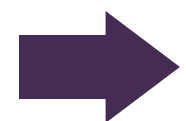
To promote fusion as a clean source of energy in support of the fight against climate change.

Strategy: Our Actions

1

Promote gender parity within the fusion community

- Providing mentoring and networking opportunities among women in fusion
- Promoting role models at all levels (students, middle career and top managers)
- Participating in the most relevant fusion conferences
- Running activities at diverse educational levels to create a future women 'workforce' in the field



Objective: To attract women in the field, increase their visibility and set up a global network to help the community

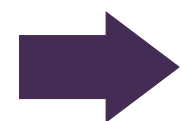


Strategy: Our Actions

2

Establish a friendly and productive work environment for everyone

- Increasing the visibility of women's contributions within an organization and the global fusion community (increasing presence of women in conferences, committees, panels, etc.)
- Setting up good practices to overcome bias at work
- Setting up guidelines for better representation of women in the fusion community
- Presenting examples of good practices to the community



Objective: To teach by example – sharing good examples and best practice on our platform

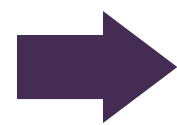


Strategy: Our Actions

3

Acknowledge contributions made by women in fusion science, research, and technology

- Increasing the visibility of women in fusion
- Ensuring women's contributions are properly acknowledged



Objective: To showcase that women are key players in the development of fusion & to provide inspiration and role models for new generations

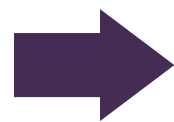


Strategy: Our Actions

4

Promote fusion as a clean source of energy in support of the fight against climate change

- Be present in climate change related forums presenting fusion as a valuable means to achieve the net zero goals
- Promote the international and peaceful aspect of the development of fusion
- Ensure that the role of women in the development of fusion is properly addressed in relevant forums



Objective: To help the community raise visibility of fusion as an international and peaceful tool to achieve the net zero emission goals and increase the role of women in it

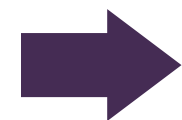


Strategy: Our Actions

5

Set up a Research Program

- The challenges society faces in raising women's participation in STEM require further research and policymaking. WiF is working to establish and fund postdoctoral programs that will better support women seeking careers and working in fusion
- Develop evidence-based reports that influence policy in support of gender equity in fusion



Objective: To develop an influence policy to improve gender equity with evidence-based studies

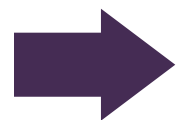


Strategy: Our Actions

6

Creating a global platform

- Converge members from all over the world
- Become a global meeting point for all women groups in fusion
- Create an international, unified and strong voice advocating for the role and the rights of women working on fusion
- Provide policymakers with data and information to set up accurate policies that let raise the number and the role of women in the field of fusion



Objective: To create a global voice for women to thrive in fusion everywhere



Steering Committee



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DE VICENTE**

Chair



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TABACHNIKOFF**

Vice Chair



**KALLE
HEINOLA**

Scientific Secretary



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SAIBENE**

Treasurer



ZABRINA JOHAL

Member



MIN LIAO

Member



NITENDRA SINGH

Member



KINGA GÁL

Member



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ORGANIZATION

COMMUNITY

Members



Women in Fusion is open to **all individuals** who are involved in fusion, and who share the goals and ambitions of our organization

Women in Fusion can accept **associate members** and establish relationships with independent **organizations**



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What Does WiF Offer?



Sharing
values



Getting
connected



Influencing policy with
evidence-based studies



Helping
each other



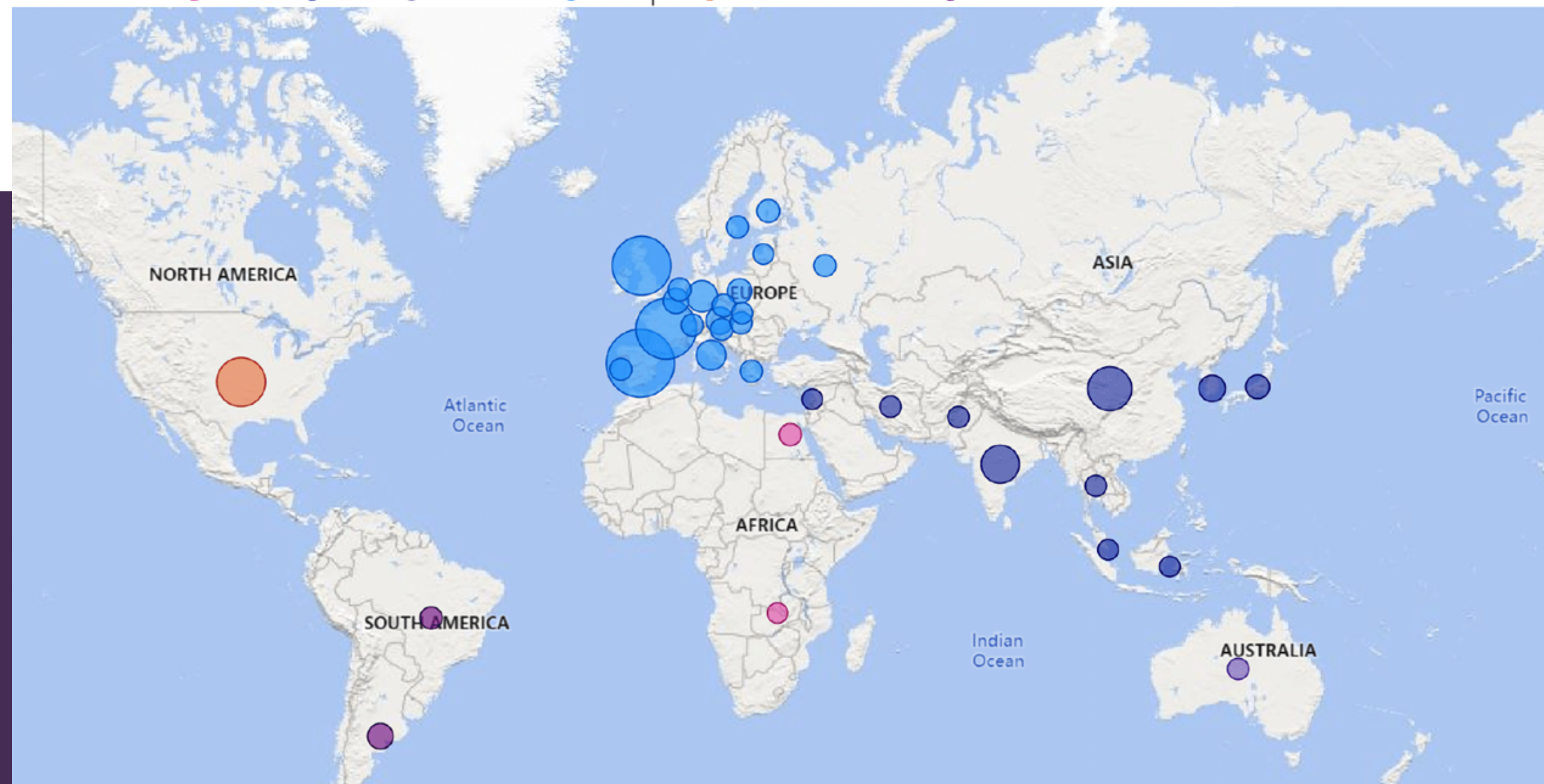
Establishing
networking



Easy access for
all members

Members (November 2022)

Continent ● Africa ● Asia ● Australia ● Europe ● North America ● South America



[BACKGROUND](#)[ABOUT](#)[STRATEGY](#)[ORGANIZATION](#)[COMMUNITY](#)[LOGIN](#)[JOIN](#)

Why join WiF?



Join a global network of fusioners committed to seeking **gender equity within the fusion community.**



Support from like-minded peers working to build an inclusive industry while increasing the visibility of women's contributions in fusion.



Collaboration with industry leaders working to position fusion as an essential source of clean, safe, and affordable energy.



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Founders



Supporters



CONCLUSION

Fusion sector is growing
(both public and private)
➡ Need of workforce

Fusion industry is
being set up now

Lessons learnt from the
'traditional nuclear sector' where
women workforce is below 25%

Fusion has **the unique opportunity to shape its community**
by applying diversity, gender equity and inclusive criteria

WiF aims at contributing to this task!

Contacts

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