



First Regional Conference
“Empowering Women in Nuclear - We All Can Do It!”
November 5-6, 2024
Constanța, Romania

Conference Report

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Introduction

The first annual regional Black Sea Women in Nuclear Network (BSWN) conference, “Empowering Women in Nuclear—We All Can Do It!”, was held on 5-6 November 2024 at Ovidius University in Constanța, Romania. The Black Sea Women in Nuclear (BSWN) is a regional professional organization that brings together leading experts in the nuclear sector from Bulgaria, Georgia, Romania, Ukraine, Türkiye, and beyond. BSWN mission is to advocate for gender equity and actively foster the advancement of women into leadership positions within the nuclear industry.

The conference was organized by BSWN in cooperation with Ovidius University and the James Martin Center for Nonproliferation Studies at Middlebury Institute of International Studies (CNS) with support from the U.S. Department of Energy/ National Nuclear Security Administration’s (DOE/NNSA) Nuclear Security Women Initiative through Los Alamos National Laboratory (LANL). Other conference sponsors included Candu Energy Inc. - member of AtkinsRéalis, Laurentis Energy Partners, S.N. Nuclearlectrica S.A., and Kinectrics Nuclear Romania SRL.

The conference aimed to promote an interdisciplinary dialogue on the development of safe and secure operations of nuclear facilities and advanced nuclear technologies by increasing the role of women and their representation in the rapidly growing nuclear industry with the participation of academia, research institutions, industry, policymakers, and civil society, in order to develop human capital in the nuclear industry through the advancement of gender equity and equal opportunities for all. More than 100 participants, including students studying nuclear disciplines took part in the event. Please see the list of participants from Annex 1.

The conference also addressed current opportunities and challenges in nuclear fields and served as a platform for knowledge exchange, skill enhancement, and networking among students and professionals from the Black Sea region and beyond. Special emphasis had been placed on the education and training of a new generation of nuclear experts. The conference included a special session featuring winners of the student essay competition. Please see the agenda of the event from Annex 2.

The conference was a real success, showcasing the power of collaboration among academia, industry, policymakers, and civil society in advancing the nuclear sector. By fostering interdisciplinary dialogue and emphasizing the critical role of women in shaping the future of the nuclear sector, the event set a benchmark for promoting diversity. It can serve as a model example for other organizations initiating similar efforts.



Image 1. Group Photo of the First Annual Regional Conference of Black Sea Women in Nuclear Network (BSWN)

Conference Highlights: “Empowering Women in Nuclear - We All Can Do It!”

DAY 1 - TUESDAY, NOVEMBER 5, 2024

The conference was opened by distinguished guests of honor, who expressed their gratitude for the privilege of participating in such a significant event. They subsequently outlined, from their respective perspectives, how the organizations they represent envision the collaboration between specialists affiliated with non-governmental organizations, academia, stakeholders, and government entities. Their remarks emphasized the importance of fostering an environment in which specialists, irrespective of gender, age, or background, and at any stage of their career development, can contribute meaningfully as true assets to society and nuclear organizations.

Conference opening remarks were delivered by :

1. **Dr. Cosmin FILIP**, Vice-Rector, Ovidius University Constanta
2. **Ms. Nataliia KLOS**, BSWN President, World Institute for Nuclear Security (WINS)
3. **Ms. Margarita KALININA-POHL**, BSWN Founder, James Martin Center for Nonproliferation Studies, Middlebury Institute of International Studies
4. **Ms. Elena BUGLOVA**, Nuclear Security Division Director, International Atomic Energy Agency (IAEA) (recording)

The keynote speaker, **Mr. Daniel Mihai DUTU**, Assistant Counselor, General Directorate for Energy Policy at the Ministry of Energy of Romania addressed signal to all participants that such a conference “*emphasizes the vital role women play in the nuclear industry*”. He added that “*it is also essential to recognize the contributions of women who are shaping the nuclear industry today. Their contributions go beyond technical expertise; they bring resilience, leadership, and a unique vision that is crucial for driving innovation and ensuring the long-term success of our industry*”.



Image 2. Opening Session of the First Annual Regional Conference of the Black Sea Women in Nuclear Network

Panel I: Preparing the Next Generation of the Workforce for the Nuclear Sector

The panel was moderated by **Ms. Alexandra Loredana MĂCĂNEAȚĂ**, Nuclearelectrica, and the panelists were: **Mr. Romeo URJAN**, Nuclearelectrica, **Mr. Dumitru CHIRLESAN**, Polytechnic University of Bucharest, **Ms. Nataliia SOROKOVA**, National Technical University of Ukraine “Igor Sikorsky Kyiv Polytechnic Institute” (KPI), and **Dr. Gabriel Lazaro PAVEL**, European Nuclear Educational Network.

The panel focused on preparing the next generation of workforce for the nuclear sector in the actual context of the European Commission's announcement in February 2022 of the establishment of a green label for nuclear and gas power plants and climate targets of zero net emissions of greenhouse gases by 2050.

However, it's important to note that the nuclear industry relies heavily on a specialized and highly trained workforce for its safety and sustainability. Experience within the nuclear industry has shown that 80 percent of significant events at nuclear power plants can be attributed to human error. For this reason, monitoring and continually improving human performance has become one of the key challenges in managing human resources at a nuclear facility. Thus, more nuclear units would necessitate a larger number of highly competent individuals, assuming the technology remains the same or changes minimally (based on people).



Image 3. Panel I Preparing the Next Generation of Workforce for the Nuclear Sector

From this perspective, Mr. Romeo Urjan delivered a presentation titled “*Nuclearelectrica and Its Journey to Excellence*”, which provided an overview of the projects currently underway or in development at Nuclearelectrica, all of which require highly skilled professionals. Consequently, the company places significant emphasis on mentorship, internships, and on-the-job training programs for students and trainees, enabling their swift integration into the organization.

To support Nuclearelectrica's projects and other stakeholders, Mr. Dumitru Chirlesan spoke about "*National University Alliance for Nuclear Energy*" as an excellent opportunity developer for a career in nuclear domain. Mr. Chirlesan noted that the alliance will be a reliable ally for companies like Nuclearelectrica that want a qualified and efficient workforce. Ms. Nataliia Sorokova, who spoke about "*Directions of Development the Educational and Scientific Institute of Nuclear and Thermal Energy, National Technical University of Ukraine "Igor Sikorsky Kyiv Polytechnic Institute (KPI)"*" shared a similar statement about KPI as a pipeline of the nuclear workforce.

In the end of the panel, Dr. Gabriel Lazaro Pavel, from European Nuclear Educational Network spoke about "*European Needs in Term of Human Resources*" and the panelist showed some of the concrete arguments that nuclear projects need specialized personnel, and that this needs to be done as soon as possible.

The conclusion drawn from the discussion pointed to the imperative need for a clear and strategic vision for human resources, along with a predictable, long-term plan, and strong partnership with specialists and key stakeholders which are essential to ensure the availability of a highly qualified workforce to effectively support and advance nuclear projects.

Panel II: Women in the Nuclear Sector

The panel was moderated by **Ms. Mădălina Ștefanic**, General Secretary, BSWN and it included the following panelists: **Ms. Laura Moscu Thijov**, Nuclearelectrica, Romania, **Ms. Tetiana Kotelina**, National Nuclear Energy Generating Company Energoatom, Ukraine, **Ms. Tamar Kaladze**, Andronikashvili Institute of Physics, Georgia.



Image 4. Panel II Women in the Nuclear Sector

The panel centered on the critical role of women in the nuclear sector, particularly in light of demographic trends indicating a fluctuating global population. For instance, in Europe, where population numbers are expected to decline, the current workforce in the nuclear industry comprises up to 30% women. In this context, employers must strategically prioritize the recruitment of female professionals to ensure a sustainable and diverse workforce. Through the insights shared by the panelists, participants were presented with exemplary cases from the field, illustrating both the value of pursuing a career in nuclear energy and the positive impact women can have in this vital sector.

Ms. Laura Moscu Thijov, Project Director at Nuclearelectrica responsible for building the first Tritium Removal Facility in Europe, respectively the third in the world shared insights from this facility, detailing how she created exceptional careers for her colleagues.

Ms. Tetiana Kotelina, Energoatom, spoke about her responsibilities within the company which include assessing, accounting for, and conducting qualitative and quantitative analysis of the personnel structure, evaluating the company's staffing needs, and organizing collaboration with higher education institutions. Tetiana shared her experience in preparing a qualified and efficient workforce for her company.

The last speaker, Tamar Kaladze, who in her own words was a debutant in public speaking as a panelist, spoke about science without borders and her experience in the field of radiation and nuclear safety. Tamar, showed to our participants, including students, how to transition from an engineering career to a scientific role. She also emphasized the important role of empowering women to break barriers whenever they can to feel the challenges and overcome barriers. She felt extraordinary as a first-time speaker at an international conference of that level.

The panel highlighted the critical importance of empowering women in the nuclear sector to address workforce sustainability and enhance diversity. Key insights focused on fostering leadership, strategic recruitment, and innovative career pathways to ensure a skilled and inclusive workforce, Panelists emphasized the transformative contributions of women, the value of breaking professional barriers, and the need to inspire future generations through mentorship and education.

Panel III Challenges and Opportunities for Women in Nuclear in the Black Sea Region

The moderator was **Ms. Nataliia Klos**, President of BSWN and a senior project manager at WINS and the panelists were **Ms. Shorena Lortkipanidze**, BSWN Vice-President, Civil Council on Defense and Security (CCDS), Georgia, **Dr. Senem Senturk Lule**, Istanbul Technical University, Türkiye, **Ms. Khrystyna Lylak**, Ukrainian Nuclear Society, Ukraine, **Ms. Eliana Zatschler**, European Women Lawyers Association (EWLA), Belgium.



Image 5. Panel III Challenges and Opportunities for Women in Nuclear in the Black Sea Region

In order to remove obstacles and optimize opportunities for women in the nuclear business, the panel underlined the significance of cross-border international cooperation, policy advocacy, and mentoring, guaranteeing their crucial role in the expansion and innovation of the sector. The panel's message was that women are fully cognizant of the current context, they are clear about the desired future outcomes, they are actively preparing for pivotal roles, and they are resolutely committed to performing at the highest expected standards.

While highlighting BSWN's endeavors to promote mentorship and professional development opportunities, Ms. Shorena Lortkipanidze addressed the regional obstacles women face, such as their limited access to technical training and leadership positions. ITU Energy Institute Istanbul Teknik University, Ms. Senem Senturk Lule provided an overview of Turkey's efforts to encourage women's involvement in nuclear projects, emphasizing capacity-building activities and the value of global cooperation in promoting professional advancement.

Ms. Khrystyna Lylak of the Ukrainian Nuclear Society showcased success stories of women progressing in technical and leadership roles, highlighting the adaptability and perseverance of women in Ukraine's nuclear sector in the face of persistent geopolitical obstacles.

In her examination of the legislative and regulatory frameworks impacting gender parity in the nuclear sector, Ms. Eliana Zatschler of the European Women Lawyers Association argued for more robust safeguards, anti-discrimination laws, and regional collaboration to establish fair chances for women.

The panel underscored cross-border collaboration, mentorship, and policy advocacy as key to empowering women in the nuclear sector. Discussions highlighted overcoming barriers to training and leadership, fostering global partnerships, and advancing gender parity through strengthened regulatory frameworks, showcasing women's vital role in innovation and industry growth.

Panel IV Best Practices in Empowering Women

The moderator was **Ms. Loredana Pop**, Nuclearelectrica, Romania and the panelists were **Ms. Silvia Savulian**, Laurentis Energy Partners, Canada, **Ms. Anastasia Bennett**, Los Alamos Nuclear Laboratory, USA, **Ms. Jasmine Auda**, Ambit Advisory, Jordan, **Ms. Sophia Brown**, CRDF Global, USA, **Ms. Marina Dabetic**, “Vinča” Institute of Nuclear Sciences, National Institute, Serbia.



Image 6. Panel IV Best Practices in Empowering Women

This panel was among the most highly regarded by participants, with 66% providing feedback that rated it a perfect score of 10 out of 10. This appreciation stemmed from the fact that the majority of the panelists hailed from renowned organizations with a strong tradition in the nuclear sector, bringing valuable leadership experience and sharing a wealth of insightful information with the audience.

For example, Ms. Silvia Savulian confirmed that there are many challenges in a career and that they never go away. With the passing of years and the acquisition of experience, they can be more easily managed. Therefore, it is important for women to take decisive steps in their careers and become leaders.

Ms. Anastasia Bennett from Los Alamos National Laboratory highlighted the laboratory's initiatives to foster fair career advancement, provide support networks, and encourage inclusive workplace settings.

Ms. Jasmine Auda from Ambit Advisory highlighted the necessity of culturally adaptive methods for enhancing women's empowerment in areas facing distinct social and institutional hurdles, focusing on capacity-building initiatives and policy advocacy in the Middle East.

Ms. Sophia Brown from CRDF Global elaborated on the organization's worldwide efforts to aid women in STEM, especially in the fields of nuclear and security, emphasizing the importance of promoting international cooperation and establishing avenues for women's voices. She also presented some pathways to International Fellowship and Grant Opportunities led by CRDF Global

Ms. Marina Dabetic from the Vinca Institute of Nuclear Sciences provided regional perspectives, emphasizing the essential function of networks such as BSWN in fostering solidarity, exchanging knowledge, and enhancing visibility for women in the nuclear field.

The discussions underscored the importance of overcoming career challenges, promoting inclusive and equitable work environments, and empowering women through culturally adaptive strategies. Key themes included fostering leadership, building support networks, and enhancing international cooperation to create greater opportunities for women in the nuclear field.

Main sponsor speech - Ms. Taylor Hart-McGonigle, the representative of U.S. Department of Energy/National Nuclear Security Administration (DOE/NNSA)

After the panel IV, **Ms. Taylor Hart-McGonigle**, the representative of U.S. Department of Energy/National Nuclear Security Administration (DOE/NNSA), as the main sponsor of the event, addressed the Conference virtually.



Image 7. Main sponsor speech-Ms.Taylor Hart-McGonigle, the representative of U.S. Department of Energy/National Nuclear Security Administration (DOE/NNSA)

The audience was deeply engaged as they listened to Ms.Taylor Hart-McGonigle, who eloquently represented the U.S. Department of Energy/National Security Administration (DOE/NNSA), offering a firsthand perspective on the remarkable role the agency plays as a sponsor.

Following the lunch break, parallel panels were held.

Parallel Panel V.1 - How to Increase Participation of Young Generation in Nuclear Science and Engineering

The moderator was **Ms. Florentina GUZU**, BSWN Member, Nuclearelectrica, Romania and the panelists were **Ms. Cristina BURUIANA**, Main Control Room Operator in Training, Nuclearelectrica, Romania, **Ms. Fadime Ozge KARAKAS**, Istanbul Technical University, Türkiye, **Ms. Madalina STEFANIC**, BSWN, Romania.



Image 8. Parallel Panel V.1 - How to Increase Participation of Young Generation in Nuclear Science and Engineering

The moderator and one of the speakers were assuming these roles for the first time, and while their speeches were accompanied by palpable emotion, the feedback was overwhelmingly positive, with both individuals acknowledged the initial challenges and expressing a clear enthusiasm for taking on such roles again in the future.

Ms. Madalina Ștefanic from Nuclearelectrica proposed a strategy to secure skilled individuals for nuclear projects during this time when public interest in the nuclear field seems to wane. She unveiled the *Nuclear Academy for Teens*, an educational program aimed at igniting early enthusiasm for nuclear science, integrating outreach initiatives and mentorship to develop the next generation of professionals.

Ms. Cristina Buruiana from Nuclearelectrica recounted her motivating journey to becoming a Main Control Room Operator at the Cernavoda Nuclear Power Plant, emphasizing the significance of accessible training opportunities and role models for women pursuing technical careers, despite the challenges of balancing professional and personal life. But she is confident that we can create a future with more women leaders making a positive change.

Ms. Fadime Ozge Karakas from Istanbul Technical University shared her experiences as a nuclear engineering student, highlighting the obstacles, chances for growth, and the essential need for support systems and academic guidance. Her presentation featured images from her birthplace and highlighted her father's encouragement in becoming the reliable individual she is today. Often, a woman's initial empowerment begins in childhood through parental encouragement, which should always be present. The panel emphasized the importance of fostering future talent through education, mentorship, and support systems. Key strategies included initiatives like the Nuclear Academy for Teens to spark early interest in nuclear science, accessible training programs to empower women in technical careers and the critical role of academic guidance and early parental encouragement in shaping resilient and capable professionals.

Parallel Panel V.2 – Voices of Young Generation

The moderator was **Ms. Mădălina IONIȚĂ**, National Commission for the Control of Nuclear Activities (CNCAN), Romania, and the panelists were most of them BSWN mentees **Ms. Atiyah HIJRIYANTI**, Indonesia, **Ms. Viktoriia SKOROPADSKA**, Ukraine, **Ms. Diana VORONA**, United Kingdom, **Mr. Illia SNIGUR**, Ukraine.



Image 9. Parallel Panel V.2 – Voices of Young Generation

The offered a venue for rising leaders in the nuclear field to express their views on the prospects and obstacles encountered by the upcoming generation of professionals.

Ms. Atiyah Hijriyanti from the University of General Soedirman recounted her experiences as a mentee, highlighting the significance of mentorship and intercultural collaboration in breaking down obstacles and progressing in a nuclear science career.

Ms. Viktoriia Skoropadska, a mentee of BSWN, emphasized the resilience and flexibility of young professionals amid geopolitical difficulties, demonstrating how international networks such as BSWN offer essential support and opportunities for development. Ms. Diana Vorona (Nuclear Decommissioning Authority) highlighted the importance of inclusive policies and training opportunities that empower young women to take on technical and leadership positions within the nuclear sector. Mr. Illia Snigur from the Odesa Center for Nonproliferation provided a distinct viewpoint as a male BSWN mentee, promoting collaborative initiatives to tackle skill deficiencies and enhance gender equity in the labor market.

The panel emphasized the critical role of mentorship, intercultural collaboration, and inclusive policies in shaping the future of the nuclear industry. Discussion highlighted the resilience of young professionals, the importance of global networks like BSWN, and the need for tailored training to empower the next generation, particularly women, in technical and leadership roles. Collaborative efforts to address skill gaps and promote gender equity were also centered.



Image 10. The atmosphere was characterized by active engagement and enthusiasm between the speakers and the audience

Coffee Breaks with an Expert

A highly commendable initiative was the opportunity during the breaks for experienced specialists to engage with those just beginning their careers, offering guidance and support regardless of their background. In this regard, Dr. Lia Chelidze, Dr. Anastasia Bennett, Ms. Corina Nay, Ms. Floretina Guzu, Ms. Andreea Elena Ciucanu, and Ms. Luisa Kenausis generously shared their extensive expertise with the younger participants at the event.

Please refer to the images below for further insight.



Image 11. The atmosphere was informal yet enriched with engaging and stimulating discussions among experts.



Image 12. Informal Discussion bringing Together Diverse Backgrounds

DAY 2 - WEDNESDAY, NOVEMBER 6, 2024

Panel VI – New and Emerging Technologies: Opportunities and Challenges for the Nuclear Sector

The moderator was **Ms. Corina NAY**, Candu Energy Inc. - member of AtkinsRealis, Canada, and the panelists were **Dr. Concetta FAZIO**, Joint Research Centre of the European Commission, Belgium, **Mr. Cosmin ANGHEL**, Nuclearelectrica, Romania, **Ms. Tetiana ZAKREVSKA**, Ukrainian Nuclear Society, Ukraine, **Ms. Rusham AHMAD**, Candu Energy Inc. - member of AtkinsRealis, Canada .



Image 13. Panel VI-New and Emerging Technologies: Opportunities and Challenges for the Nuclear Sector

This panel was among the most appreciated by the participants, with 72% of them providing feedback giving a score of 10 out of 10. The appreciation came from the interest of the participants on the topic, for example small modular reactors.

Dr. Concetta Fazio is since 2019 Head of Unit of the unit Reactor Safety and Components of the European Commission Joint Research Centre (JRC) and currently she is also the deputy director of the directorate Nuclear Safety and Security. Dr. Fazio has over 25 years of experience in the nuclear field. Her unit addresses the safety of current and innovative reactors as well as structural materials and associated components assessments and she spoke about “*Small Modular and Innovative Reactors*”.

The subsequent panelist, Mr. Cosmin Anghel, Cybersecurity Director, Nuclearelectrica, explained to the audience that the energy sector of a society is a vital part of the critical infrastructure of countries and is essential for the functioning of modern society. With increasingly extensive digitization in all areas, including this industrial sector, cyber security becomes an absolute priority. Cyber threats can have serious consequences for infrastructure and affect the supply of electricity, natural gas and other vital resources. In this context, he spoke about “*A Brave New World: AI and the Future of Nuclear Security*”.

The panelist highlighted that the integration of technology across all operational aspects has led to enhanced efficiency, optimized production, and greater competitiveness. However, these advancements also bring with them significant cybersecurity risks, which must be effectively mitigated.

The subsequent panelist, Ms. Tetiana Zakrevska spoke about “*New nuclear energy projects in Ukraine and the role of women in their implementation*”. The key takeaway for the audience from the panelist was that Ukrainian society places significant emphasis on fostering a culture of safety within the industry's enterprises. This includes engaging with youth, the public, and mass media, addressing the environmental challenges associated with nuclear energy, and actively pursuing information dissemination, educational initiatives, career guidance, and publishing activities. Additionally, there is a strong focus on contributing to the development of a skilled workforce for the nuclear energy sector.

The last but not the least panelist, Ms. Rusham Ahmad presented “*New and Emerging Technologies: From concept to successful deployment – MONARK and SMR's.*”.

Ms. Rusham Ahmad is also an active participant in Women in Engineering and the North American Young Generation in Nuclear (NAYGN), where she works to empower youth across North America to engage in the nuclear industry and drive sustainable energy solutions forward. Through Ms. Rusham's presentation, audience found that she is working for Candu Energy, part of AtkinsRéalis, a world-leading engineering services and nuclear organization that designs and delivers major projects on the built and natural environments all around the world, and they do so by connecting people, data and technology.

The session highlighted advancements in nuclear safety, cybersecurity, and innovation. Discussions emphasized the safety of reactors, the critical need for cybersecurity in a digitized energy sector, and Ukraine's focus on safety culture, workforce development, and public engagement. Emerging technologies like MONARK and small modular reactors were presented as key to sustainable energy, driven by global collaboration and next-generation empowerment.

Parallel Panel VII.1 - Black Sea Experts NucTalks “Balancing Security, Energy, and Diplomacy”

This parallel panel was moderated by **Dr. Valeriia GERGIEVA**, Leader of the BSWN Initiatives Black Sea Experts NucTalks, Ukraine, and the panelists were **Dr. Iryna MAKSYMENKO**, Odesa Center for Nonproliferation, Ukraine, **Dr. Ionel BALAN**, BSWN Moldova Coordinator, **Ms. Margarita KALININA-POHL**, CNS/MIIS, USA.



Image 14. Parallel Panel VII.1 - Black Sea Experts NucTalks “Balancing Security, Energy, and Diplomacy

This panel was among the most appreciated by the participants, with 75% of them providing feedback giving a score of 10 out of 10. This panel convened regional experts to explore the complex relationship among nuclear security, energy policies, and diplomatic initiatives in the Black Sea area and this was the reason for high appreciation.

Led by BSWN NucTalks Coordinator Dr. Valeriia Gergieva from the Institute for Peace Research and Security Policy, the panel highlighted the significance of communication, partnership, and sharing successful experiences among Black Sea states to tackle common challenges and utilize prospects in the nuclear field for joint security and advancement.

Ms. Iryna Maksymenko from the Odessa Center for Nonproliferation emphasized the vital role of nonproliferation initiatives in upholding regional stability, tackling the issues arising from geopolitical tensions, and promoting global collaboration.

Mr. Ionel Balan, BSWN Moldova Coordinator, shared perspectives on Moldova's strategy for balancing energy security with regional alliances, highlighting the importance of cross-border cooperation in enhancing nuclear governance and infrastructure. Ms. Margarita Kalinina-Pohl (CNS/MIIS) provided a wider viewpoint on the interplay between security, energy, and diplomacy, examining effective strategies and creative methods for aligning regional energy needs with worldwide nonproliferation standards.

The discussion highlighted Moldova's strategy for balancing energy security with regional alliances, emphasizing the role of cross-border cooperation in strengthening nuclear governance and infrastructure. Additionally, the panel explored the complex relationship between security, energy, and diplomacy, focusing on strategies to align regional energy requirements with global nonproliferation standards.

Parallel Panel VII.2 Security, Safety, Safeguard Synergy

This parallel panel was moderated by **Ms. Ina GRIGARASHVILI**, BSWN Georgia Coordinator, and the panelists were **Ms. Nataliia KLOS**, BSWN, WINS, **Mr. Jerry DAVYDOV**, CNS/MIIS, **Mr. Ali ALKIS (recording)**, BSWN Türkiye Coordinator, and **Ms. Alona SAMSONENKO**, BSWN Ukraine Coordinator, George Kuzmich Training Center.



Image 15. Parallel Panel VII.2 Security, Safety, Safeguard Synergy

The parallel panel explored the essential connections between nuclear security, safety, and safeguards, highlighting the necessity for integrated strategies to tackle challenges and promote strong nuclear governance. The panel emphasized the interrelation of these fields, stressing the necessity for regional collaboration, creative approaches, and inclusive policies to enhance the resilience and integrity of the nuclear sector.

Ms. Nataliia Klos from WINS and BSWN President initiated the discussion by emphasizing the significance of Women in Nuclear Security (WINS) in fostering inclusive and interdisciplinary approaches that connect these three pillars.

Mr. Jerry Davydov, CNS/MIIS, offered an analytical viewpoint on suggested synergies in security, safety, and safeguards concerning small modular reactors (SMR), emphasizing the necessity of aligning security, safety, and safeguards to promote SMR growth. Mr. Ali Alkis, BSWN Turkey Coordinator, shared insights through a recording on improving synergy among these fields, emphasizing collaborative capacity-building initiatives.

Ms. Alona Samsonenko from the George Kuzmich Training Centre provided practical illustrations from Ukraine, highlighting the significance of training, readiness, and gender equality in promoting safety and security benchmarks.

The panel emphasized the importance of integrating nuclear security, safety, and safeguards through regional collaboration, innovative strategies, and inclusive policies. Key points included fostering interdisciplinary approaches, particularly through WINS, aligning these fields for small modular reactor (SMR) development, and strengthening capacity-building initiatives. Practical examples from Ukraine highlighted the crucial role of training, readiness, and gender equality in advancing safety and security standards.

Coffee Breaks with an Expert

Interactive networking sessions created a collaborative atmosphere in which participants exchanged ideas and experiences.

Experts like **Ms. Laura Moscu Thijov**, **Ms. Violeta Balan**, **Ms. Ketevan Zaridze**, **Ms. Fulya Kutluca**, **Ms. Silvia Savulian**, provided tailored coaching to novice professionals, fostering a supportive environment for skill development and career advancement. These sessions highlighted the power of networks in addressing obstacles and enhancing women's representation and impact in the nuclear field. Refer to the pictures provided below.



Image 16. Constructive Session demonstrated the involvement of women from diverse experiences for nuclear field



Image 17. Informal interactive sessions demonstrate inclusiveness of gender equality across ages to strengthen networks in the nuclear field

Panel VIII Innovations in Nuclear Education

The moderator was **Dr. Alexandra IOANNIDOU**, Aristotle University, Greece, and the panelists were **Dr. Alexandru BOBE**, Ovidius University of Constanța, **Dr. Cosmin FILIP**, Ovidius University of Constanța, **Dr. Iuliana Mihaela STANESCU**, Ovidius University of Constanța, **Dr. Mihai GÎRȚU**, Ovidius University of Constanța.

The plenary panel afforded Ovidius University representatives the opportunity to present themselves to the audience and examined advancements in teaching methodologies and collaborative approaches designed to meet the evolving demands of the nuclear sector.



Image 18. Panel VIII Innovations in Nuclear Education

Dr. Alexandru Bobe, the Vice-Rector of Ovidius University of Constanta in charge of developing and implementing the strategies for digitalization and Associate Professor in the Department of Mathematics and Computer Science at Ovidius University of Constanta, spoke about “*Fostering Innovation through Digitalization*” and conclusion of the presentation was that digitization transforms society in an irreversible way, with good and bad, and innovation is the driving force that drives the world.

Dr. Cosmin Filip, Ovidius University of Constanta, with his presentation called “*Dual Education System in Romania. Important steps made by Ovidius University of Constanta*” showed to audience the dual education system in Romania, a new program meant to connect stakeholders from industry with education system (universities and high schools) and solve the problem of competent personnel.

Dr. Iuliana Mihaela Stanescu, Ovidius University of Constanța, went further and spoke about “*The Intersection of Creativity and Nuclear Education*” focused on the value of experiential learning, highlighting initiatives like internships and hands-on research projects that help bridge the gap between theoretical knowledge and practical application. She also shared with participants that there are successes to be proud of and challenges to overcome.

Dr. Mihai Gîrțu, Ovidius University of Constanța, underscored the significance of international partnerships in nuclear education, presenting examples of exchange programs and joint research initiatives that foster global knowledge sharing and promote best practices. He spoke about “*The Nuclear Physics and Engineering Program at Ovidius University of Constanța – Ways to Improve the Implementation of Dual Education*”. His presentation elucidated the multifaceted challenges encountered by all stakeholders involved in the program and offered insightful recommendations for optimization.

The Discussion of Panel highlighted the transformative impact of digitalization, the crucial of dual education systems in connecting academia with industry, and the value of experiential learning in bridging theoretical knowledge with practical application, It also centered the role of international partnerships in advancing nuclear education and proposed strategies to optimize educational programs to address workforce and implementation challenges.

Presentations by the Winners of the Essay Competition

The Master of Ceremony was **Dr. Alexandru BOBE**, Ovidius University of Constanța and the winners were **Mr. Bohdan KOSTIUK**, Munk School of Global Affairs and Public Policy University of Toronto and **Mr. Mehmet Hasim CEVIK**, Middle East Technical University (METU), Assistant Specialist Nuclear Regulatory Authority (NDK)



Image 19. Presentations by the Winners of the Essay Competition

This session highlighted the groundbreaking research from new contributors in the nuclear sector. and offered an opportunity for the winners to showcase their papers. The session emphasized the roles of young professionals in influencing the future of the nuclear industry. Mr. Bohdan Kostiuk from the Munk School of Global Affairs and Public Policy at the University of Toronto presented an insightful discussion that examined the convergence of nuclear policy and gender issues in Ukraine, highlighting the significance of incorporating gender viewpoints in tackling contemporary nuclear challenges. Mr. Mehmet Hasim Cevik from Middle East Technical University shared his study on the progress of women in the Turkish sector, providing insights into effective governance practices. His work highlighted the necessity for flexible strategies to adjust to technological advancements in the field.

Interactive Panel IX sponsored by CANDU Energy Inc - Voices of the Young Generation on Nuclear Technologies for Peace and Security

Opening remarks were sustained by **Ms. Corina NAY Candu Energy Inc. - Member of AtkinsRealis**, and the moderator was **Ms. Shorena LORTKIPANIDZE, CCDS**.

In this panel, students were invited to share their reflections on advanced nuclear techniques and technologies in addressing contemporary challenges. For most, it was their first participation, and they found the experience both engaging and challenging. They discussed the impact of nuclear technologies on sectors such as medicine, space, Artificial Intelligence, and agriculture, and were awarded certificates of participation as a reminder of their inaugural involvement.



Image 20. Interactive Panel IX sponsored by CANDU Energy Inc - Voices of the Young Generation on Nuclear Technologies for Peace and Security

Closing remarks

The Closing Remarks were kept by **Ms. Nataliia Klos**, BSWN, WINS and **Dr. Cosmin FILIP**, Ovidius University of Constanța.

Both of them remarked the success of the event and the efforts to sustain it. Of course, this was possible with the team efforts! **We all ca do it!**



Image 21. Closing remarks

Participant Testimonials

The organizers encouraged the participants to share their feedback in an evaluation survey conducted after the conference.

Data on Dominant Feedbacks

General Feedbacks		
Type	Description	High Percentage
Country	Romania	40,6%
Gender	Female	75%
Area of expertise	Engineering	43,8%
Type of..	Educational Institution/Academia	43,8%
Academic Degree	Master's	31,3%
Conference Expectation	Yes	100%
Logistic of Conference	Excellent	78,1%
BSWN members?	No	62,5%
The Conference help learn more about BSWN	Yes	100%
Will consider joining BSWN?	Yes	59,4%

Table 1. General Feedbacks

Panels & Coffee Break-Feedbacks	
Description	Average
Panel I: Preparing the next Generation of the workforce for Nuclear Sectors	9,34
Panel II: Women in the Nuclear Sector	9,38
Panel III: Challenges and Opportunities for Women in Nuclear in the Black Sea Region	9,47
Panel IV: Best Practices in Empowering Women	9,31
Parallel Panel V.1. How to Increase Participation of Young generation in Nuclear Science and Engineering	9,16
Parallel Panel V.2. Voice Young Generation	9,16
Panel VI. New and Emerging Technologies: Opportunities and Challenges for the nuclear Sector	9,47
Parallel Panel VII.1. Black Sea Experts Nuc.Talks "Balancing Security, Energy, and Diplomacy"	9,47
Parallel Panel VII.2. Security, Safety. Safeguards Synergy	9,00
Panel VIII. Innovation in Nuclear Education	9,41
Presentation by The Winners of the Essay Competition	9,31
Interactive Panel IX Sponsored by CANDU Energy Inc-Voices the Young Generation on Nuclear Technologies for Peace and Security	9,28

Tabel 2. Panels & Coffee Break-Feedbacks

In Annex 3 is presented the feedback from participants who completed the survey.

Conclusion: We All Can Do It!

The conference “*Empowering Women in Nuclear. We All Can Do It!*” was a resounding success. It provided valuable insights and opportunities that will strengthen the network's ability to empower women and young professionals in the nuclear field. Through meaningful connections forged with the global nuclear security community, the association was able to significantly raise its profile and advance its important mission. Overall, the conference marked a tremendous milestone for the Black Sea Women in Nuclear Network, positioning it for continued impact in the years ahead.

BSWN intends to organize the next conference in Bulgaria in 2025, to maintain its mission of empowering women and promoting advancements in nuclear science, policy, and innovation.



Image 22. Group Photo at the Closing Session of the BSWN Conference 2024

Annex 1 List of Participants



BULGARIA

Ms. Ani TOSKOVA

Sofia University of St. Klement Ohridski

GEORGIA

Dr. Lia CHEDLIZE

Scientific Worker

Andronikashvili Institute of Physics

Ms. Ina GRIGARASHVILI

Coordinator, BSWN

International Project Manager/NLO, Agency of
Nuclear and Radiation Safety of Georgia

Ms. Tamar KALADZE

Senior Specialist

Andronikashvili Institute of Physics

Ms. Shorena LORTKIPANIDZE

Vice-President, BSWN

Co-Founder and Board Member, Civil Council on
Defense and Security

Ms. Ketevan ZARIDZE

Project Manager

National Center for Disease Control and Public
Health of Georgia

MOLDOVA

Dr. Ionel BALAN

BSWN Moldova Country Coordinator

Ms. Violeta BALAN

Director

www.bswn.org

State Hydrometeorological Service

ROMANIA

Ms. Iulia ANANINA

University of Bucharest

Mr. Cosmin ANGHEL,

Cybersecurity Director, Nuclearelectrica

Ms. Cristina BURUIANĂ

Main Control Room Operator in Training
Nuclearelectrica

Dr. Dumitru CHIRLESAN

Prorector

Polytechnic University of Bucharest

Dr. Georgeta CHIRLESAN

University lecturer

Polytechnic University of Bucharest

Ms. Andreea Elena CIUCANU

Nuclear Engineer

Nuclearelectrica

Dr. Cosmin FILIP

Vice-Rector

Ovidius University Constanta

Dr. Mihai GÎRȚU

Professor of Physics

Ovidius University of Constanța

Ms. Eliza Georgiana ICUI

Universitatea Politehnica Bucuresti,
Energy and Nuclear Technologies

Pitesti University Center

Dr. Dan Marcel ILIESCU

Rector

Ovidius University of Constanța

Ms. Mădălina IONIȚĂ

Nuclear Safety Adviser

Nuclear Reactors Regulation and Oversight

Section,

National Commission for the Control of Nuclear Activities

Ms. Andreea Silvia ISE

University of Bucharest

Ms. Alexandra Loredana MĂCĂNEĂȚĂ

Director

HR Strategy Directorate,

Nuclearelectrica

Ms. Emilia Marina MARINESCU

Universitatea Politehnica Bucuresti,

Energy and Nuclear Technologies,

Pitesti University Center

Ms. Luciana Elena PETRESCU

Director

Communication, Sustainability and Investors

Relations Directorate, Nuclearelectrica

Ms. Loredana POP

PR Officer

Nuclearelectrica

Ms. Alexandra MARES

Counsellor

General Directorate for Energy Policy

Ms. Cristina MITINCU

Counsellor

General Directorate for Energy Policy

Ms. Laura MOSCU THIJOV

Tritium Removal Facility Project Director,

Nuclearelectrica

Dr. Iuliana Mihaela STANESCU

Lecturer

IE-Industrial Energetics Coordinator,

Faculty of Mechanical and Industrial Engineering

Ovidius University of Constanța

Ms. Mădălina ȘTEFANIC

General Secretary, BSWN

Senior Economist

Nuclearelectrica

Ms. Florentina Luiza TUDORACHE

Universitatea Politehnica Bucuresti,

Energy and Nuclear Technologies,

Pitesti University Center

Mr. Romeo URJAN

Chief Nuclear Officer

Nuclearelectrica

OVIDIUS UNIVERSITY STUDENTS

(35+ students)

TURKIYE

Ms. Fadime Ozge KARAKAS

Research Assistant

Istanbul Technical University

Ms. Fulya KUTLUCA

Assistant Specialist

Nuclear Regulatory Authority (NDK)

Dr. Senem Senturk LULE

Deputy Director

ITU Energy Institute İstanbul Teknik Üniversitesi

Mr. Mehmet Hasim CEVIK

PhD Student

Middle East Technical University (METU)

Assistant Specialist

Nuclear Regulatory Authority (NDK)

UKRAINE

Ms. Iryna CHEREDNICHENKO

Head

Public Organization Eco Generation

Dr. Valeriia GERGHEVA

BSWN NucTalk Coordinator

Researcher, Institute for Peace Research and

Security Policy at the University of Hamburg and

Odesa Centre for Nonproliferation

Ms. Nataliia KLOS

BSWN President

Senior Project Manager

World Institute for Nuclear Security

Ms. Tetiana KOTELINA

Head of the Personnel Policy and Development

Department,

Energoatom

Mr. Bohdan KOSTIUK

MA Student, Munk School of Global Affairs and

Public Policy University of Toronto

Ms. Khrystyna LYLAK
Executive Director
Ukrainian Nuclear Society

Dr. Iryna MAKSYMENKO
Senior Research Fellow
Odesa Center for Nonproliferation

Ms. Alona SAMSONENKO
BSWN Ukraine Coordinator
Leading Engineer
George Kuzmich Training Centre, Institute of
Nuclear Research of the NAS Ukraine

Ms. Hanna SHEPEL
Senior Lecturer
Kyiv Polytechnic Institute

Ms. Kateryna SHUMSKA
MA Student
Odesa Polytechnic National University

Mr. Illia SNIGUR
BSWN Mentee
Intern, Odesa Center for Nonproliferation,
BA Student, Odesa National University named
after I.I. Mechnikov

Dr. Nataliia SOROKOVA
Director
Educational and Scientific Institute of Nuclear and
Thermal Energy,
National Technical University of Ukraine

Mr. Valerii PETRENKO
Ukrainian Atom Instruments and Systems
Corporation

Ms. Alla YURIEVA
Ukrainian Atom Instruments and Systems
Corporation

Ms. Tetiana ZAKREVSKA
Ukrainian Nuclear Society

INTERNATIONAL

Ms. Jasmine AUDA
Co-Founder and COO
Ambit Advisory
JORDAN

Mr. Rusham AHMAD
Mechanical Analyst
Cernavoda 1 Retube Project Coordinator
CANADA

Dr. Anastasia BENNETT
Scientist
International Nonproliferation Export Control
Program
Los Alamos National Laboratory
UNITED STATES

Ms. Heather BYSTRYK
Senior Trade Commissioner and Counsellor
(Commercial),
Embassy of Canada in Romania
CANADA

Ms. Sophia BROWN
Project Lead on Security Assistance
CRDF Global
UNITED STATES

Ms. Marina DABETIC
Research Assistant
“Vinča” Institute of Nuclear Sciences, National
Institute of the Republic of Serbia, University of
Belgrade
SERBIA

Mr. Jerry DAVYDOV
Non-Resident Research Fellow
James Martin Center for Nonproliferation Studies,
Middlebury Institute of International Studies
UNITED STATES

Dr. Concetta FAZIO
Head of the Unit of the Unit Reactor Safety and
Components
Deputy Director of the Directorate Nuclear Safety
and Security.
Directorate-General Joint Research Centre
European Commission
BELGIUM

Ms. Atiyah HIJRIYANTI
BSWN Mentee
BA Student, University of General Soedirman,
Purwokerto, Central Java, INDONESIA

Dr. Alexandra IOANNIDOU
Head of School of Physics,
Nuclear Physics and Elementary Particle Physics
Division,
Aristotle University of Thessaloniki
GREECE

Ms. Luisa KENAUSSIS
Associate Program Officer
Stanley Center for Peace and Security
UNITED STATES

Ms. Margarita KALININA-POHL

Program Director, CBRN Security
James Martin Center for Nonproliferation Studies,
Middlebury Institute of International Studies
UNITED STATES

Ms. Sathchidha PACHIAPPAN
BSWN Mentee
MS Student, Politecnico di Milano,
ITALY

Dr. Gabriel Lazaro PAVEL
Executive Director
European Nuclear Educational Network

Ms. Corina NAY
Project Coordinator
Candu, an AtkinsRéalis company
CANADA

Ms. Silvia SAVULIAN
Director, Country Lead (Romania), Laurentis
Energy Partners
CANADA

Ms. Elena SIMA

Director, Technical Services & Projects,
KINECTRICS Romania SRL
CANADA

Viktoriia SKOROPADSKA
BSWN Mentee
MA Student, University of Regensburg
GERMANY

Stephanie SMITH
Candu Energy Chief Nuclear Officer, AtkinsRéalis
CANADA

Ms. Diana VORONA
BSWN Mentee
Risk Graduate, Nuclear Decommissioning
Authority UK
UNITED KINGDOM

Ms. Eliana ZATSCHLER
Secretary General European Women Lawyers
Association (EWLA) and Co-Editor in Chief of
BCCE E -Journal and Managing Director of Legal
Link
BELGIUM

Annex 2 Agenda



Venue: Ovidius University of Constanța (Aleea Universitatii No. 1, Campus)

TUESDAY, NOVEMBER 5, 2024	
08:00-09:00	Registration of participants
09:00-09:30	Welcoming Remarks (Senate Hall)
	<p>Dr. Cosmin FILIP, Vice-Rector, Ovidius University Constanta</p> <p>Ms. Nataliia KLOS, BSWN President, World Institute for Nuclear Security (WINS)</p> <p>Ms. Margarita KALININA-POHL, BSWN Founder, James Martin Center for Nonproliferation Studies, Middlebury Institute of International Studies</p> <p>Ms. Elena BUGLOVA, Nuclear Security Division Director, International Atomic Energy Agency (IAEA) (recording)</p>
09:30-09:45	Keynote Address: Mr. Daniel Mihai DUTU , Counsellor, General Directorate for Energy Policy, Ministry of Energy, Romania
09:45-10:45	<p>Panel I: Preparing the Next Generation of the Workforce for Nuclear Sector (Senate Hall)</p> <p>Moderator: Ms. Alexandra Loredana MĂCĂNEAȚĂ, Nuclearelectrica</p> <p>Panelists:</p> <p>Mr. Romeo URJAN, Nuclearelectrica</p> <p>Mr. Dumitru CHIRLESAN, Polytechnic University of Bucharest, Romania</p> <p>Ms. Nataliia SOROKOVA, National Technical University of Ukraine “Igor Sikorsky Kyiv Polytechnic Institute” (KPI)</p> <p>Dr. Gabriel Lazaro PAVEL, European Nuclear Educational Network</p> <p>Q&A</p>
10:45-11:15	Coffee break with an Expert (Featured experts: Dr. Lia CHELIDZE, Dr. Anastasia BENNETT, Ms. Corina NAY)
11:15-12:15	Panel II: Women in the Nuclear Sector (Senate Hall)

	<p>Moderator: Ms. Madalina STEFANIC, BSWN</p> <p>Panelists: Ms. Laura MOSCU THIJOV, Nuclearelectrica, Romania Ms. Tetiana KOTELINA, National Nuclear Energy Generating Company Energoatom, Ukraine Ms. Tamar KALADZE, Andronikashvili Institute of Physics, Georgia</p> <p>Q&A</p>
12:15-13:15	<p>Panel III Challenges and Opportunities for Women in Nuclear in the Black Sea Region (Senate Hall)</p> <p>Moderator: Ms. Nataliia KLOS, BSWN, WINS</p> <p>Panelists: Ms. Shorena LORTKIPANIDZE, BSWN Vice-President, Civil Council on Defense and Security (CCDS), Georgia Dr. Senem SENTURK LULE, Istanbul Technical University, Türkiye Ms. Khrystyna LYLAK, Ukrainian Nuclear Society, Ukraine Ms. Eliana ZATSCHLER, European Women Lawyers Association (EWLA), Belgium</p> <p>Q&A</p>
13:15-14:15	<p>Lunch and Networking</p>
14:15-15:30	<p>Panel IV Best Practices in Empowering Women (Senate Hall)</p> <p>Moderator: Ms. Loredana POP, Nuclearelectrica, Romania</p> <p>Panelists: Ms. Silvia SAVULIAN, Laurentis Energy Partners. Canada Ms. Anastasia BENNETT, Los Alamos Nuclear Laboratory, USA Ms. Jasmine AUDA, Ambit Advisory, Jordan Ms. Sophia BROWN, CRDF Global, USA Ms. Marina DABETIC, “Vinča” Institute of Nuclear Sciences, National Institute, Serbia</p> <p>Q&A</p>
15:30-15:45	<p>Ms. Taylor HART-MCGONIGLE, Department of Energy National Nuclear Security Administration, Nuclear Security Women Initiative</p>
15:45-16:15	<p>Coffee break with an Expert (Featured Experts: Ms. Florentina GUZU Ms. Andreea Elena CIUCANU, Ms. Luisa KENAUSIS)</p>
16:15-17:15	<p>Parallel Panel V.1 - How to Increase Participation of Young Generation in Nuclear Science and Engineering (Senate Hall)</p> <p>Moderator: Ms. Florentina GUZU, BSWN Member, Nuclearelectrica, Romania</p> <p>Panelists:</p>

	<p>Ms. Cristina BURUIANA, Main Control Room Operator in Training, Nuclearelectrica, Romania</p> <p>Ms. Fadime Ozge KARAKAS, Istanbul Technical University, Türkiye</p> <p>Ms. Madalina STEFANIC, BSWN, Romania</p> <p>Q&A</p>
16:15-17:15	<p>Parallel Panel V.2 – Voices of Young Generation (Umberto Eco)</p> <p>Moderators: Ms. Mădălina IONIȚĂ, National Commission for the Control of Nuclear Activities (CNCAN), Romania</p> <p>Panelists:</p> <p>Ms. Atiyah HIJRIYANTI, BSWN Mentee, Indonesia</p> <p>Ms. Viktoriia SKOROPADSKA, BSWN Mentee, Ukraine</p> <p>Ms. Diana VORONA, BSWN Mentee, United Kingdom</p> <p>Mr. Illia SNIGUR, BSWN Mentee, Ukraine</p> <p>Q&A</p>
18:00-20:00	RECEPTION (Main Hall)
WEDNESDAY, NOVEMBER 6, 2024	
09:00-10:30	<p>Panel VI – New and Emerging Technologies: Opportunities and Challenges for the Nuclear Sector (Senate Hall)</p> <p>Moderator: Ms. Corina NAY, Candu Energy Inc. - member of AtkinsRealis, Canada</p> <p>Panelists:</p> <p>Dr. Concetta FAZIO, Joint Research Centre of the European Commission, Belgium</p> <p>Mr. Cosmin ANGHEL, Nuclearelectrica, Romania</p> <p>Ms. Tetiana ZAKREVSKA, Ukrainian Nuclear Society, Ukraine</p> <p>Ms. Rusham AHMAD, Candu Energy Inc. - member of AtkinsRealis, Canada</p> <p>Q&A</p>
10:30-11:15	Coffee break with an Expert (Featured Experts: Ms. Laura Moscu THIJOV, Ms. Violeta BALAN, Ms. Ketevan ZARIDZE)
11:15-12:15	<p>Parallel Panel VII.1 - Black Sea Experts NucTalks “Balancing Security, Energy, and Diplomacy” (Senate Hall)</p> <p>Moderator: Dr. Valeriia GERGIEVA, Leader of the BSWN Initiatives Black Sea Experts NucTalks, Ukraine</p> <p>Panelists:</p> <p>Dr. Iryna MAKSYMENKO, Odesa Center for Nonproliferation, Ukraine</p> <p>Dr. Ionel BALAN, BSWN Moldova Coordinator</p> <p>Ms. Margarita KALININA-POHL, CNS/MIIS, USA</p>

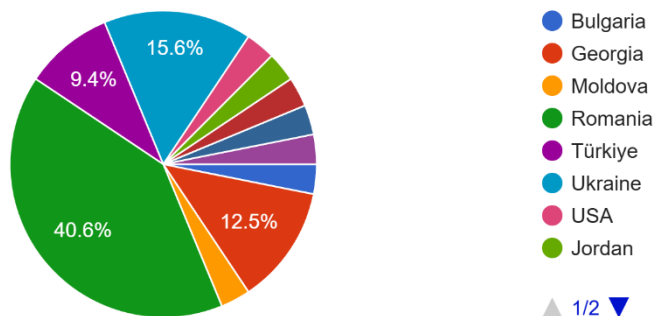
	Q&A
11:15-12:15	Parallel Panel VII.2 Security, Safety, Safeguard Synergy (Umberto Eco)
	Moderator: Ms. Ina GRIGARASHVILI , BSWN Georgia Coordinator
	Panelists: Ms. Nataliia KLOS , BSWN, WINS Mr. Jerry DAVYDOV , CNS/MIIS Mr. Ali ALKIS (recording) , BSWN Türkiye Coordinator Ms. Alona SAMSONENKO , BSWN Ukraine Coordinator, George Kuzmich Training Center
	Q&A
12:15-13:15	Lunch and Networking
13:15-14:15	Panel VIII Innovations in Nuclear Education (Senate Hall)
	Moderator: Dr. Alexandra IOANNIDOU , Aristotle University, Greece
	Panelists: Dr. Alexandru BOBE , Ovidius University of Constanța Dr. Cosmin FILIP , Ovidius University of Constanța Dr. Iuliana Mihaela STANESCU , Ovidius University of Constanța Dr. Mihai GÎRȚU , Ovidius University of Constanța
	Q&A
14:15-15:15	Presentations by the Winners of the Essay Competition (Senate Hall)
	Master of Ceremony, Dr. Alexandru BOBE , Ovidius University of Constanța Winners will present their papers.
	Panelists: Mr. Bohdan KOSTIUK , Munk School of Global Affairs and Public Policy University of Toronto Mr. Mehmet Hasim CEVIK , Middle East Technical University (METU) Assistant Specialist Nuclear Regulatory Authority (NDK)
	Q&A
15:15-15:45	Coffee break with an Expert (Featured experts: Ms. Fulya KUTLUCA, Ms. Silvia SAVULIAN)
15:45-16:45	Interactive Panel IX sponsored by CANDU Energy Inc Voices of the Young Generation on Nuclear Technologies for Peace and Security (Senate Hall)
	Opening remarks by Ms. Corina NAY Candu Energy Inc. - Member of AtkinsRealis

	Moderator: Ms. Shorena LORTKIPANIDZE, CCDS Student reflections on advanced nuclear techniques and technologies in addressing modern problems
16:45-17:00	Closing remarks (Senate Hall)
	Ms. Nataliia Klos , BSWN, WINS Dr. Cosmin FILIP , Ovidius University of Constanța

Annex 3 Feedback from the Participants

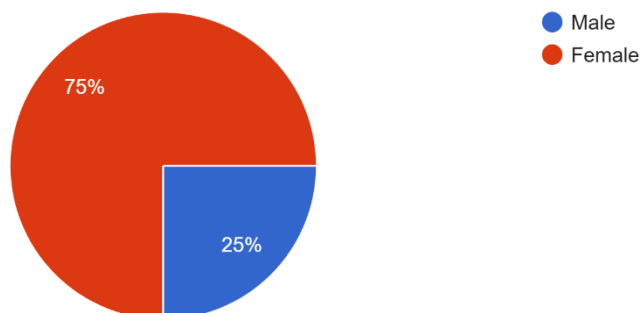
Your Country:

32 responses



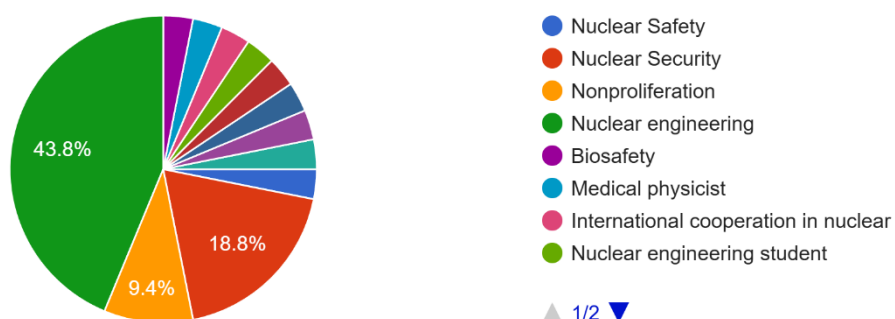
Your Gender

32 responses



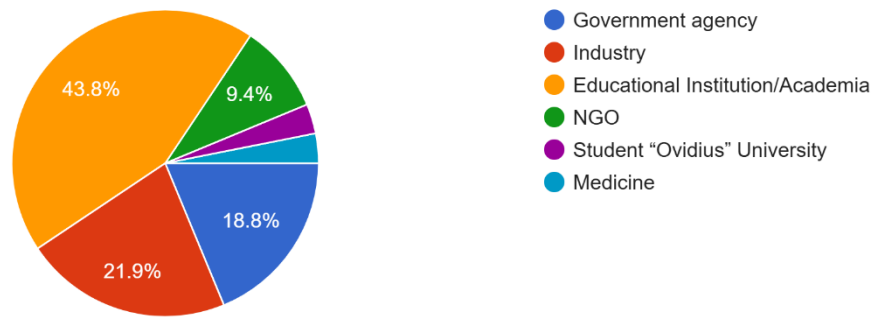
Which of the following best describes your area of expertise:

32 responses



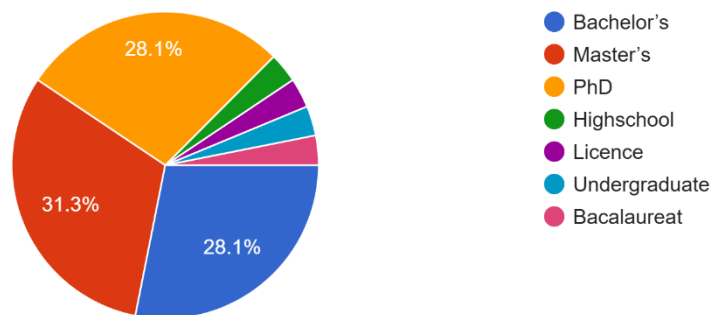
Which of the following best describes the type of organization you work for:

32 responses



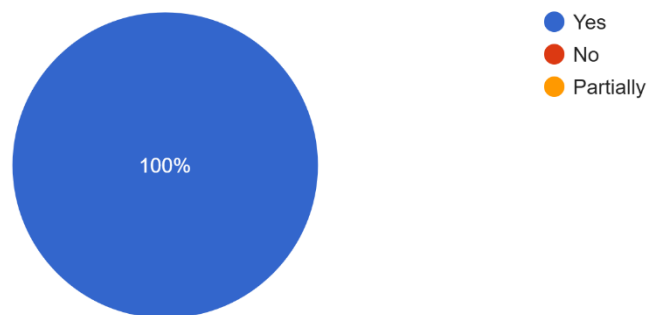
Your Academic Degree:

32 responses



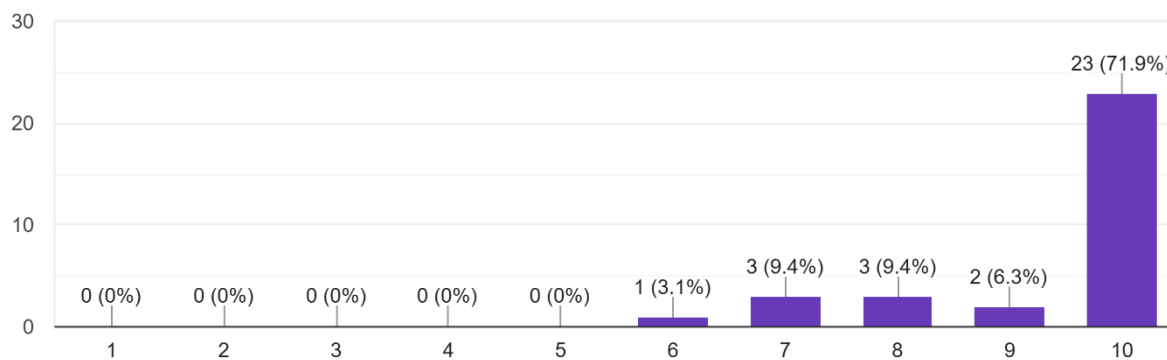
Did the Conference meet your expectations?

32 responses



Panel I: Preparing the Next Generation of the Workforce for Nuclear Sector

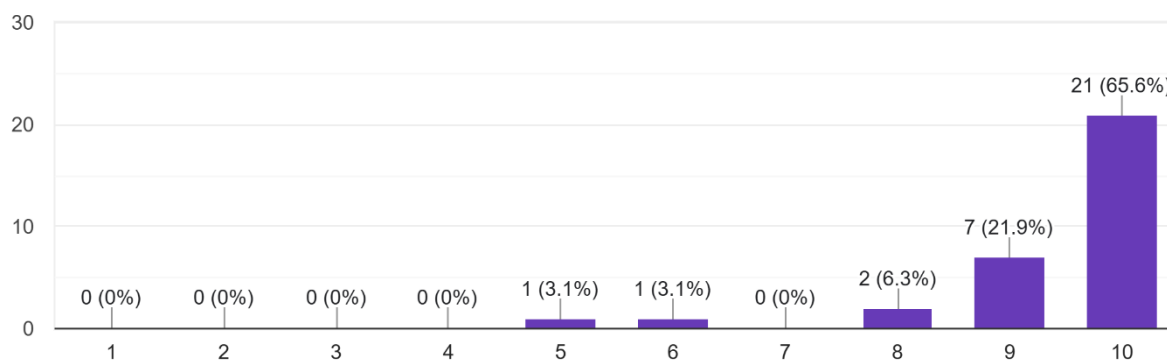
32 responses



Average rating: 9.34

Panel II: Women in the Nuclear Sector

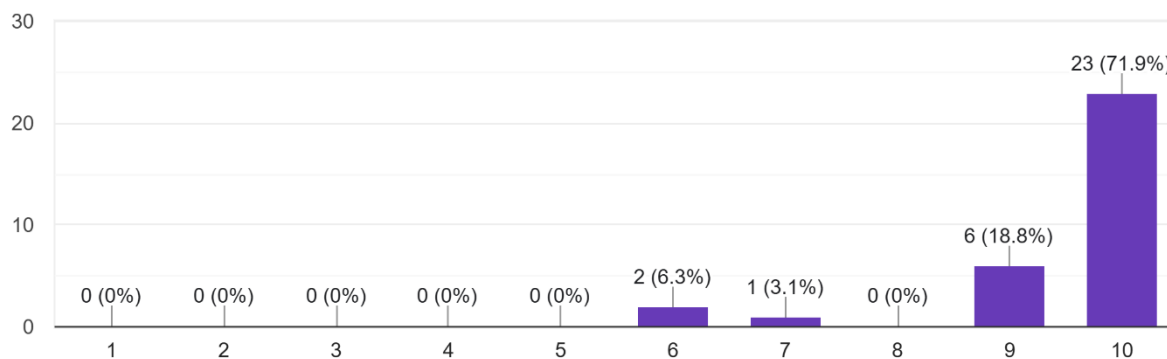
32 responses



Average rating: 9.38

Panel III Challenges and Opportunities for Women in Nuclear in the Black Sea Region

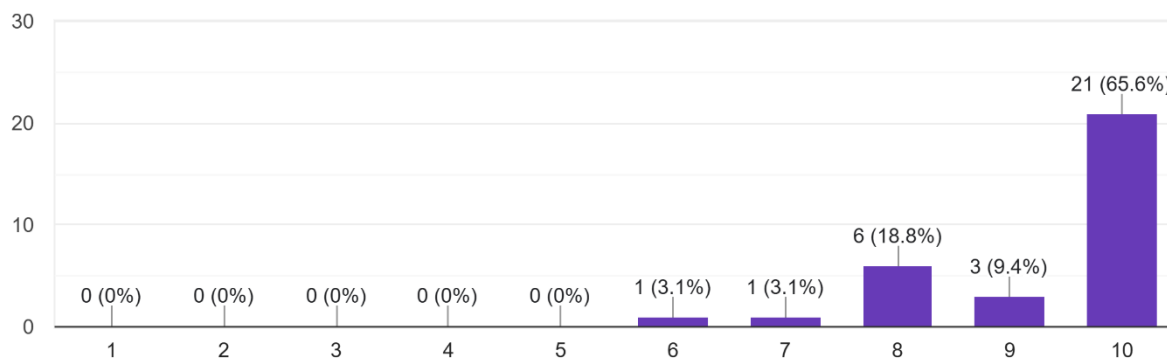
32 responses



Average rating: 9.47

Panel IV Best Practices in Empowering Women

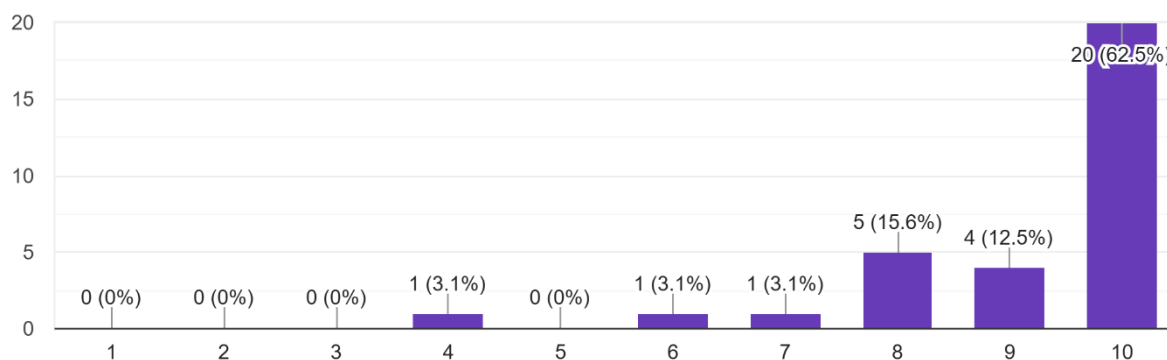
32 responses



Average rating: 9.31

Parallel Panel V.1 - How to Increase Participation of Young Generation in Nuclear Science and Engineering

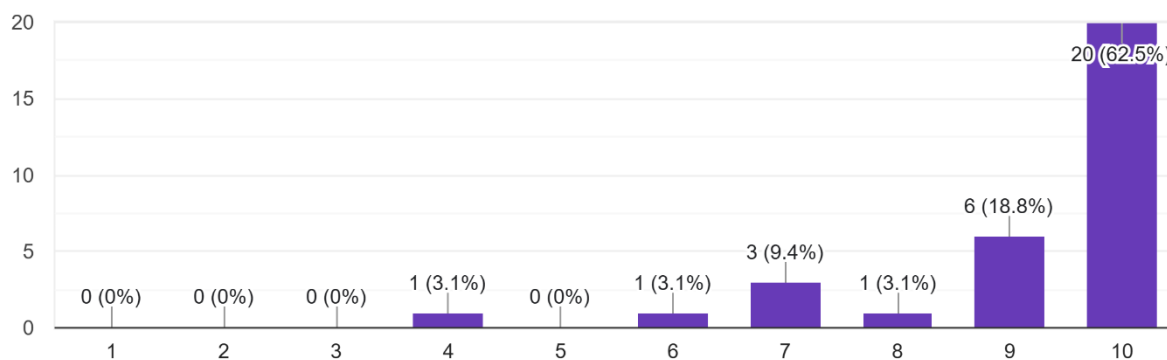
32 responses



Average rating: 9.16

Parallel Panel V.2 – Voices of Young Generation

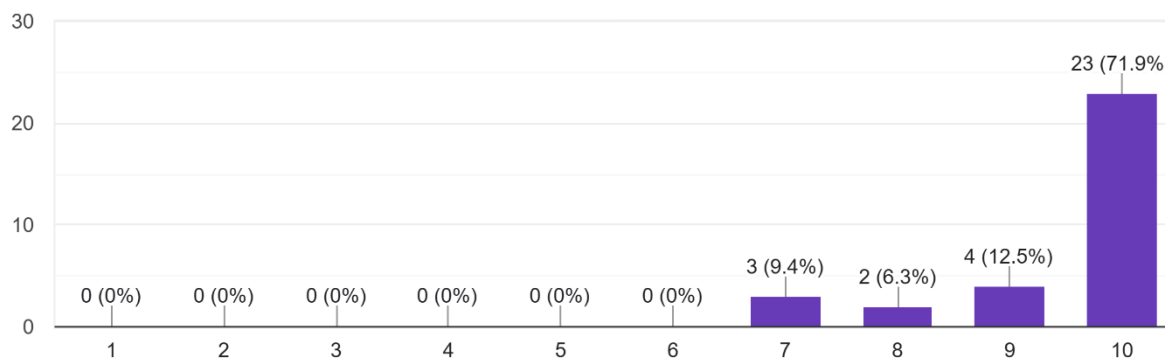
32 responses



Average rating: 9.16

Panel VI – New and Emerging Technologies: Opportunities and Challenges for the Nuclear Sector

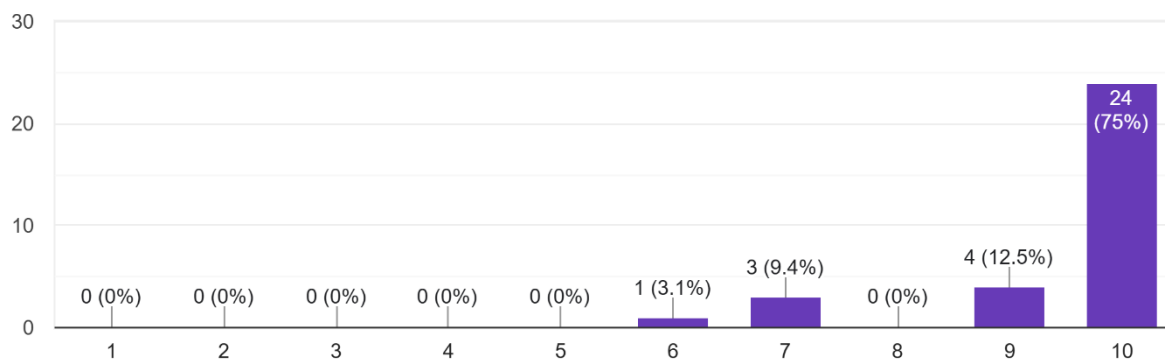
32 responses



Average rating: 9.47

Parallel Panel VII.1 - Black Sea Experts NucTalks “Balancing Security, Energy, and Diplomacy”

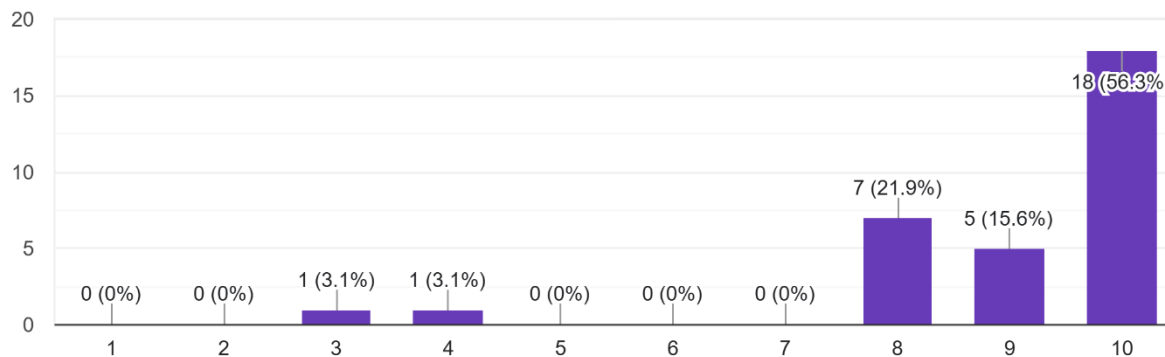
32 responses



Average rating: 9.47

Parallel Panel VII.2 Security, Safety, Safeguard Synergy

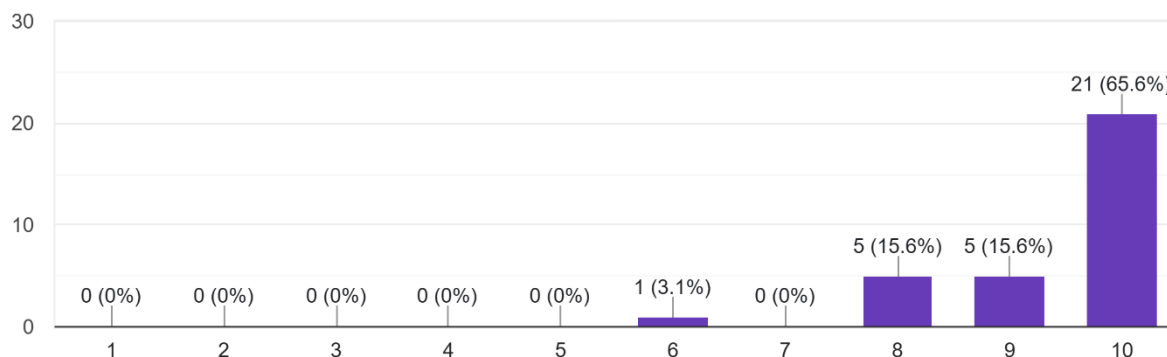
32 responses



Average rating: 9.00

Panel VIII Innovations in Nuclear Education

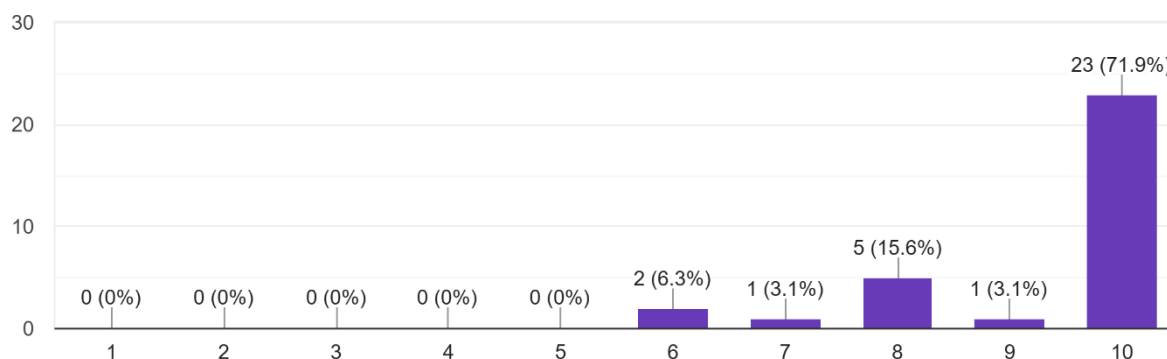
32 responses



Average rating: 9.41

Presentations by the Winners of the Essay Competition

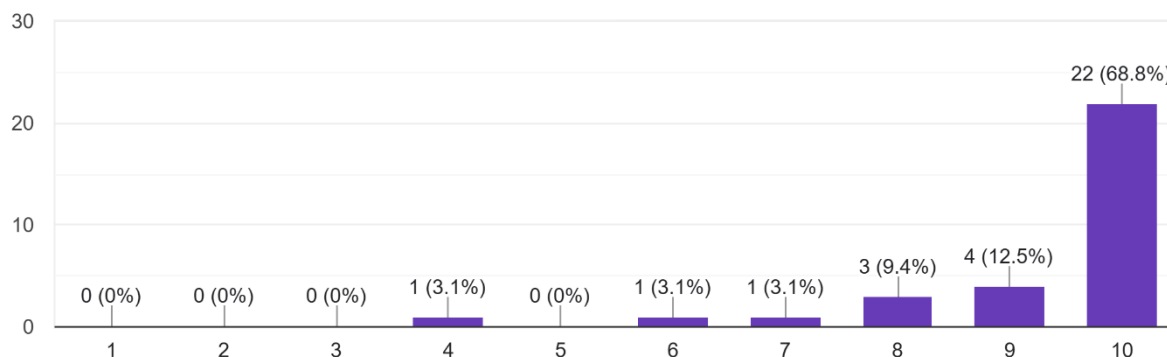
32 responses



Average rating: 9.31

Interactive Panel IX sponsored by CANDU Energy Inc - Voices of the Young Generation on Nuclear Technologies for Peace and Security

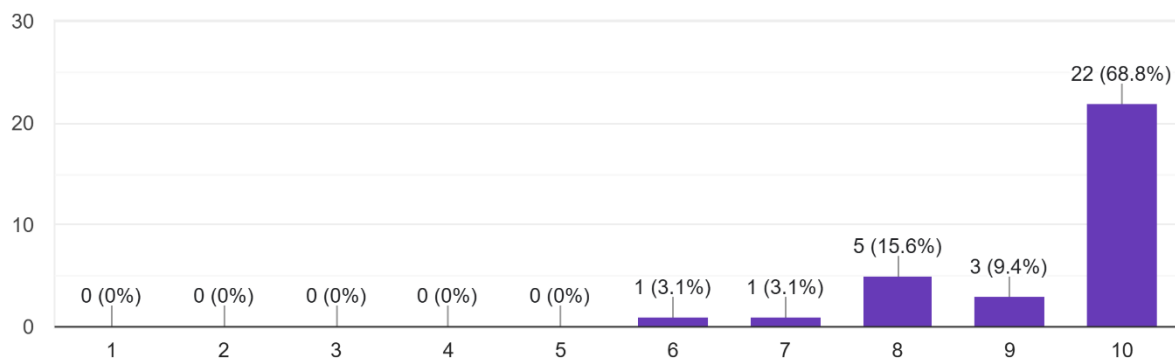
32 responses



Average rating: 9.28

Coffee break with an Expert

32 responses



Average rating: 9.38

What topics would you propose to address at the next conference?

Ways and possibilities to improve qualifications and skills in nuclear energy sphere.

Additional educational opportunities.

CANDU Energy , advanced nuclear reactors SNR,

Women in nuclear education

Advanced reactor technologies and their future, current spent nuclear fuel management strategies and technologies, a specific panel or talk about international training, research or education programs for early and mid career people (including the ones specific for women), current threats in the world (doomsday clock), how can we support each other in difficult times? (this would not be a panel but maybe interactive session with audience)

How to access Project Manager Engineering Program

More direct guidance on how male members can support the female members and participate actively in the network; further panels/information on how to concretely support early career professionals.

Nuclear health

Implications of nuclear women in drafting of politics in nuclear safety and security process

Knowledge Management

1. Nuclear safety in the Black Sea region.
2. Raising public awareness of nuclear energy.
3. How important is having a nuclear reactor for a state?
4. Experience of different countries with nuclear reactors?
5. What is nuclear war and what threats does it entail?

Nuclearization of the study programs in the universities

Opportunities for regional cooperations through BSWN.

nuclear security

-

The role of Nuclear Energy in Climate change;

Nuclear Energy and Cybersecurity;

Regional Collaborations in Nuclear Policy (or Energy Policy in general);

Nuclear Applications (for example, medicine)

Using nuclear energy for medical purposes

Regenerable energy

The importance of dual education

International cooperation in the field of international security, nuclear security and nonproliferation

The importance of small modular reactors

I would appreciate more focus on educational opportunities in the nuclear field, such as: degree programs, fellowships, etc.

Climate change

Connecting the trajectory of education and employment in nuclear
n/a

The possibility of higher isotope production in current and future reactors

Impact of military operations and occupation of nuclear facilities on the 3S

The risks that exist in the nuclear industry and the struggle we front as a students for working in this sector

The risks that exist in the nuclear industry and the struggle we front as a students for working in this sector

The formation of objective public opinion and people's trust in the nuclear industry

How to get younger generation to be mor interest to nuclear industry

Artificial Intelligence and Machine Learning in Nuclear Engineering: Exploring the use of AI/ML for optimizing reactor operations, improving safety protocols, and advancing research in nuclear technologies.

pls make visits to companies (NF, NPP etc.) more interesting and more detailed

What would you like to see different in the format of the Conference?

No major recommendations. The conference was organized in an excellent way. Good luck for future events. May be it will be possible to foresee the possibility of on-line connection of participants, listeners by vidcon (not only speakers)

maybe publication of conference papers

In general everything was organized perfectly. I enjoyed it a lot. And it was better than I expected for a conference that was organized for the first time. Expert meeting for coffee break idea was amazing. However, there was very short time to engage with all of them. Maybe we could go with one expert for one coffee break.

N/a

Perhaps smaller panels - if everyone is going to present and there is to be time for questions, the number of people presenting should be lowered, perhaps to 3 panelists maximum.

Friendly and open environment

No any

More Q&A

Sharing the experiences of people working in various fields and offering retraining or training courses for beginning professionals

N/A

-

NA

I think it would be useful to have discussions in breakout groups.

Scientific presentations except only panel discussions

It was great this year. I don't have any suggestions.

I wish that the halls would have had better visibility

Nothing

No

Extra day for seeing the city and a bit shorter working days for social communication with colleagues from other countries

I would not change anything, everything was perfect

N/A

More Young people

www.bsw.n.org

Not too long of a day. If there is a reception, then the start should be later. If the start is at 9, then it should finish at 3 or 4.

n/a

Perhaps a bigger emphasis on getting young people into the nuclear world

add poster presentations

Nothing, I really loved it

Nothing, I really loved it

The conference format met expectations

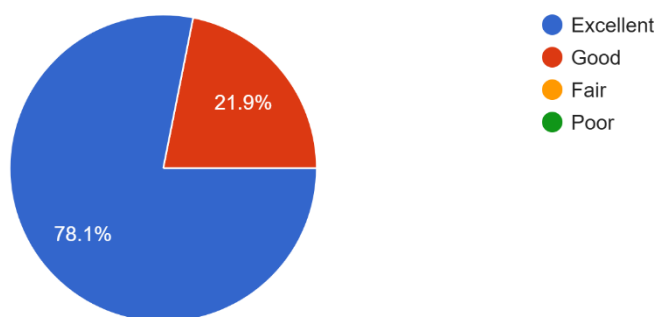
Nothing

Interactive Workshops and Hands-On Sessions: Including more interactive workshops where attendees can engage with practical applications of nuclear technology, such as simulations, reactor demonstrations, or radiation detection equipment. This could complement traditional presentations and foster deeper learning.

-

How would you rate the overall logistics of the conference (venue, accommodations, accessibility, and scheduling)?

32 responses



Please provide any specific feedback or suggestions for improvement

As I have expressed in my previous message, everything was done in an excellent way. So no major recommendations. May be I would recommend to share presentations and recording of conference (to foresee such tools, if not too much complicated). That would be great.

To create a special educational hub

Maybe the conference room could have more fresh air and tables could have more space for audience to take notes. But these are minor things.

Excellent everything

It would be good if there were outlets present in the next venue for those taking notes on laptops.

Continuation of network

Well Done

Some presenters presentations were poor. I think you can go to more experts who can take the presentations more seriously.

Keep it up, because this conference was incredibly inspiring. You have been a great source of motivation for many people.

N/A

-

NA

I do not have anything to suggest. You did a great job and I am looking forward to the next event!

Not any suggestion for improvement. Everything was excellent.

Excellent

"The way the Essays are presented on the monitor could be better

The visibility on the side TVs could have been better"

Everything was well done

-

Venue, accommodation and accessibility were perfect. I appreciate more time for informal and social interactions

It would have been more interactive if the mics from each desk were working.

Providing access to presentation materials or session recordings would be helpful for attendees to revisit key points and share knowledge with others.

More publicity in media

In the future, maybe better mics, as sometimes sound was too quiet or there was feedback.

n/a

Perhaps trying to convince highschoolers in regards to nuclear technology so they may pursue a nuclear degree

Thank you

"I learned useful things from people who were A-listers

"

All the people I've met there was absolutely over my expectations, I really loved the idea to participate at a conference and I really learned so important things

The conference was organized at a high level

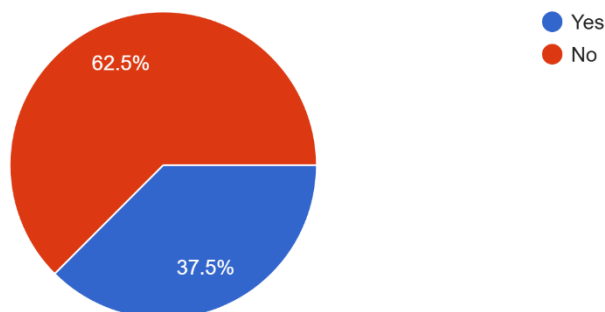
It was perfect

Mentorship and Career Development Programs: Organize specific sessions dedicated to mentoring younger professionals and students. These could involve more experienced professionals sharing advice, networking, or even one-on-one mentoring opportunities.

-

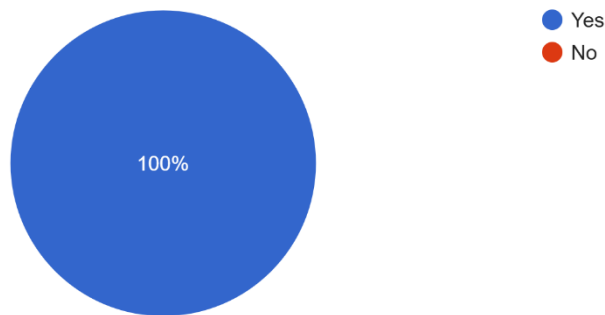
Are you a member of the Black Sea Women in Nuclear Network (BSWN)?

32 responses



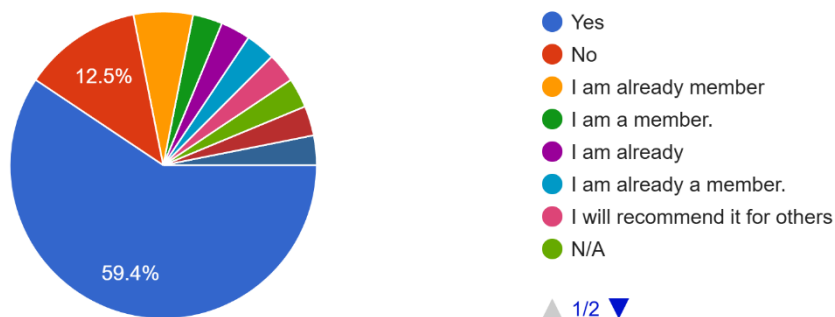
Did the conference help you learn more about BSWN?

32 responses



Will you consider joining BSWN if you are not already a member?

32 responses



Please describe in 2-3 sentences your experience during the BSWN Conference

It was really exciting to be present there and to share opinions, to increase networking, to acquire well prepared and structured information from all professionals, experts and speakers. To use all the obtained knowledge and networking in the current activities.

The conference is a time to get together, share ideas and I like very much BSWN conference's

I am so happy that I was invited, a unique opportunity. I widened my network which is very important for me. I got to know people from nuclear industry whom working field is closer to mine. I did love NPP visit organization. Creating a wider network and learning from different insights of great experts were the top thing I loved about this conference.

"It was an honor to be moderator for first day panel focuses on how to increase participation of young generation in nuclear science and engineering .

With an excellent group of experts, we have dived into some insightful discussions about attraction, retention and development of human resources in the nuclear industry."

I had a very good experience at the BSWN Conference. I made many new contacts that I feel will be beneficial throughout my career, learned a lot about the network, and gained ideas for how I can apply what I learned to other aspects of my career.

BSWN gave me opportunity to discuss the nuclear issues with experts, learn about study programs in nuclear engineering, be aware of professional network and potential collaboration

Good opportunity to start new projects and topics

It was overall great, the organization team was great. So many valuable presentations. Some presenters could take it more seriously. I mean it was hard to find anything valuable in their presentations.

For me, as a beginner researcher, this conference was the beginning of a new stage in my career. It gave me more faith and confidence that I can do more and that achieving a lot is possible, no matter how difficult the path may be. I met new people, and through sharing their experiences, I realized that at no age is it too late to start doing what you love.

Excellent communication and professional exchange during the time spent

It gave me a chance to share my experience and learn from others.

Great experience

It was a great event, an occasion that reminded us of the importance of collaboration, mutual respect, and the shared vision for a future where women play an even more prominent role in the nuclear sector.

"My participation in the BSWN Conference was an enriching experience, offering me a diverse range of perspective on nuclear energy.

The panels were thought provoking.

The discussions during the conference fostered collaborations. I left inspired to contribute actively to the industry's revolution."

It was a great experience to participate as a student this year at the BSWN conference. The organization team was excellent. Many thanks for inviting us!

My experience has been pretty satisfactory in terms of environment, atmosphere and presentation.

"A place with very interesting and clever people

"

The vibes were immaculate. The people were kind and supportive. The atmosphere was friendly.

It was great to listen to the students presentations

The atmosphere was fabulous. The people were friendly. The food was great.

The BSWN Conference was an inspiring and enriching experience, offering a platform to engage with experts and peers on critical topics in the nuclear field. The discussions were thought-provoking, fostering collaboration and insights into advancing women's roles in the nuclear sector.

I Liked seeing people from other countries. The new programs for new people to enter in this field.

It was eye opening and engaging; the invitees were all amazing to speak with and I learnt so much. An amazing opportunity, and great to see university students coming in as well.

Great people, great presentations, kudos to the organizers!

I think it is a nice effort to popularize nuclear technology, as there are many workers needed in the future. The conference seemed well organized, I hope it managed to win over some more students.

Thank you

Verry good

As a student I stayed there and listened to all the panels, all the experiences and ideas that all the people had there. It was such a new and unique experience for me and I'm really grateful for that. I've talked with so much people and they answered all my questions with kindness.

I have never been to conferences of this format - for women and about women specialists. I am interested in cooperation and participation in such events to promote such opportunities among members of the women's section of the Ukrainian Nuclear Society

It was so interesting it start more interest for me for the nuclear industry even I am on this profile before I was more interested in energy, but after this conference it changed something in me .

My experience at the BSWN Conference was enriching and inspiring. The sessions provided valuable insights into the latest advancements in nuclear science, and the opportunity to engage with professionals from various sectors was particularly rewarding. It was an excellent platform for networking, exchanging ideas, and fostering collaboration in the nuclear industry.

Good team of organizers, warm welcome, interesting lineup of countries represented. I enjoyed it

Please provide any other comments you may have:

"Many thanks for having opportunity to join BSWN conference. We are looking very much forward to hearing from you soon, to participate in future events!

Kind regards, Alla Yurieva "

It would be good to allow time for the students that spoke/winners of the essay competition to answer questions.

I wish BSWN's enlargement including chem and bio experts as well

All the good

Congratulations

Wishing the network to have more possibilities to organize such kind of events and meetings

I hope to participate to other conference

Thank you so much for the incredible organization!

n/a

Nothing

Thank you for this opportunity! I really enjoyed this project

Thanks to all the organizers for their quality work!

The BSWN Conference was a fantastic opportunity to connect with like-minded professionals and expand my knowledge in the nuclear field. It was inspiring to see so many women actively contributing to the development of nuclear science and technology. I would encourage even more interactive elements in future conferences, such as collaborative workshops or hands-on sessions, to enhance learning and engagement. Overall, the event was well-organized and valuable for anyone interested in nuclear energy and related fields.

Thank you for the invitation

Annex 4 – Promotion Efforts

Project team: Madalina Stefanic, Nataliia Klos, Iryna Cherednichenko

Project Period: August – December 2024

Project Implementation Stages:

1. Project Establishment:

BSWN prepared an overall project management plan. The objectives identified include setting the event's goals, developing the conference concept and visual support, identifying target groups and their roles, and proposing partnership opportunities.

2. Communication Plan Development:

A plan was developed to effectively communicate with each target group.

3. Visual Identity Development

A visual image was created to emphasize the event's key features

4. Production:

Layouts were prepared for printing, and all necessary materials were printed.

5. Conducting the Event:

Partner obligations were worked out and fulfilled.

6. Post-Event Communication:

Information was shared following the event.

7. Report Preparation

The detailed information about the stages are presented below.

Stage I: Establishment of project

BSWN prepared an overall project management plan for the project.

The objective identified in the project plan was the following: formulating the goal and objectives of the event, developing the concept of the conference and its visual support, identifying target groups and their roles, formulating the directions of the event program, formulating proposals for partnership cooperation

The project was designed to support the goal of the BSWN conference in promoting the development of safe advanced nuclear technologies by increasing the role of women and their representation in the rapidly growing nuclear industry with the participation of academia, research institutions, industry, policy makers and civil society to develop human potential in the nuclear industry through the promotion of gender equality and equal opportunities for all.

The primary task was to clearly define the issue and bring together all target groups to work on it in practice and outline further steps of cooperation/activities.

- The gender perspective in the nuclear sector.
- Equal educational and career opportunities for women and men.

Main Objectives:

- To present the Romanian nuclear sector in terms of gender inclusiveness.
- To establish professional connections within the BSWN.
- To promote collaboration between women and men in the nuclear energy sector.

Key Messages:

- Women scientists and engineers in nuclear and radiological fields form the foundation of modern nuclear science and technology. Despite their vital contributions, women's visibility and representation are limited, particularly in STEM fields and leadership roles. This lack of diversity hinders innovation and growth within the industry, threatening its viability.
- Gender equality is a primary goal of the European Union. The European Commission's motto is to "promote equal economic independence for women and men, close the gender pay gap, achieve gender balance in decision-making, end gender-based violence, and promote gender equality beyond the EU." These objectives should be applied within the nuclear industry as well.
- According to research from the OECD Nuclear Energy Agency (NEA), women are significantly underrepresented in the nuclear sector, especially in STEM fields and leadership positions. They are less likely than their male counterparts to become CEOs, serve on corporate boards, or hold leadership roles in society. This global issue affects many countries and various STEM fields.

Stage 2: Develop Communications with Each Target Group

- The primary target audience includes the local nuclear community and relevant Romanian authorities, such as the Romanian regulator, nuclear waste agency, Minister of Energy, the nuclear operator Nuclearelectrica, including Cernavoda NPP, waste management company, nuclear fuel fabrication company, and the SMR construction company.
- Presentations and interactive sessions should be held outside of the main conference sessions to encourage engagement.
- Solicit feedback, promote membership, and explore partnership opportunities.
- Organize addresses and speeches for educational institutions involved in training for NPPs, including the Ministry of Energy and Ministry of Education.
- Foster joint events and partnerships with these institutions, ensuring opportunities for presentations and speeches.
- Engage students through interactive activities outside the conference, including meetings with experts. Award certificates to the winners of the report competition and provide a platform for speech presentations of their reports.
- Collaborate with international partners by recognizing their contributions with acknowledgments and certificates.
- Share posts of gratitude to sponsors on BSWN's social media (1-2 posts at the beginning and end of the event).
- Feature partner logos on conference materials and other promotional items (including partner banners, business cards, etc.).
- Acknowledge all sponsors during the conference and broadcast partner promotional videos on video monitors.
- Incorporate speeches and acknowledgments for international organizations, opinion leaders, and civil society groups. Ensure their addresses and speeches are part of the program.
- Monitor feedback on social networks through mentions and hashtags related to the event.
- Include local media, university press centers, and press services from attending authorities in outreach efforts through press releases, invitations, comments, and interviews with BSWN leaders, along with monitoring of publications.
- Include members of the Black Sea Network in addresses, speeches, and panels, culminating in a group photo with all conference members. Recognize the work of the conference team and present a photo of the Conference Organizing Committee.

Stage 3: Development of a Visual Identity

The visual identity of the network and the main highlights of the conference will be communicated through various informational materials, including:

- Conference banners.
- Branded items such as folders, notebooks, pens, badges, stickers, and bookmarks featuring the conference theme along with a QR code leading to the network's website.
- Certificates of appreciation.
- The conference program.
- Photos and videos from the event.
- Badges for conference participants.
- A designated page for the conference on the network's website.
- An image video representing the network.

Stage 4: Production

Prepare and finalize 14 layouts for printing in collaboration with the printing house, in addition to creating the BSWN image video.

Stage 5: Fulfillment of Partnership Obligations

Throughout the conference, all obligations to partners, including:

- *New targeted contacts, including the presence of TOP stakeholders and top officials of the Romanian nuclear sector*
- *Coverage through social networks - 10,000 among target groups*
- *Photo and video shooting of our partners, general photo publications, media presence, commemorative acknowledgments with public presentation*
- *Acknowledgement as a sponsor of one session*
- *Broadcasting of the Partner's promotional material on electric panels to familiarize conference participants with their activities during breaks*
- *Partner's promo on the BSWN website and social media platforms*
- *Partner's logo on the conference printed materials*
- *Live audience coverage*

were met.

Stage 6: Post-Conference Information

Prepare and distribute information for announcements, press releases, post-event news, and social media posts.

The BSWN website (www.bswn.org) includes a dedicated page for the conference with relevant information and post-event news.

Promote across partners' social media platforms (including Facebook, LinkedIn, and X platform) with a total reach of approximately 10 000 coverage), which includes Ovidius University, Nuclearelectrica, and other partners.

Facebook:

Ovidius University of Constanta (OUC)

<https://www.facebook.com/UnivOvidiusConstanta/posts/pfbid02RaKn2DmpiToA2K1Twym3sz5HG8scbuj2H1KkV2qQbHhUvLMo7cYTLQ1Xz2dNGiXql>

Nuclearelectrica

<https://www.facebook.com/plugins/post.php?href=https%3A%2F%2Fwww.facebook.com%2FNuclearelectrica%2Fposts%2Fpfbid0w3ADAXC7XDaJ3mxHzQD71CHxERv95nRUPsKpJFHM8TwnCjuDLr6oK3HN2e26hmLel>

BSWN

<https://www.facebook.com/reel/1277756503570487>

www.bswn.org

https://www.facebook.com/plugins/post.php?href=https%3A%2F%2Fwww.facebook.com%2Fpermalink.php%3Fstory_fbid%3Dpfbid02hgK6hNSyJkLuFo7QJ7bKtcQT4U4s4UjPYZfcvEKp4tXBFhLgUwcrzkBUyijTxB5l%26id%3D100083505634903

https://www.facebook.com/plugins/post.php?href=https%3A%2F%2Fwww.facebook.com%2Fpermalink.php%3Fstory_fbid%3Dpfbid02MVMxGNBRKvMHRHfFY5L269FfT873ap6P5i7m9iNkRBaEaogBEsKNAufhG3wfsfXGl%26id%3D100083505634903

BSWN website: <https://bswn.org/>

OUC website: [Comunicat de presă | Prima ediție a Conferinței regionale „Black Sea Women in Nuclear Network \(BSWN\)”, la Universitatea Ovidius din Constanța](#)

<https://cugetliber.ro/stiri-cultura-educatie-prima-editie-a-conferintei-regionale-black-sea-women-in-nuclear-network-la-universitatea-ovidius-515981>

<https://www.ziuaconstanta.ro/stiri/invatamant/prima-editie-a-conferintei-black-sea-women-in-nuclear-network-are-loc-la-universitatea-ovidius-constanta-876837.html>

<https://observatorconstanta.ro/2024/11/06/prima-editie-a-conferintei-regionale-black-sea-women-in-nuclear-network-bswn-la-universitatea-ovidius/>

<https://www.ordinea.ro/conferinta-regionala-black-sea-women-in-nuclear-network-bswn-la-universitatea-ovidius/>

<https://www.ct100.ro/prima-editie-a-conferintei-regionale-black-sea-women-in-nuclear-network-bswn-la-universitatea-ovidius-din-constanta/>

<https://atacdeconstanta.com/prima-editie-a-conferintei-regionale-black-sea-women-in-nuclear-network-bswn-la-universitatea-ovidius-din-constanta/>

<https://tomisnews.ro/black-sea-women-in-nuclear-network-conferinta-regionala-la-universitatea-ovidius/>

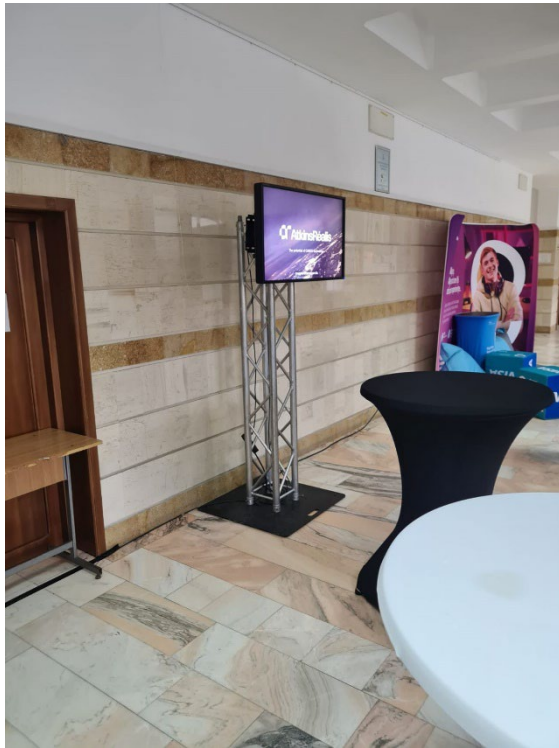
<https://www.stiridinsurse.ro/stiri/prima-editie-a-conferintei-regionale-black-sea-women-in-nuclear-network-la-universitatea-ovidius/>

Ukrainian websites:

<https://ukrns.org/en/bez-rubriki-en/representatives-of-the-ukrainian-nuclear-society-participated-in-the-inaugural-black-sea-women-in-nuclear-network-bswn-regional-conference>

<https://uap.kiev.ua/en/archives/2366>

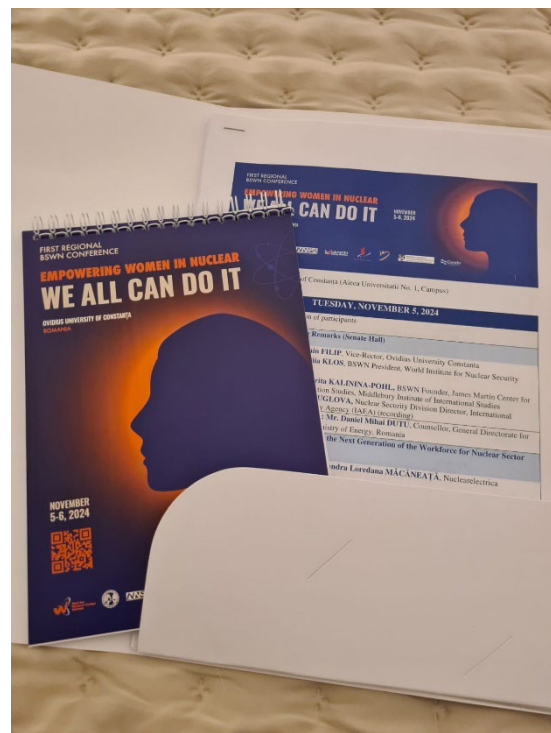
- Broadcasting of the Partner's promotional material on 2 electric panels to familiarize conference participants with their activities during breaks

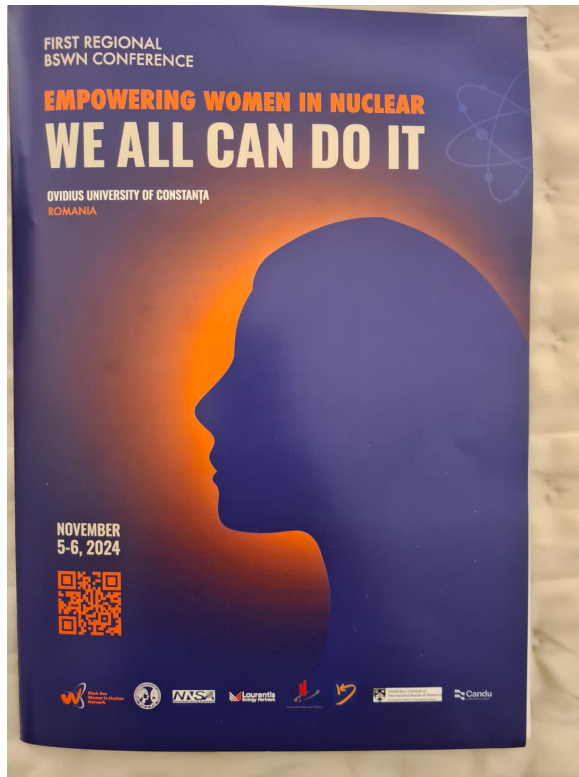


WhatsApp Video
2024-12-27 at 18.45.

Video file

- Partner's logo on the conference printed materials - see the conference report, also below





Stage 7: Report Preparation

The detailed reports were prepared and send them to the partners.