



Middlebury Institute of  
International Studies at Monterey  
*James Martin Center for Nonproliferation Studies*



**Black Sea  
Women in Nuclear  
Network**

# **Black Sea Women in Nuclear Network Leadership Meeting - 2nd Edition**

**May 20-22, 2025**

**Istanbul, Türkiye**

**Sponsored by:**

**U.S. Department of Energy/National Nuclear Security Administration's (DOE/NNSA)  
Office of International Nuclear Security/Nuclear Security Women Program and Los  
Alamos National Laboratory**

# Acknowledgement

The Black Sea Women in Nuclear Network (BSWN) extends its heartfelt appreciation to the sponsors and partners whose generous support made the 2025 Leadership Meeting possible. We are especially grateful to the James Martin Center for Nonproliferation Studies (CNS) at the Middlebury Institute of International Studies, the U.S. Department of Energy's National Nuclear Security Administration (DOE/NNSA) Office of International Nuclear Security/Nuclear Security Women Program, and Los Alamos National Laboratory for their continued commitment to advancing women's leadership and collaboration in the nuclear field.

We also take this opportunity to recognize and sincerely thank the outgoing leadership team, Nataliia Klos and Shorena Lortkipanidze, for their visionary leadership, tireless dedication, and years of service. Their contributions have been instrumental in shaping BSWN into a dynamic, inclusive, and impactful network. We are grateful for the strong foundation they have built and for graciously passing the baton to a new generation of leaders.

Congratulations to the newly elected leadership team - President Mădălina Ștefanic, Vice-President Valeriia Gergiieva, and General Secretary Muhammed Ali Alkiş - on their appointments. We wish them every success as they lead the network forward with renewed energy and commitment.

We would also like to extend our deep appreciation and congratulations to the regional coordinators from Bulgaria, Georgia, Moldova, Romania, Türkiye, and Ukraine for their ongoing leadership and local engagement, which serve as the backbone of BSWN's activities.

Finally, we warmly welcome the new members of the team, including regional assistants and supporting roles such as the assistant to the president, assistants to the regional coordinators, the international coordinator, and others who have recently joined. Your enthusiasm and dedication bring fresh perspectives and valuable support to the network. We look forward to working together to advance BSWN's mission and foster collaboration across borders.

Together with renewed leadership and growing momentum, BSWN is well-positioned to continue empowering women and strengthening nuclear security and nonproliferation efforts across the Black Sea region and beyond.

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## Introduction

The 2025 Leadership Meeting of the Black Sea Women in Nuclear Network (BSWN) was held in Istanbul, Türkiye, from May 20 to 22, 2025. This gathering convened BSWN leadership, regional coordinators, and other team members to assess the network's progress, refine its strategic direction, and reinforce its commitment to empowering women in the nuclear field across the Black Sea region.

**The main objective of the event was to strengthen the organizational structure of BSWN, enhance regional coordination, and develop a clear and actionable roadmap for the network's future.** This included reviewing the current status of BSWN initiatives, identifying growth opportunities, and aligning on priorities for sustainable development and impact.

Organized by the James Martin Center for Nonproliferation Studies (CNS) at the Middlebury Institute of International Studies (MIIS), in partnership with BSWN and supported by the U.S. Department of Energy's National Nuclear Security Administration (DOE/NNSA) Office of International Nuclear Security/Nuclear Security Women Program, and Los Alamos National Laboratory, the meeting served as a vital platform to enhance coordination, foster collaboration, and ensure the long-term sustainability of BSWN's initiatives.

The agenda featured two days of intensive working sessions, followed by an institutional visit to Istanbul Technical University (ITU). Key discussion points included strategic communication, network development, member engagement, expansion of the mentorship program, partnership-building, and the finalization of BSWN's 2025/2026 action plan. This report provides an overview of the discussions, outcomes, and next steps identified during the meeting, along with highlights from the visit to ITU.

Participants :

1. **President:** Mădălina Ștefanic
2. **Vice-President:** Valeriia Gergiieva
3. **General Secretary:** Muhammed Ali Alkış
4. **Former Leadership & Co-Founders:** Margarita Kalinina-Pohl, Nataliia Klos, Shorena Lortkipanidze
5. **Los Alamos National Laboratory representative:** Olga Martin
6. **Regional Coordinators & Assistants:**
  - a. **Bulgaria:** Desislava Spassova & Ani Toskova
  - b. **Georgia:** Ina Grigalashvili

- c. **Moldova:** Ionel Balan
  - d. **Romania:** Laura Elena Moscu Thijov & Cătălina Stratila
  - e. **Türkiye:** Ali Alkış
  - f. **Ukraine:** Alona Samsonenko & Hanna Shepel
7. **International Coordinator:** Atiyah Hijriyanti
  8. **Communications Officer:** Sathchidha Pachiappan
  9. **Assistant to the President:** Fatma Cengiz
  10. **Observers:** Zarina Sayfieva (WINCA) & Jasmine Auda (AWN-CBRNS)

# Day 1: Leadership Meeting Sessions

Tuesday, May 20, 2025

## ➔ Opening Remarks by Olga Martin • Margarita Kalinina-Pohl • Nataliia Klos

The opening remarks were initiated by Olga Martin from Los Alamos National Laboratory, who emphasized the importance of collaboration in nuclear security. Following her, Margarita Kalinina-Pohl, co-founder of BSWN, from the James Martin Center for Nonproliferation Studies, highlighted the significance of addressing global security challenges through education and cooperation. Nataliia Klos, co-founder and former BSWN President, concluded the remarks by reflecting on the network's achievements and the importance of continued engagement among members.



*Pictured from left : Mădălina Ștefanic, Nataliia Klos, Margarita Kalinina-Pohl, & Olga Martin.*

## ➔ Session 1 : BSWN Leadership Report by Mădălina Ștefanic • Valeriia Gergiieva • Ali Alkış



*Pictured from left : Jasmine Auda, Ionel Balan, Nataliia Klos, Zarina Sayfieva, Alona Samsonenko, & Valeriia Gergiieva.*

The session began with an update on activities since the election of the new leadership team on March 1, 2025. Key developments included the establishment of monthly leadership meetings, completion of a supporters' interest survey, and the approval of BSWN's internal strategies for communication and operations. The website became operational, and a domain transfer was completed, laying the groundwork for ongoing initiatives. Preparations for the Istanbul meeting included defining volunteer teams and role and activity strategy preparation from country coordinators.

Additionally, highlights from the recent European Nuclear Education Network Annual Meeting in Brussels, attended by Mădălina Ștefanic, were shared. Mădălina emphasized the critical need for skilled professionals in nuclear projects, stating, *"It is becoming increasingly relevant that nuclear projects are carried out with sufficient and competent people. The time has come to form alliances for this!"*. Key takeaways included the importance of strong training programs for talent development, the necessity of collaboration to share resources and best practices, and the value of diverse voices in enhancing decision-making. The meeting also underscored the ongoing need for innovation in safety protocols and advocacy for supportive policies to foster growth in the nuclear sector. Together, these efforts aim to build a brighter future for nuclear energy in the Black Sea region.

Looking ahead, BSWN aims to grow its supporter base, establish strategic partnerships across member countries, and secure sustainable funding, targeting \$200,000 annually by the end of 2025. Short-term goals for 2025 include launching monthly leadership meetings, conducting supporter questionnaires, and implementing a communication strategy to enhance engagement. Medium- and long-term goals focus on the sustainability of the network, with plans to grow the emergency fund and prepare for future leadership elections.

### ➔ Session 2: Country Coordinators' Reports by Country Coordinators

During the BSWN Country Coordinators' Reports Session, each representative was celebrated for their unique contributions and offered opportunities for further growth. **Türkiye's** interim coordinator, Ali Alkış, was warmly recognized for his steadfast support. **Romania's** Laura Moscu was praised for her consistent engagement and invited to expand her impact through national events and social media initiatives. **Bulgaria's** Desislava Spassova and Ani Toskova earned high praise for their outstanding outreach and volunteer mobilization, positioning them as a natural fit to lead a youth-focused program.



*Pictured from left : Desislava Spassova & Ani Toskova presenting Bulgaria's report*



*Pictured from left : Hanna Shepel & Alona Samsonenko presenting Ukraine's report*

**Georgia's** Ina Grigalashvili was commended for her creative communication efforts and encouraged to shape BSWN's visual identity. **Ukraine's** Alona Samsonenko was honored for her remarkable resilience and contributions amid challenging circumstances. **Moldova's** Ionel Balan was appreciated for his reliable participation in meetings. Atiyah Hijriyanti, representing international engagement, was lauded for her exceptional performance. Looking ahead, BSWN plans to introduce collective initiatives to further empower the network.

### ➔ Session 3: Communications Strategy by Sathchidha Pachiappan

In the session led by Sathchidha Pachiappan, the communication strategy overview focused on enhancing outreach and engagement across the BSWN network over the next two years. Key objectives include increasing membership engagement by 50% by the end of 2027 and expanding visibility through social media channels like Instagram and LinkedIn, which have shown the highest growth. The discussion emphasized the importance of encouraging members to actively support communication efforts and share their experiences with the team.

Planned activities include managing a shared calendar for events, updating the website, and integrating AI-supported tools for social media design. Challenges identified included security concerns regarding WhatsApp link sharing and the need for continuous adaptation to community needs.

Moving forward, the meeting highlighted several strategies to address these challenges and enhance communication effectiveness. Security issues raised by Natalia Klos regarding WhatsApp integration will be managed with technical oversight and a double-check protocol.

Additionally, collaboration with influential professionals, as suggested by Valeria Gergiieva, aims to expand the reach and awareness of BSWN initiatives. The need for focused strategies to convert social media visibility into active membership was noted, alongside the preparation of promotional materials like posters to enhance organic engagement. Overall, the session underscored the importance of strategic growth through careful management of communication channels and member involvement.

#### ➔ **Session 4: Brainstorming on Promotion** by *Ali Alkış • Sathchidha Pachiappan*

During this session, participants discussed the development of new promotional materials, noting that the design of flyers and brochures is currently on hold until the website undergoes necessary revisions. Emphasis was placed on improving the website to enhance grammatical accuracy, eliminate repetition, and ensure all links are functional.

Additionally, updates to the 'partners' page are essential to reflect current collaborations. The group also recognized the need to refresh NucTalk reports and videos on YouTube to engage a broader audience. A key initiative discussed was finding a dedicated individual to restart the ChemBio Talks, further enriching the content available to members and promoting active participation within the network.



*Sathchidha Pachiappan presenting the communication strategy.*



*Pictured from left : Alona Samsonenko, Valeriia Gergiieva, Margarita Kalinina-Pohl, Ani Toskova, & Atiyah Hijriyanti.*

### ➔ Session 5: Membership Strategy by Ali Alkış



*Pictured from left: Muhammed Ali Alkış & Jasmine Auda.*

During this session, the group discussed the status and composition of international members within the BSWN. The consensus leaned towards limiting international membership to 15% of total members to maintain a primary focus on the Black Sea region. Suggestions included allowing international members to participate as observers rather than full members, similar to practices in other networks like WINCA and AWN-CBRNS, which focus on regional priorities.

For general membership, the priorities were established, emphasizing mid-career professionals as the primary focus, followed by master's and bachelor's students whose studies align with nuclear goals. The discussion included the potential creation of an advisory board composed of recognized experts to enhance accountability and quality within the network. Additionally, suggestions were made to revise the statutes to clarify membership definitions and roles, including the introduction of honorary members. The idea of conducting surveys for students to build interest and awareness in the nuclear field among younger pupils was also proposed, aiming to foster growth and engagement within the network.

### ➔ Session 6: Mentorship Program by Mădălina Ștefanic

In the session led by Mădălina Ștefanic, the BSWN Mentorship Program was reviewed, highlighting its success in connecting professionals in nuclear safety, security, and leadership. The program has completed its second session with 18 mentors and 34 mentees, providing a total of 202 hours of mentorship, of which 70% was dedicated to participants from the Black Sea region. Evaluations showed high effectiveness, with 71% of participants rating the program positively and 76% finding the sessions relevant to safety and security goals. However, challenges such as scheduling issues, misaligned expectations, and uneven distribution of mentees among mentors were also noted.

**Moving forward, Mădălina will step down as program leader, with Claudia Ana Maria Patrichi proposed as her successor.** Plans include improving expectation setting through pre-program webinars, considering co-mentoring arrangements, and developing a summer/winter school program to learn from experiences in Spain, Portugal, and France regarding blackouts.

Additional suggestions included enhancing recruitment from the Black Sea region, implementing incentives for mentors, and exploring reverse mentoring opportunities. Overall, the session emphasized the need for clearer guidelines and better communication to further enhance the mentorship experience.

➔ **Session 7: Fundraising Strategies** by *Mădălina Ștefanic • Valeriia Gergiieva*

In the session led by Mădălina and Valeriia, an ambitious fundraising target of \$200,000 by the end of 2025 and \$1 million by 2030 was presented. The discussion emphasized the importance of building trust, leveraging personal connections, and tailoring approaches to the needs of stakeholders. The network has successfully organized the 2024 “We All Can Do It,” our first regional conference, with significant sponsorship from various nuclear organizations and established partnerships with industry leaders like Nuclearelectrica and Cernavoda Nuclear Power Plant. Mădălina also proposed new initiatives, including a Summer School on Nuclear Energy Security.



*Mădălina Ștefanic presenting BSWN Fundraising Strategies*



*Valeriia Gergiieva presenting fundraising strategies for NucTalks*

Moving forward, key recommendations include coordinating fundraising efforts through network leadership and organizing training sessions on effective fundraising strategies and elevator pitch development. Members were advised to consult with leadership before approaching potential funders and to focus on building strong support within their countries through industry partnerships.

Next steps involve continuing discussions with existing contacts, refining project proposals based on feedback, and exploring the establishment of sustainable network management teams in each member country. The emphasis on organizing smaller events is intended to enhance the network's reputation and demonstrate value to potential sponsors.

## Day 2: Strategic Planning & Program Design

Wednesday, May 21, 2025

### ➔ Session 8: Building Additional Partnerships and Collaborations by Zarina Sayfiyeva • Jasmine Auda • Mădălina Ștefanic • Olga Martin

In this session, the focus was on enhancing BSWN's partnerships through various Memoranda of Understanding (MoUs) at international, regional, and national levels. Natalia provided an overview of BSWN's existing cooperation models, including potential collaborations with WINS on a certification program for women. Presentations highlighted ongoing efforts to engage stakeholders, with Mădălina discussing MoU discussions with Bulgarian and Canadian partners, and Zarina presenting the mission and partnership model of WINCA.



Zarina Sayfiyeva, WINCA representative & observer



Jasmine Auda, AWN-CBRNS representative & observer

Jasmine (pictured to the left) introduced Arab Women in the CBRN Security Network, underscoring the importance of joint initiatives and thematic webinars. Olga emphasized the need for partnerships to increase the visibility of women in nuclear security.

Looking ahead, the discussions included proposals for joint thematic webinars, mentorship exchanges, and capacity-building workshops among networks. Natalia suggested signing a joint MoU between BSWN, WINCA, and AWN-CBRNS to enhance collaboration and visibility. Other recommendations included clearer articulation of mutual value in collaborations and engaging with Istanbul-based universities for potential initiatives. The session concluded with a call to pursue new strategic partnerships, reflecting a commitment to fostering collaboration and sharing resources across networks to further empower individuals in the nuclear field.



Olga Martin, Los Alamos National Laboratory representative

### ➔ **Session 9: The Future of NucTalks** by *Valeriia Gergiieva*



*Pictured from left: Zarina Sayfiya, Alona Samsonenko, Valeriia Gergiieva, & Margarita Kalinina-Pohl.*

The session on the future of NucTalks provided an insightful overview of its progress leading into 2024 and laid out plans for 2025. Key discussions included negotiations for an online webinar featuring Bonnie Jenkins, aimed at enhancing collaboration and engagement within the network. Natalia Klos proposed the addition of a position to assist Valeria Gergiieva in organizing webinars, which received support from Valeria and acknowledgment of current assistance from Ali.

The discussion also addressed member engagement, with Laura inquiring about the current membership, which stands at approximately 20 individuals, primarily scientists with varying levels of activity. Participants noted the potential for broader involvement, with Olga and Alona discussing strategies for inviting more members to participate actively.

### ➔ **Session 10: BSWN Members' Active Involvement** by *Fatma Cengiz • Sathchidha Pachiappan*

In this session, Fatma and Sathchidha presented the findings from the BSWN Members' Engagement Survey conducted in March 2025. With 29 respondents, the survey aimed to identify key trends and preferences among members regarding engagement initiatives. The results revealed that online training was the most preferred method, with 83% of members favoring it, while 66% preferred monthly initiatives. Popular initiatives included online training courses, interactive discussion forums, and virtual networking events. The survey also highlighted a keen interest in organizing roles, with 15 members willing to serve as speakers or presenters and 13 interested in event coordination.

Several proposals were discussed to enhance member involvement:

1. **Proposal 1** : Organizing virtual regional meetings and in-person meet-ups to foster personal connections.
2. **Proposal 2** : Involves informal virtual coffee chats focused on specific interests or career stages. (already in planning)
3. **Proposal 3** : Leadership spotlight to highlight contributions from leadership teams and regional members to celebrate achievements and increase visibility.
4. **Proposal 4** : Mentorship Blog on the BSWN website.

These initiatives aim to promote engagement, knowledge sharing, and community building within the network, aligning with members' expressed interests and preferences.

➔ **Session 11: BSWN Research Project** by *Shorena Lotkipanidze • Valeriia Gergiieva*

The BSWN Research Project session focused on a new initiative aimed at assessing women's participation in the civil nuclear energy sector in Black Sea countries, particularly Georgia and Moldova. Originating from a small group of members, including Shorena, Valeriia, and Jerry, the project has clear objectives: to evaluate women's involvement and representation, analyze the economic impacts of female participation, and explore the social and cultural factors influencing women's careers.

The research will employ a mixed-methods approach, utilizing surveys and in-depth interviews to gather both quantitative and qualitative data. The session emphasized the importance of crafting a representative survey, ensuring that it is translated into local languages to maximize accessibility.

Discussion participants acknowledged the challenges of effective communication and coordination in data collection. Strategies were proposed to enhance response rates, including standardized messaging for survey dissemination and focus group discussions to supplement findings. The questionnaire is currently under review, with an emphasis on open-ended sections that allow respondents to share personal experiences.

Expected outcomes include academic publications and policy briefs that advocate for gender inclusion in the nuclear sector. The session reinforced the strategic significance of this research in highlighting professional challenges and opportunities for women, ultimately aiming to inform future initiatives and support workforce development in the region.



*Shorena Lotkipanidze updating the team on BSWN's Research Project*  
*Pictured from left: Mădălina Ștefanic, Shorena Lotkipanidze, & Margarita Kalinina-Pohl*

➔ **Session 12: The Final Presentation of the BSWN Program 2025/2026** by *Mădălina Ștefanic • Valeriia Gergiieva*

In the final presentation of the BSWN Program 2025/2026, Mădălina Ștefanic outlined key strategic priorities essential for the network's growth and sustainability. She emphasized the need to finalize website updates by the end of May 2025 and to prepare a summary of conference feedback for publication. Plans included individual meetings with Country Coordinators to clarify strategies and contributions, as well as monthly progress meetings to keep all members informed.

Valeriia Gergiieva introduced ideas for inter-network collaboration, including joint NucTalks with other organizations on topics related to Russian-built nuclear power plants in various countries. The group discussed creating a unified flyer design to enhance BSWN's visibility and agreed to explore formal procedures for obtaining observer status at the IAEA.



*Pictured from left: Alona Samsonenko, Olga Martin,  
& Margarita Kalinina-Pohl*

### ➔ **Team Building Exercise**

In the Team Building and Interactive Exercise session, participants engaged in a fun and interactive game designed as an ice-breaker to foster connections. Each member wrote two facts about themselves on separate pieces of paper, which were then mixed in a bowl. Everyone randomly selected two papers and worked to find the owners of the facts, encouraging conversation and collaboration among members.

## Day 3: Visit to Istanbul Technical University

Thursday, May 22, 2025

On the final day, participants visited Istanbul Technical University (ITU), where they were welcomed with presentations that fostered collaboration and knowledge sharing. Senem Şentürk Lüle from the ITU Energy Institute introduced the university's facilities and programs, emphasizing their relevance to the nuclear field. Mădălina Ştefanic, President of BSWN, provided an overview of the network's mission and activities.



*BSWN Board Members with Istanbul Technical University representative Dr Senem Şentürk Lüle & Director of Energy Institute, Dr Adnan Midilli*

*Pictured from left: Ali Alkış, Mădălina Ştefanic, Senem Şentürk Lüle, Adnan Midilli, Margarita Kalinina-Pohl & Valeriia Gergüeva*

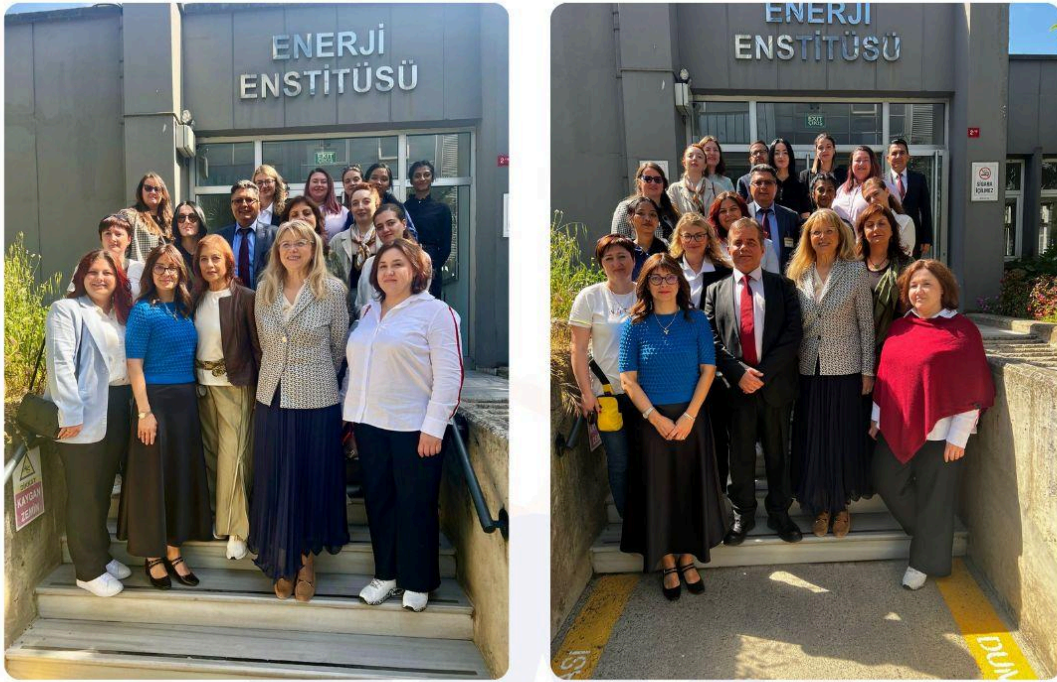
The NucTalks session featured several key topics: **"Building Nuclear Futures: Black Sea Expert Perspectives,"**;

1. "Experiences and Research in Nuclear Power Plant Engineering" by **Cătălina Stratila**,
2. "From Fieldwork to Policy: Practical Perspectives on Radioactive Waste Management" by **Ionel Balan**, &
3. "The Future of Nuclear Energy" by **Senem Şentürk Lüle**



*Pictured from left: Senem Şentürk Lüle, Cătălina Stratila, & Ionel Balan.*

Following the presentations, participants engaged in a technical tour of the ITU TRIGA Mark II Training and Research Reactor. This experience strengthened connections between BSWN members and ITU, highlighting the importance of collaboration in advancing nuclear science and technology.



*Pictured above: BSWN Team with ITU Representatives.*

## Final Words

The 2025 Leadership Meeting of the Black Sea Women in Nuclear Network (BSWN) reaffirmed its core mission to empower women in the nuclear field across the region. **The objectives outlined for the meeting were successfully addressed: enhancing member engagement, establishing actionable strategies, and cultivating a robust network for knowledge sharing. The election of a new leadership team and the initiation of monthly meetings will ensure ongoing communication and collaboration, driving the organization forward.**

Moving ahead, the sessions yielded several actionable plans and ideas, including the establishment of a new mentorship program coordinator, the enhancement of communication strategies, and the development of a comprehensive membership strategy. Additionally, the BSWN Research Project aims to assess women's participation in the civil nuclear energy sector, while future collaborations, such as joint NucTalks and thematic webinars, will further strengthen partnerships.

**Notably, within a week of the meeting, several initiatives have already been set in motion:**

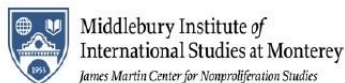
- Planning for the third cycle of the BSWN Mentorship Program.
- The website has been revised for clarity and readability.
- The first session, “Over a cup of coffee with BSWN,” is in the works and planned to be conducted in August. A volunteer group chat has been created.
- Revision of country strategies.

The commitment to achieving strategic goals, such as increasing membership and securing sustainable funding, positions BSWN for continued growth and impact in the nuclear sector. Together, these efforts will help create a more inclusive and empowered environment for women in the nuclear fields throughout the Black Sea region.

Report prepared by Sathchidha Pachiappan, Communications Officer, BSWN.

## Annexes:

### List of Participants



## Black Sea Women in Nuclear Network

### Leadership Meeting

May 20-22, 2025

#### Sponsored by

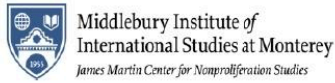
U.S. Department of Energy/National Nuclear Security Administration's (DOE/NNSA)  
Office of International Nuclear Security/Nuclear Security Women Program and  
Los Alamos National Laboratory

#### *List of the Participants*

No	Name/Surname	Role in the BSWN	Affiliation
1.	Madalina Stefanic	President	Cernavoda Nuclear Power Plant
2.	Valeriia Gergiieva	Vice-President	Researcher, Institute for Peace Research and Security Policy at the University of Hamburg and Odesa Centre for Nonproliferation
3.	Muhammed Ali Alkis	General Secretary	Junior Associate Fellow at the NATO Defense College NTI's Emerging Nuclear Security Leader
4.	Olga Martin		Los Alamos National Laboratory
5.	Margarita Kalinina-Pohl	Co-founder	Program Director, CBRN Security James Martin Center for Nonproliferation Studies Middlebury Institute of International Studies Monterey
6.	Nataliia Klos	Co-Founder and Former President	Senior Project Manager, World Institute for Nuclear Security
7.	Shorena Lortkipanidze	Co-Founder and Former Vice-President	Co-Founder, Board Member, Civil Council on Defense and Security
8.	Ina Grigalashvili	Country coordinator (Georgia)	International Project Manager/NLO, Agency of Nuclear and Radiation Safety of Georgia
9.	Ionel Balan	Country coordinator (Moldova)	Radiation Safety Officer, Medexcom-Tex, LTD
10.	Alona Samsonenko	Country coordinator (Ukraine)	George Kuzmich Training Centre, Institute of Nuclear Research of the NAS Ukraine

11.	Hanna Shepel	Country coordinator back up (Ukraine)	Senior Lecturer Kyiv Polytechnic Institute
12.	Fatma Cengiz	Assistant of the President	International Relations Coordinator at Türkiye Energy Strategies and Policies Research Center
13.	Zarina Sayfieva	Observer from WINCA	President of the Women in Nuclear Central Asia (WINCA)
14.	Desislava Spassova	Country coordinator (Bulgaria)	Managing Partner, The Crypto Academy LLC; Lecturer, University of National and World Economy
15.	Ani Toskova	Country coordinator back up (Bulgaria)	Student, Sofia University of St. Klement Ohridski
16.	Laura Elena Moscu Thijov	Country coordinator (Romania)	CTRF Project Director, Societatea Nationala Nuclearelectrica SA
17.	Cătălina Stratila	Country coordinator (Romania)	Nuclear Power Plant Engineer, Societatea Nationala Nuclearelectrica SA
18.	Sathchidha Pachiappan	Communication Officer	Policy Research Collaborator, Emerging Voices Network (EVN)
19.	Atiyah Hijriyanti	Country Coordinator (International)	Student, Universitas Jenderal Soedirman
20.	Jasmine Auda	Observer from AWN-CBRNS	Co-Founder and COO, Ambit Advisory, President of the Arab Women Network in CBRN Security (AWN-CBRNS)

# Leadership Meeting Agenda



## Black Sea Women in Nuclear Network

### Leadership Meeting

May 20-22, 2025

#### Sponsored by

U.S. Department of Energy/National Nuclear Security Administration's (DOE/NNSA)  
Office of International Nuclear Security/Nuclear Security Women Program and  
Los Alamos National Laboratory

### Agenda

Monday, May 19, 2025		
All day	Arrival of the participants  <b>Hotel: Naz City Hotel Taksim</b>  <b>Address: Kocatepe Mah Rmak Cad No 44 / 46, Istanbul, 34437, Turkey</b>	
Tuesday, May 20, 2025		
09:00 – 09:15	<b>Opening Remarks</b>	<ul style="list-style-type: none"> <li>• <b>Olga Martin</b>, Los Alamos National Laboratory (LANL)</li> <li>• <b>Margarita Kalinina-Pohl</b>, James Martin Center for Nonproliferation Studies (CNS)</li> <li>• <b>Nataliia Klos</b>, Former BSWN President</li> </ul>
9.15 – 10.15	<b>BSWN Leadership Report:</b> <ul style="list-style-type: none"> <li>• Update after the election of the new leadership team on March 1, 2025</li> <li>• Activities (March 1 – Present): monthly meetings, conference participation, webinars and roundtable</li> </ul> <b>Group Discussion/Q&amp;A</b>	<ul style="list-style-type: none"> <li>• Madalina Stefanic</li> <li>• Valeriia Gergieva</li> <li>• Ali Alkış</li> </ul> <i>All participants</i>

10.15 – 11.30	<b>Countries' Coordinators Report</b>  <i>Group Discussion/QA</i>	<b>Moderator:</b> Olga Martin  <ul style="list-style-type: none"> <li>• Ina Grigalashvili - Georgia</li> <li>• Desislava Spassova -Bulgaria</li> <li>• Laura Moscu - Romania</li> <li>• Alona Samsonenko - Ukraine</li> <li>• Ionel Balan - Moldova</li> <li>• Ali Alkış - Türkiye</li> <li>• Atiyah Hijriyanti – International</li> </ul> <i>All participants</i>
11:30 – 11:45	<b>Coffee Break</b>	
11.45– 12.15	<b>Communication Strategy and Social Media Presence</b>  <i>Group Discussion/QA</i>	<b>Moderator:</b> Ali Alkış <b>Rapporteur:</b> Fatma Cengiz  <ul style="list-style-type: none"> <li>• Sathchidha Pachiappan</li> </ul> <i>All participants</i>
12.15 – 13.00	<b>Brainstorming on Promotion:</b>  <ul style="list-style-type: none"> <li>• New promotional materials</li> <li>• Website improvement</li> </ul> <i>Group Discussion/QA</i>	<b>Moderator:</b> Sathchidha Pachiappan <b>Rapporteur:</b> Ani Toskova  <ul style="list-style-type: none"> <li>• Sathchidha Pachiappan</li> <li>• Ali Alkis</li> </ul> <i>All participants</i>
13:00 – 14:00	<b>Lunch</b>	
14.00 – 14.45	<b>Group Discussion on BSWN Membership:</b>  <ul style="list-style-type: none"> <li>• Current status/report</li> </ul> <b>Group Input:</b> BSWN Membership (criteria and recruitment strategies)	<b>Moderator:</b> Margarita Kalinina-Pohl <b>Rapporteur:</b> Sathchidha Pachiappan  <ul style="list-style-type: none"> <li>• Ali Alkis</li> </ul> <i>Country coordinators</i> <i>All participants</i>

14.45 – 15.45	<p><b>BSWN Mentorship Program:</b></p> <ul style="list-style-type: none"> <li>• Status</li> <li>• Feedback from participants and mentors</li> </ul> <p><b>Group Discussion</b> Improvement an selection of a new program coordinator</p>	<p><b>Moderator: Madalina Stefanic</b> <b>Rapporteur: Laura Moscu</b></p> <ul style="list-style-type: none"> <li>• Madalina Stefanic</li> </ul> <p><i>All participants</i></p>
15.45 – 16.00	<b>Coffee break</b>	
16.00 – 17.00	<p><b>Fundraising Strategies</b></p> <ul style="list-style-type: none"> <li>• Achievements and future actions</li> </ul> <p><b>Group Brainstorming:</b> Comments and new ideas</p>	<p><b>Moderator: Margarita Kalinina-Pohl</b> <b>Rapporteur: Catalina Stratila</b></p> <ul style="list-style-type: none"> <li>• Madalina Stefanic</li> <li>• Valeriia Gergiieva</li> </ul> <p><i>All participants</i></p>
<b>Wednesday, May 21, 2025</b>		
9.00 – 10.00	<p><b>Building Additional Partnerships and Collaborations</b></p> <ul style="list-style-type: none"> <li>• WINCA</li> <li>• Arab Women in CBRN Security Network</li> <li>• Review of existing MOUs and future stakeholders engagements</li> <li>• Building new partnerships</li> </ul> <p><b>Discussion:</b> Brainstorm regarding future cooperation</p>	<p><b>Moderator: Nataliia Klos</b> <b>Rapporteur: Ina Grigalashvili</b></p> <ul style="list-style-type: none"> <li>• Zarina Sayfieva</li> <li>• Jasmine Auda</li> <li>• Madalina Stefanic</li> <li>• Olga Martin</li> </ul> <p><i>All participants</i></p>
10.00 – 11.00	<p><b>The Future of NucTalks:</b></p> <ul style="list-style-type: none"> <li>• Report</li> </ul> <p><b>Group Brainstorming:</b> Future topics and people</p>	<p><b>Moderator: Valeriia Gergiieva</b> <b>Rapporteur: Ionel Balan</b></p> <ul style="list-style-type: none"> <li>• Valeriia Gergiieva</li> </ul> <p><i>All participants</i></p>
11.00 – 11.15	<b>Coffee break</b>	

11.15 – 12.00	<p><b>BSWN Members' Active Involvement:</b></p> <ul style="list-style-type: none"> <li>• Survey results</li> </ul> <p><b>Discussion:</b> How to involve more people in network's activities</p>	<p><b>Moderator:</b> Dessislava Spassova <b>Rapporteur:</b> Madalina Stefanic</p> <ul style="list-style-type: none"> <li>• Sathchidha Pachiappan</li> <li>• Fatma Cengiz</li> </ul> <p><i>All participants</i></p>
12.00 – 13.00	<b>Lunch</b>	
13.00 – 13.45	<p><b>BSWN Research Project:</b></p> <ul style="list-style-type: none"> <li>• Progress and future steps</li> </ul> <p><b>Group brainstorming:</b> Distribution of the survey/ideas regarding focus groups</p>	<p><b>Moderator:</b> Margarita Kalinina-Pohl <b>Rapporteur:</b> Atiyah Hijriyanti</p> <ul style="list-style-type: none"> <li>• Shorena Lotkipanidze</li> <li>• Valeriia Gergiieva</li> </ul> <p><i>All participants</i></p>
13.45 – 14.45	<p><b>The Final Presentation of the BSWN Program for 2025/2026:</b></p> <ul style="list-style-type: none"> <li>• The presentation of the proposed activity calendar</li> </ul> <p><b>Group Input</b></p>	<p><b>Moderator:</b> Ali Alkis <b>Rapporteur:</b> Hanna Shepel</p> <ul style="list-style-type: none"> <li>• Madalina Stefanic</li> <li>• Valeriia Gergiieva</li> </ul> <p><i>All participants</i></p>
14.45 – 15.00	<b>Coffee break</b>	
15.00 – 15.45	<b>Team Building and Interactive Exercise</b>	<p><b>Moderator:</b> Valeriia Gergiieva</p> <p><i>All participants</i></p>
15.45 – 16.15	<p><b>Wrap up of Leadership Meeting:</b></p> <ul style="list-style-type: none"> <li>• Summary of Key Discussions</li> <li>• Participant Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Madalina Stefanic (Summary)</li> <li>• All participants</li> </ul>
16.15 – 16.30	<b>Closing Remarks</b>	<ul style="list-style-type: none"> <li>• Olga Martin</li> <li>• Madalina Stefanic</li> </ul>

Thursday, May 22, 2025		
9.30 – 9.45	<ul style="list-style-type: none"> <li>• Arrival to Istanbul Technical University (ITU)</li> <li>• Registration</li> </ul>	All participants
9.45– 11.00	<ul style="list-style-type: none"> <li>• Greetings</li> <li>• Introduction of the participants</li> </ul>	ITU and BSWN
11.00 – 11.30	<b>Coffee break</b>	
11.30 – 12.30	<b>ITU Presentation for BSWN</b>  <b>BSWN Presentation for ITU</b>	<ul style="list-style-type: none"> <li>• <b>Senem Şentürk Lüle</b>, ITU Energy Institute Türkiye</li> <li>• <b>Madalina Stefanic</b>, President of BSWN, Cernavoda NPP Romania</li> </ul>
12.30 – 13.30	<b>Lunch</b>	
13.30 – 14.30	<b>NucTalks: Building Nuclear Futures: Black Sea Expert Perspectives</b> <ul style="list-style-type: none"> <li>• <i>Experiences and Research in Nuclear Power Plant Engineering</i></li> <li>• <i>From Fieldwork to Policy: Practical Perspectives on Radioactive Waste Management</i></li> <li>• <i>The future of nuclear energy</i></li> </ul>	<b>Moderator:</b> Valeriia Gergiieva <ul style="list-style-type: none"> <li>• <b>Cătălina Stratila</b>, Nuclearelectrica SA Romania</li> <li>• <b>Ionel Balan</b>, Moldova Coordinator, BSWN</li> <li>• <b>Senem Şentürk Lüle</b>, ITU Energy Institute Türkiye</li> </ul>
14.30 – 15.00	<b>Coffee break</b>	
15.00 – 16.00	<b>Technical Tour:</b> ITU TRIGA Mark II Training and Research Reactor	BSWN Group
16.00 – 16.30	Closing Remarks & Interactive Discussion	All participants
Friday, May 23, 2025		
All day	Departure of the Participants	

## Photos

# BSWN Leadership Team



# DAY 1 of Leadership Meeting

Tuesday, May 20, 2025

*Members during Opening Remarks*

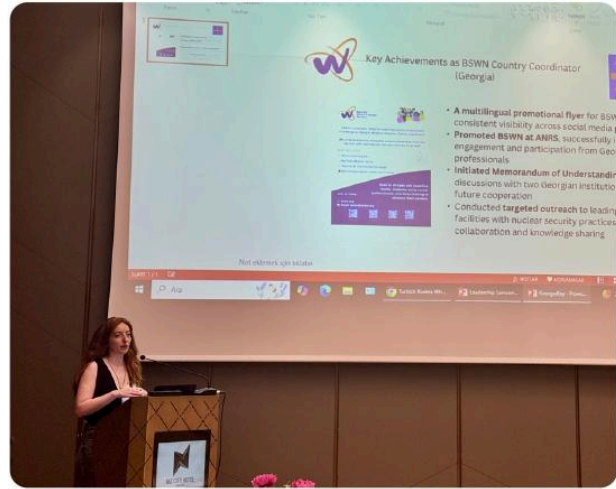


# BSWN Country & International Coordinators



**Bulgaria**

*Pictured from left: Desislava Spassova & Ani Toskova*



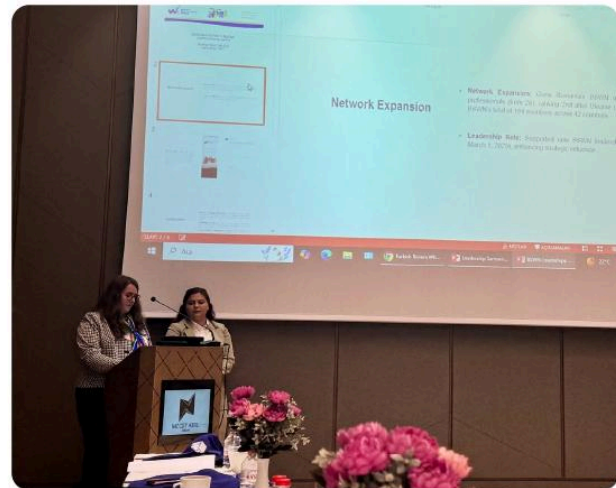
**Georgia**

*Pictured: Ina Grigalashvili*



**Moldova**

*Pictured : Ionel Balan*



**Romania**

*Pictured from left: Laura Elena Moscu Thijov & Cătălina Stratila*



**Ukraine**

*Pictured from left: Alona Samsonenko & Hanna Shepel*



**International Coordinator**

*Pictured : Atiyah Hijriyanti*

## *Group discussions throughout the day*



## *Members reconnecting during the coffee break between sessions.*



## DAY 2 of Leadership Meeting

### Wednesday, May 21, 2025



*Zarina Sayfieva presenting  
Women in Nuclear Central Asia (WINCA)*



*Jasmine Auda presenting  
Arab Women in CBRN Security Network*

### *Group discussions throughout the day*



*Members reconnecting during the coffee break between sessions.*



## DAY 3 of Leadership Meeting

Thursday, May 22, 2025



*BSWN Board Members with Istanbul Technical University representatives.*

*Pictured from left: Ali Alkış, Mădălina Ștefanic, Senem Şentürk Lüle, Adnan Midilli, Margarita Kalinina-Pohl, & Valeriia Gergiieva.*



*BSWN President Mădălina Ștefanic presenting BSWN to the ITU audience.*



*NucTalks : Building Nuclear Futures: Black Sea Expert Perspectives*

*Pictured from left: Senem Şentürk Lüle, Cătălina Stratila, Ionel Balan, Valeriia Gergiieva*



*Pictured above: BSWN Team with ITU Representatives.*