



# Celebrating 10 Years of **WiSER Impact**



Our Journey Continues

Our Legacy Grows

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# Message from Leadership

For 10 years, WiSER has worked to position women as active leaders in sustainability, driving innovation, shaping policy, and strengthening communities. Our journey has been guided by a simple but profound truth: empowering women accelerates progress across every dimension of sustainable development.

Women are often on the frontlines of sustainability challenges, from managing household energy and water use to leading community resilience efforts. Yet they are equally powerful as innovators, entrepreneurs, and decision-makers. Evidence shows that when women are engaged as equal partners, solutions are more effective, policies more inclusive, and outcomes more sustainable. Unlocking this potential is not only a matter of fairness; it is essential for building stronger economies and more resilient societies. Since its launch in 2015, WiSER has sought to educate, empower, and engage women to lead the sustainability agenda.

We educate by creating platforms that amplify women's voices, from the Annual Forum to international conferences, thought leadership sessions, and white papers that shape the global conversation on sustainability. We empower by investing in personal and professional growth, through the Pioneers and Mentorship Programs, which have taken young women into the field in Morocco, Indonesia, and Rwanda, amongst other countries, where they experienced first-hand the technologies and solutions shaping tomorrow. And we engage by building a global community, uniting women through campaigns, partnerships, and networks that make their leadership visible and their impact lasting.



## Dr. Lamya Fawwaz

Executive Director, Brand & Strategic Initiatives, Masdar;  
Program Director, WiSER

This report reflects on a decade of impact, but it is also a call to the future. Much work remains to be done to close funding gaps, increase women's representation in leadership, and ensure that women's voices are central to the global sustainability conversation. The UAE's own experience shows what is possible when enabling environments are created: women excel, economies grow, and societies become more resilient.

As we look ahead, WiSER will continue to amplify women's leadership and ensure they have the resources, opportunities, and recognition to lead change at scale. Because when women rise, the world moves closer to achieving a sustainable, inclusive future.

## WiSER: 10 Years of Impact

Over the past decade, WiSER has evolved from a bold vision into a global platform shaping women's leadership in sustainability. Co-founded by Masdar and the Zayed Sustainability Prize in 2015, WiSER has empowered hundreds of women through high-impact workshops, strategic partnerships, and thought leadership forums, cultivating a vibrant ecosystem of innovators driving change across policy, technology, and business.

From adaptive agriculture courses in Morocco and energy access programs in Rwanda, to carbon neutrality seminars in Japan and energy transformation learning in Indonesia, WiSER's reach extends across continents, bringing women together through education, innovation, and community engagement. As the platform has grown, its flagship Annual Forum, held during Abu Dhabi Sustainability Week, has become a global convenor for dialogue and collaboration, marking its 10th milestone this year.

WiSER's mission is clear: to ensure women and girls of all nationalities are not only heard but are leading the sustainability conversation. This report outlines WiSER's journey, its strategic impact areas, and the metrics that define a decade of progress, while setting the stage for the road ahead.

This year, as the platform celebrates its 10th anniversary, WiSER is proud to share its 10-year Impact Report: Past, Present, Possible.

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**WiSER's greatest impact has undoubtedly been in the empowerment of women, equipping them with the skills, confidence, and opportunities to shape the sustainability agenda at every level.**

**Damilola Ogunbiyi**

Chief Executive Officer of Sustainable Energy for All (SEforALL),  
Special Representative of the UN Secretary-General for Sustainable  
Energy for All and Co-Chair of UN-Energy; WiSER Advisory Council  
Member





# WiSER's Journey: A Decade of Evolution

## 2015

- WiSER founded on the sidelines of the United Nations General Assembly in New York.



## 2016

- First Annual WiSER Forum held in Abu Dhabi at Abu Dhabi Sustainability Week.

## 2017

- Second Annual WiSER Forum held in Abu Dhabi.

## 2018

- WiSER Pioneers Program launched.

## 2019

- Fourth Annual WiSER Forum held in Abu Dhabi.

## 2020

- First WiSER Wisdom Series discussion examines the role of women in sustainable recovery.
- First WiSER white paper published on Artificial Intelligence and its impact on gender parity in the sustainability sector.

## 2021

- Memorandum of Understanding signed with the Arab International Women's Forum (AIWF) and the Alliances for Global Sustainability (AGS) to empower women to actively contribute to global sustainability and pursue greater opportunities in STEM and sustainable development.

## 2022

- WiSER Cares launched, with inaugural six-day course on

increasing rural energy access in Rwanda.

- Global #IAmWiSER campaign launched.
- Series of discussions held by WiSER during COP27 raises global awareness and support for women as powerful catalysts of sustainable change.
- WiSER spearheaded the commitment of Masdar becoming an official signatory of the Gender & Energy Compact to catalyze action towards gender equity and women empowerment and accelerate an inclusive sustainable energy transformation.
- WiSER launched its first official social media channels on Instagram and Facebook, as well as its quarterly newsletter.

## 2023

- Arab Women Leaders' Summit co-hosted by WiSER during COP28 addresses gender equity and climate action.
- WiSER Pioneers Program: 10-day immersive seminar in Japan explores pathways to a greener future through carbon-neutrality and leadership negotiations.



- Launch of the inaugural WiSER Breakfast Briefing Series initiative.
- Launch of the 'On the Road to COP28: Women-Led Innovation in Climate, Sustainability, & STEM' international conference with the Arab International Women's Forum (AIWF).

## 2024

- Role of women entrepreneurs and mentors spotlighted by WiSER at World Future Energy Summit 2024.
- WiSER Cares second edition launched with a six-day course on adaptive agriculture in Morocco.



- Facilitated the second edition of the JCCP course "Carbon Neutrality and Leadership" in Japan.
- Organized two thought leadership sessions at MENA Climate Week in Riyadh.
- Signed a Memorandum of Understanding with EBRD to support female green entrepreneurship and leadership in the Middle East and North Africa region.

## 2025

- Tenth WiSER Annual Forum held during Abu Dhabi Sustainability Week 2025, convening over 100 global experts to highlight the pivotal role of women entrepreneurs in driving sustainable development.
- WiSER participated in Expo Osaka with a fireside chat on equity, innovation and inclusive leadership.
- WiSER and AIWF co-hosted a conference on women building resilient communities on the sidelines of London Climate Action Week.
- WiSER Cares third edition organized with five-day course on policy, innovation and community action in Indonesia.

# Strategic Impact Areas

Over the past decade, WiSER has anchored its impact in three strategic pillars: Education, Engagement and Empowerment. Through these pillars, the platform provides women with the knowledge, opportunities and leadership capabilities to lead change in sustainability.

## 4.1 Empowering Women in Sustainability

WiSER's commitment to advancing women's leadership in sustainability is carried out through its flagship programs and initiatives. Together, they equip women with the knowledge, networks, and experiences to lead with confidence and purpose. The WiSER Pioneers Program and WiSER Cares provide women with mentorship, professional development and real-world field experience, while the WiSER Annual Forum convenes policy makers, innovators and experts from around the world to foster inclusive dialogue and collaboration that drives meaningful progress.

This is the essence of empowerment at WiSER: equipping women not only to participate in the sustainability agenda but to transform it through their leadership and ideas.

**150+**

professional young women representing 30+ nationalities have graduated from the WiSER Pioneers Program

**540+**

hours of workshops conducted with WiSER Pioneers

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**Education, engagement, and empowerment reinforce one another: education provides knowledge, engagement creates networks, and empowerment sustains action. Together, these pillars support the gradual, long-term inclusion of women in leadership and decision-making.**

**HE Razan Khalifa Al Mubarak**

Executive Managing Director, Mohamed bin Zayed Species Conservation Fund, President, International Union for Conservation of Nature (IUCN); WiSER Advisory Council Member



## 4.2 Global Reach & Partnerships

WiSER remains committed to providing fruitful networking opportunities through a range of organized events with leaders, policymakers, and researchers. These events aim to cultivate dialogue, establish a platform for sharing experiences, and provide exposure across all sectors of sustainability.

Through workshops, field experiences, and community-based initiatives, WiSER has engaged female leaders across multiple regions, tailoring its programs to local priorities and contexts.

These collective efforts reflect WiSER's commitment to meaningful engagement: building bridges across regions, sectors, and generations to advance shared solutions for a sustainable future.



1. **Thought-leadership discussion** on ensuring an inclusive global energy transformation through access to finance and capacity building at New York Climate Week.
2. **Thought leadership dialogues** on inclusive community energy systems, gender dimensions of the climate crisis, and a WiSER reception at COP27 in Egypt.
3. **Carbon Neutrality and Leadership:** Technical seminars on carbon neutrality, leadership and negotiations
4. **MENA Climate Week:** Regional sustainability forums.
5. **WiSER Annual Forum:** Flagship events and sustainability expert-led leadership workshops.
6. **WiSER Cares:** Inclusive energy access and climate resilience.
7. **WiSER Cares:** Adaptive agriculture and innovations in technology for water-scarce communities.
8. **WiSER Cares:** Energy transformation through policy, innovation and community action.

## 4.3 Multi-Stakeholder Collaboration: WiSER Annual Forum

The WiSER Annual Forum, held during Abu Dhabi Sustainability Week, is a dynamic global convenor that has engaged more than 4,000 participants, including heads of state, ministers, industry leaders, and innovators from around the world. Through curated dialogues on today's most pressing sustainability challenges, the Forum creates an active space for exchange, where ideas spark partnerships, perspectives are challenged, and women's leadership is placed at the center of shaping solutions. Insights from these discussions are captured in white papers, ensuring the impact extends far beyond the Forum itself.

2026 will mark the 11th WiSER Annual Forum, a milestone that reflects a decade of impact and signals WiSER's growing role as a global convenor for dialogue, partnership, and action.



**WiSER has provided a forum where women can share their experiences and insights. For many participants, these opportunities have served as early platforms for public engagement, helping to build both confidence and credibility. Over time, this visibility contributes to a culture where women's leadership in sustainability is increasingly expected and valued.**

### HE Razan Khalifa Al Mubarak

Executive Managing Director, Mohamed bin Zayed Species Conservation Fund, President, International Union for Conservation of Nature (IUCN); WiSER Advisory Council Member



## 4.4 Alumni Impact and Leadership

WiSER's mission is rooted in preparing women with the knowledge and experience to advance their careers in sustainability. Through targeted programs in STEM, leadership, and environmental innovation, WiSER has equipped hundreds of women with the skills and confidence to step into leadership roles. These efforts help to build a global alumni network that advocates for inclusive education and drives change within their communities. The result is a cascading impact that reaches across regions and generations.

WiSER's alumni community reflects the platform's broad and evolving influence across the sustainability landscape. Alumni have gone on to work in industries such as engineering, infrastructure, education, consulting, and environmental sustainability.

Their journeys span a wide spectrum, from students and early career professionals to senior specialists, academic leaders, and executives, highlighting the diversity of leadership nurtured through WiSER.

This is the essence of education at WiSER: transforming knowledge into opportunity and ensuring that women everywhere and at every level have the foundation to lead, innovate, and inspire sustainable progress.

**565+**

hours of one-on-one mentoring provided to young women to become sustainability leaders



## WiSER Pioneers: Where Are They Now?



### Erika Niino-Esser

Erika joined the WiSER Pioneers Program to connect with like-minded women and accelerate her impact in climate action. "Shaping a sustainable and climate-neutral future has always been a dream close to my heart," she says. Through WiSER's leadership training, she gained negotiation skills that now shape her daily work. Since graduating, Erika has spoken at COP28 and was nominated for The Women's Global Leadership Conference in Energy and sister titles Hydrogen Economist and H2Tech's Women in Hydrogen 50 for 2025 award, a recognition she attributes to the visibility and growth facilitated by WiSER.



### Hind Alhosani

Hind was drawn to the WiSER Pioneers Program for its strong community of women shaping the future of sustainability and energy. The experience gave her access to mentorship, new ideas, and a network that empowered her at a defining moment in her professional journey. WiSER broadened her understanding of sustainability across climate, finance, and policy, inspiring her to think more holistically and apply her technical expertise to real-world solutions. Since completing the program, Hind is most proud of her contributions to developing robotic technologies that support environmental preservation in the UAE, innovations that protect ecosystems and natural resources while advancing long-term sustainability. Looking ahead, she hopes to pay this forward by mentoring young women entering the field, continuing the cycle of empowerment that WiSER sparked in her.



### Mariam Al Naqbi

Mariam joined the WiSER Pioneers Program seeking to deepen her sustainability journey and connect with a global community of women leaders. Through the program, she gained access to mentorship, hands-on opportunities, and a powerful international network that strengthened her academic and professional pathway. WiSER played a pivotal role in opening doors to her current internship and reinforcing her belief in the impact of women-led collaboration. Inspired by this experience, Mariam went on to establish Women in Science Tokyo (WiST) at her institute, creating a supportive platform for female students, faculty, and staff in STEM.



### Sonia Sanchez

Sonia's experience in the WiSER Pioneers Program fueled her passion and gave her the practical insights and confidence to pursue entrepreneurship in the hydrogen space. Since graduating, Sonia has founded H2C, a hydrogen consulting firm focused on advancing clean energy strategies. Her focus has been on building a strong industry network and collaborating with experts to produce strategic reports, laying the groundwork for long-term impact in the sector.



## 4.4 Thought Leadership and Advocacy

Over the past decade, WiSER has evolved into a recognized voice in year-round global sustainability discourse, helping to amplify key research and convene diverse stakeholders to drive inclusive sustainable development.

### Global Forums and Strategic Visibility

At COP28, WiSER co-hosted the Arab Women Leaders' Summit alongside the UAE Presidency, convening over 80 speakers from more than 20 countries to advance gender-inclusive sustainable development. WiSER has also partnered with PwC to deliver sessions on gender-inclusive investing and capacity building. At New York Climate Week, WiSER Pioneers and global leaders participated in the inaugural WiSER Breakfast Briefing Series, gaining exposure to international diplomacy and contributing to sustainability dialogues.

### Research and Publications

WiSER's white papers have explored critical themes such as climate-resilient infrastructure, gender-inclusive energy transformations, and equitable access to climate finance. These insights have informed roundtable discussions and guided programmatic priorities. Year-round, WiSER strives to foster meaningful dialogue through the WiSER Wisdom Series and white papers on topics such as securing energy access and using AI to promote gender equality.

### Policy Contributions and Strategic Partnerships

WiSER's policy influence is reflected in its alignment with the UAE's broader vision of driving inclusive action. Through the WiSER Annual Forum, WiSER has convened policymakers, innovators, international business leaders, and advocates to shape the sustainability agenda and spotlight women's leadership. Its strategic partnership with the Arab International Women's Forum further strengthens its reach, amplifying women's voices in policy discussions and advancing gender-responsive solutions on a global scale.

06+

white papers and thought leadership articles published

4000+

influential figures convened by WiSER to advance gender parity and sustainability



## Stories of Change: WiSER Pioneers, Mentors and Alumni Spotlight



Each year, the WiSER Pioneers Program welcomes a new cohort of women for a year-long journey of professional development and engagement. The Pioneers gain knowledge, build lasting relationships with peers and mentors, and strengthen their connections with the sustainability sector. Alongside them, mentors from diverse fields, experts of all backgrounds, provide guidance and support, creating a powerful exchange that strengthens both individual careers and the wider sustainability community.

**WiSER's legacy is demonstrating that when women lead in sustainability, societies benefit as a whole.**

**HE Razan Khalifa Al Mubarak**

Executive Managing Director, Mohamed bin Zayed Species Conservation Fund, President, International Union for Conservation of Nature (IUCN); WiSER Advisory Council Member



## Spotlight on Pioneer Alumni and Mentors



**Norm Gilsdorf**

CEO, Plant.Digital, WiSER Mentor

With over four decades of experience in engineering and executive leadership, Norm joined the WiSER Pioneers Program as a mentor to help empower women in STEM and sustainability, an ambition that has long been central to his personal mission.

One of his most rewarding experiences was mentoring a young engineer from Rwanda, with whom he co-developed a smart metering project to reduce energy waste and improve grid efficiency, an initiative that gained government support and helped his mentee earn a Master's scholarship.

Norm sees WiSER as a uniquely effective program, one that gives mentees the opportunity to connect beyond their organizations and share openly. He's passionate about growing the mentor network and hopes more men will step forward to support the next generation of female leaders.



**Eduarda Zoghbi**

Pioneer

Eduarda credits her experience as a WiSER Pioneer with shaping the programs she now leads at MPower Brasil, a nonprofit driving women's participation in Brazil's energy transformation. Through WiSER, she gained new perspectives on mentorship, leadership and community engagement that became the foundation of MPower's approach.

The Pioneer Program inspired Eduarda to design a mentorship initiative that connects young Brazilian women with energy professionals, and to structure MPower's leadership workshops around the same principles of confidence-building and global collaboration she experienced with WiSER.

Her participation in WiSER Cares, including a visit to Indonesia to learn firsthand about energy access challenges, broadened her worldview and led her to integrate an international fellowship program into MPower's strategy, offering Brazilian women global exposure and hands-on experience in the energy sector.



### Nicole Bahati

Alumni

Nicole's first involvement with WiSER began in 2022, when she joined the WiSER Cares program in Rwanda as a local participant shortly after graduating with a degree in electrical engineering. Meeting the Pioneers and engaging with rural communities helped her see how her technical skills could be applied to sustainability and development. "WiSER gave me the perspective to see beyond [the immediate future]" she says.

Her experience continued through the 2023 WiSER Pioneers Program, where mentorship and global exposure, including attending COP27, helped her build confidence and leadership. Seeing other powerful women helped her unlock her own potential. "WiSER has been a starting point for me to know how I want to grow professionally."

Nicole went on to join ARC Power, the company that had helped electrify the community they visited during WiSER Cares. Encouraged by another Pioneer, she applied for a role she initially thought was out of reach. Today, she's pursuing a Master's in Sustainable Energy Systems at the University of Edinburgh, driven by a passion to help address energy access in Africa.

"As a woman from Africa, WiSER helped me unlock [my] potential," she reflects. "WiSER came during a hard time and unlocked every breakthrough."



### Hager Abunahwa

Alumni

Hager joined the WiSER Pioneers Program in 2022 while working as an engineer in the oil and gas sector. Motivated by a growing interest in sustainability, she saw the program as a chance to pivot her career, and it proved transformative.

Through WiSER, she participated in the WiSER Cares program in Rwanda, attended COP27 where she spoke on a thought leadership session, and later volunteered at Abu Dhabi Sustainability Week. These experiences built her confidence, expanded her network, and ultimately led her to a role at Masdar, where she now works as a project engineer in green hydrogen, a mission she truly cares about. "WiSER has completely transformed my life," she says. "Where I am today is thanks to WiSER. It's given me so many opportunities."

The program helped her discover a passion for public speaking and deepened her understanding of sustainability's global impact. Hager continues to champion the program, encouraging other women to apply and make the most of every opportunity.



**Shaima Al Jneibi**

Alumni

Shaima joined the WiSER Pioneers Program in 2024 while working as an IT business analyst at HSBC. Though not from a traditional sustainability background, she was inspired to apply by a friend and former Pioneer who spoke highly of the program's community and training opportunities. One of the most impactful experiences for Shaima was a trip to Japan, where she bonded with her cohort and gained new perspectives.

Workshops like the G42 session helped her understand how sustainability can be embedded in the artificial world, something she now actively considers in her work. "Sustainability is embedded in every industry," she says. "My goal is to always engage with that."

Shaima also credits the program with helping her overcome knowledge gaps and build confidence in a male-dominated field. Seeing powerful women in these spaces, she says, made her realize "I can do that too. Representation matters."

Her advice to future Pioneers and other women is to not wait for the 'right time'. Just get started, and things have a way of figuring themselves out.

# Key Metrics: 10 Years In Numbers

Over the past decade, WiSER has evolved into a multi-faceted platform that drives thought leadership, professional development, and global engagement, while equipping women with the tools to shape inclusive policy and sustainable solutions. Its growth reflects a widening recognition of the vital role that women play in advancing innovation and building more prosperous societies.

Year after year, WiSER continues to expand its reach, creating opportunities for women to lead, strengthening networks that span continents, and amplifying diverse voices in sustainability. Today, it is recognized as a respected global convenor, bringing women to the forefront of critical industry dialogues and ensuring their contributions shape the future.

As WiSER enters its next decade, the commitment remains clear: to broaden its impact, deepen its engagement, and champion women as central actors in building a more sustainable and inclusive world. The following statistics offer a snapshot of WiSER's impact, capturing key milestones, growth indicators, and the breadth of its engagement over the years.

## WiSER's Journey in Numbers:



**150+**

professional young women representing 30+ nationalities have graduated from the WiSER Pioneers Program



**565+**

mentorship hours completed



**85+**

partners engaged



**35+**

mentors onboarded



**4000+**

influential figures engaged



**117%**

increase in 2025 registrations of interest for the Pioneers Program compared with 2024

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Coming from a developing country like the Philippines, I joined the WiSER Pioneers Program in 2022 to be part of a global community that empowers women to drive sustainable change. Opportunities of this scale are not always easily accessible, and WiSER gave me the platform to learn, grow, and connect with inspiring women from around the world. Most importantly, it reinforced my belief that meaningful impact is possible, regardless of where you come from.



### **Divine Joy Fajardo de Leon**

WiSER Pioneer 2022

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I saw WiSER as the perfect platform to gain new perspectives, build lifelong connections, and find the confidence to take up more space in rooms where our voices are needed.



### **Fakhera Al Memari**

WiSER Pioneer 2024

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I've been inspired by so many of the lovely pioneers because a lot of them, when they speak about their role, you can just see the sparkle in their eyes.



### **Shaima Al Jneibi**

WiSER Pioneer 2024



# Partner Recognition

## WiSER's Founders

**Together, Masdar and the Prize co-founded WiSER to empower women as leaders and innovators in the global sustainability movement.**

Masdar is a global clean energy leader transforming how the world produces and consumes energy through bold innovation and commercial excellence. With 51 gigawatts (GW) of clean energy capacity and a 2030 target of 100GW, Masdar is driving the scale-up of renewables worldwide.

The Zayed Sustainability Prize is the UAE's pioneering award for innovative solutions to global challenges. Through its 128 winners, in 17 years, the Prize has positively impacted over 400 million lives across the globe, inspiring innovators to amplify their impact, and chart a sustainable future for all.

WiSER is proud to collaborate with a diverse and growing network of partners across

sectors and geographies. These partnerships are essential to making the program possible and supporting WiSER's mission to champion women as leaders of sustainable change.

Through strategic collaborations with the Arab International Women's Forum (AIWF), Alliances for Global Sustainability (AGS), and the European Bank for Reconstruction and Development (EBRD), WiSER further supports initiatives that empower women in climate action, STEM, and sustainable development. WiSER also engages with global platforms such as the UN COP conferences and partners with UNFCCC and WEC to host high-level dialogues and amplify the voices of women in climate leadership.

## WiSER PARTNERS

### Co- founding Partners



### Partners



## A Look Ahead: The Next Decade



Looking ahead to 2035, WiSER envisions a world where women are not only engaging in sustainability conversations but leading them. The path ahead will focus on expanding WiSER's reach, deepening its impact, and supporting women in unlocking new pathways into sustainability-related jobs, climate innovation, and inclusive leadership.

From expanding the WiSER Pioneers mentorship program to taking the WiSER Cares initiative to new geographies, WiSER is committed to building a future where every woman and girl has the tools, confidence, and community to thrive. The next step is to scale that impact, changing women's leadership in sustainability from the exception to the norm.

WiSER invites you to be part of this onward journey. Partner with us, support our alumni, and share our vision for a more equitable and sustainable world, because the next decade starts now, and together, we can shape it.

**Want to get involved? Find out how to support, influence, and promote WiSER's mission on our website and social channels:**



