Proceedings World Geothermal Congress 2026, Calgary, Canada, June 8—11, 2026

WING El Salvador: Moving Ahead Together

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INTRODUCTION

WING El Salvador was formally launched in 2017 with the guidance of WING New Zealand, after Dr. Juliet Newson visited the country and had the chance to present WING.

With its eight years of existence, it has maintained its status in promoting the advancement of women in the geothermal sector not only in the country but as well as in Latin American countries.

Our main objectives are:

To promote the technical and professional development of women in El Salvador's geothermal sector through continuous capacity building
To raise awareness in the geothermal sector about women's innate abilities, skills, and talents
To promote WINGMAN in topics of gender equality.

METHODS

The year 2021 was a year of resilience, a year of hope during the pandemic, retirement, migration and departure of its members.

There was a re-launch of WING El Salvador held on March 8, 2021 at the International Women's Day and the formal graduation of WINGMAN after a year of training online.

After the pandemic, WING El Salvador focused on these key areas:
1. Capacity building
2. Social awareness
3. Mentoring program
4. Visibility/Talks/Forums
5. Recognition
6. Participation of WINGMAN
7. Personal development

RESULTS

1. Capacity building

Promotion of online master's degree with scholarship for women with the support of the Foundation of Women and Energy Panama, WING El Salvador has produced 4 graduates for 2 years in a row and a 5th still in progress in the program of business school at different universities in Spain.





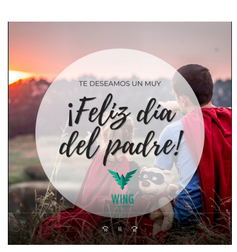
2. Social awareness

Observance of Breast Cancer Awareness, World Geothermal Day, Physical Fitness, Mother's Day, Father's Day









3. Mentoring program

Participation in WING Future Leaders Cohort, with 4 members attended the program and Wing El Salvador ambassador as guest speaker ; Global Women's Network on Energy Transition (Photos 4 & 5)

4. Visibility/Talks/Forums

Forums on Women in Energy Industry, Wingman talk on Language and Unconscious Bias, Orientation of university students in Geoscience, Basic Concept of Geothermal to administrative staff, participation in 10th year anniversary of WING Global, Pivot program, WGC, Participation in IGA, Webinars on gender equality and equity, etc .

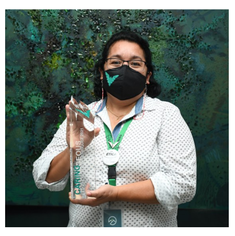






5. Recognition

WING Core Value Awards: Empowerment and Caring Awards (Photo 7)
LAGEO Corporate Awards: Culture and Environmental





6. Confidence and leadership especially to younger generations

DISCUSSION

Most of the WING members come from LAGEO, the only geothermal company in El Salvador, with a total of 86 members, 30% of which are WINGMEN.

One of the biggest achievements is the promotion of online master's degree with scholarship for women especially those who are balancing career and family. The alliance with the Foundation of Women and Energy Panama produced 4 WING El Salvador graduates for 2 years in a row and a 5th still in progress in the program of business school at different universities in Spain.

Several simple activities are held almost every month to maintain the members active in promoting the value of women in different aspects such as the role of women in geosciences, maintaining physically and emotionally fit, monthly publication of members in order to get to know them, etc.

Members are encouraged to participate in the WING Future Leaders Cohort (FLC) to learn leadership, confidence , decision-making and innovative thinking among others. At present, 4 members have graduated in FLC.

WING El Salvador has also supported the participation of women (40%) in the First Latin Geothermal Congress 2025 held in El Salvador and provided 4 WING LATAM scholars with the help of WING NZ and USA.

CONCLUSION

WING El Salvador plays a vital role in empowerment of women and has a huge impact in shaping the future of younger generations in terms of empowerment, gender equality, education and leadership in Latin America.

WING El Salvador is widely recognized as it promotes dynamics and creativity in the professional development of women. However, it also guarantees equal opportunities for men and women.

WING El Salvador promotes visibility by participating in workshops, congresses, conferences to increase knowledge and build network and connect with other women.

WING El Salvador serves as a pillar for women by giving them more opportunities to grow and play an active role in the energy sector and in society.

Acknowledgements

I would like to thank LAGEO for giving me the opportunity to lead WING El Salvador, to Dr. Juliet Newson who introduced us to WING, to Andy Blair and Aimee Calibugan for guiding us the organization of WiNG, to WING Global for recognizing us and to all members of WING especially to WING El Salvador for supporting the promotion of women in all aspects.

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