

# IUPAP Gender Champion Report

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- Information to assess the effectiveness of approved policies.
- Waterloo Charter
- Some ideas about webpage and how to share information



**Information on conferences sponsored or endorsed  
by IUPAP: Statistics on gender distribution  
(3 from 2017 and 12 from 2018).**

***Number of conferences analyzed: 15***

***Average number of attendees: 239***

***Average number of female attendees: 46 (19%; min= 9%,  
C5; max= 70%, C13)***

***Average number attendees giving invited papers: 42***

***Average number of female attendees giving invited  
papers: 8 (18%; min=2%, C5; max=75%, C13)***

***Average number of members of International Advisory  
Committee: 33***

***Average number of female members of IAC: 5 (16%;  
min= 3%, C11; max=36%, C12)***

**It would be good to have access to the data differently**

# Information I gave in May

***Period 2017 and 2018.***

***Number of conferences analyzed: 19***

***Average number of attendees: 403***

***Average number of female attendees: 76 (19%; min= 8%, C4; max= 42%, C19)***

***Average number attendees giving invited papers: 45***

***Average number of female attendees giving invited papers: 7 (17%; min=3.6%, C5; max=38%, C19)***

***Average number of members of International Advisory Committee: 59***

***Average number of female members of IAC: 15 (25%; min= 5%, C5; max=42%, C14; also, one with 4 IAC members all of them female, C13)***

What about commissions?

What about commission chairs?

How to enforce it?

Should we specify M or F by the names?

# About rules for IUPAP endorsed conferences.

## Statement about harassment

IUPAP requires that supported conferences publish on their websites and in all publications related to the Conference a specific statement on harassment that says:

“The conference organisers will name an advisor who will consult with those who have suffered from harassment and who will suggest ways of redressing their problems, and an advisor who will counsel those accused of harassment. The conference organisers may, after due consideration, take such action they deem appropriate, including warning or expulsion from the conference without refund.”

The Mexican Physical Society tried to impose a similar rule for its conferences and it couldn't do it because of anti-discrimination national regulations. The president received a call from an national agency against discrimination.

The 29<sup>th</sup> IUPAP General Assembly passed a resolution that addressed the "need to encourage IUPAP-sponsored conferences to have a session for all participants on Diversity and Inclusion in Physics. We've discussed with Rudzani Nemutudi possible ways in which this could be done and what the minimum requirements would be on this aspect for a conference to be eligible for sponsorship.

So far the suggestion is to include among the conditions that conferences should fulfill to be considered for sponsorship the following paragraph (reworked later by Rudzani):

“IUPAP requires that an activity be organized during IUPAP-sponsored conferences that would stimulated the discussion among ALL conference participants on DIVERSITY AND INCLUSION IN PHYSICS. Examples of possible activities include: a plenary session or talk, a brief presentation followed by an exhibition that remains open a significant amount of time during the conference, a survey on the issue to be responded by conference participants, etc”

# The Waterloo Charter

A declaration of principles on inclusivity in physics +  
Guidelines to advance towards a more inclusive practice.

It was initiated at the 5th IUPAP International Conference for Women in Physics, Waterloo, Canada, August 2014.

It is based on the rubrics of the Baltimore Charter and the Pasadena Recommendations formulated by the American Astronomical Society in 1993 and 2003.

It is also shaped and guided by the principles dictated by Project Juno initiated by the Institute of Physics, UK.

Its main body contains the declaration of principles and the rationale for its need.

It is appended with a set of recommendations for key players of the physics community at all levels to implement strategies that will enable women to succeed within the existing structures of physics and allow the desired acceptance of diversity to develop fully.

We've reorganized the previous version and elaborated a new draft for you to look at (available among the shared documents).

I've copied here the charter itself, and you can look at the Appendix afterwards.

Can we approve it during this meeting?

# Waterloo Charter for Women in Physics

We hold as our guiding principles that:

- People of all genders are equally good in doing excellent science and deserve equal opportunity.
- Diversity contributes to excellence in science so that the full participation of people of all genders will enhance excellence in the field of physics.
- Both thought and action are necessary to ensure equal participation for all.
- The attainment of equal opportunity should be measured by outcomes. Thus, as long as the percentage of women in the next level of advancement does not equal the percentage in the pool, equal opportunity cannot be considered to exist.
- Long-term change requires periodic evaluation of progress and consequent action to address areas where improvement is necessary.

Physics has a long and honorable tradition of participation by women who have made significant and highly creative contributions to the field. However, the percentage of female physicists remains low. It is increasingly clear that scientific careers are strongly affected by social and cultural factors, and are not determined solely by merit. The search for excellence that unites all scientists can be maintained and enhanced by increasing the diversity of its practitioners. Great discoveries thrive on cross-cultural diversity. The attainment of such diversity needs revised criteria for judging excellence, free of cultural perceptions of talent and promise.

Current available data on the relative numbers and career histories of women and men in science reveals widespread discrimination: access to the profession, like graduate education, hiring, promotion, and funding, is not always independent of gender. Discrimination can be subtle or unintentional and yet creates a non-conducive atmosphere that not only discourages and distresses women but also alienates them from the field. Such discrimination can only damage the profession. Current recruitment, training, evaluation and award systems often prevent the equal participation of women. Formal and informal mechanisms that are effectively discriminatory are unlikely to change without intervention.

The IUPAP has long assumed the responsibility of implementing strategies within its own organization to improve the situation and increase the number of women physicists. The IUPAP is not only committed to introduce changes in its own structure but also to encourage the adoption of policies by institutions, scientific societies, funding agencies and other key players of the scientific endeavor that may enable women to succeed within the existing structures of physics and allow the desired acceptance of diversity to develop fully. To achieve these goals, a set of policies, action and recommendations pertaining to affirmative action, career paths and institutional policies are spelled out in the Appendix. The IUPAP strongly advises the Physical Societies of its country members to abide by the principles of this Charter and to encourage the adoption of the recommended policies adapting them to the particularities of their own countries.

Followed by an Appendix with context + recommendations

# Suggestion for web-page

Button on the IUPAP homepage entitled “Diversity and Inclusion” (or something along those lines) directing to a page on the subject.

The page would start with the Waterloo Charter and contain all IUPAP statements on inclusion policies, links to the WG5 webpage with a brief description of its actions, the various conditions that applicants for IUPAP conference sponsorship or endorsement have to fulfill with respect to diversity and inclusion (with links to the page on conferences), links to statistical information about diversity of IUPAP activities, etc.

This would put some order into the amount of recommendations that have been issued and resolutions that have been approved on the subject.

# International Women in Physics Day

This was approved by the IUPAP GA held in Singapore in 2014.

WG5 decided to observe it on February 11th, coinciding with the International Day for Women and Girls in Science as established by the UN.

Given that 2019 will mark the 20th anniversary of the creation of the Working Group on Women in Physics, the idea is to fully launch it in 2019.

# 2019 EC&CC meeting

The Gender Gap in Science Project (I will talk about it tomorrow) will have a closing activity at the ICTP in Trieste in November, 2019.

If we have the 2019 EC&CC meeting in Trieste around those dates, perhaps many of us could stay for the closing activity.

Before I leave you...

## Various activities I've participated of

Workshop “When women in science get together: the role of networks”, SISSA, Trieste, Italy, May 2018, where I gave the talk: “Women in science workshops and projects”

Gender Gap in Science Project meeting, Paris, June 2018 (more on this tomorrow)

International Conference of Mathematicians, Rio de Janeiro, Brazil, August, 2018. Round on table on: “The Gender Gap in Mathematical and Natural Sciences from a Historical Perspective”. I gave the talk “Gender related policies of the International Union of Pure and Applied Physics (IUPAP)”, Two papers related to this activity will appear in the Proceedings of the Conference.

Presentation of book on the Gender Gap in Science Project from a Latin American Perspective, Lima, Peru, October 2018 (more on this tomorrow)

Thank you!