

Consolidated Report of the Gender Champion

Report for C&CC Oct 2020

Summary Oct '17- Sept '20

Prepared by

Dr Gillian Butcher (Acting Gender Champion)

Standing Committee for Gender Equality in Science (SCGES)

The International Science Council funded project “the Gender Gap Project”, which is detailed in the report of Working Group 5 Women in Physics, came to its conclusion at the end of 2019. Arising from this successful collaboration of numerous scientific unions and bodies, a new entity has been created as an inter union agreement, the Standing Committee for Gender Equality in Science (SCGES). Nine of the bodies signed a Memorandum of Understanding, with representatives attending its first meeting (online) at the beginning of September 2020. The IUPAP representatives are the (Acting) Vice President (Gender) Gillian Butcher and IUPAP Associate Secretary General Ruzani Nemetudi. The aims of this committee are:

To help partners to promote gender equality within their organizations, and in particular

- Follow the progress of the implementation by partners of the recommendations of the Gender Gap in Science Project;
- Endorse projects and initiatives to promote gender equality in science proposed to it by partners;
- Facilitate communication among partners

A logo, below, has been designed and a website is currently being created.



IUPAP Sponsored Conferences

All IUPAP sponsored conferences are required to submit forms with information on the gender breakdown: of attendees, invited speakers and organising committee. This has been done since 2015 so we are beginning to build up a picture over time, with 115 records to analyse. It can be seen from Figure 1 that there is a slight increase in female ratio for invited speakers and on the organising committee.

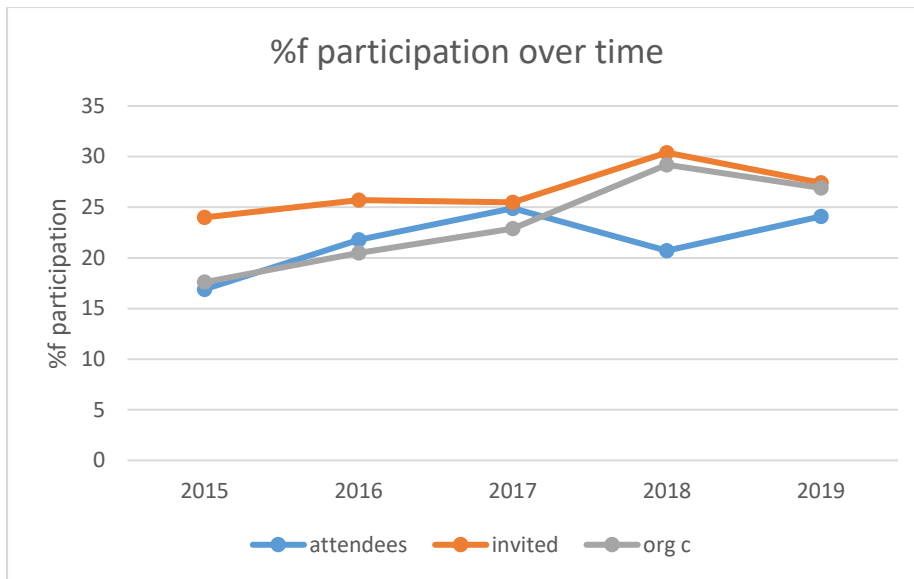


Figure 1 %female participation over time, by role: attendee, invited speaker and organising committee

The data averaged over all 5 years and broken down by region is shown in Figure 2. Europe hosts the majority of conferences. Latin America reports having the highest percentage of female participation in all roles while North America has the lowest attendee percentage. All show a higher percentage of female invited speakers compared with attendees.

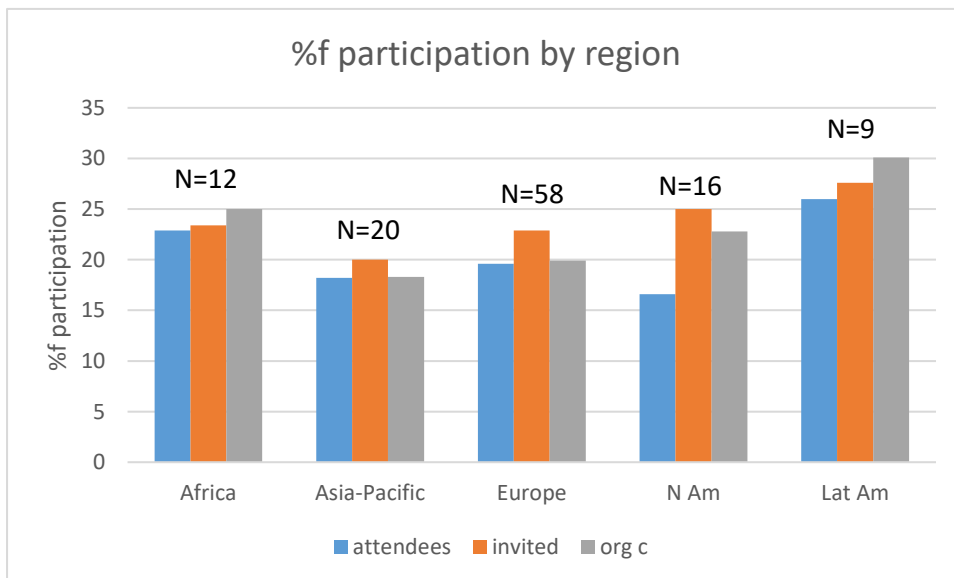


Figure 2 %female participation by region, by role: attendee, invited speaker and organising committee (data averaged over 5 years)

Figure 3 shows a correlation between the percentage of female invited speakers with the percentage of females on the organising committee. A linear trend line is included as an aid.

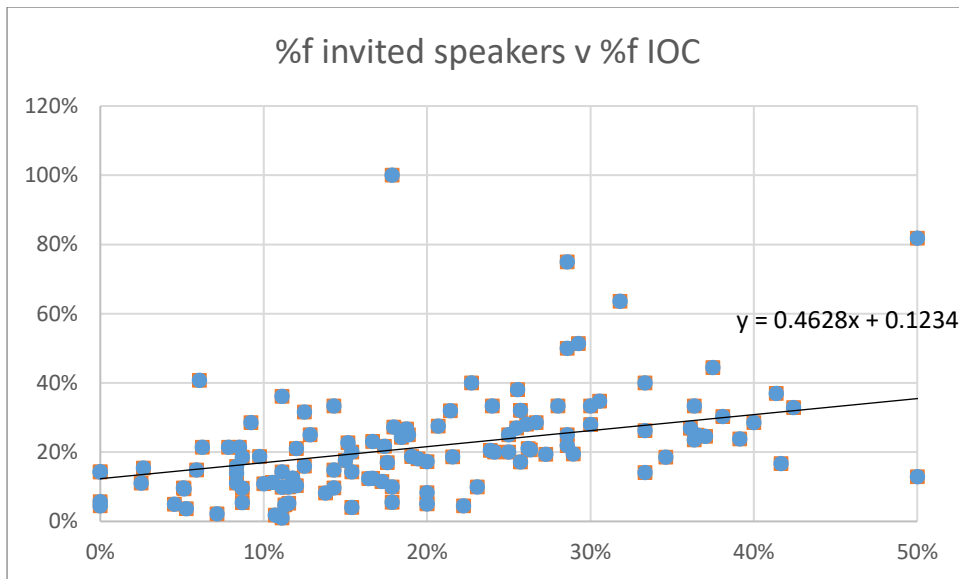


Figure 3 %female invited speakers against %female on organising committee

It is open to question whether the graph comparing percentage female attendees with invited speakers is saying anything, Figure 4. The question might be whether percentage female attendance at a conference is a useful proxy for the percentage of females in that field.

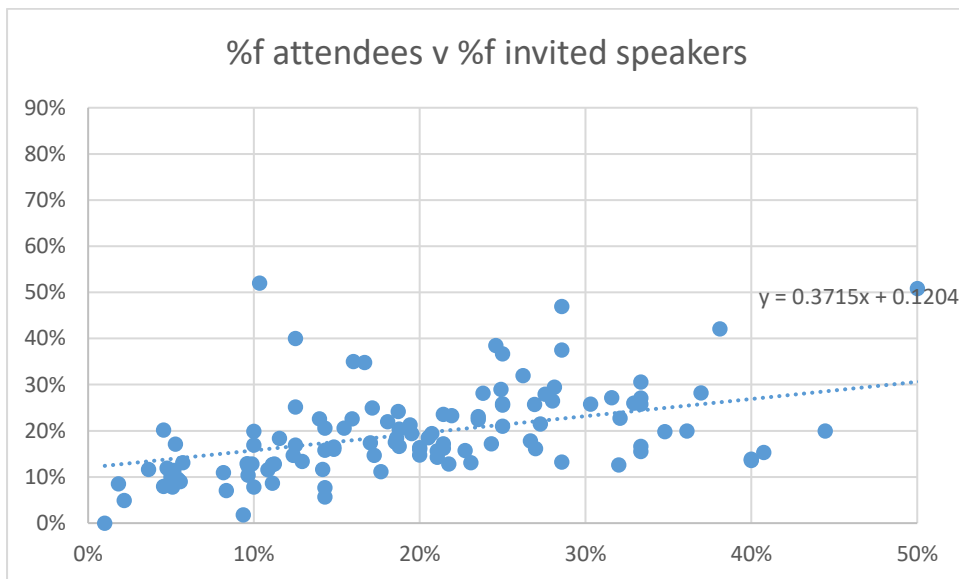


Figure 4 %female attendees against %female invited speakers

Attempting to dig deeper I looked at conferences and categorised them according to whether the percentage female representation is low or high in one or more of the three roles (attendee, invited speaker, organising committee): lower than 10% is “poor” or greater than 30% is “good”. Of course the designations of “poor” and “good” are subjective.

With this categorisation there is no obvious correlation with region.

The number of conferences designated “good” or “poor” by Commissions is shown in Figure 5. It can be argued that this does not take into account the percentage representation in the field. For instance the graph shows that Physics Education C14 has a higher proportion of women participating in its conferences and its four conferences are all designated “good”. Compare this with say C5 Low Temperature Physics where 6 out of 8 of its conferences are “poor”. However data received from the UK’s Institute of Physics (IOP) Diversity Committee on the IOP’s special interest groups (IOP members can choose to be part of any, none or several of these groups) show that their Low Temperature Physics Group is 13% female (2015 data). So ideally it would be more useful to reference “poor” and “good” relative to the topic, although it is not clear where this data might be obtained or whether, as suggested above, that percentage attendees can be used as that reference.

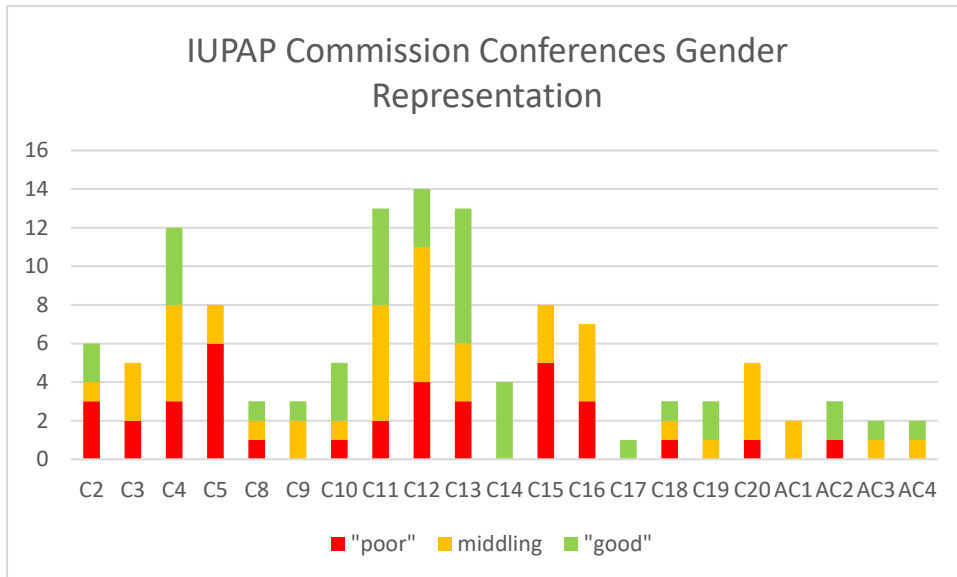


Figure 5 number of conferences by IUPAP Commission where the %female participation (as attendees or invited speakers or organising committee) has been designated as “poor” or “good”

Overall there is reason to be optimistic that the statistics are improving, although there is still much to be done.