



SQM 2022

The 20th International Conference on Strangeness in Quark Matter
13-17 June 2022 Busan, Republic of Korea

How to acquire the diversity in our Society?

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Why Diversity?

● **Healthy & Growing → needs diversity**

- new idea
- allowance for influx of new members

● **What kind of diversity?**

- Gender, Countries or regions, theory/experimentalist, etc

● **We need data to back up all these activities acquiring more diversity.**

- IUPAP requirement for sponsorship



ICWIP with IUPAP

● The 1st meeting in Paris in 2002

- 300 participant from 65 countries, 15% men.
- Resolution : directed to Schools and Governments/Universities/Industries/**Scientific Societies**/National Governments/Granting Agencies/**IUPAP**

● Since then, there has been serial conferences every three years.

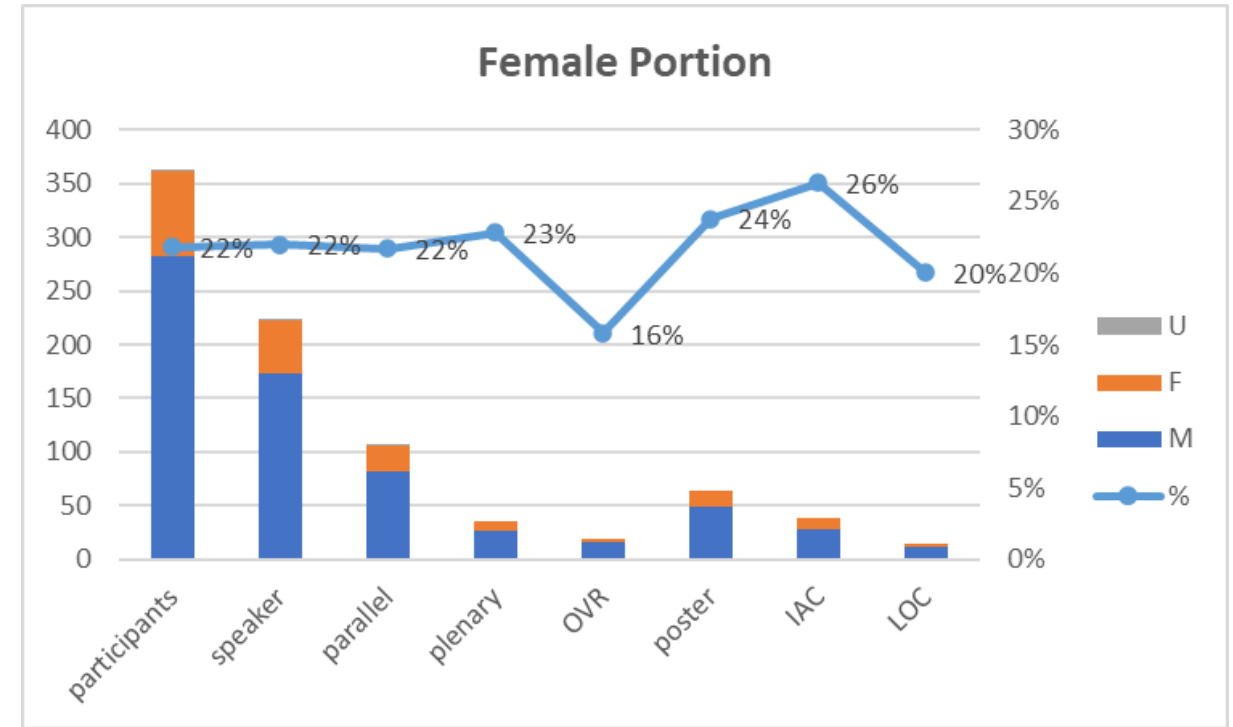
- Especially the 3rd one in Seoul, Korea, 2008.
- Organized by the WG5. (<https://iupap.org/who-we-are/internal-organization/working-groups/wg5-women-in-physics/>)

● IUPAP enforcing the **20%** of female portions in all committees and presenters, at all sponsoring conferences.



Statistics in SQM 2022

- **Participants** : M/F/U = 282/79/1 → 21.8 %
- **Speakers** : M/F/U = 173/49/1 → 22.0 %
- **Parallel** : M/F/U = 82/23/1 → 22.9 %
- **Plenary** : M/F = 27/8 → 21.8 %
- **Overview** : M/F = 16/3 → 15.8 %
- **Poster** : M/F = 48/15 → 23.8 %
- **IAC** : M/F = 28/10 → 26.3 %
- **LOC** : M/F = 12/3 → 20.0 %

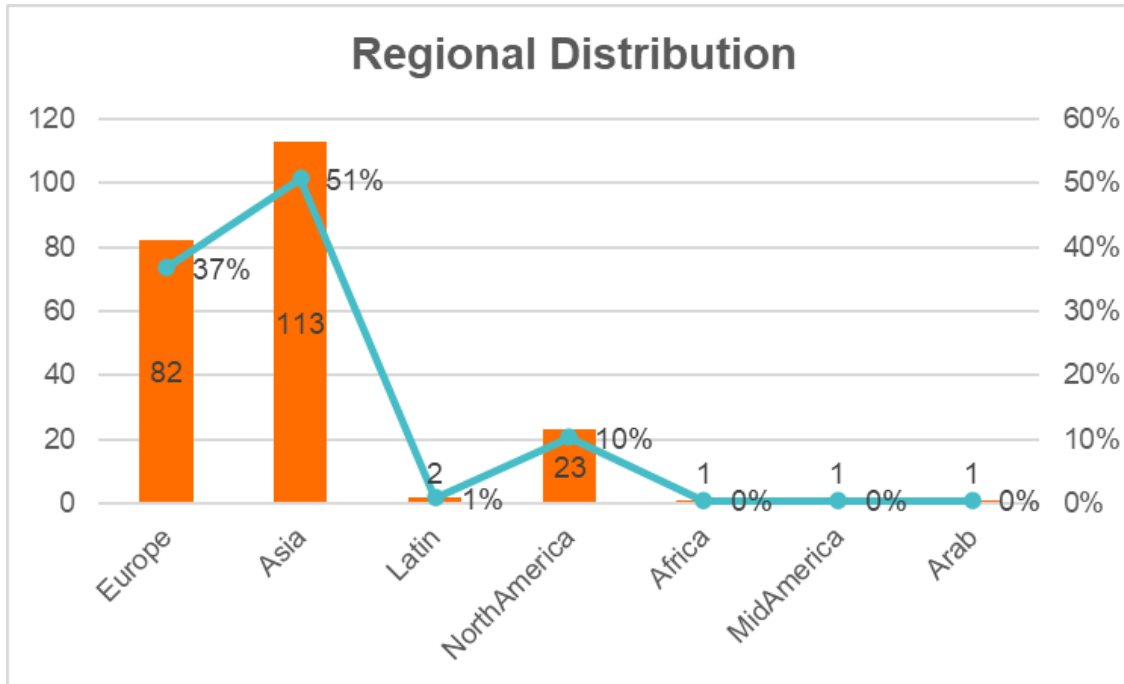


- Gender balance:
25% female

2019 SQM Participants

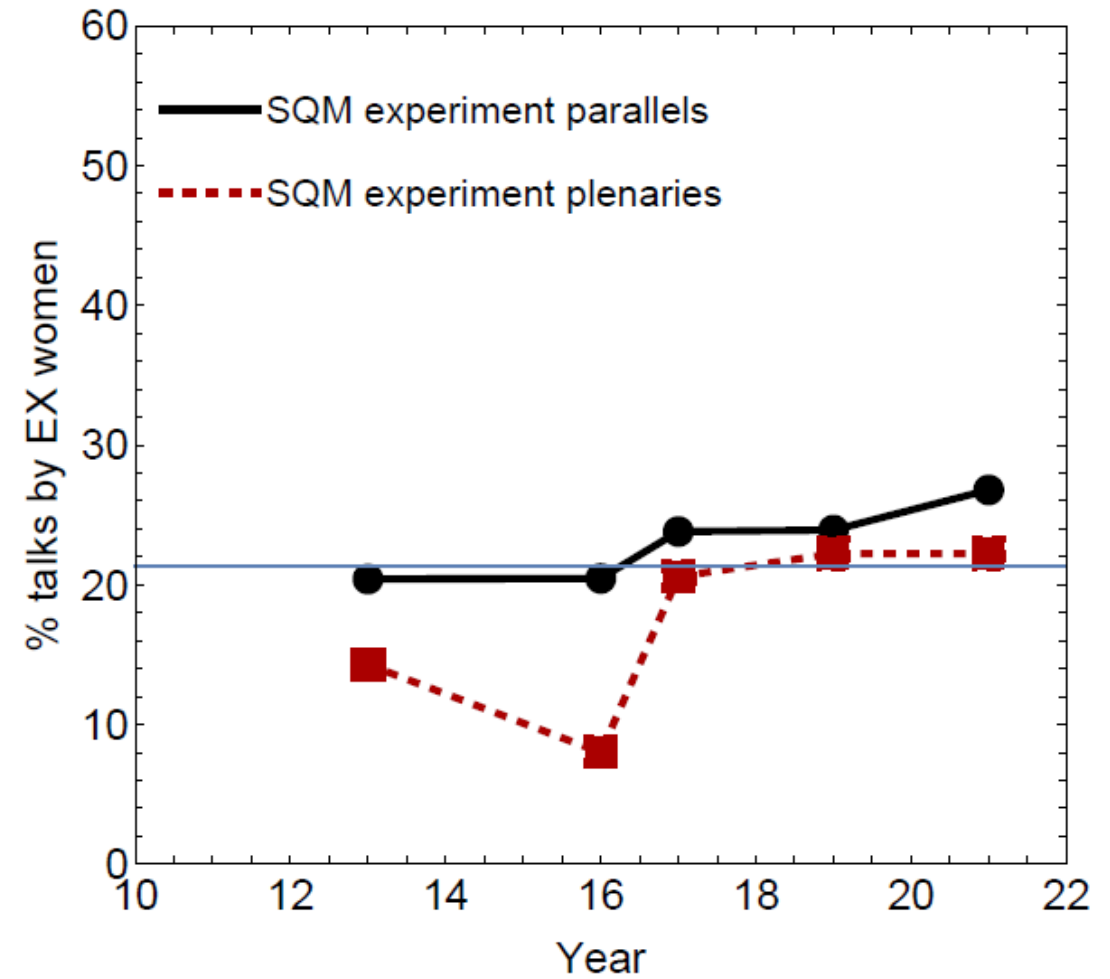
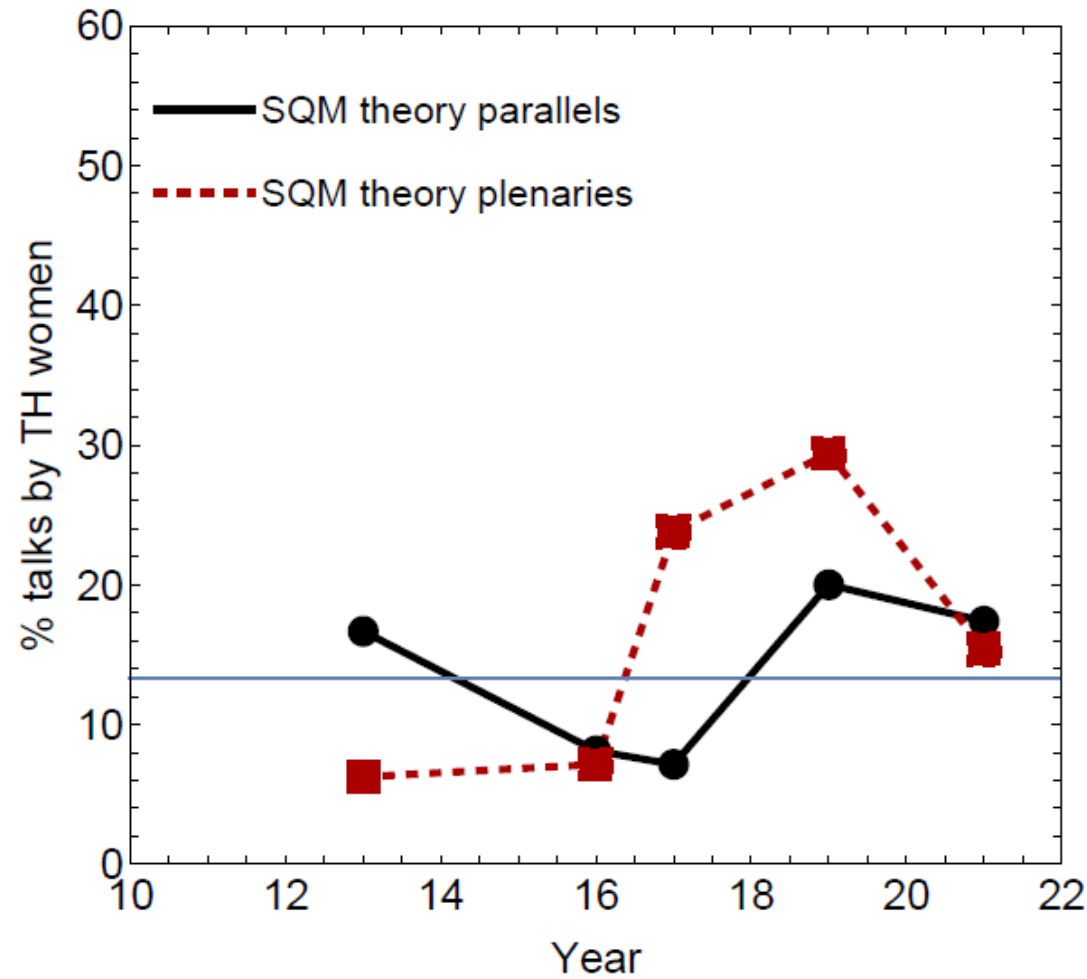


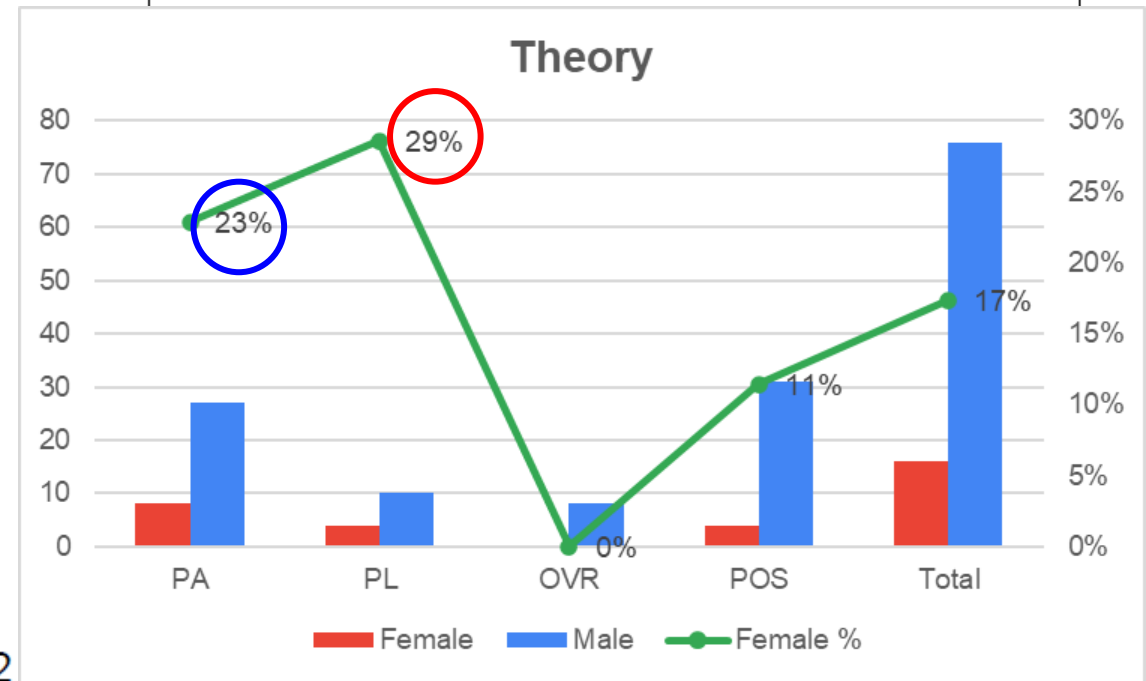
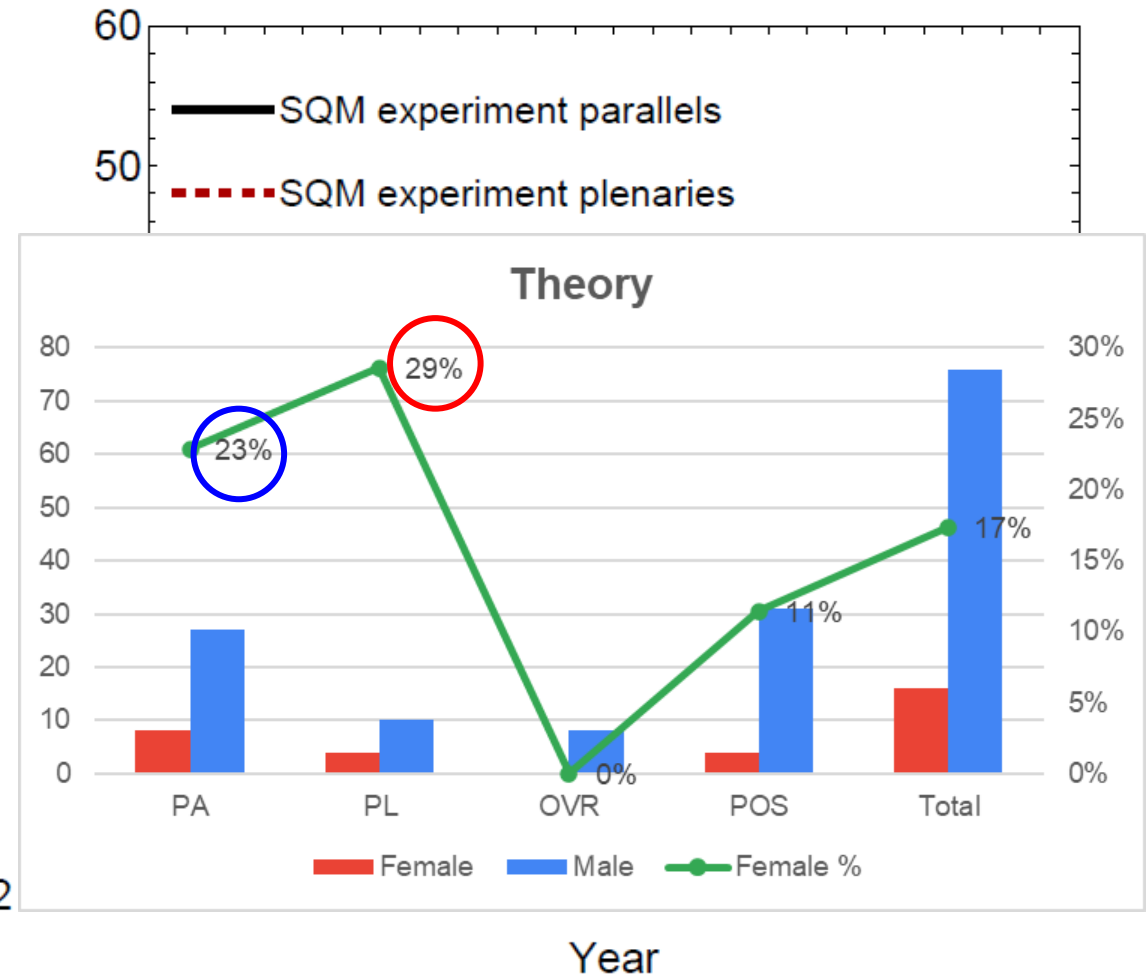
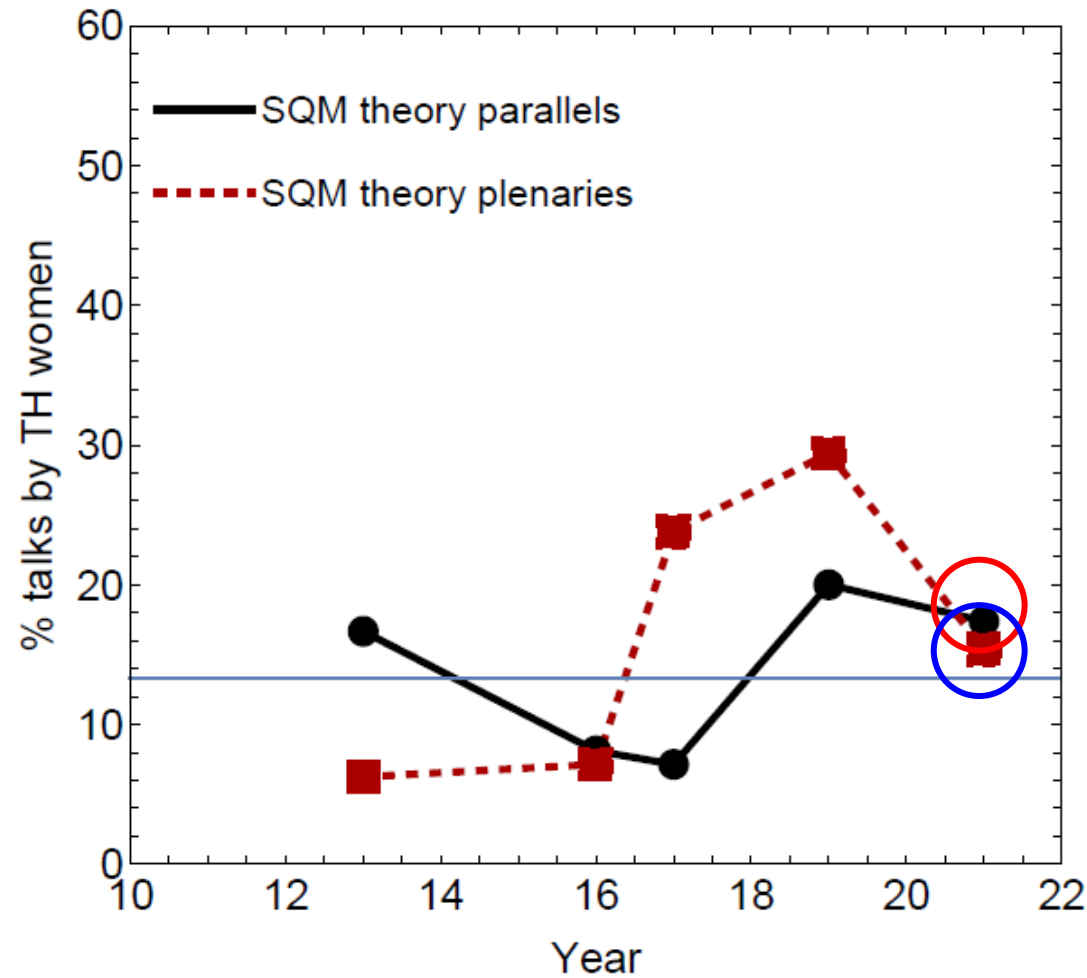
Participants

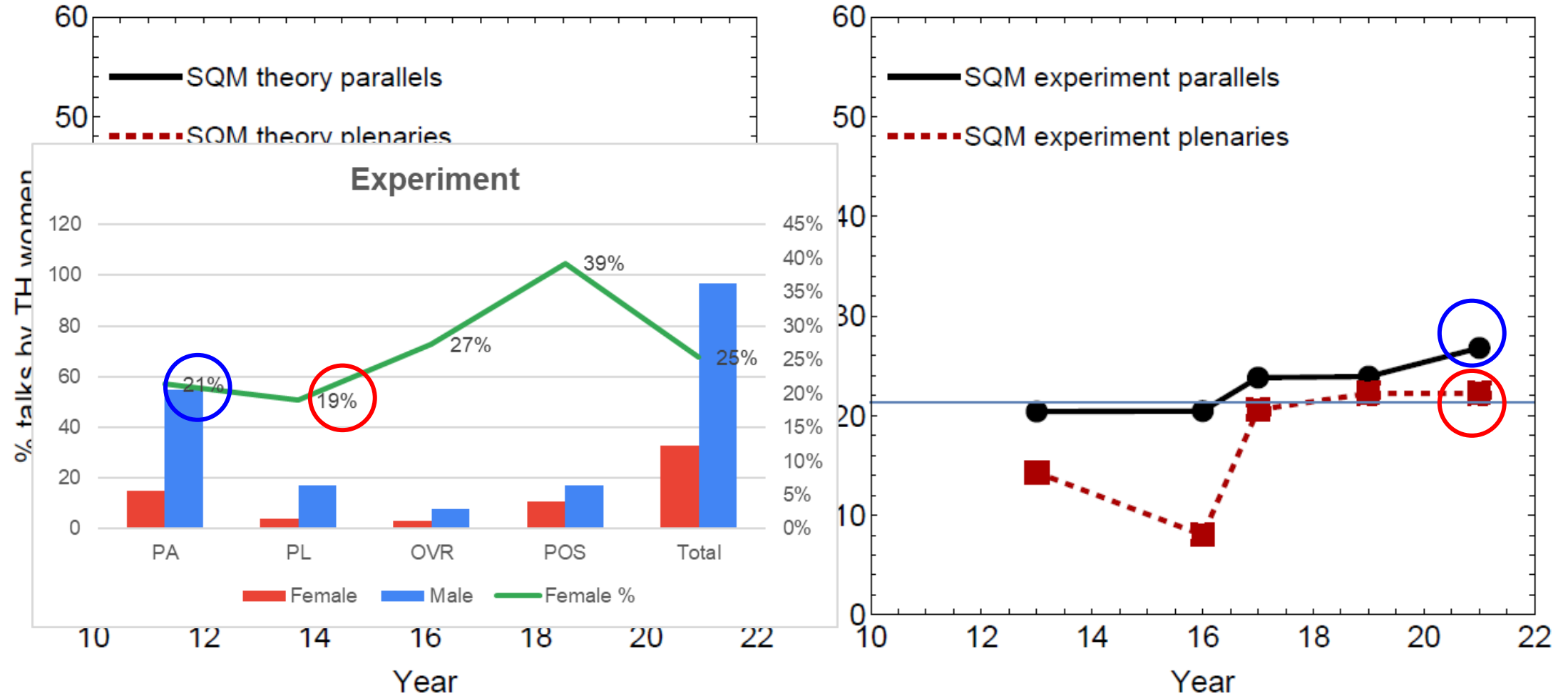


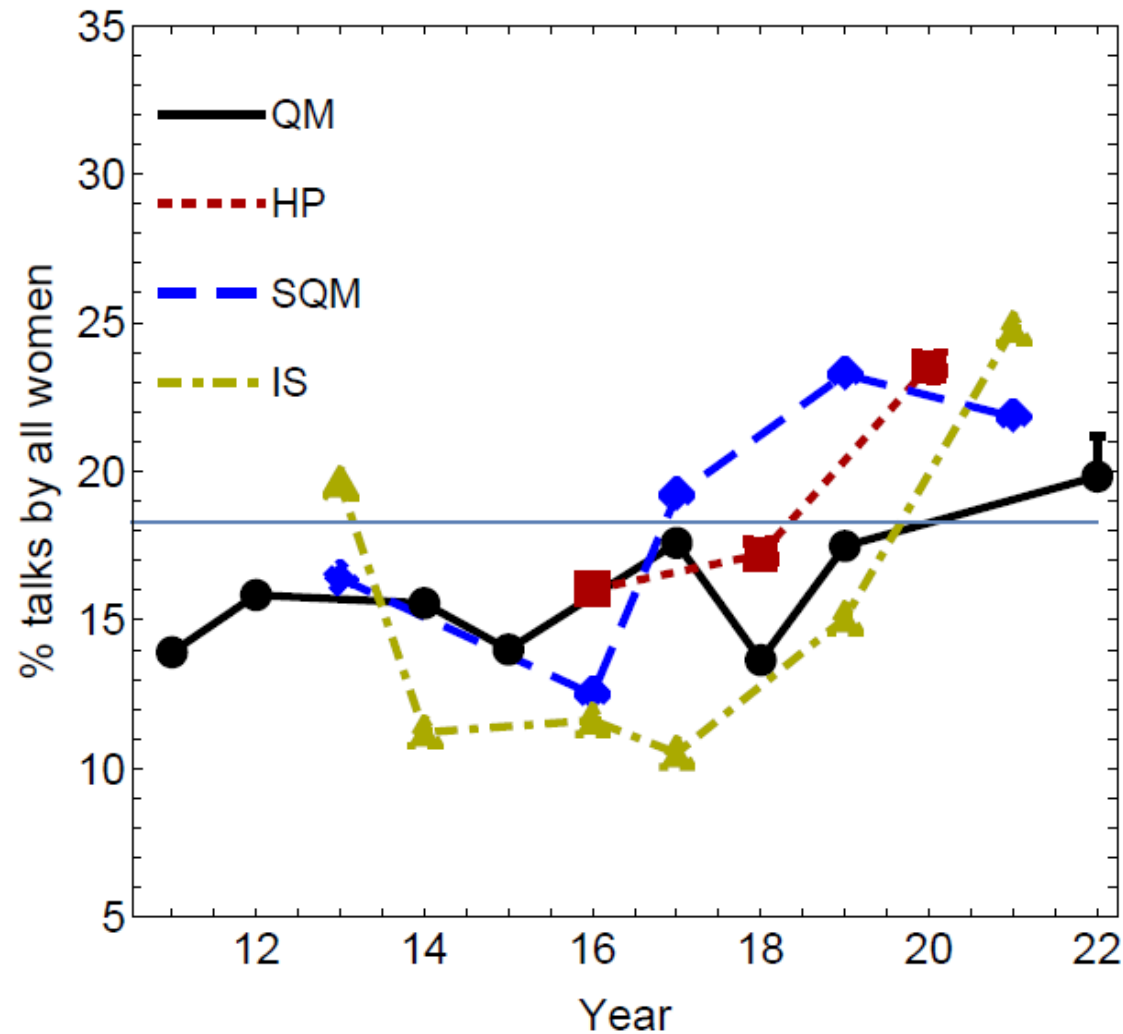
2019 SQM in Talks

- Country balance:
64% EU
28% USA (+ BRA)
8% ASIA

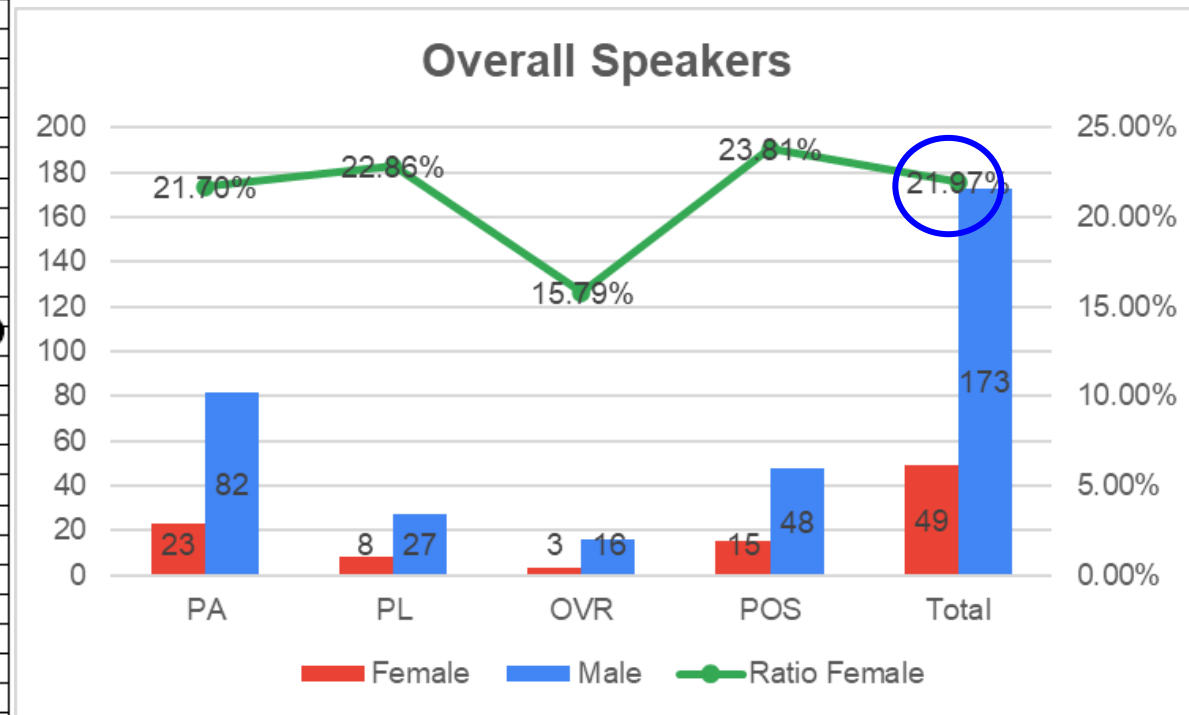
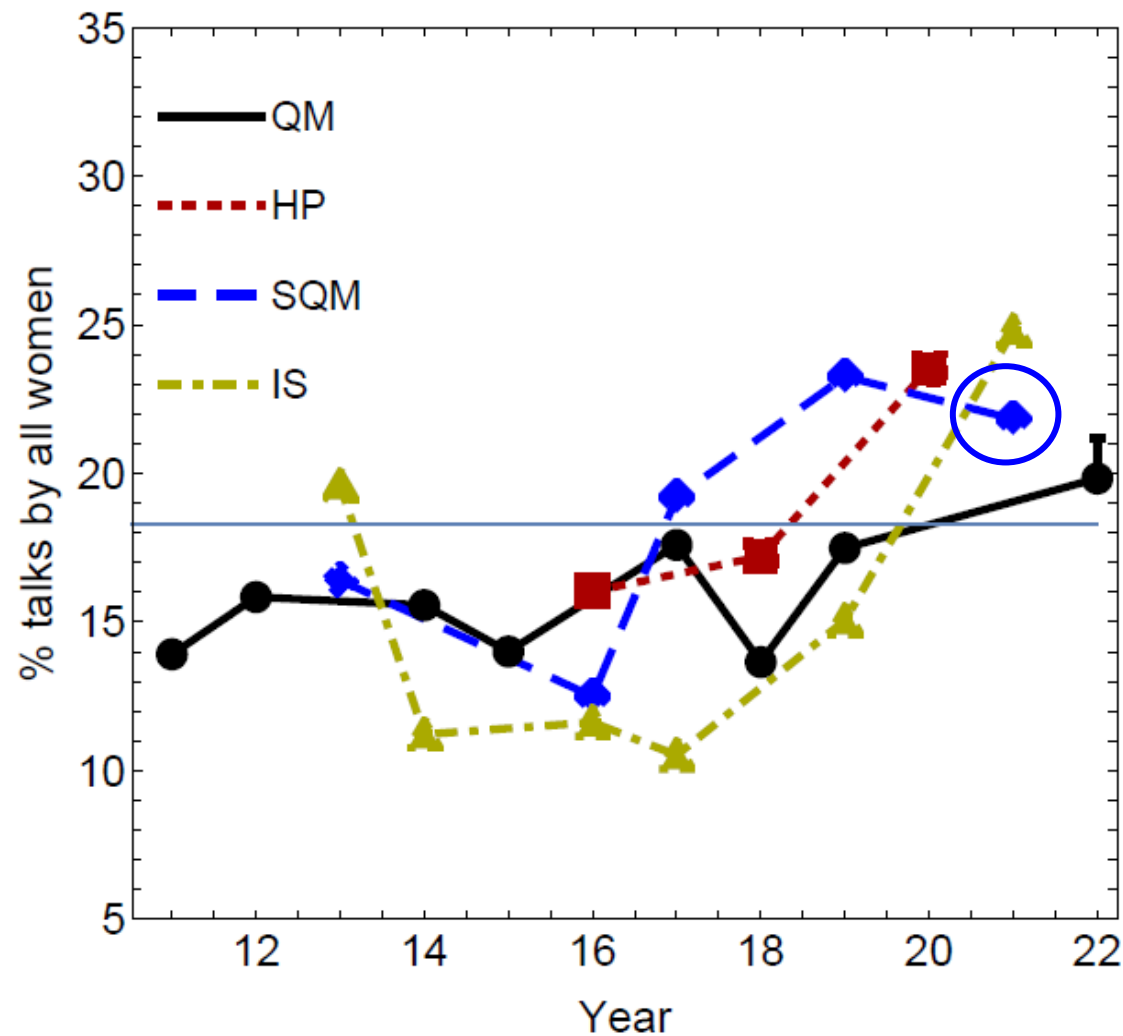








- Some conference series have improved over time
- But most conferences should be at about 23% by now!





Activities in Korean Physical Society

- IUPAP also recommended the member societies to organize the committee/WG encouraging and promoting the female participation.
 - KPS established WC in 2002. (50th anniversary of KPS)
 - The goals are :
 - attracting girls to study physics in schools and universities,
 - launching a successful career in physics,
 - improving the institutional structure and climate for women in physics,
 - getting women into the scientific leadership structure,
 - learning from regional differences,
 - balancing family and career.
- **increasing women participation and success in physics**





Strategy

● Different activities following to Different stages in career

- Fostering female workforce for graduate students → **Female Graduate Student Awards**
- Career guidance for young students → **Physics Camps for high school girls**
Site Visits for college students
- Networking / Career development / leadership training for female physicists → **Special Sessions in KPS meetings, National/International Workshops for WIP**
- Improving the status of female physicists and advocating for their rights / Proposing the Government policies for female physicists → **Surveys**



Physics Camp for High School Girls

● 1st Physics Camp in 2002 and annually since then

- 3~4 girl students make a team and apply for a camp with the free physics topic on-their-own.
- Each team is assigned to an available laboratory at a university or research institute related to its research topic and conducts an experiment/studies there for 2~4 weeks.
- On-site presentation and Leadership training
- Temporarily stopped due to COVID-19 and now ongoing this year
- Offer the opportunity to experience the professional research environment
- Bring science-talented girl students into Physics
- Establish network of future female physicists



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Special Sessions in KPS Meetings

● “Women in Physics” special session in the KPS Meetings since 2005

- Reporting the activities of the Women Committee
- Topics : Promoting women in Physics,
Successful career development
Strengthen Research Capacity for women scientists
- Now on-line for 2020 & 2021

● “Breakfast Forum” in the KPS Meetings since 2006

- Lecture and Discussion
- Networking





Female Graduate Student Award

- **Initial Funding from KFAS (Korea Foundation for Advanced Studies) in 2006**
 - **10,000,000 won (~ \$10,000 in USD) for successful and promising female graduate**
 - **Produced 2 awardees every year**
- **“Excellent Research Presentation Award” for female young physicists since 2015**
 - **Sponsored by WISE*, WISSET**, and KOFWST*****
 - **Produced 3~4 awardees every year until now**

* **Women into Science and Engineering**

** **Korea Foundation of Women in Science, Engineering and Technology**

*** **Korea Foundation of Women’s Science Technology Associations**





Site Visits

● Visiting-Mentoring Program since 2010

- Mentoring female undergraduate and graduate students in the Department of Physics, especially **with no female faculty member**.
- Advising students on academic and social issues such as how to balance the family life and working, how to study abroad, how to manage the marriage and raising children
- Enhancing awareness of girls' vision and Inducing further career
- **Also motivating the department to hire a female faculty**
- So far 36 visits are done
- On-line for last 2 years but now back on-site.





Surveys

- **4 times in 2005 and 2010, 2014, 2018**

- **The goals**

- Find the status of Women in KPS
- Collect the data on professional career development depending on the sexuality, marital status, and children.
- Suggest policies to the government to remove the social barrier based on the gender

- **Contents**

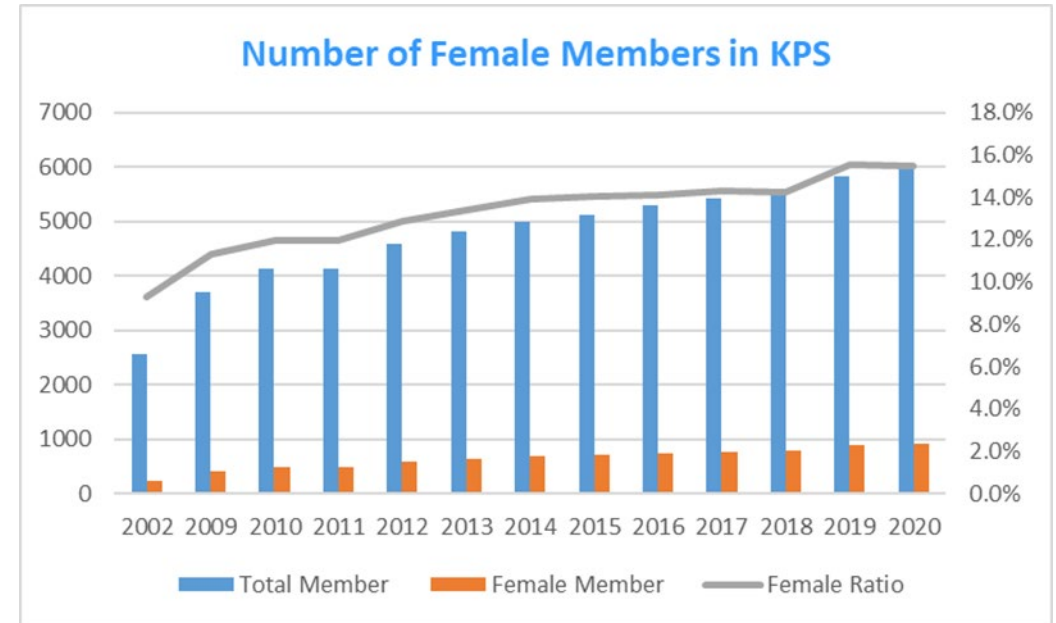
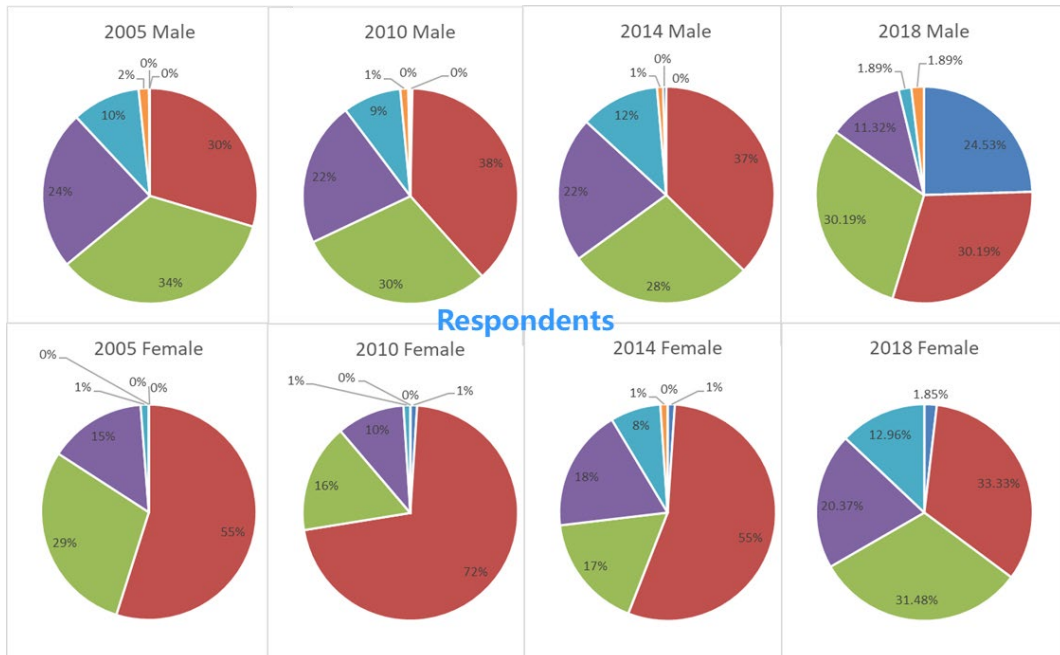
- Basic information on the educational backgrounds, employment, professional experiences, family lives, and career developments according to their age and gender.
- Analyze the trends indicated and the relevance of the previous data collections.
- Focused on the development of respondents' careers, and specifically on major difficulties experienced during career development
- Extended our interests into the efficiency of government policies already established and the future policies to be implemented



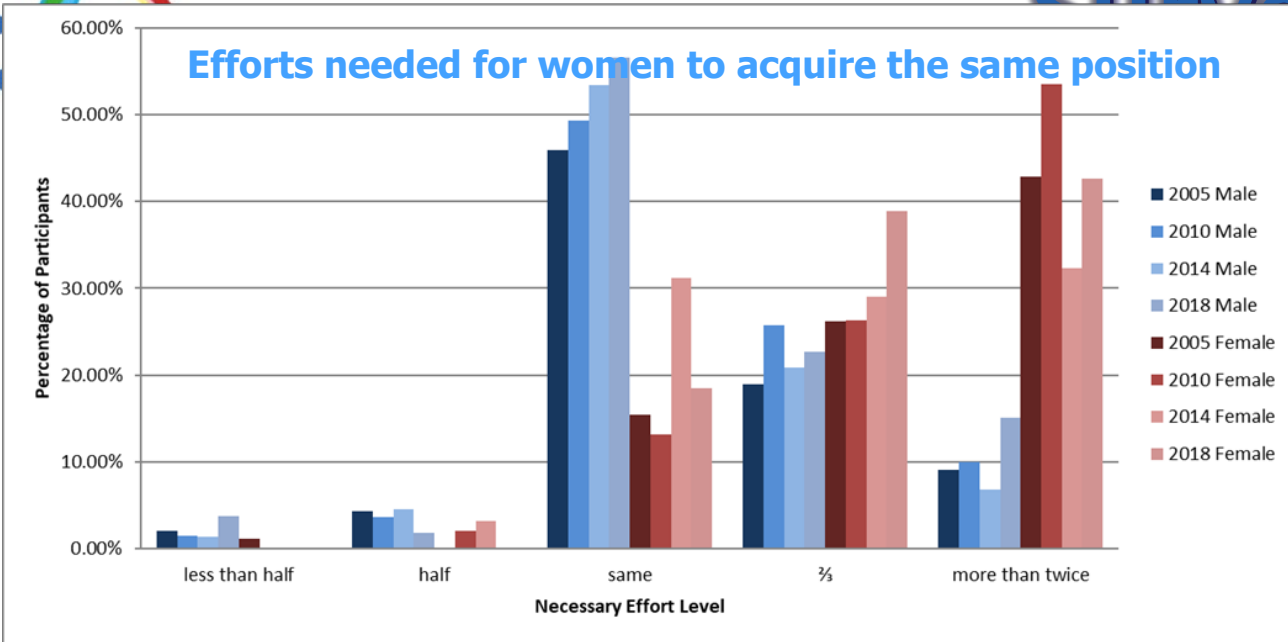
Surveys

● Number of Female members in KPS

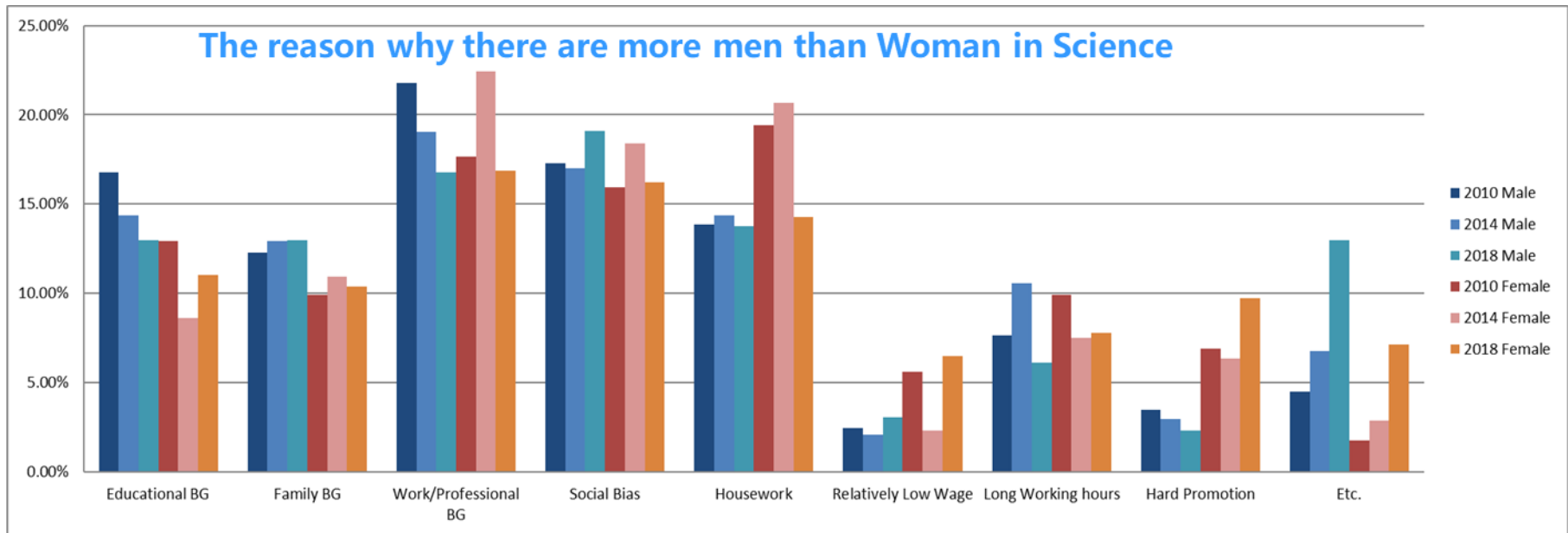
- Starting from 238 out of 2560 (9.3%) in 2002
- Growing to 922 out of 5954 (15.5%) in 2020



- Higher ratio in young ages for female than male → leaking in young female physicists



- Women think they need more efforts than men to reach an equal level contrary to that men think it same.
- Women feel more burden in housework and higher barrier in promotion than men.
- Both gender agree on the work/Professional background and social bias as a main source of imbalance in science and engineering.





National/International Workshops

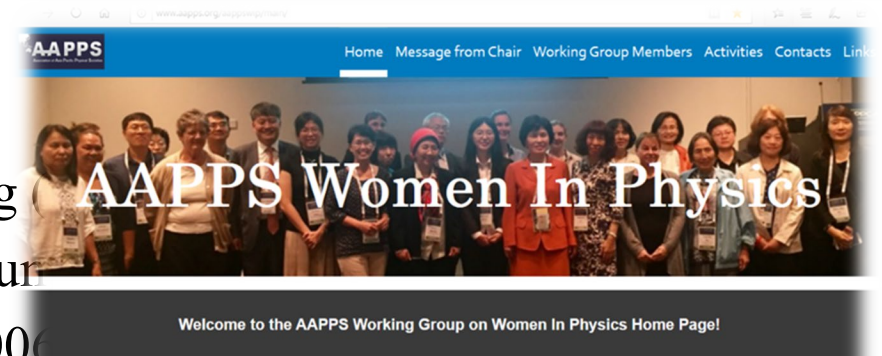
● Hosting the 3rd ICWIP in Seoul (2008)

- 317 participants from 73 countries and regions
- 64 country papers and 140 scientific papers are presented
- 6 plenary talks and 2 success stories + 5 parallel workshops



● AAPPS WG in WIP

- International Workshop on Asian Women in Physics in Pohang
- Establish the WG in AAPPS in Osaka, in 2006, chaired by Youn-kyung Kim
- 1st AAPPS-APCTP joint Forum on WIP in Pohang, Korea (2006)
- WIP Sessions in every APCC since then (2007, 2010, 2013, 2015)





National/International Workshops

● **Satellite Meeting at Gender Summit in Seoul (2015)**

- 33 participants from Korea, Japan, China-Beijing, China-Taipei, Philippines, Indonesia
- Report their status and activities of women in physics

● **Asian Innovation Forum in Seoul, (2015)**

- Innovation of North-East Asia: Case study – China, Japan and Korea
- Towards Better Asia : Seeking New Possibilities of Innovation





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