

Consolidated Report of the Gender Champion

Report for GA Oct 2021

Summary Oct '17- Sept '21

Prepared by

Dr Gillian Butcher (Acting Gender Champion)

Standing Committee for Gender Equality in Science (SCGES)

The Standing Committee for Gender Equality in Science (SCGES) now has 15 members signed up, with (Acting) Vice President (Gender) Gillian Butcher and IUPAP Associate Secretary General Rudzani Nemutudi representing IUPAP. The aims of the SCGES 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

Formal communication is through biannual online meetings and an annual report, the first one due in October 2021. Email discussions take place on topics as they arise. External communication is through the website gender-equality-in-science.org and Twitter account SCGES@_SCGES_.

One of the activities of the SCGES was the preparation and dissemination of a statement on the gendered impact of COVID-19. The recommendation to encourage conference organisers to reduce fees for those impacted by the pandemic was sent to IUPAP conference organisers.

The executive officers have established good lines of communication with the International Science Council (ISC) to help promote the work of the SCGES and provide expertise and guidance to the ISC. There will be a session on the Gender Gap project and SCGES at the 2021 ISC General Assembly.

IUPAP Sponsored Conferences

Since 2015, all IUPAP sponsored conferences are required to submit forms with information on the gender breakdown: of attendees, invited speakers and international organising committee (IOC).

With the pandemic, from 2020 many conferences were postponed or cancelled. The few that did take place were held virtually online. The data shown here includes a couple of conferences from 2021, which have been combined with that of 2020, all of which were online.

It can be seen from Figure 1 that there is a slight increase in the average (per year) female ratio for each of the roles reported over time.

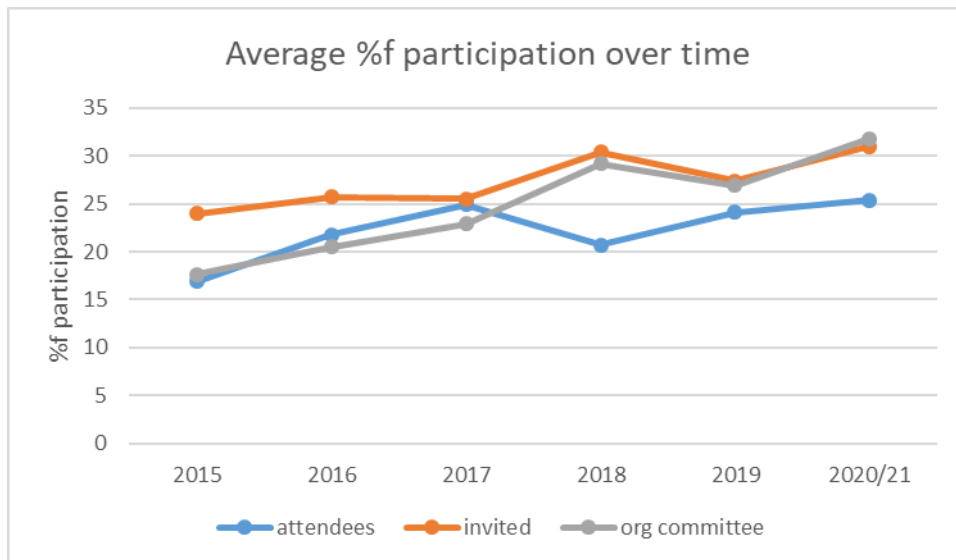
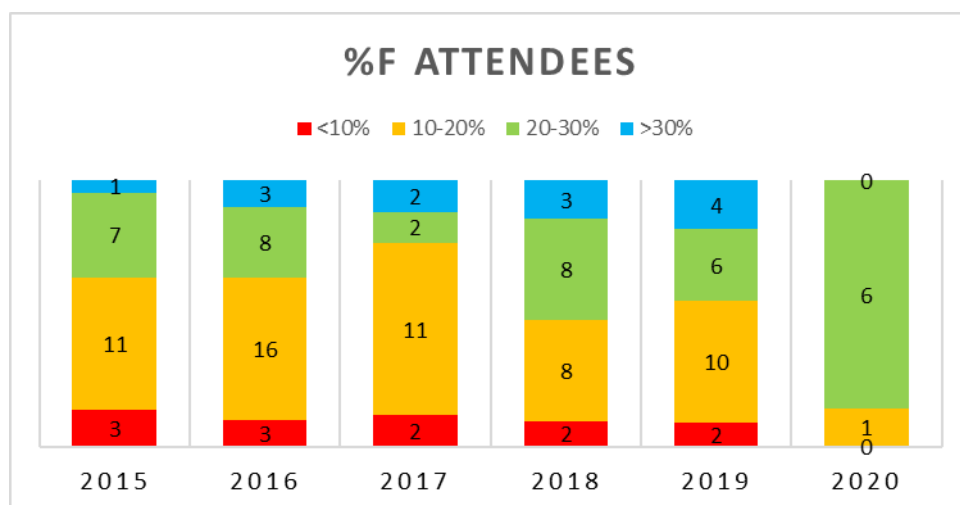


Figure 1 %female participation (yearly average) over time, by role: attendee, invited speaker and organising committee

To see how this average increase translates across conferences, one can take the frequency distribution of the number of conferences which have a percentage female contribution in one of 4 bands: 0-10%, 10-20%, 20-30%, >30%. Less than 10% is very low and unacceptable. The target is at least 20%. The data is plotted for each role in Figure 2, normalised to give an indication of the proportion of conferences that year that are meeting the target. At a glance, at the bottom, red or orange indicates below target, while green and blue at the top indicate above target. Number of conferences is printed in each box.

It is clear that for each role, over time, more conferences are meeting the targets, particularly of invited speakers and on the organising committee, which are more within the direct control of the conference organisers than who attends. The numbers for 2020/1 are small so it will be interesting to see whether the positive trend continues and whether it continues for both virtual and in person conferences.



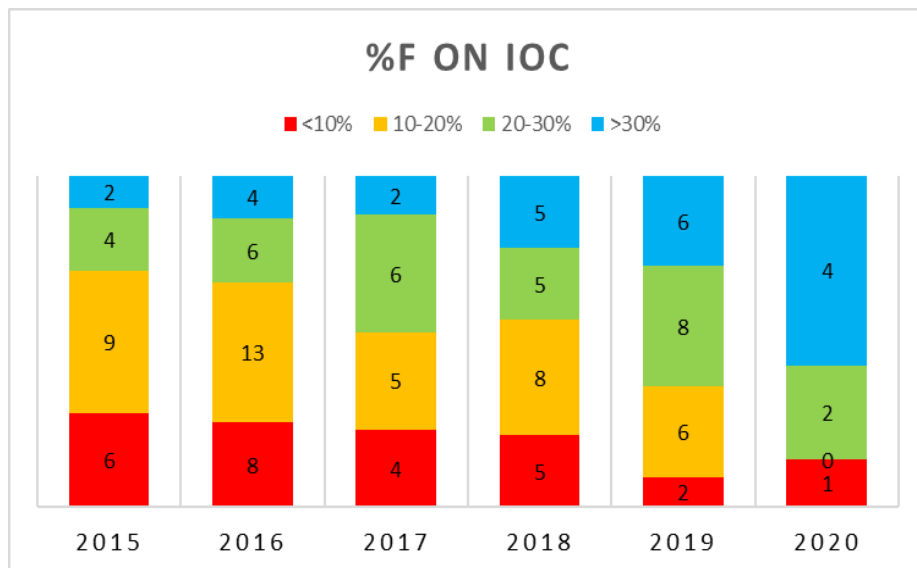
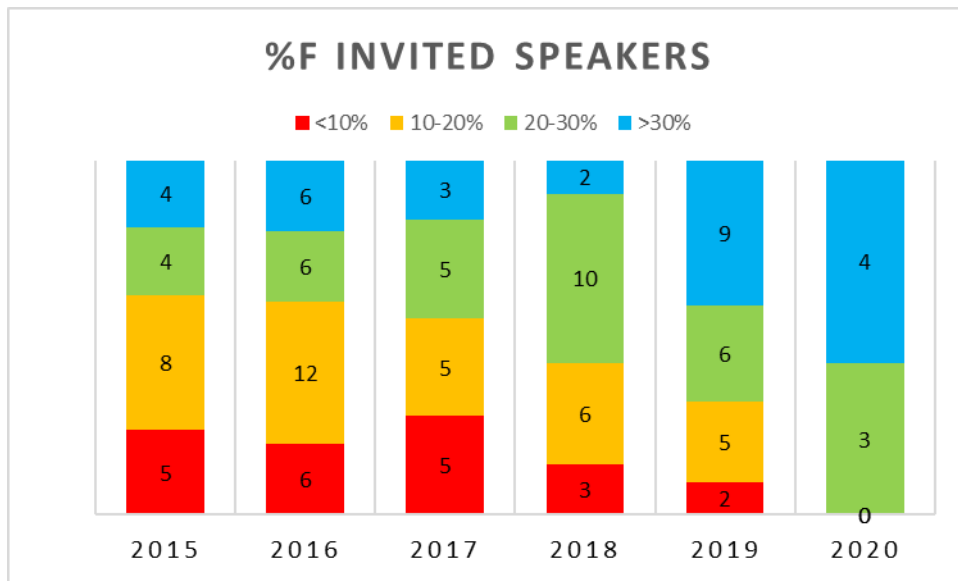


Figure 2 Number of conferences per year (normalised) with %female participation within a range, by role: attendee, invited speaker and on international organising committee

Looking in detail at conferences by IUPAP Commission, Figure 3, the numbers are small, even summing over 5 years. Note that this is split slightly differently than Figure 2 as it is a subjective assessment over the three categories of data: some conferences have good representation in one role and poor in another.

Breaking the data down further with time obviously reduces the numbers even further to allow a proper statistical analysis and so the data is not presented here. However they can give a rough indication of whether the average improvements over time in Figure 1 are universal or whether there are areas of concern.

Therefore, with due caution regarding the low numbers, the conferences of about a dozen Commissions have shown some improvement in percentage of female participation over time, which is encouraging. Half a dozen Commissions' conferences either have had mixed levels of participation or are borderline (above/below the target): awareness and a little effort should ensure that targets

are consistently met. Only one Commission reported conferences with consistently low participation rates. WG5 and the Gender Champion will work with those Commissions / conferences to identify where the problems lie and to find ways of increasing the percentage female participation.

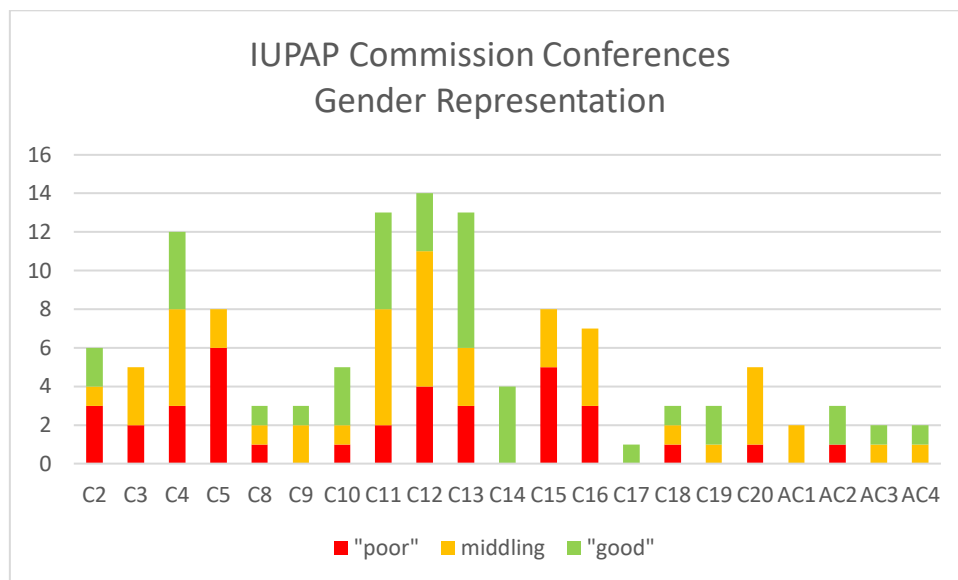


Figure 3 number of conferences by IUPAP Commission where the %female participation (as attendees or invited speakers or organising committee) has been designated as “poor” (<10%) or “good” (>30%). Conferences 2015-2019.

The form requires information on the numbers of delegates from developing countries requiring Travel grants. From 2020 the individual amounts and total amount were also requested. With all the 2020/1 conferences being online, there was no need for travel grants. However a couple of the conferences reported that they waived the fee for such delegates, which is good practice.

Consideration should be given in future to providing accessibility grants to enable people to attend online. The International Conference on Women in Physics ICWIP2021 distributed 26 such grants for delegates to purchase technology to improve access for them, in some cases a single grant being of benefit to a number of delegates who could share the resource.

From Sept 2019, forms required the names and contact details of Conference Officers designated as Conference Advisors on Harassment Issues. All returned forms have this information completed. It is unknown whether they were called upon or whether there was a robust process in place for handling of issues. WG5 and the Gender Champion are keen to ensure that the processes are effective and will be pleased to work with conference organisers to facilitate this.

Further support for delegates was reported by a couple of conferences: one used their sponsorship to hire a company to provide real-time closed-captioning for the plenary sessions and some parallel sessions. Another conference reported that they ended with a panel discussion on Strategies to Advance Gender Diversity in STEM.

Conclusion

IUPAP continues to push for improved inclusion of women in physics, its sponsored conferences providing a direct means for doing so. It is heartening to see that the introduced measures appear to be making a positive impact. We will continue to monitor the data and work to improve inclusion for women in physics but will also seek ways to make conferences accessible for all.