



The Future of Inclusion and Diversity Policies in IUPAP

Dr Gillian Butcher

University of Leicester, UK

IUPAP Vice President: Gender Champion

Working Group: Women in Physics



Initial IUPAP resolution 1999

mandate of the group shall be to

- survey the present situation and report to the Council and the liaison committees
- suggest means to improve the situation for women in physics.

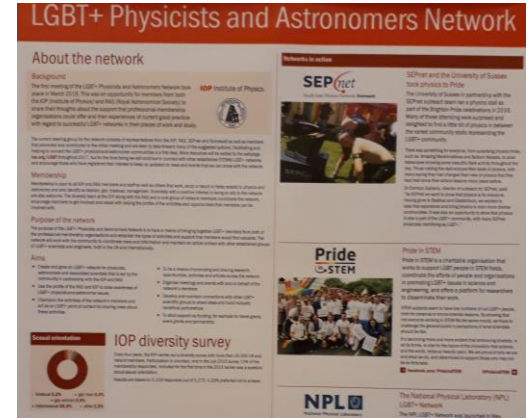
Revised mandate 2021

- to survey/monitor the situation and suggest means to increase gender diversity and inclusion in the practice of physics
- to keep an active network of groups across the world that can monitor the situation at the national and regional levels and promote and take actions to increase gender diversity and inclusion across countries and regions
- to organize a triennial international conference on the matter
- to promote the [Waterloo Charter for Gender Inclusion and Diversity](#) and contribute to the continuous updating and dissemination of the list of policies, action and recommendations pertaining to affirmative action, career paths and institutional policies that are spelled out in the Charter's [Supporting Information](#).
- to cooperate with commissions, affiliated commissions, working groups and IUPAP members to increase the gender diversity of the pool of candidates for awards, commission membership and to be invited as speakers or committee members of IUPAP endorsed and supported conferences
- to liaise with the Vice President at Large with Gender Champion duties in all these aspects and to cooperate in the design and control of policies and guidelines for the IUPAP's structure and for the activities endorsed and supported by the Union
- to liaise with the Vice President at Large with Gender Champion duties to participate in the joint activities organized with other international organizations, particularly those related to the [Standing Committee for Gender Equality in Science](#).

ICWIP – Intersectionality Workshops since 2017

Posters on EDI initiatives other than gender

UK IOP Women in Physics Policy Committee evolved in 2004 to Diversity Committee



IUPAP Centenary 2022, Session “Beyond Gender”

- Lilia Meza Montes, Mexico - Chair WG5 indigenous populations
- Pegah Maasoumi, Australia non-academics, early career, immigrants
- Joe Niemela, Italy developing countries (diversity at ICTP)
- Chandralekha Singh, USA promoting diversity and an inclusive classroom



Strategic Plan: inclusion and diversity

Diversity has many dimensions including race/ethnicity, gender, disability, sexual orientation and socioeconomic background, among others.

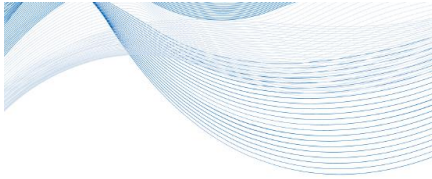
The scientific endeavor lacks some of these forms of diversity. In particular women and black people are under-represented within the scientific community.

It is increasingly clear that scientific careers are strongly affected by social and cultural factors and are not determined solely by merit. Active policies are necessary to change the current situation of inequality. 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.



The screenshot shows the IUPAP website interface. At the top, there is a navigation bar with links for WHO WE ARE, AWARDS, CONFERENCES, DOCUMENTS, STRATEGIC PLAN, NEWS, and Search. Below the navigation bar is a large group photo of IUPAP members. The main content area features a sidebar with a list of links: STRATEGIC PLAN, ACTION PLAN, ETHICS AND SCIENCE INTEGRITY, DIVERSITY IN PHYSICS, WATERLOO CHARTER FOR GENDER INCLUSION AND DIVERSITY IN PHYSICS, GENDER CHAMPION REPORTS, GENDER GAP IN SCIENCE PROJECT, PHYSICS FOR DEVELOPMENT, and PHYSICS OUTSIDE ACADEMIA. The main content area displays a section titled "DIVERSITY IN PHYSICS" with a sub-header "Home / Strategic Plan / Diversity in Physics". Below this is a photograph of a group of people, including a woman in a red headscarf, gathered around a table covered with colorful cards. To the right of the photograph is a text box stating: "Diversity has many dimensions including race/ethnicity, gender, disability, sexual orientation and socioeconomic background, among others."

External review



2024
IUPAP External Review
Report and Recommendations



- little to no efforts focused on other DE&I initiatives
- no accessibility guidelines and the IUPAP website fails to comply with global standards
- no great effort is being made to make other genders feel included

Key recommendations from the external review committee include:

1. Enhancing visibility among physicists, students, and physics-related companies through targeted communication strategies.
2. **Restructuring the organization to better address transverse issues like physics for development, inclusion and diversity, and industrial applications of physics.**
3. Increasing impact on policy and policymakers at national and international levels.
4. Attracting corporate membership and improving outreach to physicists outside academia and research institutions.
5. Expanding support staff to boost visibility and impact, contingent on securing additional funding.
6. Developing metrics to gauge awareness of IUPAP and measure the impact of its initiatives.

Possible Structure

Diversity Committee

VP Diversity Champion - chair

President

VP Ethics

WG5 Chair (Women in Physics)

C13 Chair (Physics for Development)

others

WG5 remains as entity

Purpose:

to advise IUPAP Executive Council on matters of Diversity

to propose (and implement) matters that will improve inclusivity in IUPAP and its members
collate and disseminate good practice (broader Waterloo Charter)

*to assess projects / Working Groups proposed from community to advance inclusivity

Questions to Consider

Quotas: are they a help or hindrance to *gender equality?

*Women only initiatives: is there ever a case for them?

*or any under-represented group

Making the Waterloo Charter more inclusive – what? How?

What information on other under-representations to collect - and what are we going to do with that data?

What projects or 3 year Working Group should be considered?

What does looking at gender with an intersectional lens mean in practice?

What should be the mandate of a Diversity Committee?