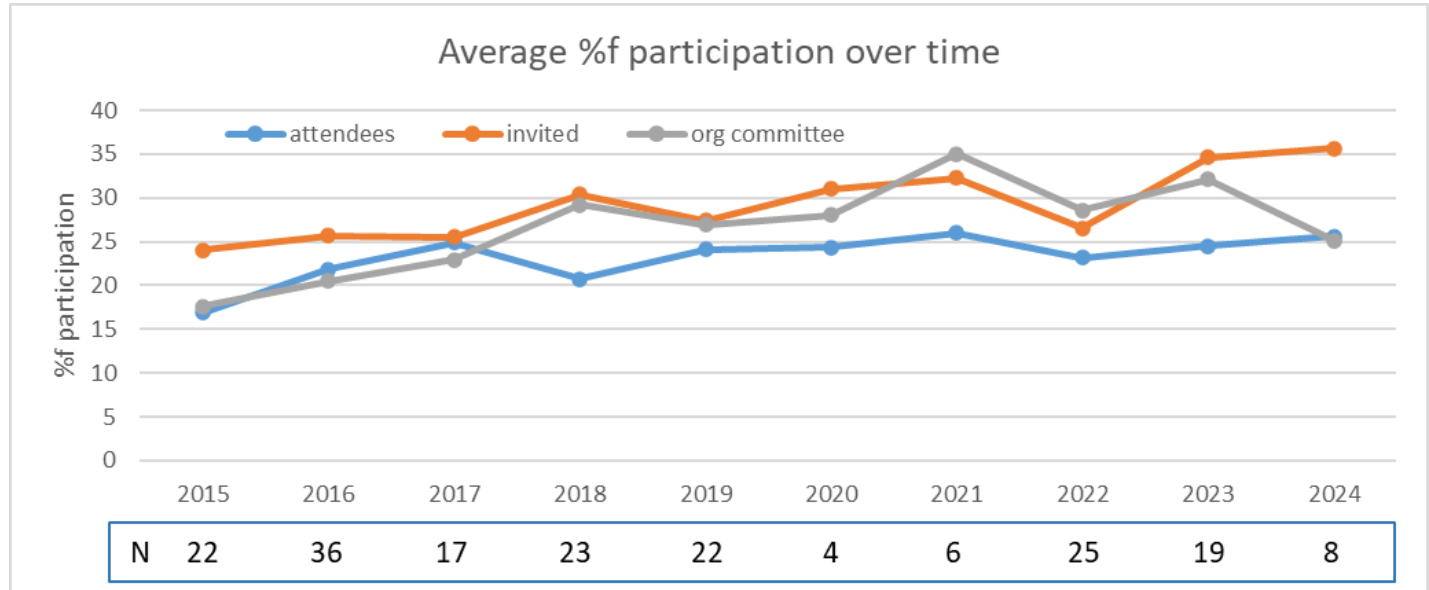




Gender Champion Report October 2024

Dr Gillian Butcher
University of Leicester, UK
IUPAP Vice-President: Gender

IUPAP Conferences Report



182 conferences
over 10 years

Conference organisers return information on:

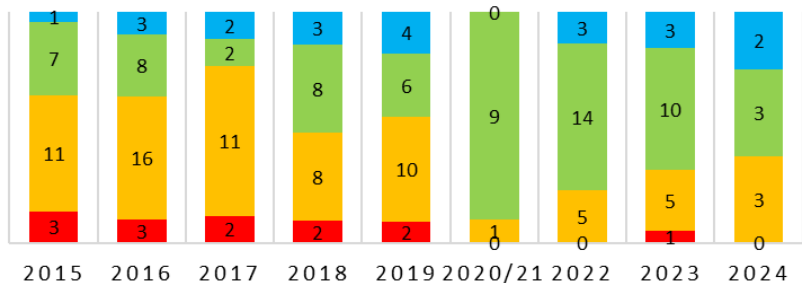
- Number of attendees, female attendees
- Number of invited speakers, female invited speakers
- Number on organising committee, females on org c'ttee

2020/21 all online
2022 online, in person, hybrid

Normalised number of conferences: %female participation

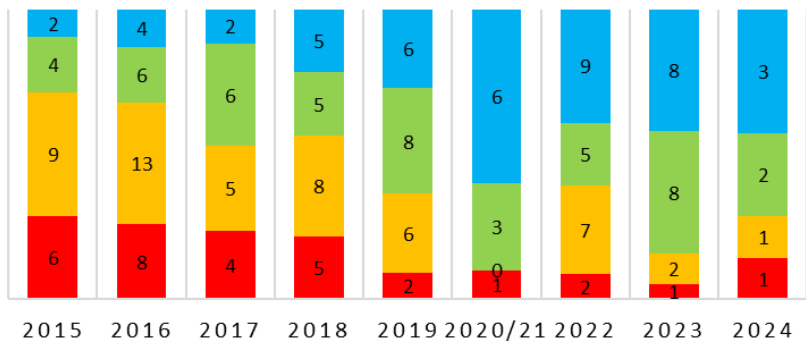
%F ATTENDEES

■ <10% ■ 10-20% ■ 20-30% ■ >30%



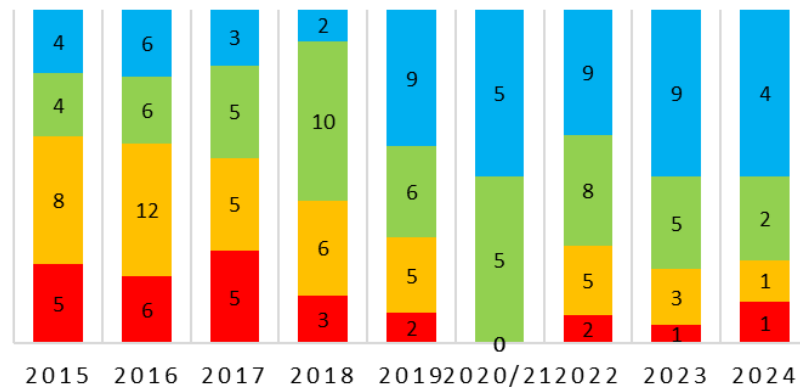
%F ON IOC

■ <10% ■ 10-20% ■ 20-30% ■ >30%



%F INVITED SPEAKERS

■ <10% ■ 10-20% ■ 20-30% ■ >30%



Conference Reports

- All reports nominated a person to act as adviser in harassment issues.
- Diversity talks: in 2022, 5 out of 24, 2023, 5 out of 25 and to date for 2024, 3 out of 9 conferences:
 - plenary talks on diversity/EDI/Gender in STEM,
 - panel discussions on EDI topics,
 - a networking breakfast for women
 - social media campaign and lounge as a safe space to discuss diversity.
- Other topics have included sustainability and ethics talks and also having digital posters alongside physical posters, for accessibility.



Conference Reports: Travel Assistance

Form asks for numbers assisted, individual amounts and total amount.

- 2020/21 conferences - all online:
- 2022 conferences - some hybrid. 18 out of 24 reported providing assistance
- 2023 conferences (1 hybrid) and 2024
 - waiving or reducing of registration fees,
 - assistance for those who reside in developing or disadvantaged countries.
 - supporting flights and accommodation and subsistence
 - supporting students

Encourage conferences to provide technology or accessibility grants

Generally consider how to make your conference more accessible

SCGES

Standing Committee on Gender Equality in Science

24 organisations signed MoU (as of Sept 2024)

One representative from each partner organisation

IUPAP rep: Gillian Butcher

and Deputy

IUPAP Deputy rep: Rudzani Nemutudi

€275 per partner annually

Annual Report imminent, including joint survey with ISC
2023 Report on website

<https://gender-equality-in-science.org/>



Standing Committee
for **Gender Equality** in Science



International
Mathematical
Union



SCGES Aims

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

- Follows the progress of the implementation by partners of the recommendations of the Gender Gap in Science Project;
- Endorses projects and initiatives to promote gender equality in science proposed to it by partners;
- Facilitates communication among partners, among other things by developing and maintaining a website.



Standing Committee
for **Gender Equality** in Science

Website gender-equality-in-science.org

Twitter account SCGES@_SCGES_

SCGES Activities

Working Groups

- Web and social media Working Group
- Webinar Working Group
- International Science Council Liaison Working Group
- Annual report Working Group
- Best practices Working Group
- Interview Working Group

Webinar Series

- Popularizing science without gender bias
 - hybrid meeting, combined with Global Womens Breakfast



Standing Committee
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Twitter account SCGES@_SCGES_

WG5



Gender Champion is ex-officio member of WG5

ICWIP2023 Proceedings in preparation



IUPAP-CPS Women in Physics Forum

11th October 2-6 pm
Convention Centre

- celebrate 25th Anniversary of IUPAP WG5 Women in Physics
- its beginnings
- its positive impact on our Union and across regions of the world
- to discuss the future of IUPAP's actions to increase gender diversity and inclusion



Waterloo Charter

Home / Strategic Plan / Diversity in Physics / Waterloo Charter for Gender Inclusion and Diversity in Physics

WATERLOO CHARTER FOR GENDER INCLUSION AND DIVERSITY 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.