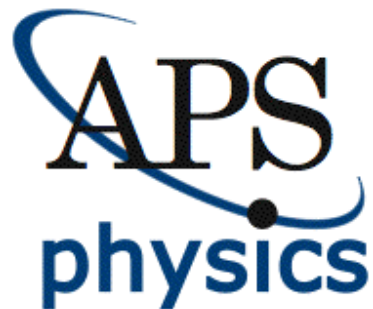


24 March 2015

Washington, DC

Women in Physics:

APS actions, concerns, and vision



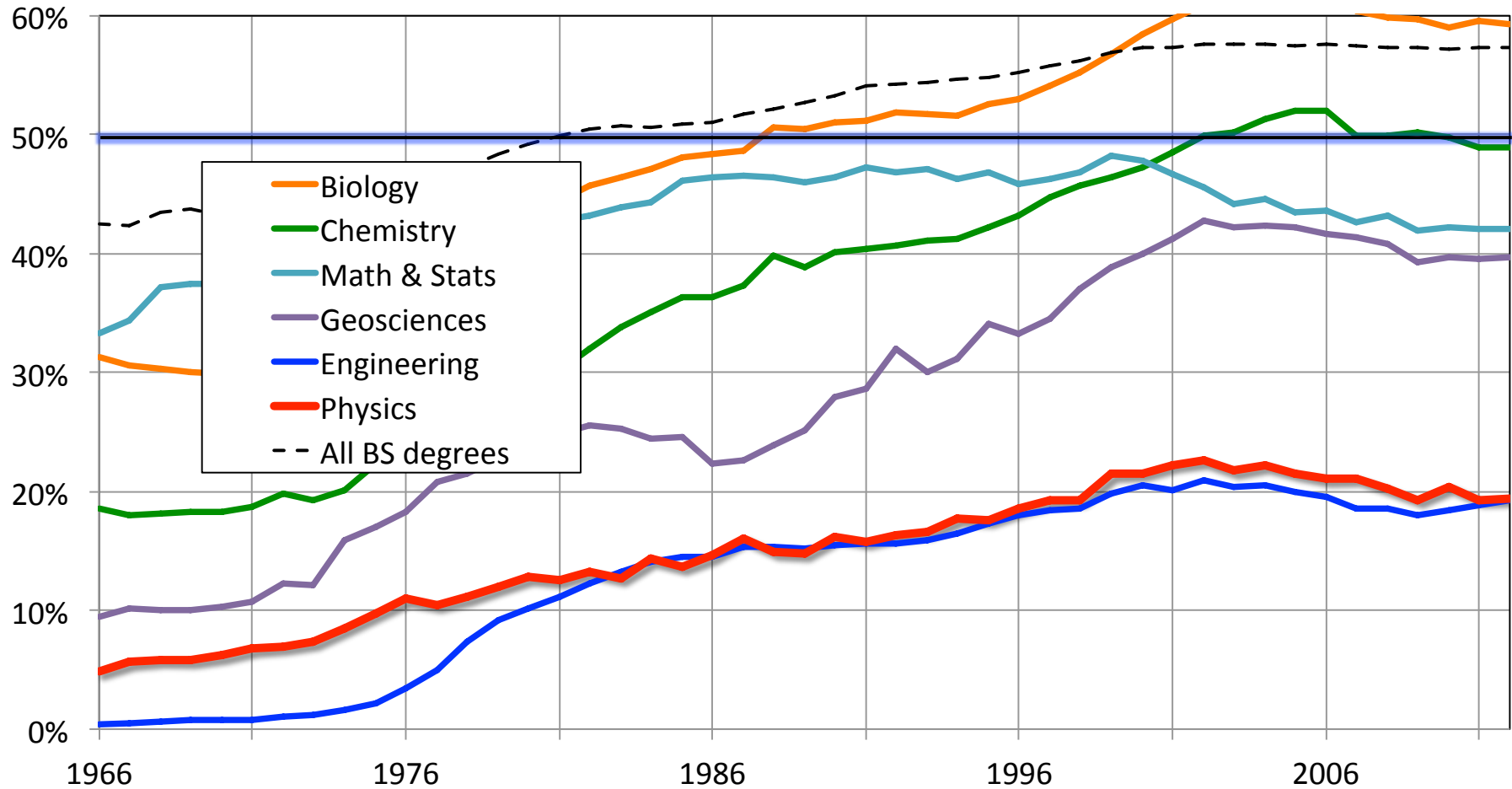
Theodore Hodapp

Director of Education and Diversity

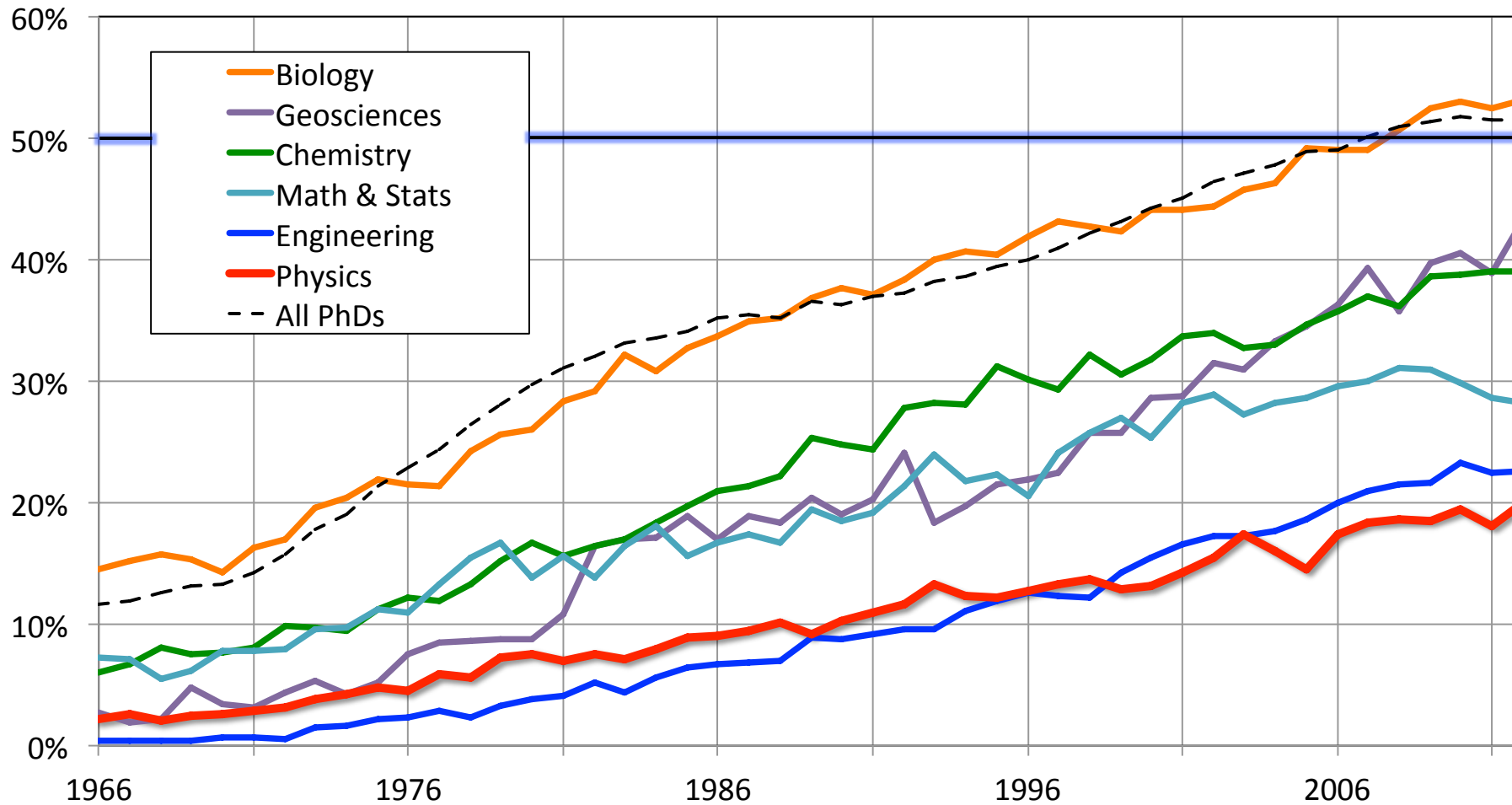
American Physical Society

- Representation
- Retention
- Climate
- Barriers

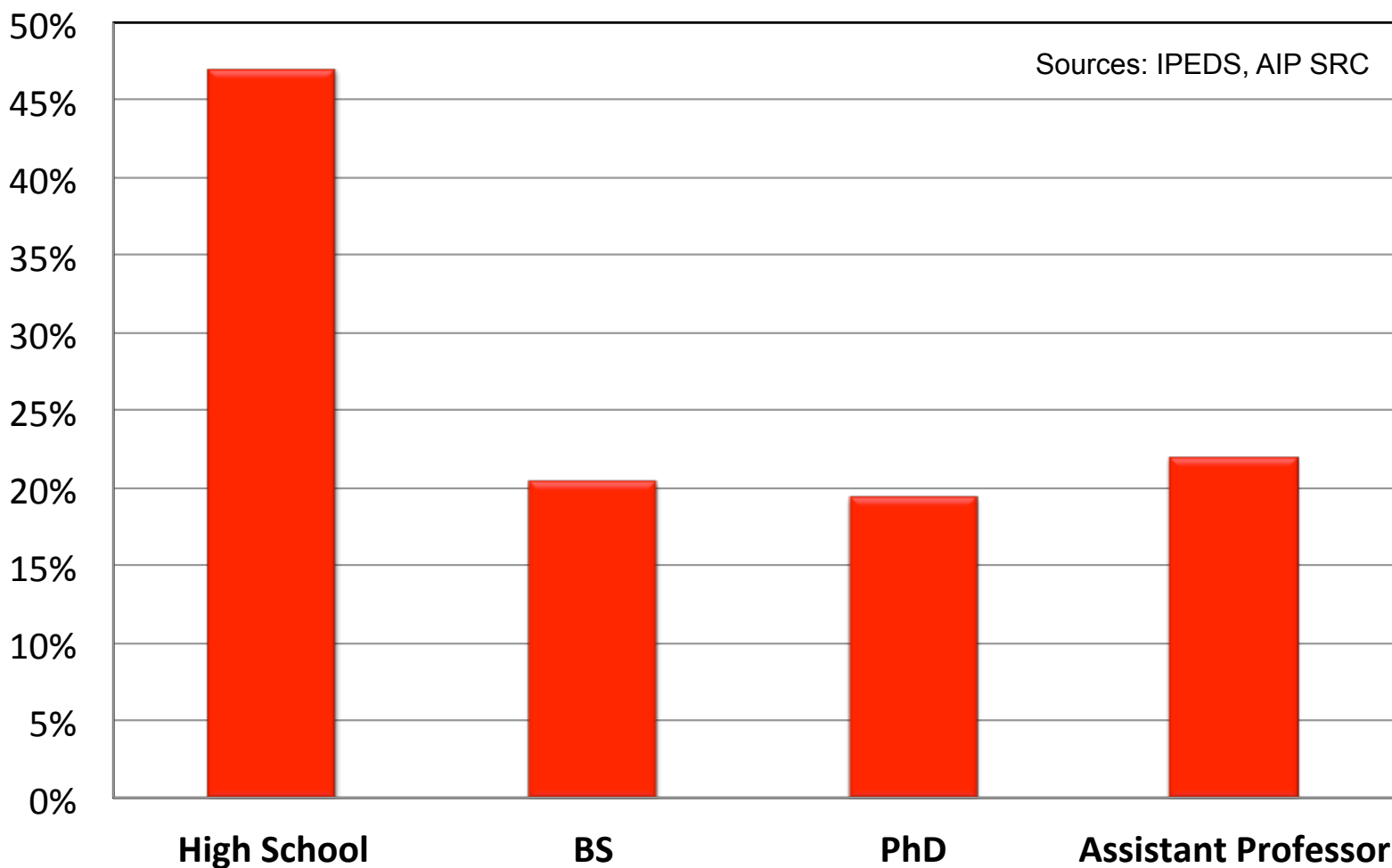
Representation and Retention: Bachelor Degrees Awarded to Women



Representation and Retention: Doctoral Degrees Awarded to Women



Representation and Retention: Women in Physics (2009)



Climate: CSWP Site Visits Structure

- One day visit to department or lab
- 3-5 visitors
- Pre-visit survey to inform visiting team
- Meet with students, faculty, postdocs/staff, leadership
- Confidential report to chair
- One-year follow up

Climate: CSWP Site Visits Themes

- Effects are often “local”
- Leadership engagement is key
- Transparency is critical
- Revisit issues on regular basis
- Listen for the voices

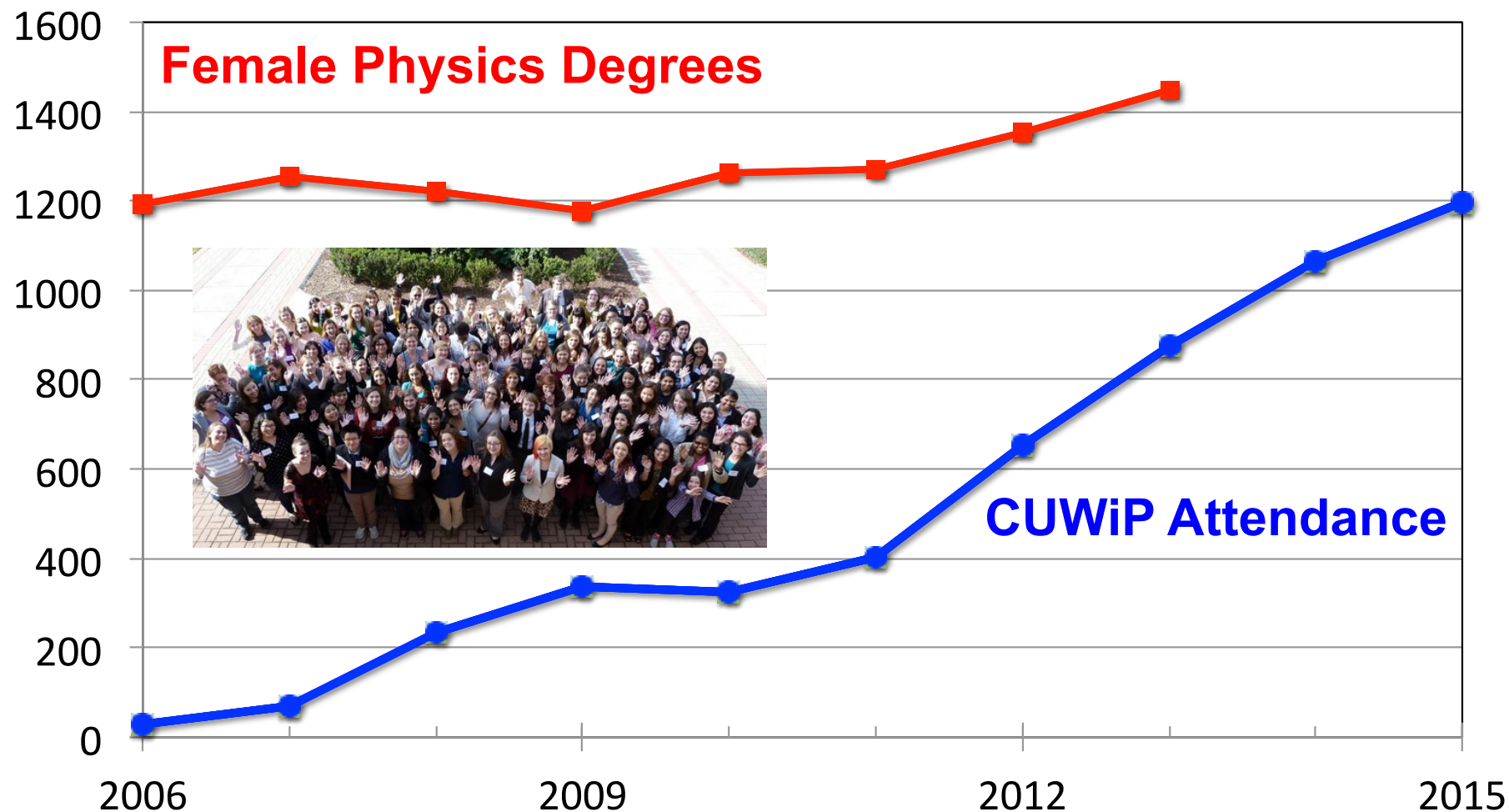
- Stereotype Threat
- Unconscious Bias (implicit.harvard.edu)
- Imposter Syndrome
- Harassment
- Negotiation tactics

- Conferences for Undergraduate Women in Physics (CUWiP)
- Statement on Women in Physics
- Childcare grants (APS Meetings)
- Women in Physics Groups
- Professional Skills Development Workshops
- Woman Physicist of the Month
- Site Visit Program
- Diversity Working Group
- Sponsored Research

WomenInPhysics.org



Conferences for Undergraduate Women in Physics (CUWiP)



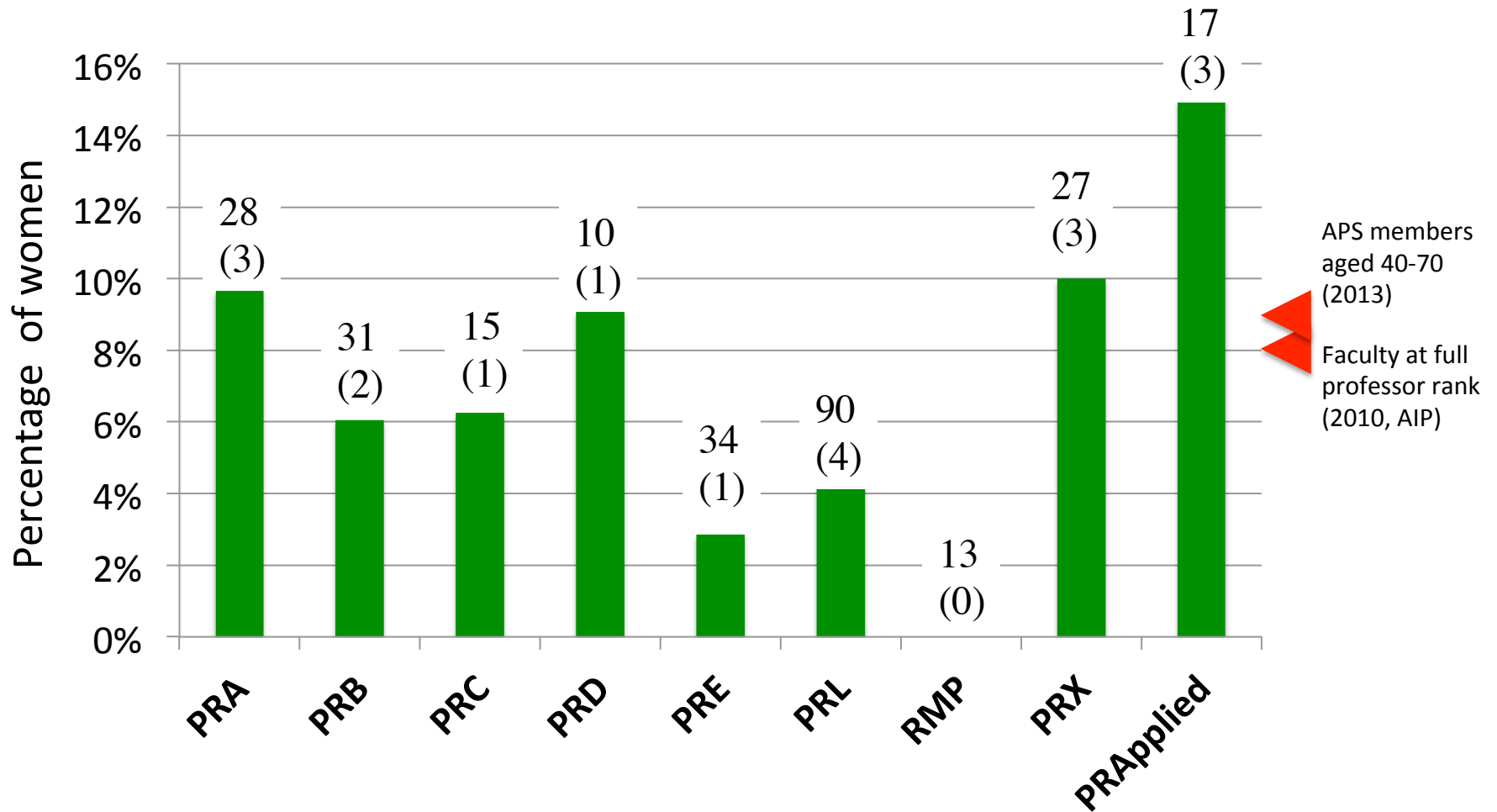
Proposed APS Statement

The American Physical Society (APS) believes full participation by everyone, regardless of gender, is important to the health and future achievements of our discipline. The number of women in physics remains disappointingly low, and biases persist. The APS urges its members, physics leaders and policy makers to take action to improve the recruitment, retention and treatment of women in physics at all levels of education and employment.

Proposed Statement: Actions

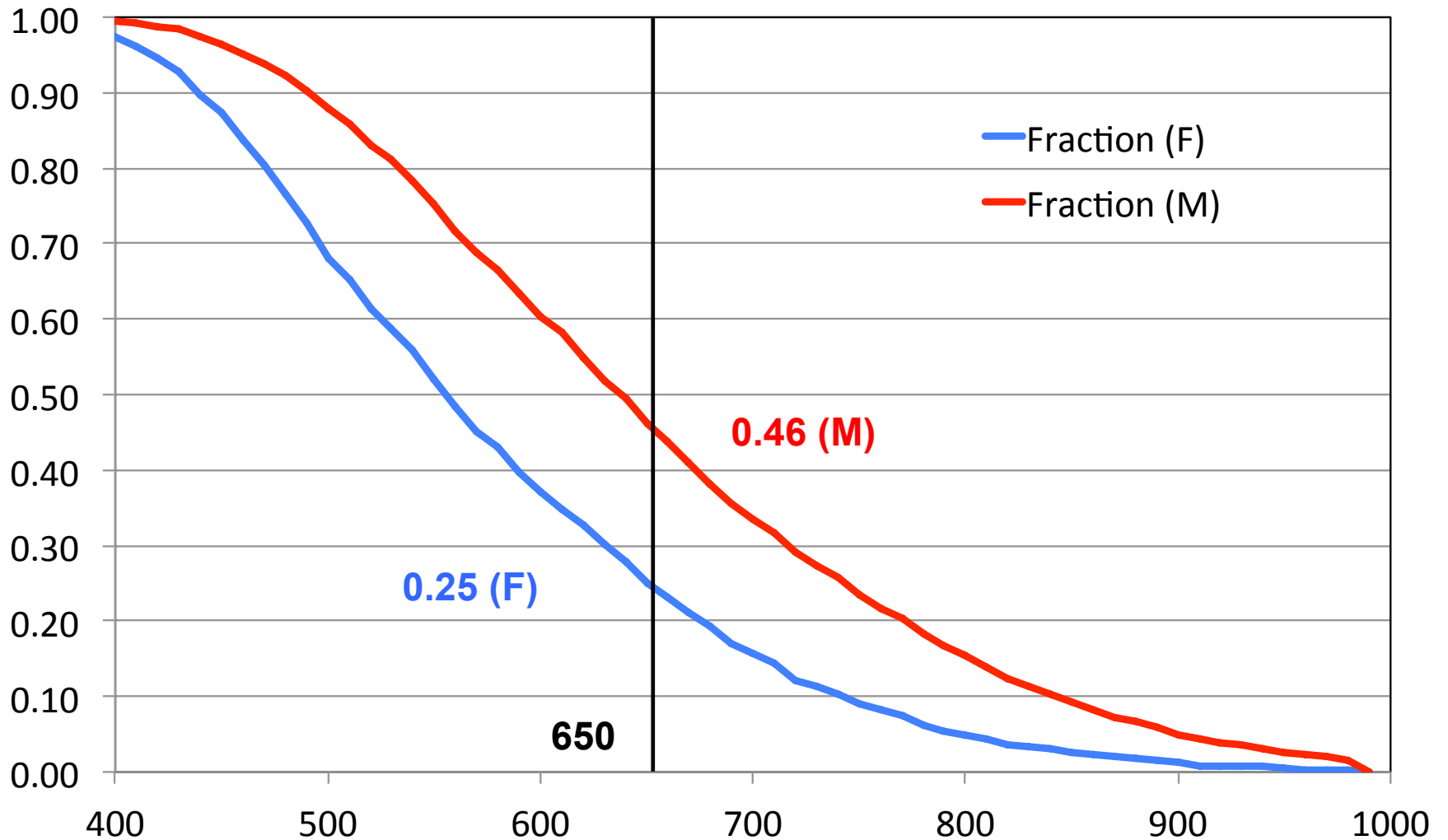
- Raise awareness of both deliberate and unconscious gender bias and its impacts;
- Adopt clear guidelines and gender-neutral practices for hiring, retention, compensation, recognition and promotion;
- Promote effective mentoring at every level;
- Establish flexible family-friendly policies; and
- Conduct periodic internal and external reviews of these policies and practices.

APS Journals: Demographics of Editorial Boards



Female Lead Editors of *Phys. Rev.* journals (1893-2014): 0

GRE Physics Scores: Impact of Cutoff Scores



- Keep records of participation
- Regularly publish these results
- Mandate transparency
- Educate everyone on gender-specific issues
- Help students self-organize (Women in Physics groups)

- Increase the fraction of women in physics by increasing the number who enroll in and complete undergraduate physics degrees.
- Understand and implement solutions for gender specific issues such as stereotype threat, unconscious bias, and impostor syndrome that impact careers of all physicists.
- Enhance professional development opportunities for women including negotiation skills, mentoring, and mentor training.
- Encourage research into fundamental causes, assess policies, and advocate actions to remedy issues that impact gender inequality in physics.