

Discussion 1:

Getting more women into high energy theory

Question 1a: What are the key factors putting women off continuing in physics, particularly theoretical physics? Think about why women don't do Masters, PhDs, continue from PhD to postdocs.

Question 1b: How could the theoretical physics community encourage more women to continue with Masters, PhDs and postdocs?

Discussion 2:

Career progression: (un)conscious bias

Question 2a: What are key factors in getting long term positions and large grants (such as ERC)? What disadvantages could women and other minorities face? What role could (un)conscious biases play?

Question 2b: What can the theoretical physics community do to ensure that hiring is as fair as possible? Should we also take actions to improve diversity of speakers at conferences, journal editorial boards, advisory panels?

Discussion 3:

Changing culture in departments and institutes

Question 3a: Do you feel your department is a good place for everybody to work? Do women and other minorities experience any recurrent issues or problems?

Question 3b: How could your department become more inclusive and welcoming for both women and other minority groups?