

Zoom meeting for the board Kvinnor i fysik, 2020-01-30

Participants: Barbro Åsman (Chair), Tomas Brage, Carol Norberg, Supriya Krishnamurthy, Donatella Puglisi. Justified absent: Ellen Moons

1. Opening of the meeting

The meeting was opened by Barbro. This was the first board meeting for Supriya, so a short presentation from each participant was given as an introduction.

2. **Secretary:** Donatella was chosen as the secretary.

3. **A review from the last meeting's notes** was given by Barbro, to highlight arising matters.

Carol gave a summary from **Fysikdagarna 2019**, held in Linköping on 3-5 October. Carol and Donatella organized a workshop on Equal opportunities, gender balance, and implicit bias, program attached at the end of these notes (Attachment 1). Satisfying participation (20-25 attendees), but mostly employees at Linköping University, not members of SFS/KiF. Only few participants from SFS/KiF due to the simultaneous organization of four physics-specific parallel sessions, which were preferred to the more "optional" women in physics session.

Barbro mentioned the **Course on Gender & Physics** that should be realized in cooperation with the NORNDiP board, as one of the activities listed in the NORNDiP project supported by NordForsk. There will be a meeting in Lund (participation of Barbro and Tomas) during which it will be discussed how to move forward.

Barbro asked to the other board members if they had done any investigation on the existence of an **Equal opportunities diversity plan** at the own institutions. Discussion followed.

- *Lund University (Tomas):* no plan in Lund at the department level, but a number of initiatives at the faculty level. The faculty of science is involved in several initiatives related to equal opportunities & inclusion; there is an external advisory board; at the educational level, workshops for non-violent verbal communication are organized; attention given to men-women balance through project-based initiatives; mentorship program.
- *Umeå University (Carol):* no knowledge about the existence of such plan, but more investigation will be done.
- *Stockholm University (Barbro):* there is a plan, which is updated every year, a lot of attention is given to this topic; a report about salary comparison, recruitment, harassment, and other gender-related issues is made available every year. The ultimate goal is to achieve a balance 50-50 between men and women. Barbro is actively involved in the committee as a guest (since she is emerita professor), other committee members are students, PhD students, and teachers. Other initiatives include pedagogical seminars, info about code of conduct every year, seminars on diversity every six months, symposia with attention to have a reasonable number of

female speakers. *Supriya* also mentioned seminars gender-related, organized by PhD students every three weeks.

- *Linköping University (Donatella)*: no knowledge about the existence of such plan, but more investigation will be done. The department is very sensitive to issues related to gender, equal opportunities, harassment, discrimination, and works a lot on prevention of problems through the organization of informative seminars. Internal resources, such as the work-environment responsible, as well as external organizations, such as FeelGood and Sulf, are involved. The department organizes twice per year a “Welcome Day” for all new employees (including PhD students) to give all good-to-know information and contacts of key-people to refer to if any problems arise. At the pedagogical level, there is a whole dedicated department called Didacticum. A few PUG (pedagogisk utveckling) projects are funded every year at the faculty level. Mentorship program, female docent support of 300 kSEK/year for three years until 2018, then canceled for “equal opportunities” with men colleagues.

4. **Nordic Physics Days in Uppsala, 19-21 august 2020**, planning of activities therein.

- a. It is possible to have a speaker to include in the program, but as an expert in the subject **gender & physics** (no simply a physicist with interest on gender related issues). Suggestions already arrived may be discussed, further suggestions are welcome. Donatella proposed to invite **Gabriella Greison**, Italian physicist, writer, playwright, and theater actress, for a show on physics & gender (her website: <https://greisonanatomy.com/>). This idea was highly appreciated by all, and it was decided to investigate the feasibility of its realization.
- b. When to plan an extra time for NORNDiP? Options: one day before the conference (Tuesday) or half day after the conference (Friday afternoon). Decision to be linked to the possible presence of Gabriella Greison.

5. **Report from NORNDiP 2019** (Donatella)

51 registered participants to the conference. Donatella reported about the high quality of all presentations, very nice atmosphere that encouraged group discussion and share of experiences and points of view. The gymnastics pause and privilege walk were successful (Hanna will be contacted to ask a copy of questions for the privilege walk). All presentations are available at the Indico page, which is also accessible from the norndip.com website..

6. **Report from meeting in Lund** (Tomas)

Tomas reported about the preparation of a focus paper on **Equality, diversity and equal opportunities**. The aim of this document is to go into possibilities, opportunities, and importance of leadership.

7. **Report from conference in Israel** (Barbro)

Barbro was invited to give a talk on gender equality in Sweden at the conference “**Promoting gender equality in Physics**”. About 50 participants, everyone was fully paid. Speakers from different countries, many of them involved in the Genera project. Among the discussed topics, parental leave & related problems is a serious problem almost everywhere (with exclusion of Sweden).

Outcomes: pamphlet for dissemination; book as an idea to be realized.

8. **Report from meeting in UK with JUNO** (Barbro)

Barbro went to UK to attend the annual meeting organized by **JUNO Project**.

The aim of Project Juno is to recognize and reward physics departments, schools, institutes and organizations that can demonstrate they have taken action to address gender equality in physics and to encourage better practice for all staff.

More info at: <http://www.iop.org/about/diversity/initiatives/juno/>

Double aim for participation in this meeting: to talk about gender equality in Sweden, and to evaluate the possibility to become involved (Stockholm University, to start with) in Juno Project. No possible to become a member, but possible to apply as a role-model and see the result.

9. **Next meeting**: to be decided according to the feedback from Carol (Nordic Physics Days) that Barbro will receive, approximately during March.

10. **Other questions**

The board discussed about the difficulty to work, as physicists, on gender-related issues. This is work done on volunteering basis, not officially recognized, and not payable. There is a real need to push towards professionalism, and to employ people to work on it, volunteering is not sustainable in the long term since. Ideal would be the constitution of an action group, with money and time, insufficient to only have an equal opportunities board. How to reach that?

Tomas will send an article.

Other question: what to do for the rest of KiF members? Ideas: organization of webinars via Zoom, use of the list of contacts for sending newsletters (1-2 times/year), mailing list, better use of the KiF webpage. At present, the KiF section has 79 members.

Attachment 1

Program of the parallel session organized by “Kvinnor i fysik”

Vid Fysikdagarna organiserar Sektionen Kvinnor i fysik en workshop, torsdag den 3 oktober, eftermiddagen 15:15-17:30, med fokus på diversity, genus och bias. Presentationerna ges på engelska. Nedan följer en uppdaterad program:

15:15 - 15:20 Welcome by Carol Norberg and Donatella Puglisi

15:20 - 15:55 Equal Opportunities, Ericka Johnson, Professor of gender and society, Linköping universitet

15:55 – 16:15 Women in Physics, Statistics in Sweden, Donatella Puglisi, Universitetslektor i Tillämpad fysik, Linköpings universitet

16:15 - 16.30 Coffee Break

16:30 - 16:50 Equal Opportunities for Women in the United Kingdom, a Century of Change, Carol Norberg, Docent i Rymdfysik, Umeå universitet

16:50 - 17:00 Projektet Nordic Network for Diversity in Physics (NORNDiP), Donatella Puglisi and Carol Norberg

17:00 – 17:30 Discussion