

# School of Physics and Astronomy Diversity Committee Newsletter

**Committee activities:** The Diversity Committee considers any matters that may directly or indirectly prevent some groups of people from fulfilling their potential or from participating fully in the life of the School. If you have any questions or ideas for this committee please use our confidential [suggestions box on the website](#) or contact [penny.gowland@nottingham.ac.uk](mailto:penny.gowland@nottingham.ac.uk) (Committee Chair) or [michael.merrifield@nottingham.ac.uk](mailto:michael.merrifield@nottingham.ac.uk) (Head of School). Either way we will respond directly to you or we will leave a response on the [School Diversity Committee Workspace](#) within 24 hours of the message reaching one of us.

If you **are inviting external speakers** to the School, please note that it is now School policy to include the following statement in the information that you send them: *It is School policy to remind all visitors that they should ensure that any presentation they make must be respectful of a diverse audience.*

**Ada Lovelace day:** On behalf of the Diversity Committee, Clare Burrage has organized an afternoon programme of events for the 15<sup>th</sup> October (All welcome)

**2pm Keighton Auditorium:** Ada Lovelace: Victorian Computing Visionary: Suw Charman-Anderson.

**3pm C14 Physics:** Networking event for staff and students interested in the role of women in physics

**4pm B13 Physics:** The future of proof: will we need people in the age of computers? Prof Ursula Martin.



We are also making a 60 symbols video about Ada Lovelace, who was buried in Nottingham.

**HeForShe** is a United Nations (UN) campaign that seeks to harness men's responsibility in the gender equality agenda, spreading awareness and inspiring action to eliminate discrimination against women and girls. The University of Leicester is one universities that the UN are partnering with on this <http://www.heforshe.org/>. They are asking other institutions to get involved with them. [Phil Moriarty](#) is our link, please contact him if you to join the campaign.

In particular on Wednesday the 29th of September the University will be hosting the HeForShe Forum 2015.

They have a great line up of speakers with Philip Moriarty, Professor of Physics, acting as panel chair.

The (free) places for this event can be booked via Eventbrite <https://www.eventbrite.co.uk/e/time-for-action-gender-inequality-in-higher-education-tickets-18131115655>

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## 2015 Institute of Physics Maxwell medal and prize



This award is made for outstanding contributions to theoretical physics, mathematical or computational physics, and is intended to recognise physicists early in their careers. We are delighted that Dr Clare Burrage has been awarded this medal for her contributions to dark energy research, in particular to the development of methods of testing for fifth forces from astrophysical probes through to atom interferometry experiments.

Clare is also a member of the Diversity Committee.

### Outreach Committee runs a Girls' Taster Day

We know that we need to start young if we are to tackle underrepresentation of women in physics. To that end the Outreach team organized Taster Day for Year 10 Girls this year. As one girl reported in her School Newsletter 'We all agreed the day was very educational and fun. It was a good experience being in an all-girl environment too; giving everybody the chance to shine!'



Outreach is central to Widening Participation. If you are interested in getting involved please contact [Chris.Staddon@nottingham.ac.uk](mailto:Chris.Staddon@nottingham.ac.uk) no experience required!

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### Winset news roundup:

[Having a working mother works for daughters](#)

[Four myths on why women don't get the top jobs in Universities](#)

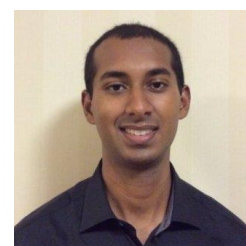
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**EPSRC grants and maternity leave:** Please note that EPSRC has recently changed their rules regarding maternity leave - it is now possible to extend a grant if the PI was on maternity leave.



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**Do you know the whereabouts of any of our Black and Minority Ethnic Alumni?** The Diversity Committee are currently focusing on why there are few students and staff from Black and Minority Ethnic Communities in Physics. We are considering a number of factors that may discourage these groups from taking a Physics degree, but we think that the perceived career opportunities may be a particular problem. Please can anyone who knows of any alumni from these groups to contact them to ask if they would be prepared to provide a brief biopic and photograph for careers talks and posters?



Dipendra Mistry, BSc Physics 2013, has been on e2v's graduate training scheme for almost two years, specialising as an engineer in their RF products, which are used 50% of radiotherapy machines.

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### Juno workshop on unconscious bias and gender equality in science

25 November, 12 noon-4 pm, Loughborough University, lunch provided



Studies (including this [study from Yale](#)) have indicated the impact of unconscious bias within science departments and how it can create an unwitting barrier to the progression of women and other minority groups. Other useful reading includes the [Unconscious Bias literature review](#) from Equality Challenge Unit. The IOP Diversity Team and Loughborough University Department of Physics are running a workshop on unconscious bias in science, delivered by Dr Pete Jones, a much respected Chartered Psychologist, Chartered Scientist and psychometrician. Pete is widely regarded as the UK's leading practitioner in the application of the models and concepts of unconscious bias and stereotype threats at work. Those attending will be given the opportunity to tackle some short exercises to put into practice the training they have received on unconscious bias. The day will end with a short forum for departments to discuss and share best practice around Juno developments. Places limited so please let me know if you are interested in attending.

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# BLACK HISTORY MONTH 2015

The University of Nottingham is celebrating Black History Month and would like to invite all staff to be involved.

The External Relations team will also post news, profiles and events throughout October on their

Black History Month blog (<http://blogs.nottingham.ac.uk/blackhistorymonth>). If you would like to get involved with a post, please get in touch. Further updates of activities going on throughout the month will be communicated, so if you would like to be added to the Black History Month mailing list, please email [bhm@nottingham.ac.uk](mailto:bhm@nottingham.ac.uk).