

School of Physics and Astronomy Diversity Committee Newsletter May 2017

Committee activities:

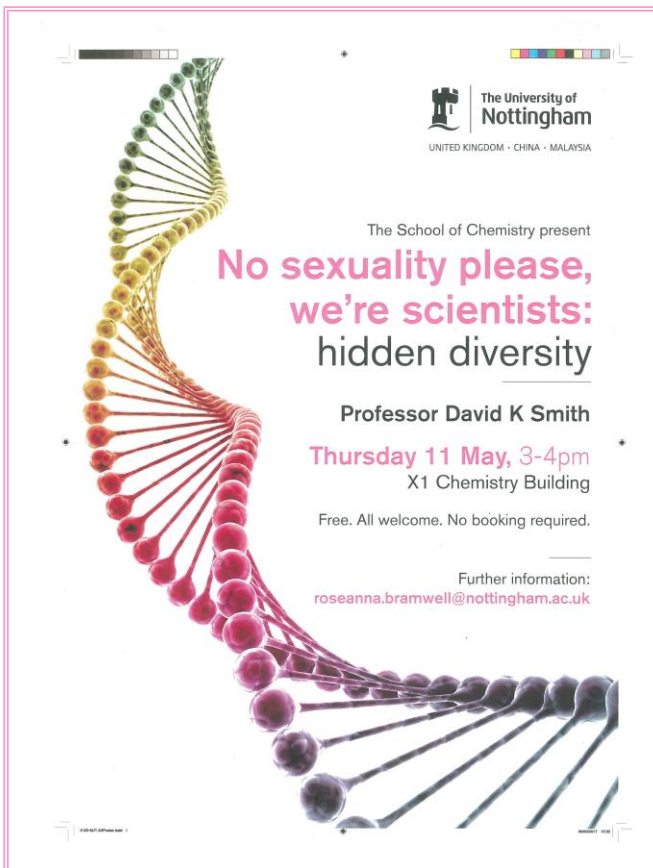
The Diversity Committee considers any matters that may directly or indirectly prevent some groups of people from fulfilling their potential or from participating fully in the life of the School. If you have any questions or ideas for this committee please use our confidential suggestions box on the website or contact penny.gowland@nottingham.ac.uk (Committee Chair) or 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.

Presentations with Style!

It is school policy to remind all visitors that they should ensure that any presentation they make must be respectful of a diverse audience.

This policy also applies to all staff and student presentations.

What's going on this month?



The University of Nottingham
UNITED KINGDOM · CHINA · MALAYSIA

The School of Chemistry present

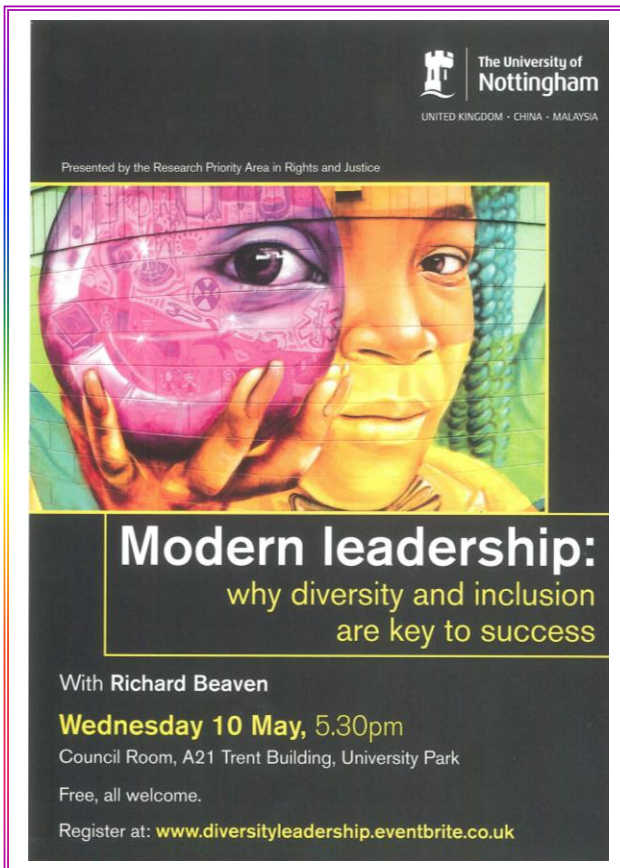
No sexuality please, we're scientists: hidden diversity

Professor David K Smith

Thursday 11 May, 3-4pm
X1 Chemistry Building

Free. All welcome. No booking required.

Further information:
roseanna.bramwell@nottingham.ac.uk



The University of Nottingham
UNITED KINGDOM · CHINA · MALAYSIA

Presented by the Research Priority Area in Rights and Justice

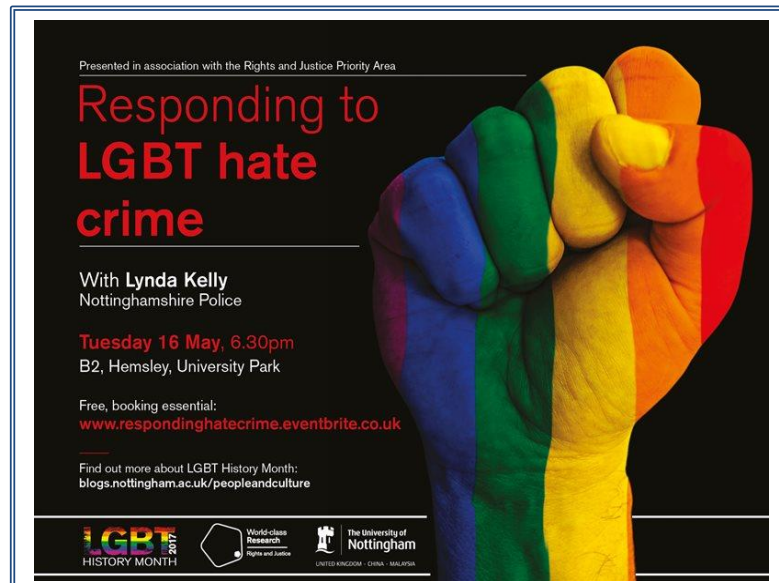
Modern leadership: why diversity and inclusion are key to success

With Richard Beaven

Wednesday 10 May, 5.30pm
Council Room, A21 Trent Building, University Park

Free, all welcome.

Register at: www.diversityleadership.eventbrite.co.uk



Presented in association with the Rights and Justice Priority Area

Responding to LGBT hate crime

With Lynda Kelly
Nottinghamshire Police

Tuesday 16 May, 6.30pm
B2, Hemsley, University Park

Free, booking essential:
www.respondinghatecrime.eventbrite.co.uk

Find out more about LGBT History Month:
blogs.nottingham.ac.uk/peopleandculture

LGBT HISTORY MONTH

Student Advocates?

We would like to know your views on student advocates. Does the school need them, what should they do and who should they be?

This is your chance to give your opinion on what you need and want from the school. Please use the online comments form on the diversity workspace to give us your views.

Ethics

The University Research Ethics Committee have requested that Ethics forms should be worded to avoid causing offence to transgender and people who identify as gender neutral: in particular questions about gender should not require a binary response (i.e. Male, Female, Other, Not disclosed)

If this causes any scientific issues then you should consult the ethics committee on how to proceed.

Staff engagement survey.

You should have received an email with a link to the staff engagement survey. This is your chance to make your voice heard in the university. The survey will be open from Mon April 24th to Monday May 19th.

Athena Swan

Our Athena Swan submission went in last week. We have quite a few plans that have come out of it, particularly related to wellbeing. Look out for more activity in the next few months.

On Friday 16th June jointly with the University of Birmingham we will be running a joint away day of leadership & assertiveness course targeted at later year female undergraduates and early year postgraduates at the East Midlands Conference Centre (i.e. on our campus). Further details on how to register to follow soon.

A Global Approach to the Gender Gap in Mathematical and Natural Sciences: How to Measure It, How to Reduce It?

ICSU has awarded one of three grants, of EUR 300 000 each over three years, to a new joint project led by IMU and IUPAC, strongly supported by IUPAP, with the participation of IAU, IUBS, ICIAM, the UNESCO Section on Science Policy and Partnerships and GenderInSite. The decision was not only made on the grounds of basic human rights but also because it is considered that the full participation of women is fundamental to advance with the goals of the UN 2030 Agenda to end poverty, promote well-being, ensure inclusive quality education and achieve sustainable development.

Although the number of women in higher education increased dramatically since the beginning of the 20th century, the number of women who study and choose careers in Science, Technology, Engineering and Mathematics (STEM) is still not large worldwide. This is particularly acute in the case of Physics and Mathematics, and in the case of developing countries. Serious attempts to improve this situation rely on good data.

Some pioneering work was done by the IUPAP Working Group 5 (the Working Group on Women in Physics), who sponsored surveys before its first two International Conferences. In 2008, it decided to expand the scope of these investigations and committed the American Institute of Physics Statistical Research Center to perform a Global Survey of Physicists which had about 15,000 male and female respondents from 130 countries¹. The survey revealed sex-based differences in resources, professional opportunities and family responsibilities. Differences across regions and countries were also observed. The results aid decisions about where interventions are best targeted. The field is moving rapidly, and we think the situation is improving, but the survey is out of date. Many countries have new leadership, and attitudes to women in science are undergoing a multitude of changes; regions such as Africa are evolving economically; and we need to know what trends can be found in the participation of women in science and in physics.

IUPAC has a special role in reaching industry, through its Chemistry and Industry Committee, and it has contributed very valuably through the IUPAC Company Associates. The two lead Unions, with IUPAP and the other participants, have active outreach programs which are being utilised to encourage more women, especially in Asia and Africa, to move into STEM fields of study.

The project will

1. Gather evidence via both a joint global survey and a study of publication patterns to provide reliable data, on which to orient future actions
2. Collaborate with social scientists working in gender and science, and study contrasts and commonalities across regions and cultures, less and more highly-developed countries, and across different disciplines
3. Provide easy access to materials to encourage young women to work in our fields, including information about careers and salaries directed at parents, schools, and others who influence the careers of girls, in particular, in the

Click [HERE](#) to see the UoN People and Culture Newsletter

If you have anything you would like to go into the newsletter please email Denise Watt.