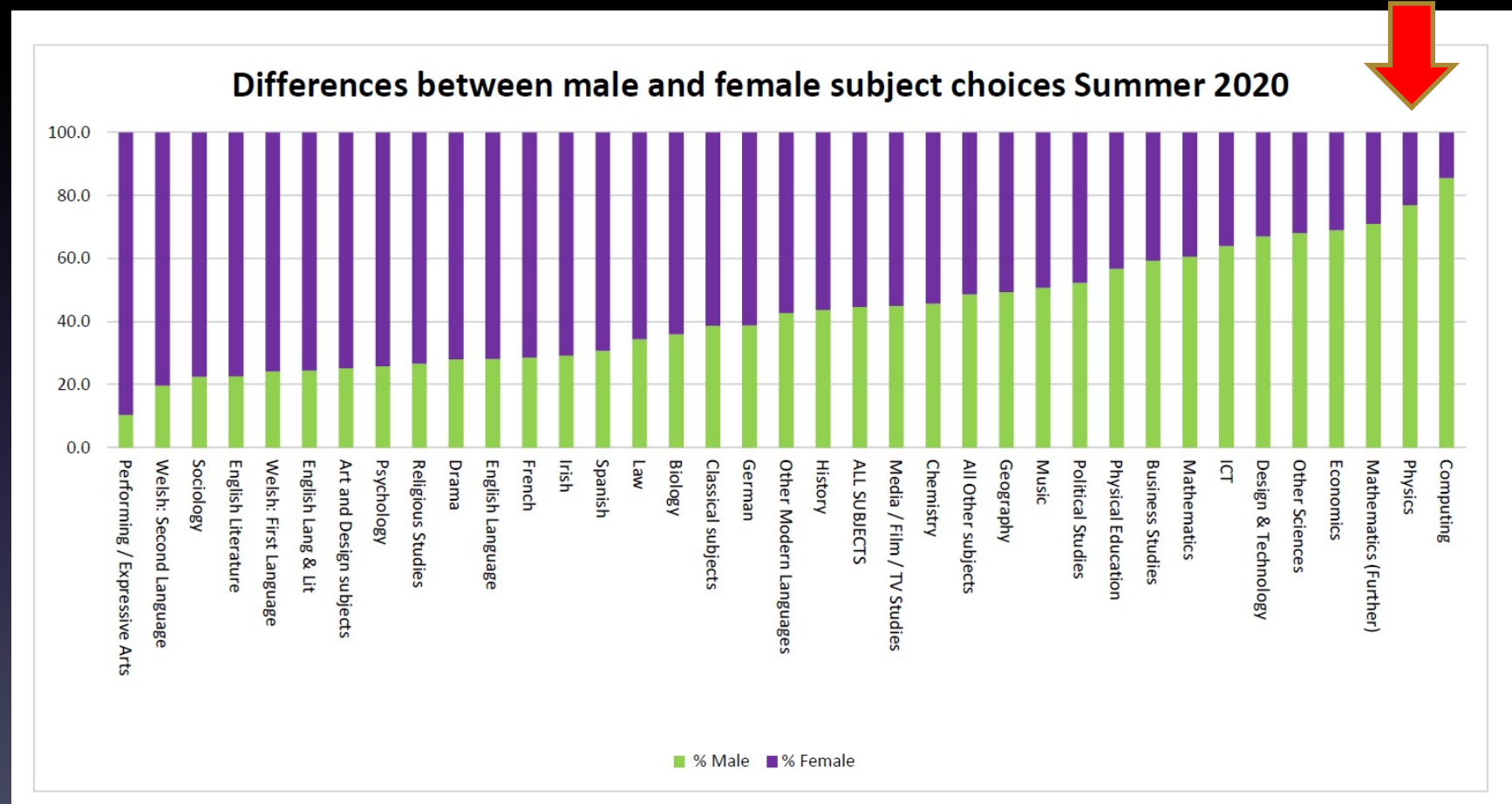


Why a conference for Women?

D. Bortoletto

The Statistics

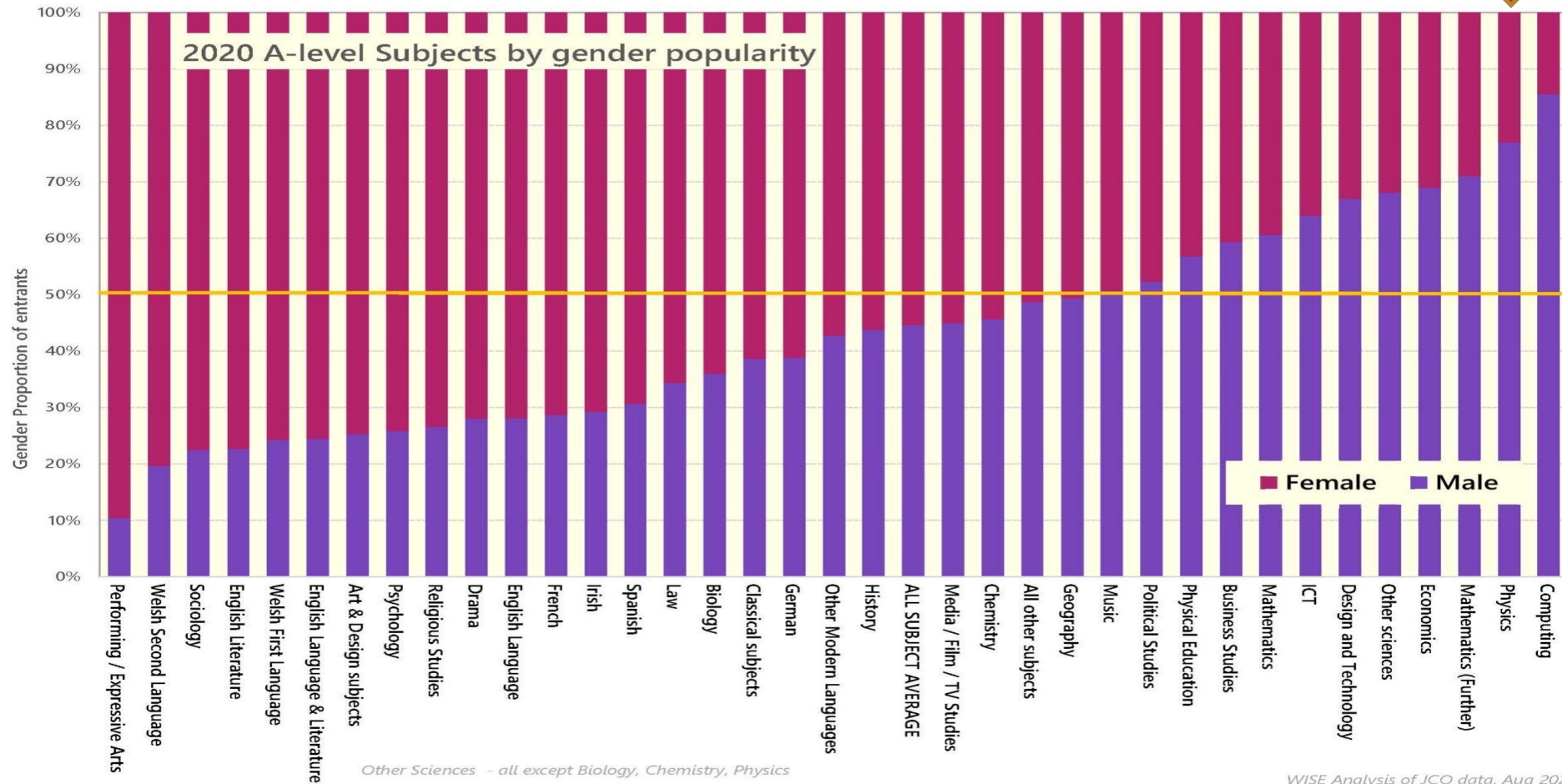
GCSE: 2020



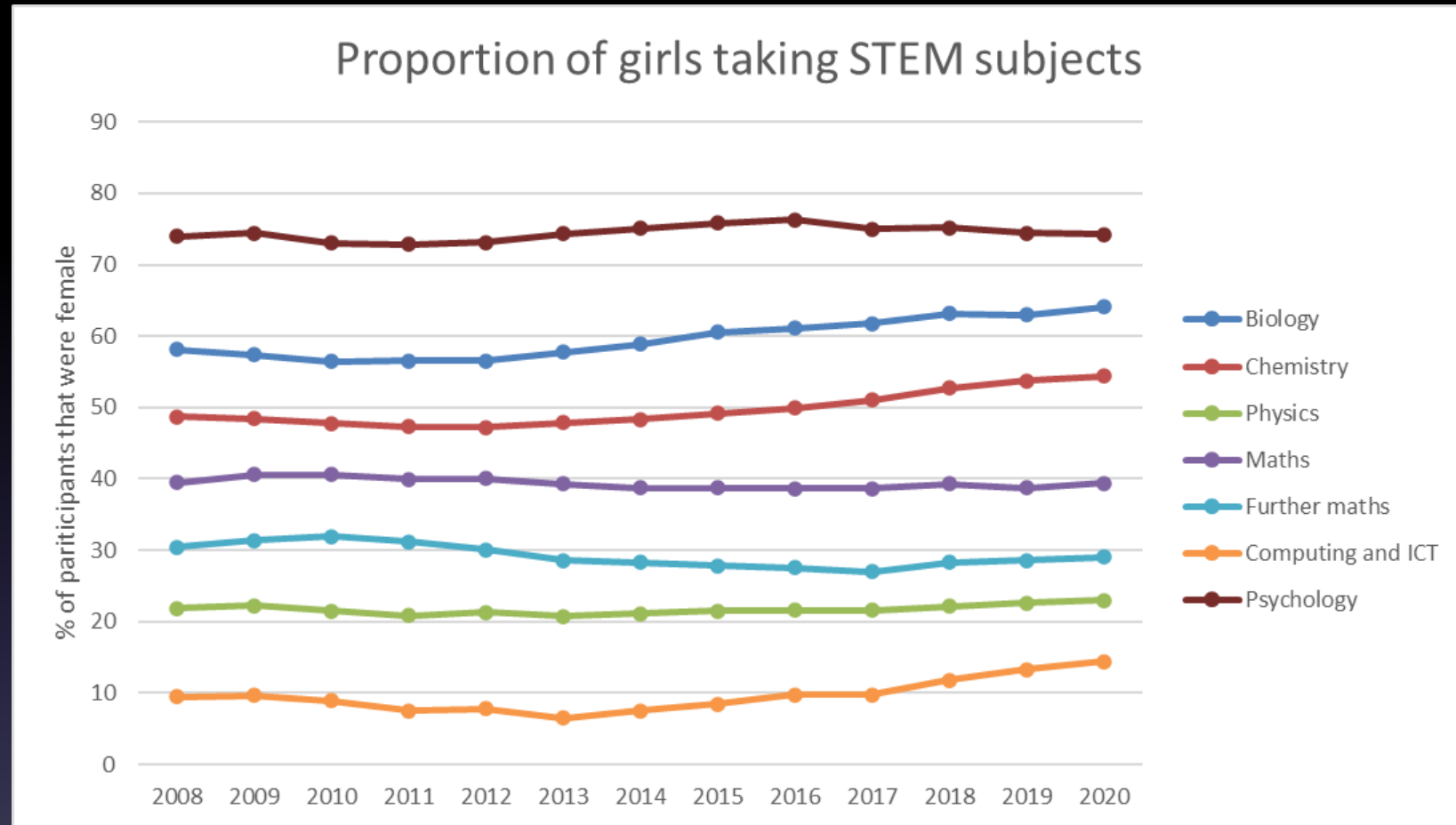
The Statistics

A-Level 2020

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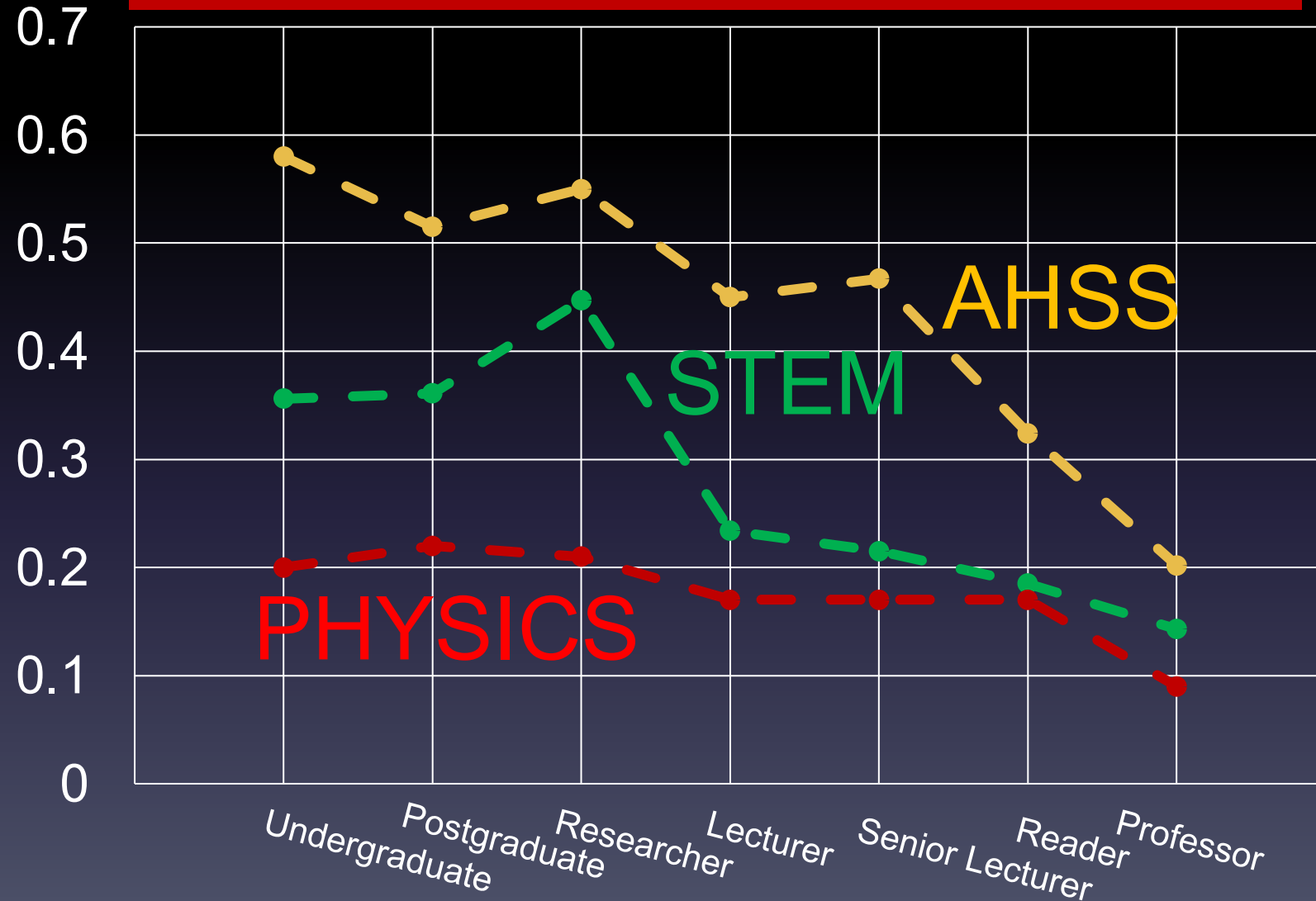
The Statistics



This percentage has been constant for about
25 years

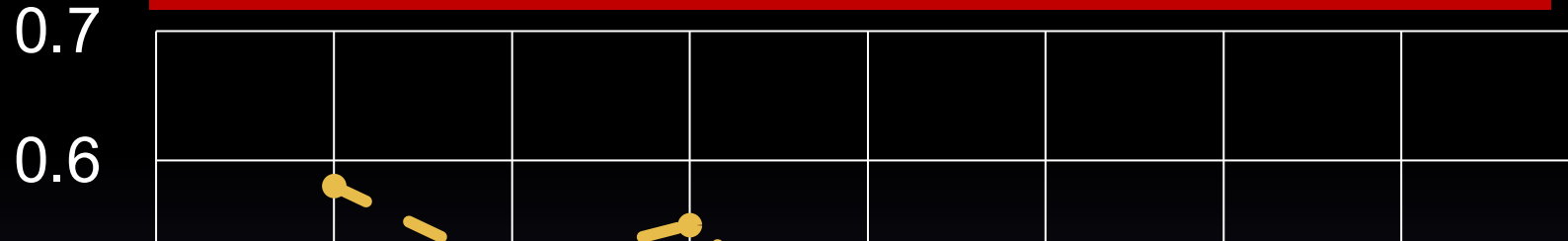
The Statistics

Proportion of women across all Career Stages (2014)

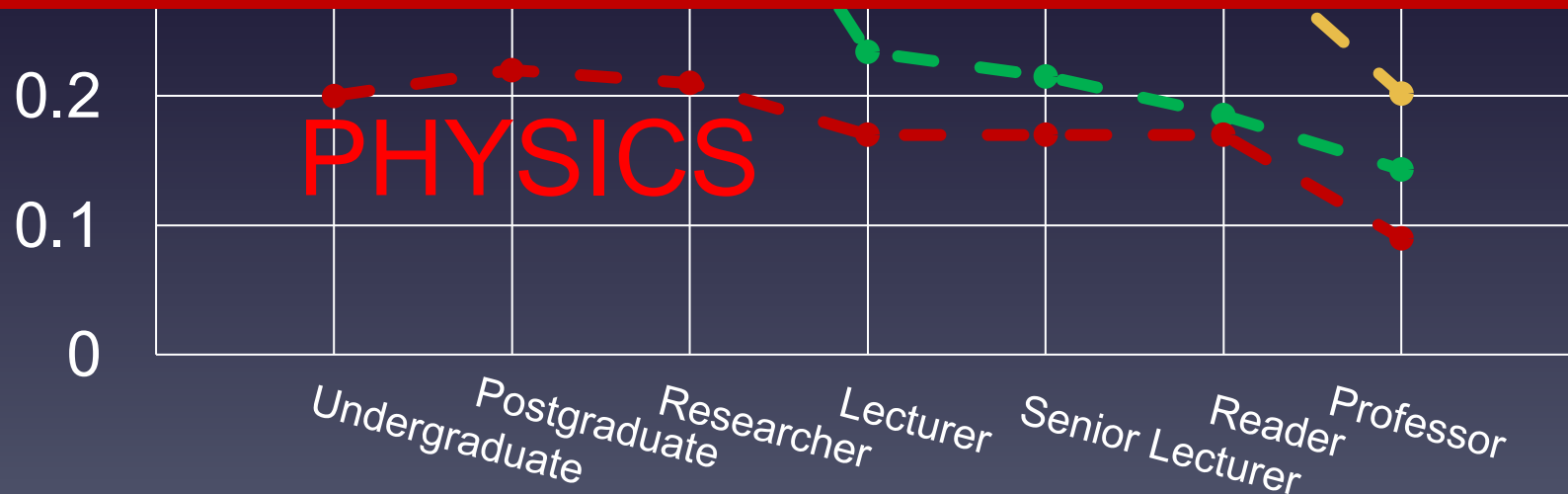


The Statistics

Proportion of women across all Career Stages (2014)



At the current rate of change
(3% over 7 years), we could only reach 35% of
women academic staff in physics by 2050



Evidence of bias

- 63 male, 64 female science faculty
 - physics, chemistry, biology
 - 6 research universities: 3 private, 3 public
- CV of graduating senior looking for job as lab manager.
“John” or “Jennifer”
- Both men and women:
 - See the male candidate as more competent
 - Were more likely to hire him
 - Starting salaries ~30k for him, 27k for her

Moss-Raucusin, Handelsman, et al. 2012 PNAS

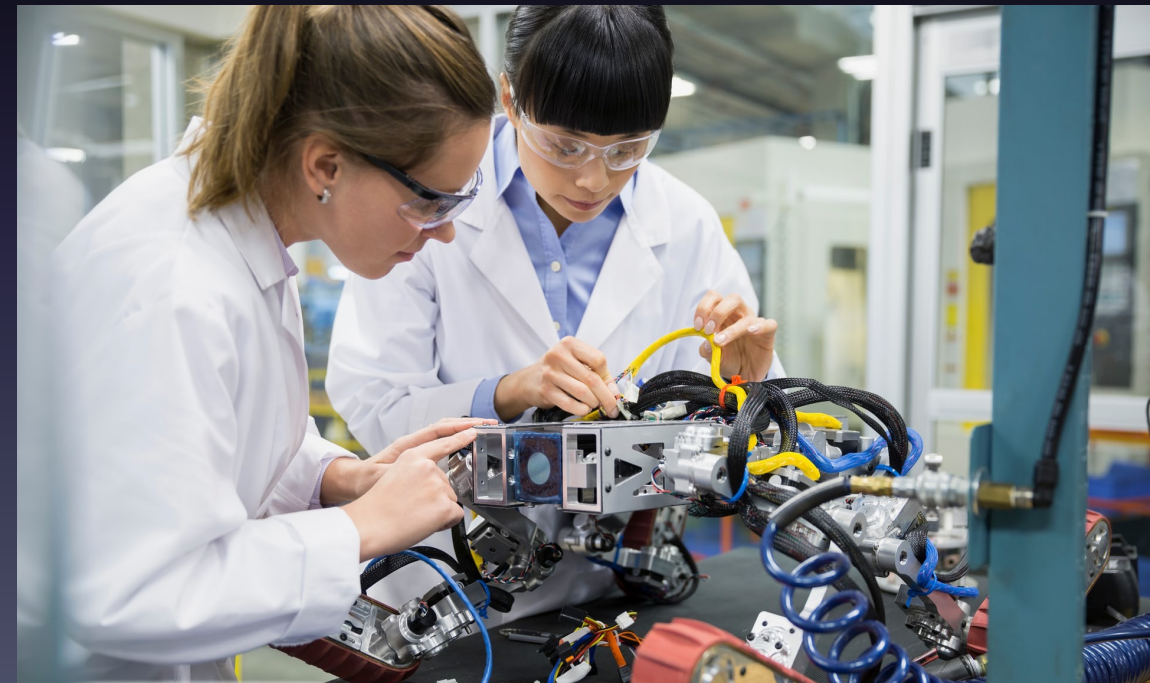
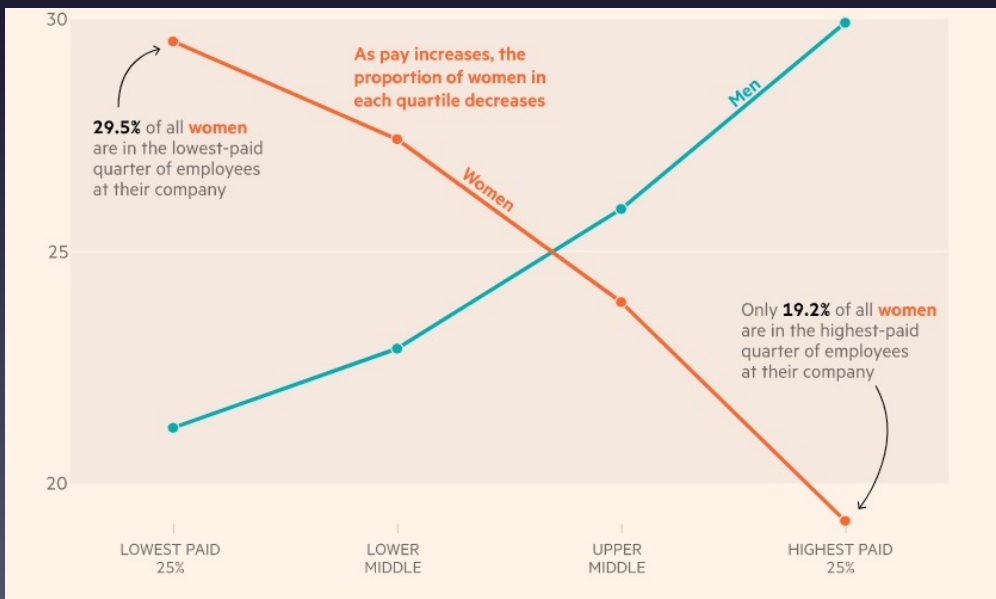
Pay Gap

Technology will widen pay gap (Davos report 2017)

- The gulf between men and women at work – in both pay and status – is likely to widen unless action is taken to tackle inequality in high-growth sectors such as technology

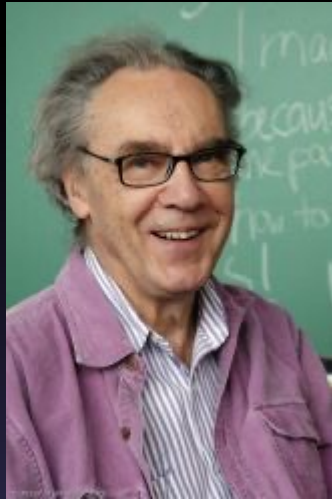


84% of firms pay their male staff more



Sexual Harassment

- Recent high profile cases



Walter H.G.
Lewin, MIT
Astrophysicist



Geoff Mercy
Berkeley
Astronomer



Cristian Ott
Caltech
Astrophysicist



Laurence Krass
Arizona State
University
Theoretical physicist
and cosmologist

Sexual Harassment

The Guardian 5-march-2017

Higher education

Sexual harassment 'at epidemic levels' in UK universities

Exclusive: Almost 300 claims against staff have been made in six years, but victims and lawyers say those are just tip of iceberg



Daniela Bortoletto, CUWiP UK 2021

Dealing with sexist remarks

- "Let me tell you about my trouble with girls. Three things happen when they are in the lab: you fall in love with them, they fall in love with you, and when you criticise them they cry." (2015)



Tim Hunt, Nobel Prize in physiology

14:00 → 14:30 **Bibliometrics data about gender issues in fundamental theory**

🕒 30m

COMMENT FROM THE WORKSHOP ORGANIZERS

Alessandro Strumia applied to give a presentation on "Bibliometrics data about gender issues in fundamental theory". The committee was skeptical of his motivations but decided to allow him to give a scientific presentation on data analysis. The committee is deeply disappointed that the presentation, which had not been shared prior to its delivery, included attacks on individuals and was contrary to CERN's values, as set out in the CERN Code of Conduct. CERN's official statement on the matter can be found here: <https://press.cern/press-releases/2018/09/updated-statement-cern-stands-diversity>

Speaker: Alessandro Strumia (Universita & INFN Pisa (IT))

[🔗 CERN statement](#)

Overview

Timetable

Contribution List

Registration Form

List of participants

Computing access

Health insurance, visa

Accommodation

Directions to and inside

Summary of the workshop: [click here](#)

This workshop will both focus on recent developments in theoretical high energy physics and cosmology, and discuss issues of gender and equal opportunities in the field.

In addition to talks on nuclear and string theory, SM and BSM phenomenology, lattice field theory and cosmology, each day talks and panel discussions will be dedicated to research on gender in academia, with an aim to further the development and implementation of action plans to support women and other minorities in physics.

Since any positive change needs the support of the whole community we encourage everyone, men and women, junior and senior scientists, to participate in this workshop.

DIVERSITY AND INCLUSION | NEWS

Thousands of physicists sign letter condemning 'disgraceful' Alessandro Strumia gender talk

08 Oct 2018 [Michael Banks](#)



Delegates at the first workshop on high-energy theory and gender held at CERN last month. (Courtesy: CERN)

Why there is large participation gap in Physics ?

- Are women not interested because this science does not fit their desire to work with people? (Claire Cupples, the Dean of Science at Simon Fraser University)
- Is this the result of women seeking those fields in which they are able to make the greatest contribution in their own judgement? (Shirley Tilghman, President of Princeton University)

How to attract more women in physics?

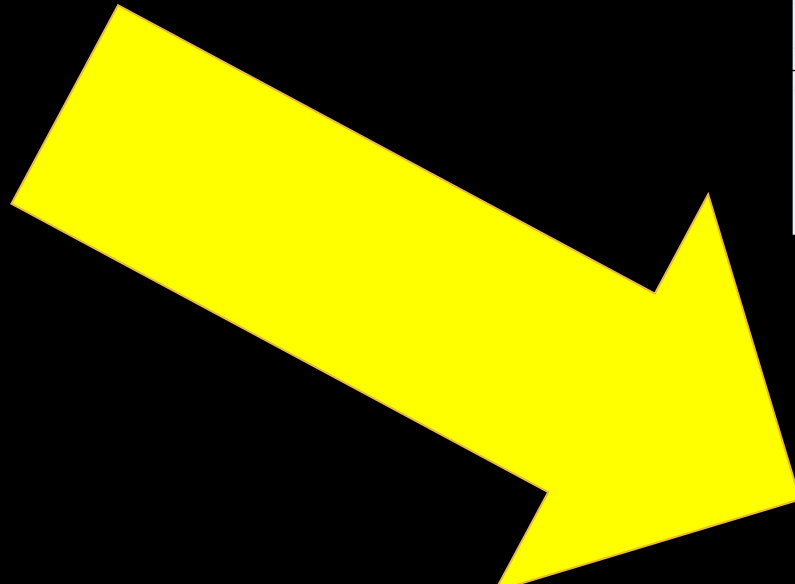
- PRiSE study (Hazari, Sadler, Sonnert and Shanahan <http://blogs.scientificamerican.com/guest-blog/2011/03/29/can-we-declare-victory-for-women-in-their-participation-in-science-not-yet/> (7505 students)
- Students in physics need a “physics identity”:
 - Student must feel good at it
 - Students must believe in their own abilities
 - Reinforced by support from peers, teachers, family and society
- This is true for all students, but students from minority groups have lower self-esteem, contributing to the difficulties they can encounter in physics.



CUWiP

2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
University of Southern California (USC)	USC	USC	USC	UC Santa Cruz	USC	Case Western Reserve	CALTECH	Florida State	North Carolina Research Triangle	Black Hills State
		Michigan	Illinois at Urbana-Champaign	Ohio State	Purdue Bortoletto	Stanford Burchat	Colorado School of Mines	Luisana State	Rugers University	Georgia Institute of Technology
		Yale	Yale	Duke	MIT	Texas A&M	Cornell	Pensylvani a State	UC Santa Cruz	Old Dominion (JLAB)
					North Carolina State	Tennessee	Central Florida	Stony Brook	Michigan	Ohio State
					Oregon	University of Washington	Illinois at Urbana-Champaign	UC Berkeley	University of Mississippi	Oregon State
						Yale	Texas Austin	Chicago (FNAL, Argonne)	Texas Brownsville	Syracuse
								Maryland	Purdue	UC San Diego
								Utah	Yale	Texas San Antonio
										Wesleyan University

≈ 25



~ 1,500 students in the US

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2019 CUWiP Conference Site Locations

If you have any questions,
please email
women@aps.org

5 University of California, Davis

California (San Jose and North)
Nevada

6 University of California, Santa Barbara

Arizona
California (South of San Jose)
Hawaii

7 Utah State University

Colorado
Idaho (site most convenient to
your home institution)
Nebraska
New Mexico
Utah
Wyoming

8 Texas A&M University, Corpus Christi

Arkansas
Kansas
Louisiana
Missouri
Oklahoma
Texas

1 University of Washington

Alaska
Idaho (site most convenient to
your home institution)
Montana
North Dakota
Oregon
South Dakota
Washington

2 Northwestern University

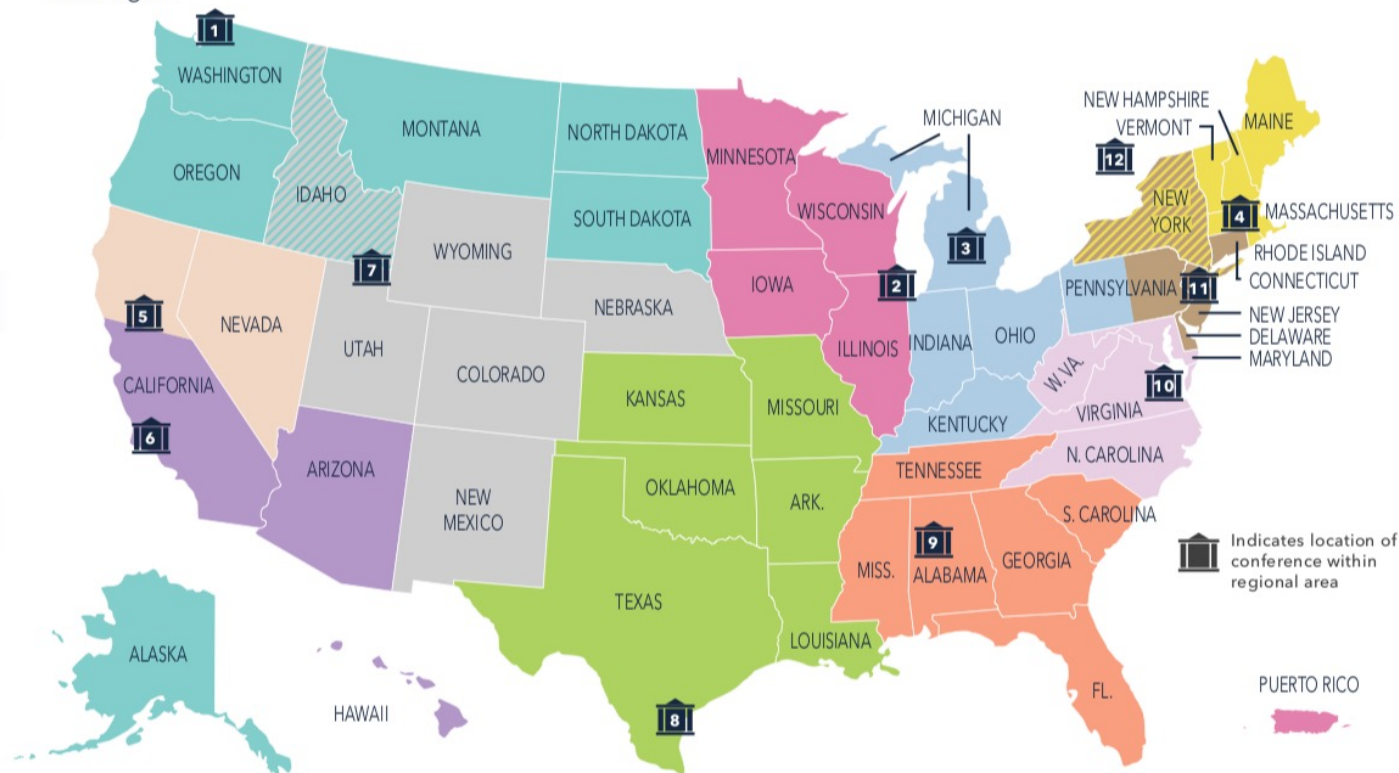
Illinois
Iowa
Minnesota
Puerto Rico
Wisconsin

3 Michigan State University

Indiana
Kentucky
Michigan
Ohio
Pennsylvania
(West of State College)

4 University of Massachusetts

Maine
Massachusetts
New Hampshire
New York (site most convenient to
your home institution)
Rhode Island
Vermont



9 University of Alabama

Alabama
Florida
Georgia
Mississippi
South Carolina
Tennessee

10 College of William & Mary

District of Columbia
Maryland
North Carolina
Virginia
West Virginia

11 College of New Jersey

Connecticut
Delaware
New Jersey
New York (site most convenient to
your home institution)
Pennsylvania
(State College and East)

12 University of Ottawa

Site location includes all
Canadian provinces

CUWIP UK in Oxford



2017



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2016



2018

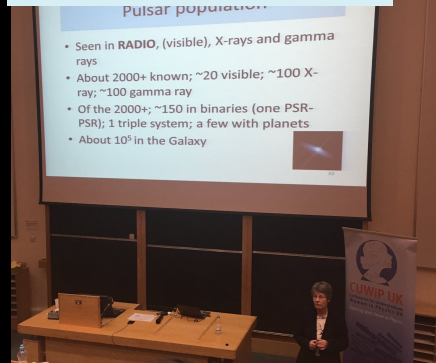


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Goals

- Convey the opportunities available to Physics majors - with or without an advanced degree.
- Combat isolation, provide role models
- Counteract effects of gender stereotyping; build persistence.
- Introduce students to data and resources available through national societies (IOP, APS)

Talks



Panels



Tours



Workshops



Social events



2019



Daniela Bortoletto, CUWiP UK 2021

IOP




12th - 15th March 2020
University of York

Deadline to apply: Friday 10th January 2020

There are a limited number of places available on CUWiP UK 2020! Deadline for applications is Sunday 02 February. Apply now!



CUWiP UK
Conference for Undergraduate
Women in Physics UK
Exploring your Future in Physics
iop.org/CUWiPUK

- Tours of world-leading industry facilities
- Dinner at the National Railway Museum
- Panel discussions with professionals and graduate students
- Talks from leading female physicists including Professor Dame Jocelyn Bell Burnell and Professor Petra Rudolph

Photos from CUWiP UK 2019 by Kathryn Boast










CUWiP UK 2020 in York

SOUTHAMPTON 2021



Daniela Bortoletto, CUWiP UK 2021

A few testimonials

*Thank you so much for the opportunity. It was unbelievably **uplifting** and very much appreciated!*

*Previously I have struggled to imagine my connections with female physicists in a role-model stance; I have only one female lecturer at university. This conference has reconnected me with my subject after a difficult year and begun my connection with the community, which I had previously not realised was a lacking aspect of my life. I feel **empowered and excited**. Thank you.*

*I really enjoyed the conference. It was so nice to meet so many other female physicists from such different backgrounds. Has definitely given me lots **more confidence** and made me realise not only the many opportunities available, but made me feel like they are something I can accomplish.*

*Wasn't confident enough to pursue post-graduate education before but now I am excited to get home and apply to opportunities I found out about through this conference. **I want to involve myself in research opportunities and outreach projects***



- Take advantage of these opportunities
- Enjoy the conference
- Science is universal and unifying



Daniela Bortoletto, CUWiP UK 2021



Denitsa Bankova



Ceris French



Jonathan Flynn



Imogen Gingell



Andreas Jüttner

Local Organising Committee



Michelle Limbert



Kevin MacDonald



Andy O'Bannon



Diana Rojas-Ciofalo



Sophie Smith



Sponsors



Questions? Concerns? Emergencies?
contact the Local Organising Committee any time at

cuwip2021@soton.ac.uk

inbox monitored constantly during conference

or via Zoom

<https://zoom.us/j/94209708224>

Gather.town

<https://gather.town/app/l1qQ3LboNH4xlo6X/My%20Home%20Space>

Slack

https://join.slack.com/t/cuwipuk/shared_invite/zt-nt9xhspg-bKeru15wXhHrvt2fv5Pu9w