

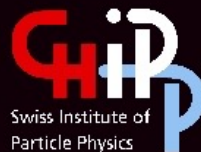
What can CHIPP community do on GENDER?

Tatsuya asked...

- Collect **more data** soliciting the Bureaus d'égalité in the different Institutes and specifically looking at Physics/Astronomy
- Analyze what data are available and if not **set up dedicated surveys** (we have one at UniGE we are launching)
- Solicit **SNF to provide data only for Physics/Astronomy**
- Attend the **Gender in Physics Days of GENERA**, attend the one in Geneva on Jan 26 and Jan 27 (CERN-ESO)!
- Do more on **outreach enhancing women's visibility!**



Gender Equality Network in the European Area
<http://genera-project.com>



UNIVERSITÉ
DE GENÈVE

Université de Genève

GENDER IN PHYSICS DAY GENEVA

26TH JANUARY 2017

https://indico.cern.ch/e/geneva_gip_2017
geneva-gipday@cern.ch



Local organizing committee:

Teresa Montaruli
Tessa Carver
Patrycja Paruch
Brigitte Mantilleri
Anna Sfyrta
Ruth Durrer
Mercedes Paniccia

PROGRAM PROPOSAL (TBA with speakers)

9:00-10:00 Registration + Coffee

10:00 Rector or Vice-rector Welcome

Session on Analysis of GEPs in at UniGE and in other RPO

10:10 T. Montaruli Objectives of the meeting and introduction on the GENERA project and a recent results on statistics for UniGE

10:25 Prof. P. Paruch Actions of the Science Decanate on gender and an historical view on gender in Science at UniGE

11:00 Dr. B. Mantilleri Le Bureau d'Egalité and GEPs at UniGE related to Physics

11:25 Prof. Doris Wastl-Walter Equal Opportunity Programs in Switzerland, analysis of actions (TBC)

11:50 Prof. R. Schubert The ETHZ experience on fostering women's careers in Physics (TBC)

12:15 T. Eichenberber GEP in Federal Institutes and Dual career in physics (TBC)

12:40 Lunch

Session on the liaison between School and University

13:40 The ATHENA program

14:00 PhysiScope

Helene Fueger & Dr. Farnaz Moser: Enhancing the interest of young girls and female teens for scientific fields through workshops, courses and science weeks.

Session on Analysis of GEPs in Switzerland in RFO

14:40 C. Sommers SNSF-funded projects in physics and gender equality at the SNSF (TBC)

15:05 Dr. A. Garry The NCCRs experience

15:20 Coffee

A view from outside: the international experience

15:50 Prof. Tomas Brage (Lund), How to Gender Physics

16:15 Nathalie Katsonis The Dutch program (TBC)

16:40 RoundTable and discussion (including postdocs and PhD students) on direct experience and possible actions:

M. J. Gander, J. Lacour, B. Galliot, P. Paruch, F. Pauss, R. Durrer, L. Baudis, M. Widmer, Laura Heydermann Prof. ETHZ, material science)

17:30 Concluding remarks

19:00 Event at CERN or Science Museum...

Future CHIPP session?

- GENERA will derive actions that should be implemented partner institutions
- They can be discussed with CHIPP to get feedback and provide inputs for other institutions
- we could discuss data, results of unconscious bias, invite rectors and vice-rectors, **invite a trainer** for a **course** on hiring policies

Language matters!

- Aren't you available for a meeting at 7am? or 17:30 pm?
- I will have to change sex to get the position...
- Think hard on your biases. **We LIVE THEM EVERYDAY!!**
- Take the test on unconscious bias before hiring!
- Take training courses