



Commission
'Femmes & Physique'

Charter for Gender Fairness at Conferences in France

V. Pierron-Bohnes (SFP + F&S), N. Westbrook (SFP + F&S + SFO)

IPCMS CNRS-Unistra, 23 rue du Loess BP43, F-67034 Strasbourg Cdx 2 and LCF-IO 2 av. Fresnel F-91127 Palaiseau
vero@ipcms.unistra.fr and nathalie.westbrook@institutoptique.fr

In Europe (EU-28), only 30% of the researchers in the government sector (all fields included) are women, and the proportion falls to 20% in the fields of Sciences and Technology (https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf pp 128 and 131). Moreover, discrimination takes place towards the few female physicists. As a matter of fact, the percentage of female invited speakers in conferences is even smaller, inducing more difficult employment and promotions for women. In all countries, the proportion of women is the smallest at the top of the academic hierarchy (for example, only 10% of full professors are women in the US, from AIP (<https://www.aip.org/sites/default/files/statistics/faculty/womenfac-pa-10.pdf>)). We believe that an important action is to promote fairness for women attending and presenting their scientific results at national and international conferences, following the IUPAP recommendation at the "Women in Physics" conference in Waterloo, Canada, 2014.

The French Physical Society (SFP), the French National Centre for Scientific Research (CNRS) and the "Women & Science" association (F&S) are actively engaged in gender equality, which is today a significant international issue. They work to improve the place of women in physics research and to increase the visibility of women in Physics to attract more numerous young women in the Physics research. The *Women in Physics Committee* of SFP, supported by CNRS and SFP, proposes actions to actively promote fair recognition for women in scientific conferences. One of these actions is to ask the signature of a "gender fairness" charter to conference organizers applying for any help of SFP, CNRS or F&S (a label, a funding or a communication action).

The Recommendations are i) Reach the percentage of women in the domain (when known – 20% otherwise) in the conference's committees (scientific committee, program committee, international committee, publication committee, chairperson pool...). ii) Reach or exceed the percentage of women in the domain with a floor of 30% for women invited talks and women oral presentations. iii) Present these percentages and the women participants' percentage at the closing session or at the general meeting if any during the conference and in a final written report.

We recommend that the Women Physicists' committees in all national Physics Societies have similar initiatives so that all physics conferences soon become "gender fair"!