Gender Balance Action Plan 2018-2020

Proposal Submission and Acceptance
- Monitor gender ratios for organisers and participants at the proposal submission stage and require an explanation for any proposal with no female organiser or a low gender ratio for potential participants.
- Require programme proposers to identify steps that they intend to take to improve diversity within their field.
- SSC to put greater emphasis on gender balance when considering proposals and, if appropriate, make the acceptance of a proposal conditional upon meeting gender balance targets for potential participants.

Participation and Organisation Rates
- Monitor female participation rates at all levels and offer guidance to organisers towards target minimum participation rate of 25% by 2020.
- Strongly encourage programme proposers to include at least one woman as a programme organiser or scientific advisor.
- Require that all programmes have an identified Diversity Lead (typically one of the programme organisers).
- Put in place measures to redress the gender imbalance for Rothschild Distinguished Visiting Fellows.

Practical, Financial and Family Support
- Publish and promote a clear and transparent Provision of Care policy to assist in the removal of barriers to participation, for example by offering:
  - accommodation suitable for participants’ needs;
  - information about local childcare and schooling;
  - financial assistance for those with caring needs or responsibilities.
- Seek funding that can be used to help remove barriers to participation including for participants from DAC List countries.
- Support those who wish to participate in INI events but are not comfortable in approaching organisers directly.

www.newton.ac.uk/participate/provision-of-care
Environment and Communication
• Create a pleasant gender-neutral working environment where women feel welcome and valued.
• Ensure that all INI publications and communications including the website reflect its desire to support and nurture women mathematicians.

Events and Activities
• Seek opportunities and funds to host events and activities for women mathematical scientists.
• Encourage programme organisers of long programmes to include a “Women in …” event, normally as part of one of their workshops.

Governance
• Work to ensure that at least 30% of appointed members of INI’s Scientific Steering Committee (SSC) and 25% of its Management Committee (MC) are women scientists of the first rank.

Emerging Technologies
• Make imaginative use of web and audio-visual technologies to facilitate virtual participation.

Reporting
• Include in the Annual Report gender statistics for all programmes.

Accreditation
• Explore once again the possibility/practicalities of applying to obtain an Athena Swan Award.