



| Policy                               | Action  | Outcome  |
|--------------------------------------|---|--|
| Participation and Organisation Rates | <ul style="list-style-type: none"> <li>• Monitor female participation rates and offer guidance to organisers towards the target participation rate of 18%.</li> <li>• Strongly encourage programme proposers to include at least one woman as a programme organiser or scientific advisor.</li> <li>• Require programme proposals and final reports to contain summary statistics on gender.</li> </ul> | <ul style="list-style-type: none"> <li>• Female participation rates are monitored and, at 20%, have exceeded the target participation rate of 18%.</li> <li>• Organisers are encouraged to include at least one woman as a programme organizer or scientific advisor. In 2017 INI hosted its first programme with female-only programme organisers, <i>Non-positive curvature group actions and cohomology</i>.</li> <li>• Statistics on gender are now included in the Annual Report for all programmes.</li> </ul> |
| Accreditation                        | <ul style="list-style-type: none"> <li>• Seek an Athena Swan Award jointly with Cambridge University's Centre for Mathematical Sciences.</li> </ul>   | <ul style="list-style-type: none"> <li>• INI enquired about gaining Athena Swan accreditation but was informed that it was not eligible to apply.</li> </ul>   |
| Governance                           | <ul style="list-style-type: none"> <li>• Work to ensure that at least 20% of appointed members of INI's Scientific Steering Committee (SSC) and Management Committee (MC) are women scientists of the first rank.</li> </ul>  | <ul style="list-style-type: none"> <li>• INI has exceeded both of these targets:               <ul style="list-style-type: none"> <li>○ SSC membership is 28% female including the Chair</li> <li>○ MC membership is 31% female</li> </ul> </li> </ul>   |

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| <b>Practical, Financial and Family Support</b> | <ul style="list-style-type: none"> <li>• Support women who wish to participate in INI events but do not wish to approach organisers directly.</li> <li>• Find or provide suitable accommodation for participants' needs.</li> <li>• Publish links to organisations that can provide information about local childcare and schooling.</li> <li>• Seek funding from various sources including charities and private donors that can be used to help remove barriers that might prevent potential participants from attending INI activities.</li> </ul> | <ul style="list-style-type: none"> <li>• INI has not encountered any such scenario.</li> <li>• INI routinely accommodates participants accompanied by family members.</li> <li>• INI publishes online links to organisations that can provide information about local childcare.</li> <li>• Unfortunately, despite many efforts, INI has not been able to secure funding specifically to help remove barriers that might prevent potential participants from attending INI activities. However, it uses non-ring-fenced funds to this end.</li> </ul> |
| <b>Environment and Communication</b>           | <ul style="list-style-type: none"> <li>• Create a pleasant gender-neutral working environment where women feel welcome and valued.</li> <li>• Ensure that all INI publications and communications, and the INI website, reflects its desire to support and nurture women mathematicians.</li> </ul>   | <ul style="list-style-type: none"> <li>• INI works hard to create an environment and culture where everyone feels welcome and valued.</li> <li>• INI's publications and communications contain images and content that reflect its desire to support and nurture women mathematicians.</li> </ul>   |
| <b>Events and Activities</b>                   | <ul style="list-style-type: none"> <li>• Seek opportunities and funds to host events and activities for women mathematical scientists.</li> </ul>   | <ul style="list-style-type: none"> <li>• INI has hosted many activities for women mathematical scientists including, most recently the 2016 Women in Data Science Day, and in 2017 an LMS Girls in Mathematics Day and the Women in Mathematics Poster Exhibition.</li> </ul>   |
| <b>Emerging Technologies</b>                   | <ul style="list-style-type: none"> <li>• Make imaginative use of web and audio-visual technologies to facilitate virtual participation.</li> </ul>  | <ul style="list-style-type: none"> <li>• Female academics unable to attend INI in person can give seminars remotely, including question and answer sessions, with a live stream to INI's seminar room.</li> </ul>   |

