

Meeting of Representatives of European Organisations for Women in Mathematics

Organised by the European Mathematical Society
Women in Mathematics Committee

Barcelona, September 4, 2011

Introduction

In September 2011, the European Mathematical Society (EMS) Women in Mathematics Committee organised a meeting of Representatives of European Organisations for Women in Mathematics in Barcelona. The meeting was held at the Facultat de Matemàtiques i Estadística (FME) of the Universitat Politècnica de Catalunya on September 4, 2011, immediately prior to the 15th General Conference of EWM (European Women in Mathematics) in CRM, Barcelona. The aim was to bring together people involved in organisations and initiatives for women mathematicians to exchange ideas and build an informal network. Participants were invited through a letter sent by EMS to all national mathematical societies.

In addition to committee members, the meeting was attended by representatives from the African Union, Denmark, France, Germany, Spain, and the UK who reported on the very varied activities in their countries. Russia and Serbia were represented by committee members and we have also made contact with representatives from Hungary, Italy, Slovakia and Turkey.

This document collates the reports which are intended for circulation back to national mathematics societies via the EMS. We hope this may be a first step in possible international level coordination/network of organisations for women mathematicians and gathering further information from other countries.

The meeting was chaired by Dusanka Perisic and Caroline Series, Chair and Vice-Chair of the EMS WiM Committee respectively. Local organisation was done by Elena Fernandez.

The reports were edited by Elena Fernandez and Caroline Series.

April 2012

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2 Report from Denmark

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The Danish Mathematical Society has no women in mathematics committee, and no other women in mathematics activities.

There are no top-down initiatives in Denmark to encourage women to pursue a career in mathematics. Copenhagen University has the so-called Freja-fellowships in science. These are 2-years tenure track post.doc. fellowships given to areas where the underrepresented sex represent less than 25% of the faculty. In all of science, the underrepresented sex is female. So far, none of these fellowships have been given to mathematicians.

The only bottom-up organisation or initiatives are the ones organised through EWM. The first Danish EWM meeting for women in mathematics was held on the 6th and 7th of October 2010. 22 master students, PhD students, post.docs. and professors attended the meeting. The invitation was in Danish, but the meeting was held in English, since several of the post.docs and PhD students were non-Danish speakers. The meeting was financed by the Danish Mathematical Society. At the meeting it was decided to set up a website for women in mathematics in Denmark (this is still to be done), and to have a second similar meeting in 2012. This meeting will take place at the 4th and 5th of October, 2012.

There are only a very few women mathematicians in Denmark. Membership fees are no longer collected. It has been decided that Danish members of EWM pay directly to EWM. At the moment it is too difficult to pay membership fees. We recommend that EWM set up a website through which membership fees can be paid directly on-line. The membership fees collected in Denmark in earlier years have been handed over to EWM to support the creation of such a website.

The number of active members of EWM in Denmark is below 20, maybe even below 10.

3 Report from France

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There are three professional mathematics associations in France : the “Société mathématique de France” (Mathematical Society of France), the “Société de mathématiques appliquées et industrielles” (Society for Applied and Industrial Mathematics) and the Société française de statistiques (French Society for Statistics). There is also the association femmes et mathématiques (Women and Mathematics) created 24 years ago, about the same time the association European Women in Mathematics (EWM) was created.

Among mathematicians in France, 20% are women, and this rate has been constant over the past 25 years, though the number of mathematicians has increased considerably. About 30% of university lecturers in mathematics are women and 12% of university professors of mathematics are women.

At the French national center for research (CNRS), where about 350 mathematicians have full time research positions, with an increase of 50% over the past 20 years, the number of women has remained constant at about 50. Because of the small number of CNRS research positions available for recruitment each year, informal professional contacts play an important unofficial role in the selection of candidates. The same is also true for lecturer or professor positions in pure mathematics at universities, where the number of women mathematicians is dramatically low and decreasing every year, as the number of women recruited has not kept pace with the number of women retiring.

Activities to promote women in mathematics

The association femmes et mathématiques has been active for over 20 years, trying to make clear to the rest of the mathematical community the problems women mathematicians face in getting recruited and then promoted. Unfortunately, this situation has not been genuinely recognized by the mathematical world in France. On the other hand, there is at least some agreement nowadays among leaders in professional associations that women mathematicians should be present in non-negligible numbers in activities organised by them. For example, the association femmes et mathématiques was part of the organisation of “Mathematics for the future”, held in France in 2009. The association femmes et mathématiques has also participated in the writing of a booklet of portraits of professionals educated in mathematics, designed to encourage high school students to study mathematics. Half the portraits are of women, which approximately reflects proportion of women and men studying mathematics at the university level.

Nonetheless, when it comes to individual careers, nothing has been done so far to improve the situation of women. France is a country where it is believed that the system, especially for State employees, is equal, in particular between women and men. Very few male or female mathematicians are convinced that women are discriminated against, and no visible action has

ever been taken within the mathematical community to improve matters for women.

For example, in 2011, about 50 recruitment committees (out of 200) for lecturers or professors contained no women. Though these committees were illegal, because by a law passed in 2009, they should have a balanced representation of women and men, nothing can be done to constrain the university community to nominate at least 20 to 30 % of women in all committees (which means at least 2 women in a committee of 6 to 8 people).

As for promotion of women mathematicians, you often see zero or one woman being promoted by the national committees (there are two national committees, one for pure mathematics, and one for applied mathematics). In 2008, some women mathematicians publicly complained that the applied mathematics committee did not promote enough women. The gender variable has then been better taken into account in subsequent years. It remains to be seen if this effect will be lasting. As a result of the fact that women are not promoted even approximately in proportion to their numbers, women generally have less well-paying careers and retirements than men, and by a significant amount.

In the last few years, there have also been some individual initiatives to inform the mathematical community about the situation of young mathematicians, and in June 2011, about the situation of women in mathematics. This recent initiative, a day about parity in mathematics, has been well publicized by French government and by the professional associations. However, it seems to be an isolated event, with very few practical consequences for the community of women mathematicians other than to show once a year that there is a problem.

For the future?

Over the past almost 20 years, the association femmes et mathématiques has been organizing a regular forum for young women mathematicians : this is an occasion for them to present themselves, to give a lecture about their work, to get in touch with senior women mathematicians, and, since 2010, to undergo mentoring activities. This now annual event, sponsored by CNRS since 2010, reaches too few young women mathematicians, and it is not sure that it will produce a change in the recruitment of women mathematicians by nearly all male committees, though it changes the way young women see themselves as mathematicians.

Today, after various laws have been passed, in 2000 for parity in political elections in France, in 2001 for professional equality between women and men, in 2011 for a better inclusion of women in boards of directors in large enterprises, some universities are finally starting to implement programs to give better visibility to women. For example, universities are gradually moving to insure that more women are elected to the various university governing councils, that more women get research grants, and that more women are promoted to the rank of professor. This is being done under very weak supervision of the Ministry of Higher Education and Research, where there is an office specialized for gender parity and for fighting against discrimination. (Very little money is being invested there and the staff is very low, 3 to 4 people, some part-time.) We have yet to see these practices being implemented on a large scale over time and also what they will produce for women mathematicians.

4 Report from Germany

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This report has a focus on the Deutsche Mathematiker-Vereinigung (DMV).

First, some brief information on the DMV (Deutsche Mathematiker-Vereinigung) and then a more detailed report on some of its activities related to women in mathematics.

As of March 2010, the DMV has about 4.000 members, about 10% women among them (both the absolute numbers as well as the percentage of women members have considerably been increasing in the past decade). In the 1990s, the DMV had its first (and so far only) female President, Ina Kersten.

The DMV has also established a Frauenbeauftragte in the 1990s, that is, a women's representative; in 2007, the field was renamed Diversity and Equal Opportunity. The DMV has a number of such officers for special topics who are in general not members of the steering committee; during some presidencies the Frauenbeauftragte regularly received invitations to the committee meetings, while at other times the contact was weaker.

Starting with my term in office for the DMV in 2007, a small group of women professors in mathematics and the teaching of mathematics, including the German EWM coordinator and the treasurer, was set up, with whom ideas for activities or related matters were discussed; this group is called Arbeitskreis Vielfalt und Chancengleichheit. A first panel discussion on women in mathematics at an annual meeting of the DMV took place in Bielefeld 1991, organized by Ina Kersten; since then, there have been a few more such events, the last one at the joint meeting with the GDM (Gesellschaft für Didaktik der Mathematik) in Munich, 2010.

Other activities were the collection of statistics on women professors in mathematics at the universities, and the collection on information about Good Practice examples at mathematics departments that could serve to encourage and keep women in math. These informations were put on the DMV website (or linked from there) to make them publicly available.

Both for honoring Emmy Noether and based on the observation that there were very few women plenary speakers at the annual meetings of the DMV, on the occasion of the annual DMV meeting 2008 in Erlangen (where Emmy Noether was born), the Emmy Noether Lectures were established and have become a regular feature of the meetings since then. These are plenary lectures by a woman mathematician working in Germany or being of German origin; so far, the speakers have been Karin Erdmann, Ulrike Tillmann, Annette Werner and Simone Warzel.

In the year 2008, the DMV also became one of the partners signing the newly established Nationaler Pakt für Frauen in MINT-Berufen (National Pact for Women in STEM professions), initiated by the Federal Government. This is a very successful network of organizations, companies, public institutions, etc. to get and keep more girls and women in the areas science, technology, engineering and mathematics. The DMV has committed itself in particular to play the role of a multiplier and address large numbers of girls in school with information about mathematics and the job perspectives based on the study of mathematics. In particular, the production of a brochure "Vielfalt + Chancen = Mathematik" was initiated and accompanied by us and carried through by the (well-funded) Office of the National Pact; it is aimed at at-

tracting girls into math by showing them many different job possibilities based on mathematics (this brochure is freely available also via download). The DMV media office has also recently created new topic websites on math+girls with lots of information and links.

Finally, it should be mentioned that there is an ongoing discussion about a change of name from Deutsche Mathematiker-Vereinigung (sounding like an association of male German mathematicians) to Deutsche mathematische Vereinigung, a name which would also be closer to the often-used English version German Mathematical Society. After some necessary changes on the statutes have been implemented, the members will be asked to vote on this probably in 2012.

Apart from the DMV, there are also some other professional organizations involved with mathematics in Germany. One is the GDM, already mentioned above, which draws its membership largely from people in didactics of mathematics and school teachers, but also students. It has an Arbeitskreis Frauen und Mathematik which regularly meets to discuss topics in the teaching of mathematics, in particularly related to gender questions (e.g., different treatment or behavior of girls and boys in school). Another one is the GAMM (Gesellschaft für Angewandte Mathematik und Mechanik), which focuses on applied mathematics; they don't seem to have any officer or committee related to women in math. Besides these societies, there is also the German section of the European Women in Mathematics, which has (co-)organised several meetings in Germany, the last one being held in Aachen in April 2011.

As mentioned above, there are some federal activities to attract girls to and keep women in mathematics. There is quite a variety of actions and programs at the universities as these fall under the different state policies; partly this is top-down and partly money is offered for bottom-up initiatives. There are a number of special professorships and postdoc positions reserved for women, special grant programs for women, guest professorships for women, prizes for women students, science and gender - awareness raising, girls' workshops, etc. (mostly not specific to mathematics).

Important on the national level is also the support by the German science foundation DFG (Deutsche Forschungsgemeinschaft) and other science organizations; e.g., they increase the participation of women in their committees and raise awareness for women in their programs (e.g., participation of women among the proposers of graduate centers, and the allocation of funds for women in these centers - this has already led to special workshops and other activities also in mathematics).

Altogether, the activities have had quite a positive effect at the universities, and the number of women professors in mathematics has increased significantly. For a long time, the majority of mathematics departments did not have a single woman professor; now these departments form a minority, and there are a number of departments with a least 3 woman professors - but we have still not even reached the 10% mark among the professors.

As information about women professors in mathematics in Germany has been requested several times, a map and list of the women mathematics professors at the German universities have recently been set up; this is now available via a link from the website of the DMV or directly at <http://www-ifm.math.uni-hannover.de/~bessen/FiM/Deutschlandkarte.html>

5 Report from Italy

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The Italian mathematical community is formed approximately by 3000 mathematicians, who are covering the positions of researchers, associate professors and full professors in the Italian universities, plus a consistent number of young people in various post doc positions. According to the various areas of research, they are divided in seven sectors, which are called MAT 01 to 09 and SECS-S06, precisely devoted to logic, algebra, geometry, complementary mathematics, analysis, probability and statistics, physical mathematics, numerical analysis, operational research, mathematical methods for economics, actuarial and financial sciences.

We have described with histograms below the precise situation: the existence of the glass ceiling and the so called “pipeline shrinkage” is quite clear. More or less twenty per cent of the Italian full professors in mathematics are women, even if more than half of the graduates in mathematics are women. The Minister of University and Research has pointed out very clearly that women are doing very well in Italy in all degree courses in scientific areas. But there are reasons to believe that the situation will improve in the next future, because in the Italian governance of mathematics, women are steadily entering in the control rooms.

There are, as a matter of fact, two main organizations in Italy who take care of the Italian mathematicians, the Italian Mathematical Union (UMI) and the National Institute for Advanced Mathematics (INdAM). Both have a President, a Vice President and a Scientific Committee. UMI is the Italian mathematical society. INdAM is the Italian mathematics Research Institute, and it is a self-governing state research institute, similar to CNR, the National research Council and INFN, the National Institute for Nuclear Physics. It is legally constituted and supervised by MIUR, the Ministry responsible for University Education and Research, and is extremely important because receives money from the State to promote research in mathematics.

In the Scientific Committee of UMI, which is formed by the President, the Vice-President, the Administrator and the Secretary, plus 15 elected members, there are two women.

At INdAM, which is run by a President, a Vice-President and the Scientific Council, composed by seven elected members, there are also two women, one is the Vice-President.

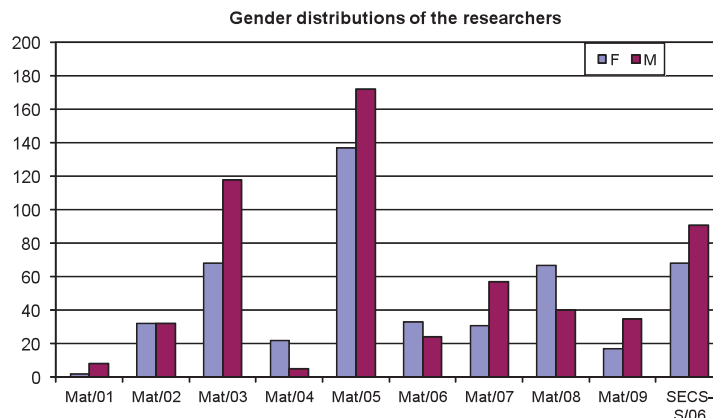
This last situation is actually quite new. As a matter of fact two years ago the Italian Government organized the reform of the Italian Research and the Board of Administration of INdAM adopted a new Statute. One of the main features of this Statute was that new equal opportunities rules were introduced for elections of the governing members, and these produced, after the elections in July 2011, the presence of one woman in the Scientific Council and also a woman as Vice President. One has to understand that up to 2007 no woman was ever elected in the INdAM governance. The new entry was one of the positive side effects of the Year for

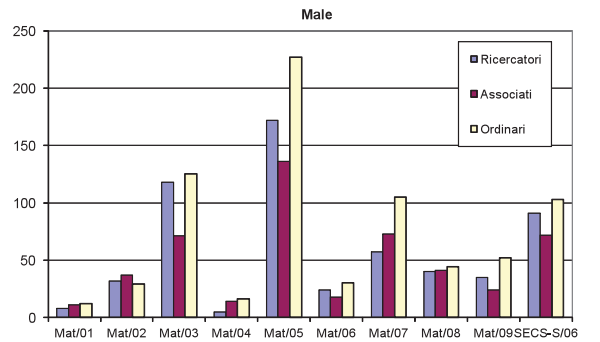
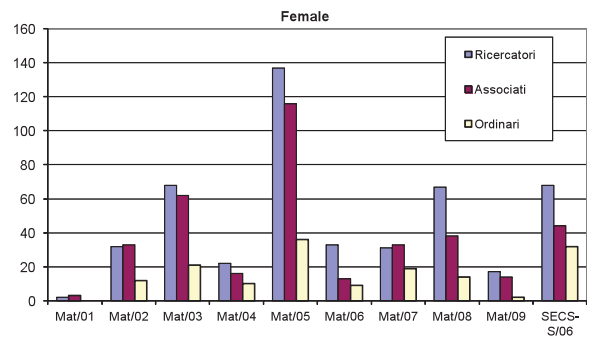
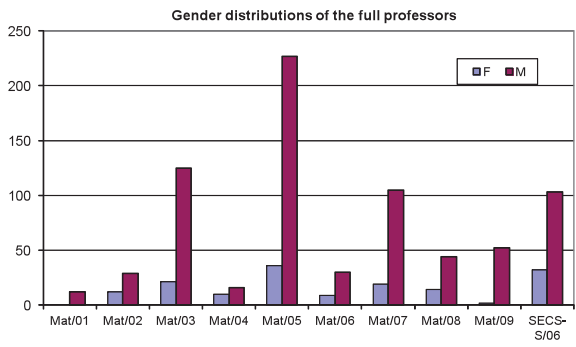
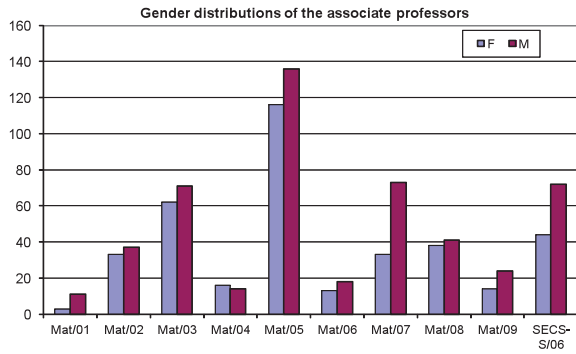
Equal Opportunities in Europe: as a matter of fact in order to contribute properly with some effective change, for the first time one woman ran at the elections and actually was appointed Vice President. Of course, we are still far away from a real gender equality, but one has to take in consideration the fact that INdAM promotes the training of researchers in mathematics at national, international and European Community levels, develops research in pure and applied mathematics, especially in the emerging branches, fosters close contact between Italian and international mathematical research, so one understands that the existence of women in the ruling positions can help a gender oriented attitude. This is not just a statement, in the four years of vice-presidency of a woman, equal opportunities rules were introduced in the yearly national challenge for bursaries awarded to students at Bachelor's level of study in the new LMD System, intended for nurturing vocations for mathematics among the young, and an Equal Opportunities Committee was appointed in the INdAM Co-fund Programme within the FP7 Marie Curie Actions active from 2011. Moreover, in occasion of the initiative called "INdAM Day", featuring four high-level expository lectures which took place in 2008 (Padua), 2009 (Turin), 2010 (Catania), 2011 (L'Aquila), each time among the speakers a female mathematician has been chosen, i.e. Claire Voisin, Idun Reiten, Irene Fonseca and Laure Saint-Raymond.

We strongly believe that more work has to be done in this direction, but things are actually changing as far as the glass ceiling is concerned.

FIGURE: Gender distribution for several university roles and for the sectors of italian mathematicians

MAT/01 LOGICA MATEMATICA
 MAT/02 ALGEBRA
 MAT/03 GEOMETRIA
 MAT/04 MATEMATICHE COMPLEMENTARI
 MAT/05 ANALISI MATEMATICA
 MAT/06 PROBABILITÀ E STATISTICA MATEMATICA
 MAT/07 FISICA MATEMATICA
 MAT/08 ANALISI NUMERICA
 MAT/09 RICERCA OPERATIVA
 SECS-S/06 METODI MATEMATICI DELL'ECONOMIA E DELLE SCIENZE ATTUARIALI





6 Report from Russia

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There are three mathematical societies in Russia: Moscow, St.Petersburg and the Siberian mathematical society (located in Novosibirsk). In these organizations there are few women. In the leadership of the Siberian mathematical society there is only one woman.

In Russia more than 80% of women-mathematicians are engaged in teaching in schools, universities and colleges. More than 70% of all research mathematicians in Russia are men. For example, in the Sobolev Institute of Mathematics of the Siberian Branch of the Russian Academy of Sciences there are 267 mathematicians of whom 42 (16%) are women. There are 122 doctors of sciences among them 4 women (3.5%). There are 140 candidates of sciences (analog of PhD) among them 36 women (26%).

In 1993 after the disintegration of the Soviet Union there was established the inter-regional association "Women in Science and Education" (website: www.amse.ru). The congress was organized on the initiative of Moscow mathematicians. The President of this association is Galina Riznichenko, a doctor of physics and mathematics and professor at Moscow State University:

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Professor Nadezhda Merlina from Chuvash University (in the city of Cheboksary on the river Volga) leads the branch of this association "Women-mathematicians". E-mail: merlina@cbx.ru

The objectives of this Association are:

- Organizing the Russian scientific and educational community,
- Encouragement of women who work in the scientific and educational area,
- Consolidation of scientists, high-school and university teachers and students with the aim of saving and developing of Russian science and education.

The main form of activity is the organization and holding of scientific and educational seminars and conferences. Annually the association organizes 4-5 conferences in various cities of Central Russia. The XIX International interdisciplinary conference "Mathematics. A computer. Education" was held in Dubna, January 23-28, 2012.

The first Siberian congress of women mathematicians was held in 2000 in Krasnoyarsk (Eastern Siberia) and was devoted to Sofia Kovalevskaya. The congress was organized on the initiative of Krasnoyarsk mathematicians. Every 2 years young women mathematicians come to

Krasnoyarsk in January to participate at this conference. The last YI Siberian Congress of women-mathematicians was held in Krasnoyarsk in January 2010.

At some Russian universities the government sometimes supports mathematicians. It does not depend on sex, it only depends on his/her work or personal contacts with people who makes the decisions. There is no the state organization in Russia that supports women mathematicians. We have the Russian Foundation for Basic Research, which provides financial support (giving grants for scientific research), in particular, mathematicians.

7 Report from Slovakia

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Basic facts:

- about 61 active mathematicians (15 female)
- working at the Mathematical Institute of Slovak Academy of Sciences
- about 500 mathematicians (200 female)
- working as university lecturers at 10 universities in Slovakia

National maths organisations and committees:

- Union of the Slovak Mathematicians and Physicists - 650 members (? female)
- Slovak Mathematical Society - 212 members (45 female)

Does your national mathematical society have any women in maths committee or activities?

- 9 women mathematicians (3 vice-presidents, 6 maths teachers at universities, secondary and primary schools) in the 25-member Steering committee of the Union of the Slovak Mathematicians and Physicists
- 1 women mathematician in the position of Secretary in the 5-member Council of the Slovak Mathematical Society
- There are no special members in both above committees responsible for women in mathematics agenda and related issues.

Are there other 'bottom up' organisations or initiatives? Slovak Society for Geometry and Graphics is a non-profit professional scientific organisation aimed to stimulate scientific development geometry and computer graphics, to support young scientists in these disciplines, and to enhance the quality of geometry and graphics education at all levels - 35 members (25 female) There are 3 women forming the Committee of the society -1 president + 2 members

Have there been any 'top down' initiatives, either from universities or government, to encourage women in mathematics/science at the university level? There are no activities aimed directly at women mathematicians. Regular non-official meetings of women mathematicians are initiated during the annual seminars on geometry that are organised by the Slovak Society for Geometry and Graphics.

Have they been useful/successful or not? These meetings are met with not very enthusiastic attitude and courage to deal with the women issues. Most Slovak women mathematicians, who are active in the Slovak Mathematical Society or in The Union of Slovak Mathematicians and Physicists, do not see any reason to organize separate activities or create subgroups for women, within or outside these basic organizations. All such activities are perceived more or less based on discrimination and excluding principles, which they find rather dangerous in connection to acknowledgment by the community of mathematicians in Slovakia, as being regarded of less significant, or having no appropriate scientific recognition and professional level.

8 Report from Spain

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**Woman and Mathematics Committee. Real Sociedad Matemática Española
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The committee consists of 12 persons: 10 university professors and 2 high school professors.

Activities in 2010-2011

- Update of the web page of the committee. The committee has a web page <http://mym.rsme.es/> which is located at the server of the RSME. The RSME has funded the renewal of the page by a company. The maintenance and updating of the new page is now responsibility of the committee, who has appointed one of its members for this task. Another member of the committee is in charge of gathering the information to be included in the web page.
- Study of the profesional itinerary of mathematicians in Spain. At this point in time this is the objective with higher priority for the committee for this study.
 - The committee applied and obtained for some funds to the Spanish Ministry of Science and Education.
 - A data base with over 4500 entries with email addresses of mathematicians in Spanish Universities has been created.
 - A poll has been designed for identifying the professional itinerary of mathematicians at Spanish Universities and to observe whether or not significant differences exist in terms of gender. The poll was placed at the webpage of the committee for two months. The results are currently being processed and will be available by the end of Jan 2012.
- Analysis of the situation in High School Mathematics Education. This another high priority objective of the committee, which will complement the one mentioned above. Such analysis will contrast data on the participation and scores of girls in mathematic courses, with data on the participation and results of girls in Mathematics Olympics as well as other similar contests in Spain.
- Activities related to the Conference of the Centennial of the RSME. To mark its centennial the RSME is organizing in 2011 a series of activities. Among them in February 2-4 a Scientific Conference took place in Avila (Spain). During the conference the committee organized three panel discussions on the following topics: Gender issues in mathematics education, women in mathematics and science in Spain and Woman and Mathematics and cooperation.

9 Report from the United Kingdom

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United Kingdom

UK Proportions of Women Mathematicians

- Over 40% of UK undergraduates in mathematical sciences are women
- Only 4% of UK professors in mathematical sciences are women
- Similar picture in other STEM (science, technology, engineering, mathematics) subjects

UK ACTIVITIES FOR WOMEN MATHEMATICIANS

- LMS Women in Mathematics Committee
- Newton Institute Gender Balance Initiative
- Athena Swan Award

LMS (London Mathematical Society) Women in Maths Committee (formed in 1999) The chair reports to the Council annually.

Aims:

1. Providing information to the membership of the LMS on items relating to Women in mathematics;
2. Collecting and publishing statistical data on women in mathematics
3. Establishing the Mary Cartwright Lecture;
4. Supporting and developing workshops such as the British Women in Mathematics Day;
5. Investigating and implementing measures pertaining to the retention of women in the mathematical community;
6. Providing information on the provision of childcare at meetings and conferences;
7. National and international liaison with organisations with similar priorities.

Current Members: Gwyneth Stallard (Chair), Dorothy Buck, Helen Byrne, Peter Clarkson, Frances Kirwan, Adele Marshall, Beatrice Pelloni, Susan Pitts, Sandra Pott, Jennifer Scott (EWM).

LMS Council Statement on Women in Mathematics:

The London Mathematical Society is concerned about the loss of women from mathematics, particularly at the higher levels of research and teaching, and at the disadvantages and missed opportunities that this represents for the advancement of mathematics. This can occur for several reasons:

- Women are more likely to have had broken career patterns or worked parttime on account of child-rearing and family responsibilities.
- The fact that there are fewer women in the mathematics community means that they are often overlooked when names are sought, for speakers or for prizes, for instance.
- Those few women who reach the higher levels are disproportionately called on to sit on committees etc., to the detriment of their own careers.
- Women are often called on to take part in 'people-based' activities rather than 'research-based' activities, to the detriment of their own careers.
- Compared with men, women tend not to press their case but to understate their skills.

The Society recognises the need to give active consideration to ensuring that men and women are treated equally in their prospects, recognition and progression. Such disadvantages as do occur are often the unintentional outcome of the formulation of regulations and procedures which do not give adequate attention to the needs of people in such positions. Accordingly, the Society will:

- (a) be aware of and seek to ensure an appropriate gender balance on its committees and working groups, and encourage the Nominating Committee to give similar attention in its proposals for election;
- (b) keep under review the regulations governing its membership, prizes, awards and grants to ensure that they do not inadvertently deter or fail to recognize people with non-standard career patterns;
- (c) actively encourage and facilitate the nomination of women for its prizes and awards, and ensure that it considers women when it is proposing nominees for external prizes and positions;
- (d) actively seek to include women speakers in its meetings and workshops;
- (e) expect that the organisers of conferences and activities who are seeking grants from the Society will: invite both male and female speakers, or explain why this is not appropriate or possible; and give consideration to the provision of mechanisms to enable participation by people with children or family responsibilities;

(f) collect data and thereby monitor trends in the above.

Approved by Council, 20 March 2008

Activities of the LMS Committee

- **British Women in Maths Day** An annual day of talks and discussions. Talks by women mathematicians from a range of disciplines. Aimed in particular at postgraduates and those at an early stage in their career. An opportunity to meet active women mathematicians.
- **Mary Cartwright Lecture** Annual lecture by a distinguished woman mathematician. February 2011, Alison Etheridge. Evolution in a spatial continuum.
- **Childcare grants scheme**
To enable parents to attend conferences and research meetings by making a contribution towards childcare costs.
- **Grace Chisholm Young Fellowships**
Two fellowships each year to mathematicians who need support when their career is interrupted by family responsibilities, relocation of partner, etc. Aim is to make possible some continuous mathematical activity, enabling the fellow to be in a position to apply for posts when circumstances allow.
- **Good Practice Scheme**
Covers issues such as having systems in place to monitor the gender balance of a department; pinpointing problem areas; open and transparent procedures for appointments and promotion; taking gender issues into account so as to make a culture which is inclusive and supportive; flexible working practices for parental leave etc. Supports departments applying for Athena Swan Awards:
- **Athena Swan Awards (not LMS)**
The Athena SWAN Charter is a recognition scheme for UK universities and their science, engineering and technology departments. It aims to assist in the recruitment, retention and progression of women in SET. See www.royalsoc.ac.uk/athenaswan

Newton Institute (Cambridge) Gender Balance Initiative

<http://www.newton.ac.uk/women/>

As a condition of its EPSRC award, the Institute has been tasked with addressing the gender imbalance in its programmes. They say: 'this is a task we very much welcome, and, in our Gender Balance Action Plan... are some concrete steps that we shall take in the next few years. (Grants to help women make short visits to the Institute; data base of women mathematicians in the UK; identifying potential female participants and organisers of programmes; ...) Six questions with... is a series of interviews which showcase the achievements of inspirational women....at all stages of their mathematical sciences careers. The Institute is committed to removing barriers to women's participation in Institute activities. We have specific schemes in place to assist with financial and family support.'

10 Report from Africa

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The Commission on Women in Mathematics in Africa is a part of the African Mathematical Union. This commission was founded in 1986. The aims and objectives are essentially:

1. To generate activities and programmes meant to encourage women to study and make careers in the mathematical sciences.
2. To mobilise young girls all over the continent to show more interest in Mathematics
3. To prepare and update a directory on women in Mathematics in Africa
4. To commission studies on various topics on women in Mathematics in Africa
5. To cooperate with other organisations with similar objectives

But since its foundation, this commission does not create many activities: the main reason is that there are not many women mathematicians in Africa and the few who exist are very isolated in their countries and there are not enough occasions as seminars, conferences, to gather them.

That is why this meeting and the congress of European Women in Mathematics is very important for the Commission on Women in Mathematics in Africa. I hope that we could establish collaboration with European Women in Mathematics and so take advantage of their rich experience and realise some activities together to promote women in Mathematics.