

## Minutes for the General Assembly, 6th of July, 3-6pm CEST

**1) Participants were welcomed by the EWM convenors and the GA agenda was displayed.**

**2) Appointment of** participants to take minutes of the meeting (Colette Guillopé and Charu Goel) and for checking minutes (Carola-Bibiane Schönlieb and Elena Resmerita).

### **3) Attendance**

88 members of EWM asked for the link to attend the GA, and about 70 were present at some time in the video conference. It was required to have paid the 2019 or 2020 membership to receive the link. See Appendix 2.

**4) Approval of Minutes from the last General Assembly** in Graz, Austria, 6 September 2018. The report can be found on the EWM website, see <https://www.europeanwomeninmaths.org/activity/the-18th-ewm-general-meeting-graz-2018/>

**5) Report by EWM website Team and EWM newsletter Team** (Olga Kuznetsova and Anna Maria Cherubini & Francesca Arici):

a) EWM WEBSITE report by Olga: She explained the following points about the EWM website:

- i. If you want to publish anything, just let us know.
- ii. How do you submit a job offer?
- iii. How to activate subscription of job offers from your membership account?
- iv. Anyone can subscribe to newsletter.
- v. Why can't one see website in Russia? Plan is to create a local EWM website.
- vi. Where can one request help? (at [ewmwebsite@gmail.com](mailto:ewmwebsite@gmail.com) )

Olga also mentioned that there are plans for big internal update (maintenance contract, etc.), development (membership profiles & mentorship functionality, webpage for Russia, etc.), content (about us, women portraits, etc.), increasing help (*i.e.* publicize that we need more volunteers to help us).

Olga also briefed about some other tasks, for instance, membership profile management, update organizational information after the General Assembly, posting news & events, and whom to contact for support? etc.

A video is created on personal profile walk-through by Carina (whose link will be shared on EWM-all mailing list).

b) EWM NEWSLETTER report by Anna Maria and Francesca: The Newsletter team now consists in 6 members, Francesca Arici, Sema Coskun, Ellie Dillon, Houry Melkonian, Olga Kuznetsova, in addition to Anna Maria, who all write articles. Anna Maria showed statistics about "how many people are reading our newsletter?" For instance, there were 46% people who received the email and opened it, and 36% clicked on Newsletter 32. We are performing better as compared to Newsletter 31 where around 32% people opened the email; also as compared to some other Newsletters where it was 42% and 36%, respectively. She further mentioned that:

- i. We need suggestions on "How to widen our base through social media?"
- ii. We are planning a special issue on the COVID-19 pandemic and increase visibility of women in academia.

The following suggestions were made:

- i. Francesca Arici said that "suggestions are welcome for women who can be interviewed and whose portraits can be added in our Gallery".
- ii. We do not urgently need help at the moment, but qualified collaboration (*i.e.* very good spoken and written English plus time and enthusiasm) is always very welcome.
- iii. Elisabetta Strickland suggested that we can look at other recent COVID-19 testimonials on the CWM website, which are not in the CWM Newsletter.
- iv. Susanna Terracini suggested to have some spot about open access in the Newsletter.
- v. Caroline Series wondered whether there could be some kind of repository, *i.e.* the Newsletters can be arXived so that we can download them anytime and we will have a record of it, say also after 10 years, it would be good for historical work on EWM.
- vi. Sofia Castro suggested that pdf of the Newsletter can be placed in the coffee rooms, so that people can just read them in the coffee time breaks. These .pdf versions exist and the website team is working on making this feature easily and intuitively accessible on the website.

**6) Report from convenors (Carola-Bibiane Schönlieb and Elena Resmerita) about achievements from 2018-2020:**

- i. 2018 EWM General meeting in Graz.
- ii. 2019 EMS-EWM summer school at the Mittag-Leffler Institute (Sweden), on the “Modern theory of group actions and the special role of finite simple group”.
- iii. The two summer schools in 2020 were postponed due to COVID, so we need to reschedule them in 2021.
- iv. 2020 ECM in Portorož was also postponed to June 2021; we did lot of effort including mini symposiums, panel discussion, public lecture, exhibitions (for instance, “Women of Mathematics, a Gallery of Portraits”, proposed by Sylvie Paycha), etc. The speakers for the EWM minisymposium were chosen by the EWM/EMS joint scientific committee.
- v. EWM is now a member of the EMS, which means strengthening collaborations national math societies (Italy); be part of decision making; make EWM visible for national maths societies; be up to date on procedures required for ECM honours and committees; get support from EMS for more visibility.

Alessandra Celletti commented on hard work and constraints while selecting six names among many others for EMS prizes in 2020. We also wrote letters to Fields medallists etc. to help in these nominations and most of them replied positively even if they didn't know the nominees. Now, we are discussing about SIAM 2020 prizes with Elena & Carola. Also suggestions are welcome for names to form Committees for EMS prizes.

**7) Joint memberships with other mathematical societies (Carola-Bibiane Schönlieb and Elena Resmerita)**

Elena & Carola discussed with Kristin Lauter, former AWM president, about joint membership for AWM-EWM. AWM is working on women scientific networks, they have special grants from NSF. So, they would be happy to work collectively, specifically at times when they need people from Europe when organizing a mathematics event (for instance "Women in numbers").

Elena & Alessandra mentioned that EMS-EWM committee succeeded to get travel budget of 10,000 Euros. It was agreed to split this budget for ECM next year and two summer schools, also next year.

Elena said:

- i. It would be great if the list of former ICM & EWM invited speakers curated by WiM could be extended.
- ii. Since one year, David Radnell (a colleague of Camilla Hollanti and Kaie Kubjas at Aalto University) is helping a lot with the EWM administration.

We are in process of collating country-wise statistics on the percentage of female faculty in their Mathematics Departments. For this, we need lot of help from Regional coordinators of the countries. Marie-Françoise Roy commented that it should be possible to study the proportion of women publishing in mathematical journals with geographical information. Helena Mihaljević (HTW Berlin) has now a student, Christian Steinfeldt, starting his PhD on “Data-driven analysis of collaboration networks in mathematics and computer science”.

Carola said:

- i. After our mini-symposium “Mathematics and Industry” in Graz in 2018, we have reached-out to women in industry who are passionate to lead an activity with EWM, but unfortunately they have very little time for this. Joana Grah et al. have been starting an initiative for a website with portraits of current women mathematicians, but this seems to have stalled a bit.
- ii. EWM travel grants have really good response. In fact people were inquiring if there are grants to support organizing events in their country.
- iii. David Radnell did a great job, but it would be good to employ someone specifically for administrative work.

**8) Coffee break (5 min)**

**9) Financial report 2018-2019** (by Carola Schönlieb, in the absence of Camilla Hollanti, treasurer): Our budget is increasing which is good and will help to conduct more activities. Current situation is 19,100 Euros in the banking account which is more than in 2018, before the Graz General Assembly (17,800 euros).

Anna suggested that a part of this money can be used for making a working contract for maintaining the website. Moreover, we can spend on fund raising events (where we can hire students who can do activities to raise funds for EWM) like Cambridge did. We can also offer baby-sitting grants that could help some young female mathematicians with small children to attend mathematical conferences or workshops.

Expenses were 6,605 Euros in 2019 (9,751 Euros in 2018), mainly in travel support and fees, and for the website. The income was 7,393 Euros in 2019 (6,030 Euros in 2018), and consisted in member fees only.

Financial report for 2018 and 2019 was unanimously approved.

**10) Membership situation** (by Kaie Kubjas, deputy treasurer):

Kaie Kubjas reviewed the membership situation and told us that it has been going up since 2018 (only that from 2017 to 2018 it was a bit declining because of the construction of EWM website): 266 members as of June 30<sup>th</sup>, and now more than 300 (compared to 150 on June 6<sup>th</sup>, 2018).

Although for Paypal, we have to pay around 10% commission/fee, then processing membership fee payments is easier through PayPal.

She

- i. raised the question of "What to do with members who do not pay the fees?" Should they be removed, say after 2 years of not paying fees?
- ii. suggested to increase "low fees" from 5 Euros to 10 Euros, "moderate fees" from 20 Euros to 25 Euros (and keeping the "high fees" of 50 Euros as it is). In fact, can we change the "low fee" into "by request only"? [89% participants voted, out of which 84% said yes for the first suggestion regarding increase in the amount of fees and 51% said yes for the second question] There was many remarks including criticisms on "by request only", so no conclusion was made and these points are deferred to the next meeting.

**11) Report on mentoring** (Carina Geldhauser): Carina said that EWM mentoring was great idea and shared some feedbacks from the participants. The idea of the mentoring is to create a safe space for confidential exchange and advice. There are 77 registered members, and 20 mentoring pairs (which means 40 women). Some recommendations to future participants were given:

- Please complete your membership profile (e.g. your research interests);
- Insert your website-url in your registration comment field;
- Be clear about your expectations: e.g. mathematical or geographical vicinity?

**12) Election of convenors and members to the Standing Committee for the next term** (Carola and Elena):

Andrea Walther (Germany) and Kaie Kubjas (Finland) were elected, with an unanimous vote, as Convenor and as Deputy Convenor respectively. Their written statements will be included in the minutes of the GA. (See Appendix 1.) Full members & Deputy members were also elected, with an unanimous vote. In italics, the new members.

**Full members**

**Until 2022 (members elected in 2018)**

Elena Resmerita (Austria), Camilla Hollanti (Finland), Katrin Leschke (UK), Anna Maria Cherubini (Italy), Dušanka Perišić (Serbia).

**Until 2024**

Sylvie Paycha (Germany), *Carola-Bibiane Schönlieb (Great Britain)*, Karin Baur (Austria), *Mikaela Iacobelli (Switzerland)*.

**Deputy members:** Sara Munday (UK), Marie-Françoise Roy (France), Susanna Terracini (Italy), Olga Kuznetsova (Finland), Carina Geldhauser (Sweden), Francesca Arici (Netherlands), *Tatiana Bubba (Finland)*.

A huge thanks to Lisbeth Fajstrup (Denmark), Kathryn Hess (Switzerland), Angela Pistoia (Italy) and Sanja Rapajic (Serbia) who decided to step down.

**13) Regional coordinators** (Carola-Bibiane Schönlieb and Elena Resmerita): We will also need regional coordinators for smooth conduction – See Appendix 3.

**14) Location of the next General Meeting:** For next General Assembly in 2022 there were two proposals, one for Helsinki (Finland) and another one for Porto (Portugal), but the second one was withdrawn. So, the next General Assembly will take place at Aalto University, Finland, during 22.-26. August, 2022 or 29. August-02. September, 2022.

Also the second (WM)<sup>2</sup> is proposed for 5th July 2022 as a satellite event, just before ICM 2022 (06.-14. July'2022) in St. Petersburg, Russia.

**15) AoB-Breakout Groups:** EWM plans to coordinate action to support untenured mathematicians who are affected by the COVID-crisis. Another breakout group is proposed for EWM country coordinators networking.

The General Assembly ended with vote of thanks to all.

## Appendix 1. Statement of Andrea Walther and Kaie Kubjas as convenor and deputy convenor candidates

Dear colleagues,

for us, it would be a great honor to follow Carola and Elena as convenors of the EWM. Carola and Elena were extremely active as convenors. So there is quite a gap to be filled and we will try our very best to do so.

To give you a better picture, we will briefly introduce ourselves.

Andrea:

I am professor at the Humboldt-Universität zu Berlin working on mathematical optimization. Looking back at the last years working frequently in an interdisciplinary environment with engineers and computer scientists,

- I was quite often the only women in a meeting;
- I experienced the difference in the atmosphere if there is a mixture of gender in meetings;
- I saw the high drop-out rates of women in academia;

and somehow, very personally,

- I was asked how I get everything organised with small kids, not my male colleagues;
- I was told by my two daughters that boys could do math better than girls despite me working as mathematician.

Kaie:

I am an assistant professor at Aalto University in Helsinki working on applied algebraic geometry. Most of my academic life I have suffered from imposter syndrome thinking that I am not good enough to be in academia. During my PhD I was scared that others will find out that I do not know anything. Several times I planned to leave academia and look for a job in the industry (I stopped my PhD for four months to do an internship in Bosch). The two reasons why I am still in academia and I love my current job are: first, I had a postdoc mentor who strongly believed in me and encouraged me to stay in academia; second, my first postdoc was in a diverse group with smart female mathematicians who were very different from stereotypical mathematicians. I learned that there are many ways to be good in mathematics.

For these reasons we are strongly convinced that societies like the EWM are important to

- connect female mathematicians such that the other women could experience that there are others who might share the same thoughts, feelings, worries, and passions;
- show role models for possible mathematical career paths;
- give more visibility to women in mathematical science.

Therefore, we are highly motivated to serve as convenors for the EWM.

Concerning the activities in our period as convenors we would like to

- continue the activities that were initiated by Carola and Elena like
  - advertisement for EWM, *e.g.*, promote the poster, pencils, magnets, stickers,
  - increase funding, *e.g.* for more travel grants,
  - adding personal and professional success stories from industry to the EWM website, hopefully at the same high level;
- increase the nomination of women for distinctions and prizes for senior and junior women;
- provide an international data base of women in mathematics;
- increase activity within EWM, *e.g.* by regular zoom meetings every few months starting *e.g.* with a short presentation to start a discussion;
- strengthen the links to national societies inside Europe like DMV (Deutsche Mathematiker-Vereinigung) as well as outside of Europe like AWM, and to international societies like EMS.

**Appendix 2. List of participants (members and invitees) to the EWM General Assembly, by video conference, July 6, 2020**

- Meike Akveld (Switzerland)
- Francesca Arici (The Netherlands)
- Silvia Barbeiro (Portugal)
- Karin Baur (Austria)
- Luise Blank (Germany)
- Helena Camacho (United Kingdom / USA)
- Sofia Castro (Portugal)
- Mirta María Castro Smirnova (Spain)
- Alessandra Celletti (Italy)
- Anna Maria Cherubini (Italy)
- Sema Coskun (Germany)
- Rianne de Heide (The Netherlands)
- Iryna Denega (Ukraine)
- Ellie Dillon (Finland)
- Cornelia Drutu (United Kingdom)
- Elena Esmerita (Austria)
- Laura Fainsilber (Sweden)
- Lisbeth Fajstrup (Denmark)
- Veronica Felli (Italy)
- Anna Fino (Italy)
- Romina Gaburro (Ireland)
- Elena Gavrilova (Bulgaria)
- Carina Geldhauser (United Kingdom)
- Barbara Gentz (Germany)
- Charu Goel (India)
- Anna Gryboś (Poland)
- Colette Guillopé (France)
- Kathryn Hess (Switzerland)
- Anne-Men Huijzer (Netherlands)
- Mikaela Iacobelli (Switzerland)
- Janin Jäger (Germany)
- Stanisława Kanas (Poland)
- Marjeta Kramar Fijavž (Slovenia)
- Anastasiia Krushynska (The Netherlands)
- Kaie Kubjas (Finland)
- Olga Kuznetsova (Finland)
- Nadia Slavila Larsen (Norway)
- Katrin Leschke (United Kingdom)
- Elisa Lorenzo Garcia (France)
- Diane Maclagan (United Kingdom)
- Houry Melkonian (United Kingdom)
- Margarida Mendes Lopes (Portugal)
- Emilia Mezzetti (Italy)
- Evgeniia Mishchenko (Russia)
- Marisa Mohr (Germany)
- Semra Pamuk (Turkey)
- Sylvie Paycha (Germany)
- Dušanka Perišić (Serbia)
- David Radnell (Finland – invited)
- Orsola Rath Spivack (United Kingdom)
- Constanza Rojas-Molina (France)
- Julie Rowlett (Sweden)

- Marie-Françoise Roy (France)
- Budi Nurani Ruchjana (Indonesia – does not have the right of vote)
- Maria Teresa Sanchez (Spain)
- Carola-Bibiane Schönlieb (United Kingdom)
- Anja Schlömerkemper (Germany)
- Caroline Series (United Kingdom)
- Parascovia Sîrbu (Moldova)
- Miruna-Stefana Sorea (Germany)
- Polyxeni Spilioti (Sweden)
- Elisabetta Strickland (Italy)
- Anne Taormina (United Kingdom)
- Susanna Terracini (Italy)
- Sofia Tirabassi (Sweden)
- Sheung Tsun Tsou (United Kingdom)
- Carolina Urzua-Torres (United. Kingdom)
- Maria Vlasίου (The Netherlands)
- Olena Vaneeva (Ukraine)
- Andrea Walther (Germany)
- Maria Westdickenberg (Germany)

### Appendix 3. List of the regional coordinators as of July 6, 2020

In bold letters, are the countries from which we have received a report (or statistics) via the regional coordinator.

- Austria: Karin Baur
- Belgium: Simone Gutt
- Bosnia and Herzegovina: Mirjana Vukovic
- **Bulgaria**: Elena Gavrilova and Daniela Nikolova Popova
- Finland: Martina Aaltonen
- **France**: Colette Guillopé
- **Georgia**: Dali Makharadze
- **Germany**: Barbara Gentz
- **Great Britain**: Sara Munday, Anne Taormina
- **Ireland**: Romina Gaburro
- Italy: Veronica Felli (since 2020)
- **Macedonia**: Hadzi-Velkova Saneva
- **Malta**: Cristiana Sebu
- Moldova: Alexandra Tkacenko
- Montenegro: Biljana Stamatovic
- **Netherlands**: Maria Vlasiou
- Norway: Christin Borge
- **Poland**: Anna Grybos and Stanislava Kanas
- **Portugal**: Silvia Barbeiro, Catarina Lucas and Margarida Mendes Lopes (since 2020)
- Russia: Inessa Matveeva
- **Serbia**: Jelena Aleksic
- **Slovakia**: Daniela Velichova
- Slovenia: Polona Oblak
- **Spain**: Elena Camacho, Elisa Lorenzo Garcia and Teresa Sánchez Rúa (since 2020)
- Sweden: Carina Geldhauser, Sara Maad Sasane and Sofia Tirabassi (since 2020)
- Switzerland: Ola Mahmoud
- **Turkey**: Semra Pamuk
- Ukraine: Olena Vaneeva (since 2020)
- **Uzbekistan**: Umida Baltayeva