

Gender Balance Action Plan

Gender imbalance in the mathematical sciences at all levels of seniority has been widely documented and the Isaac Newton Institute is developing a code of practices to address this problem. It has set an overall target of 18% for women, both as organisers and participants, across all its programmes and will ask organisers to aim at this as a target. At the same time it recognises that variations in the proportions of women working in particular fields may leads to significant variability in individual programme participation rates.



Policy	Action	By whom
Participation and Organisation Rates	<p>Monitor female participation rates and offer guidance to organisers towards the target participation rate of 18%.</p> <p>Strongly encourage programme proposers to include at least one woman as a programme organiser or scientific advisor.</p> <p>Require programme proposals and final reports to contain summary statistics on gender.</p>	<ul style="list-style-type: none"> • Director • Deputy Director • Administrator • Scientific Steering Committee (SSC)
Governance	<p>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.</p>	<ul style="list-style-type: none"> • Director • Nominating Committee • Management Committee • SSC
Practical, Financial and Family Support	<p>Support women who wish to participate in INI events but do not wish to approach organisers directly.</p> <p>Find or provide suitable accommodation for participants' needs.</p> <p>Publish links to organisations that can provide information about local childcare and schooling.</p> <p>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.</p>	<ul style="list-style-type: none"> • Director • Deputy Director • Administrator • Housing Officer • Information Officer
Environment and Communication	<p>Create a pleasant gender-neutral working environment where women feel welcome and valued.</p> <p>Ensure that all INI publications and communications, and the INI website, reflects its desire to support and nurture women mathematicians.</p>	<ul style="list-style-type: none"> • Director • Deputy Director • Administrator • Information Officer
Events and Activities	<p>Seek opportunities and funds to host events and activities for women mathematical scientists.</p>	<ul style="list-style-type: none"> • Director • Deputy Director • Administrator
Emerging Technologies	<p>Make imaginative use of web and audio-visual technologies to facilitate virtual participation.</p>	<ul style="list-style-type: none"> • Audio-Visual Technician • Computer Systems Manager • Director • Deputy Director