

**STANDING COMMITTEE FOR
GENDER EQUALITY IN
SCIENCE**



**FOURTH ANNUAL
REPORT**

2023-2024

<https://gender-equality-in-science.org/>

scges.genderequality@gmail.com

SCGES PARTNERS

Association for Computing Machinery* (ACM)

International Astronomical Union* (IAU)

International Council for Industrial and Applied Mathematics* (ICIAM)

International Federation of Societies for Microscopy (IFSM)

International Geographical Union (IGU)

International Mathematical Union* (IMU)

International Union for Quaternary Research^o (INQUA)

International Political Science Association (IPSA)

International Union of Biochemistry and Molecular Biology (IUBMB)

International Union of Biological Sciences* (IUBS)

International Union of Crystallography (IUCr)

International Union of Geodesy and Geophysics (IUGG)

International Union of Geological Sciences (IUGS)

International Union of History and Philosophy of Science and Technology* (IUHPST)

International Union of Immunological Societies (IUIS)

International Union of Materials Research Societies^o (IUMRS)

International Union of Pure and Applied Chemistry* (IUPAC)

International Union of Pure and Applied Physics* (IUPAP)

International Union of Physical and Engineering Sciences in Medicine (IUPESM)

International Union of Psychological Science^o (IUPsyS)

International Union of Soil Sciences (IUSS)

Scientific Committee on Antarctic Research (SCAR)

International Speleological Union (UIS)

World Anthropological Union (WAU)

* Founding partner

^o Partners that have not contributed to the present report.

EXECUTIVE SUMMARY

The Standing Committee for Gender Equality in Science (SCGES) is an independent committee formed in 2020 by nine international scientific organizations, most of which are full members of the [International Science Council](#) (ISC). These founding partners had worked together on the ISC supported project [A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It?](#), which became known as the “Gender Gap in Science Project”. At the time of this report, SCGES has twenty-four partners, most of which are ISC International Union Members. They represent scientists around the world, brought together across disciplines to promote gender equality in science.

The aim of SCGES is to ensure liaison amongst international scientific unions to foster gender equality and the implementation of [recommendations](#) of the “Gender Gap in Science Project”, especially in the scientific communities that the scientific unions represent.

SCGES works to encourage and systematize the exchange of information on gender equality and women in science amongst scientific unions. The present report, is evidence of its current work on this endeavor. It contains brief reports from twenty-one partners of SCGES, all of which have a stated commitment to gender equality. Exchanging information on all related issues and making them visible is a major motivation for the partners who work together in SCGES.

In 2024, SCGES held its second in-person meeting in Paris, where its plans and strategies were discussed intensively. Six Working Groups were created, which has boosted our activity. SCGES has continued to collect data, and has worked in cooperation with ISC on a wider collection of data among scientific organizations that will start in November 2024.

SCGES membership among international scientific unions has more than doubled in four years. One of our priorities remains to further increase the number of partner unions, so as to join forces across disciplines to promote gender equality in science.

<https://gender-equality-in-science.org/>

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INTRODUCTION

What is SCGES?

From 2017 to 2019, a number of international organizations, most of them scientific unions that are members of the International Science Council (ISC), took part in the project [A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It?](#) (hereafter “Gender Gap in Science Project”, supported by ICSU and then ISC). After this project was successfully completed, there was a shared wish among these organizations to continue to act together to further promote gender equality in science by continuing and enlarging the work accomplished by this project, and in particular by supporting women’s and girls’ equal access to science education and fostering equal opportunity and treatment for females in their careers. For this purpose, in 2020, nine of these organizations set up the Standing Committee for Gender Equality in Science (SCGES).

The Partners

The nine founding partners of SCGES were IAU, ICIAM, IMU, IUBS, IUHPST, IUPAC, IUPAP, ACM, and GenderInSITE (which discontinued its activity in 2022). Over the four years since the first meeting of SCGES in September 2020, these partners have been joined by sixteen scientific unions that are all members of ISC: IGU, IUBMB, IUGG, IUGS, IUPESM, IUPsyS, IUSS, IFSM, IUCr, IUIS, SCAR, INQUA, IUMRS, IPSA, UIS and WAU. We are doing our best to continue extending our partnership.

As the following reports, compiled by twenty-one of our partners, show, their situation regarding the promotion of gender equality varies greatly. Some, like IAU and IUPAP, have long had working groups for women in their discipline. Others, like IGU and IUHPST, have encouraged the development of research on women and gender in their respective disciplines. Others yet, like IMU and ACM, have dedicated budgets to support women scientists worldwide. In some others, the accession of women to the post of President represents an opportunity to institute lasting policies in favor of gender equality. Several of them have issued anti-harassment codes of conduct. Exchanging information on all these and making them visible is a major motivation for partners to work together in SCGES.

The contributions by the representatives of SCGES partners that have been compiled in the present report provide detailed information on their situation and on the actions that they have each undertaken as regards gender equality in the scientific discipline they represent.

Aims

One of the main aims of SCGES is to ensure a liaison among international scientific unions so as to foster the implementation in each of them of best practices that facilitate gender equality within these unions. In particular, SCGES’s task is to encourage each of its partners to implement the [recommendations](#) of the Gender Gap in Science Project report, and to, in turn, encourage the implementation of best practices for gender equality in the scientific communities they bring together and represent.

While SCGES intends to actively cooperate with policy makers and international organizations, first and foremost ISC, for the promotion of gender equality in science, its specificity is that it brings together scientists across disciplines as main actors of this promotion.

How We Work

Each partner of SCGES appoints a representative and a deputy representative. All of us get together in a plenary meeting twice a year. During these meetings we exchange information on the actions taken by each partner and discuss the activity of SCGES.

Each year, SCGES fixes a contribution (usually between 250 and 300 euros) to be paid by each partner to fund the running of SCGES's website and its presence in the media.

Between our plenary meetings, officers of SCGES meet every other month to monitor the progress of current affairs and to work on proposals for further actions to be taken by SCGES.

Accomplishments and Priorities

SCGES works to encourage and systematize the exchange of information concerning actions in favor of gender equality in scientific unions.

In 2024 as well as in 2023, SCGES held two two-day hybrid meetings in Paris, during which it contributed a webinar to the Global Women Breakfast ([GWB](#)), an initiative of IUPAC. As a follow-up to our 2024 meeting, six Working Groups were set up. They are devoted to prioritized matters: besides running our website and social media, these Working Groups focus respectively on conducting interviews of women scientists, the identification and implementation of best practices, liaising with ISC, and the compilation of our yearly report. As the report below shows, these Working Groups have given a significant boost to SCGES activity. In particular, close cooperation with ISC has resulted in setting up the online questionnaire used in SCGES's yearly data collection, the results of which are presented below. This data collection is a pilot exercise for a wider project that is now starting.

The SCGES Webinar Series

In 2022, SCGES started a series of webinars in which relevant topics are discussed. The nine webinars organized so far have attracted a good audience worldwide and continue to be viewed by hundreds of persons on the [SCGES's YouTube channel](#). Until December 2023, SCGES webinars were its contribution to the [International Year of Basic Science for Sustainable Development](#).

Looking Ahead

Cooperation with ISC has increased markedly in the last few months. Together with ISC and the International Academic Partnership (IAP), SCGES has taken the role co-leader of the "Gender Equality in Scientific Organizations Project", to be completed in 2025. SCGES will be present at the next ISC General Assembly, where this project will be presented. SCGES will also support the 2025 Global Women Breakfast ([GWB](#)), scheduled for February 11, 2025. Further, SCGES looks forward to bringing together scientists from all disciplines to cooperate on fostering gender equality in their communities at the local, national, regional, and international levels.

Catherine Jami
Chair, Standing Committee for Gender Equality in Science

COLLECTING DATA ON GENDER BALANCE IN PARTNER ORGANISATIONS

For the present report, we have continued the collection of data on gender balance in partner organisations initiated in 2023. This year, however, we have done it in collaboration with ISC. Beside the information it provides us for the present report, this survey serves as a pilot exercise for the “Gender Equality in Scientific Organizations Report” that SCGES is co-leading with ISC and IAP (Inter Academy Partnership); this report will cover both national science academies and international scientific organisations; it will be published in 2025. As in 2023, questions concern the following topics:

1. Governance
2. Congresses and conferences
3. Prizes and awards
4. Journals published by partners
5. Promotion of and obstacles to gender equality

Nineteen of the twenty-four SCGES partners responded to the survey. Of these, twelve had completed last year’s SCGES survey (in 2023, SCGES had twenty-three partners), and only five had completed the survey that resulted in a report on [Gender Equality in Science: Inclusion and Participation of Women in Global Science Organizations](#), published in 2020, as well. Two had completed neither survey.

Concerning the global percentage of women in their field, seven partners have given estimates, which range from 24% to 60% (see Table 1), with a further five partners reporting that they are in the process of collating such data.

Partner organisations have varied structures: sixteen of the nineteen partners that have responded are comprised of regional/national/territorial members. Two have both geographical and individual members. Only one, ACM, comprises solely individuals. It has about 100,000 members, 36% of whom are women. The size of the geographically constituted unions ranges from 39 to 122 members. For the three other unions with individual members, IAU (21%) and IUPsyS (46%) were able to provide the percentage of women in their unions, while IUIS provided an estimate of 50%.

Only two of the nineteen SCGES partners who answered the survey compile data regarding the proportion of women, with a further nine doing so in part.

1. Union Governance

All the nineteen responding partners have provided figures for their Governing Body and/or Council (as relevant; see **Table 1**). Numbers on these bodies vary in size from 8 to 63, so that percentages may fluctuate widely with change of just one person; the percentage of women on these bodies varies from 20% to 62%.

Organisation	Global % of Women Estimate	% of Women on Governing body	Constitution Explicitly Addressing Gender Equality and Diversity	Document				Gender Committee	Formal Grievances	Effectiveness	Budget	Policy	% of GA
				Diversity Policy	Gender Equality	Sexual Harassment	Unconscious Bias						
ACM	40%	50%	Y	Y	Y			Y	Y	Y		Y	
IAU		55%	Y					Y	Y	Y		Y	30-50%
ICIAM		40%	Y		Y			Y			0.5%	Y	
IFSM		27%										Y	10-30%
IGU		33%							Y				
IMU	30%	33%	Y				Y	Y		5%		Y	10-30%
IPSA		36%	Y	Y	Y	Y		Y	Y	Y		Y	30-50%
IUBMB	45-50%	37.5 %		Y								Y	30-50%
IUBS		20%	Y					Y	Y	Y		Y	10-30%
IUCr	30%	50%		Y	Y	Y		Y	Y			Y	
IUGG	30%	25%	Y			Y			Y	Y		Y	30-50%
IUGS		50%	Y	Y	Y			Y	Y	Y		Y	
IUHPST		50%	Y			Y			Y				
IUIS	60%	62%		Y	Y			Y				Y	>50%
IUPAC		50%	Y	Y	Y	Y		Y	Y	Y		Y	
IUPAP	25%	35%	Y	Y	Y			Y	Y	Y	7.5%	Y	
IUPESM		20%			Y			Y	Y			Y	10-30%
IUSS		20%		Y	Y								
UIS		33%						Y					

Table 1 Governance and Gender Balance

Eleven partners have a Constitution that addresses gender equality explicitly; six do not. Two have not answered this question.

Twelve partners have a Gender Equality Policy; eight have a Diversity Policy; six a Sexual Harassment Policy; one has a Statement on Unconscious Bias. Only one union stated they have no document relating to gender equality.

Thirteen partners have Committees devoted to Gender Equality, six do not.

Seven have a formal grievance mechanism addressing gender-related issues and complaints, Twelve do not.

Eight partners do not measure the effectiveness of their gender equality initiatives. Those who do use surveys or performance metrics.

Of the nice that have a budget dedicated to gender equality, only three report a specific number/percentage of the Union’s budget: 0.54%, 5%, and 7.5%. Ten partners have no budget dedicated to gender equality.

Fifteen partners have a policy for balanced representation at conferences and events, four do not. The average proportion of women among General Assembly delegates varies greatly: four in range 10-30%; four in range 30-50%; one >50%; four partners do not know this proportion.

2. Congresses and conferences

All of the nineteen partners organise or sponsor conferences and/or congresses. The answers from the eleven partners that have replied to this section of the questionnaire are summarized in Table 2.

Organisation	Conferences			Prizes		Publications		
	Plenary Speakers	Organising Committee	Attendees	Prizes	Women	Authors	Editors	Assistant Editors
ACM	30%	30%	30-50%	20 %	Y	30-50%	10-30%	30-50%
IAU			10-30%			10-30%	<10%	<10%
ICIAM	33%	36%		29%	Y	No publications		
IFSM				25%		No publications		
IGU								
IMU	22 %			14 %	Y	No publications		
IPSA	65%	47%	30-50%	57%		30-50%	30-50%	30-50%
IUBMB	45-50%	50%	>50%	>50%		10-30%	10-30%	10-30%
IUBS				100%		No publications		
IUCr					Y			
IUGG	40%	30-50%	30-50%	30-50%		30-50%	30-50%	30-50%
IUGS	33%			33%			<10%	
IUHPST	45%	41%		55%		No publications		
IUIS	51%	50%		100%	Y	No publications		
IUPAC					Y		10-30%	10-30%
IUPAP	29%	28%	10-30%			No publications		
IUPESM	25%	20-30%	30-50%	40%	Y	10-30%	30-50%	10-30%
IUSS				20%				
UIS								

Table 2 Gender Balance in Congresses and Conferences, Prizes, and Publications

Among the twelve partners who know the percentage of women among plenary speakers, the percentage ranges from 22% to 65%.

Among the nine partners who know the percentage of women in Organising Committees, the percentage ranges from 28% to 50%.

Ten partners do not know the percentage of partners among attendees. Among those who do know, the percentage ranges between 25% and 50%.

3. Prizes and awards

Among the nine partners that report awarding prizes, the percentage of women among prize recipients vary greatly, between 14% and 100% (see Table 2).

4. Publications by partner organisations

Twelve partners publish journals or other publications, and seven do not (see Table 2).

Six partners do not know the percentage of women among authors; three report a percentage ranging 10-30%; three others a percentage ranging 30-50%.
 For editors-in chief: two <10%; three 10-30%; three 30-50%.
 For associate editors: one <10%; three 10-30%; three 30-50%.

5. Promotion of and Obstacles to Gender Equality

A final series of questions concerned the actions taken by partners in favour of gender equality. Table 3 shows the range of actions taken.

Actions	YES	NO
Conferences and events specifically dedicated to women	8	11
Fellowships specifically dedicated to women	2	17
Grants specifically dedicated to women	5	14
Initiatives/programmes dedicated to fostering gender equality	11	8
Activities conducted to promote gender equality and women scientists	10	7
Specific research on women and gender	10	7
Celebrate international days	10	7
Mentorship programs available for women	2	17
Initiatives or programs in leadership roles	3	14

Table 3 Actions in favour of gender equality in partner organisations

Finally, partners were asked to identify the key challenges that must be met to improve gender equality in science. Table 4 shows the results.

Challenge	Number of partners
Cultural barriers	13
Insufficient data	11
Lack of resources	9
Resistance to change	6
Commitment	1
Not enough interest	1

Table 4 Identifying key challenges

6. Concluding remarks

As mentioned above, this year, we chose to revise the questions in last year’s survey, with the aim of embedding this year’s survey into the broader survey for the report on “Gender Equality in Scientific Organisations” that SCGES is leading with ISC and IAP. This means that comparison with the results of last year’s survey may not completely straightforward (in any case, change can only be meaningfully measured over several years). This inconvenience will be more than

compensated by the fact that we will be able to compare this year's results with those of ISC member scientific organisations, when the larger survey is conducted. This larger survey will enable us to assess where SCGES partners are situated compared to other international scientific organisations as regards the promotion of gender equality in science. It will also provide SCGES with a valuable opportunity to reach out to a greater number of these organisations.

The fact that a significant number of SCGES partners see insufficient data as a challenge confirms the need to prioritize their systematic collection and compilation. SCGES will work with ISC and IAP on recommendations on this matter. It will also have to make sure that its partners are at the forefront in that respect. One challenge that is both difficult and important to meet in this respect is the count of scientists, and of women among them, in each discipline. This is an issue that should be addressed: some of our partners already have figures. Methods and results should be compared across disciplines.

Here, it seems relevant to repeat a recommendation that we made last year, as our concern is to collect data worldwide. Gendered data collection, like any data collection, is subject to the consent of the members of scientific communities. For example, it is feasible to assess the percentage of woman participating in a congress or conference, by asking participants to declare their gender when registering. However, there are two obstacles to gathering the data. On the one hand, a number of colleagues do not see the point in providing this information, and are sometimes reluctant to do so: the first reaction to such a question is often "What difference does it make?" For these colleagues, at least some concise explanation on why this information is requested from them is helpful. On the other hand, the categories that are comprised under 'gender' are not subject to a universal consensus. This must be taken into account when preparing surveys. A note similar to the one prepared by SCGES in for its 2023 survey can help:

In some countries, it is now understood that 'gender' comprises more than the two categories male-female; there one expects to be given a choice when answering a question about one's gender. Whereas most of us share this understanding of gender, we are also aware that in some other countries, declaring oneself to belong to a gender other than male or female puts one at risk of suffering discrimination. Experience has taught us that colleagues from these countries may simply decline to answer a questionnaire which leaves open such a risk. We have phrased the questions below in a way that takes this point into account, but we are aware that this phrasing may not be regarded as sufficiently inclusive by some. We do not wish to give offense to anyone and have chosen what we feel may be the lesser of two evils.

SCGES will continue to prioritize the systematic collection and compilation by its partners of data on gender balance. It is one of the tasks it can and should pursue as part of its aim to promote gender equality in science.

WORKING GROUP REPORTS

SCGES Best Practices Working Group

Members

Lead: Hemda Garelick (IUPAC)

Ruth Lennon (ACM), Virginie Serin (IFSM), Mark Cesa (IUPAC), Sylvia Knapp (IUIS), Rodrigo Martins (IUMRS), Byungha Shin (IUMRS), Simone Sambento (UIS), Renuka Badhe (SCAR)

Goals

1. Analyse member Unions' activities in relation to the following:
 - a. Code of conduct/mission statement: mentions of gender
 - Balanced representation of females on all leadership bodies
 - Measures to increase visibility of female experts
 - Journal editorial board representation
 - b. Conferences:
 - Speakers diversity ensured (especially Keynotes)
 - Childcare in place/including breastfeeding places/family welcome/financial support
 - Awards balanced (and jury for award)
 - Provide the member Unions with a list of best practices with regard to the above
 - Recommend simple actions/tasks to address the above

Progress

The working group holds scheduled meetings every two months.

A google drive has been set up for storing and reviewing working documents:

<https://drive.google.com/drive/folders/1HJCOKEn8s-HU41P8dv2TXCwDi8zV0hW6?usp=sharing>

and the good practice database from the Gender Gap in Science project has been shared with the working group members: <https://www.mathunion.org/cwm/gender-gap-in-science-database>:
<https://zenodo.org/records/3882609>

Working group members are reviewing the annual reports of each of the member unions of SCGES to identify and evaluate good practices, with the aim of sharing best practices with all SCGES members. For example, the International Union of Crystallography, IUCr, toolkit and specific action points was identified as a good practice. Review of member unions' good practices is continuing, including exploration of union members' web sites for information on gender equality status and initiatives.

Plans

- The working group will recommend additional questions as appropriate for member unions' input to the SCGES annual report, starting with the report in 2025.
- The working group will explore development of a method for identifying good practice across the union member and will propose a model for good practice.

- The working group will contribute as appropriate to statistical analysis of responses from the union members.

SCGES Interviews Working Group

Members

Lead: Marie-Francoise Roy (IMU)

Vanessa de Oliveira (IPSA), Silvia Peppoloni (IUGS), Laura Bertha Reyes-Sánchez (IUSS), Heather O’Leary (WAU)

In cooperation with Léa Nacache (ISC).

Goals

The SCGES Interviews Working Group produces and publishes interviews of women scientists of various disciplines, geographic zones and career stages, in order to document from a qualitative point of view the obstacles to gender quality in science and the strategies developed to reach it.

Progress

The activity of the group was boosted by a productive collaboration with the International Science Council (ISC). Indeed, Léa Nacache, ISC Communication Officer, performed a three-month internship in the framework of her studies in social psychology on the representation of women in scientific organizations: qualitative analysis of obstacles and strategies. Her internship mentored by Marie-Françoise Roy made possible for SCGES and ISC to construct an interview guide and implement a first series of ten interviews of women scientists holding responsibilities in scientific organizations in various disciplines and geographical zones.

The thematic analysis of these interviews reveals the following results, summarizing the main obstacles and strategies of leader women scientists and demonstrating the effectiveness of such a qualitative approach



Five blog entries will be published on ISC and SCGES website before the end of October 2024: two synthetic papers presenting the methodology of the study and the strategies that have been identified, and three interviews of women scientists in different disciplines and different parts of the world.

Plans

The qualitative approach of obstacles and strategies through interviews is a useful complement to the quantitative approach of the situation of women and gender equality efforts in international unions partners of SCGES that are documented through the SCGES annual report. Effective strategies to reach gender equality can be identified and disseminated through the publication of the interviews. The series of interviews will be continued and published on a regular basis on SCGES and ISC websites.

SCGES Webinar Working Group

Members

Lead: Carol Woodward (ICIAM)

Yang Mooi Lim (IUBMB), Rodrigo Martins (IUMRS), and Heather O’Leary (WAU)

Goals

The SCGES Webinar Working Group oversees the development and execution of SCGES Webinars.

Progress

In the past year, the webinar series has had less emphasis as the SCGES focused on other areas. Nonetheless, the SCGES had a webinar as part of the Global Women’s Breakfast and its in-person meeting in February 2024. In addition, there was a webinar organized by IGU on October 2, 2024.

All past webinars have been recorded, and recordings are available on the SCGES YouTube channel at this site: <https://www.youtube.com/channel/UC25VqRgj6KrDpw4neB7QaJQ>. The initiative was launched in 2022 and has had eleven events so far.

Webinars held this past year were:

Webinar 10, February 27, 2024, “Popularizing Science without Gender Bias”

- Abstract: Organized by SCGES, this webinar included two presentations along with a question-and-answer period, addressing how to make science available to general audiences without a gender bias. The presentations were:

- “*Maison Poincaré, how to create a museum about mathematics in the light of gender gap issues,*” Sylvie Benzoni-Gavage, Professor of Mathematics at Université Claude Bernard Lyon 1 and Director of the Institut Henri Poincaré (Paris, France)

- “*Writing a pop science astronomy book for everyone: questions I asked myself & answers I gave to others,*” Léa Griton, Associate Professor at Sorbonne University (Paris, France) and researcher in astrophysics at Paris Observatoire PSL.

- As of Sept. 2024, this webinar has had 113 views from the SCGES YouTube channel.

Webinar 11, October 2, 2024, “Women in Geography – Paths and Perspectives from Around the World”

- Abstract: Often seen as a bridge between natural and social sciences, geography was institutionalized only in the mid to late 1800s, and its history is intertwined with imperialism, dominance of gender and other hierarchies. Recent efforts have been made to uncover the roles of women as practitioners and subjects in various geographical contexts. Our speakers are prominent women geographers engaged with the questions about the participation of women in geography, the barriers faced and the ways forward, in their country contexts and in international networks of women in geography. Organized by IGU. The presentations were:

- “*Women: Leadership and Gender-Sensitive Innovations at IGU,*” Prof Nathalie Lemarchand (President IGU; Univ. Paris 8)

- “*History Unveiled: Mapping Women’s Participation in IGU,*” Prof Joos Droogleever Fortuijn (Past VP, IGU, Univ. of Amsterdam)

- “*Gendered Pathways: Trends in Women’s Participation from Latin America,*” Prof Joseli M Silva (Chair, IGU Commission on Gender and Geography, State University of Ponta Grossa)

- “*Gender and Geography: Insights from Spanish Perspectives,*” Prof Maria Prats Ferret (Member Steering Committee, IGU Commission on Gender and Geography, UAB Barcelona)

- “*Writing Geographies from the Global South*,” Prof Anindita Datta (Vice President, IGU, Univ. of Delhi)

Plans

Going forward SCGES will not sustain a regular webinar series. The Webinar Working Group is looking at new options and ways that webinars can best serve our union partners and the greater scientific community.

SCGES International Science Council Liaison Working Group

Members

Lead: Catherine Jami (IUHPST)
Chunlei Tang (ACM), Nathalie Lemarchand (IGU), Nathalie Fomproix (IUBS), Pam Maras (IUPsyS).

Goals

The SCGES International Science Council Liaison Working Group monitors relations with ISC, ensures that cooperation with it is continued consistently with SCGES's missions, interests and current activity.

Progress

The Working Group has not met as such since February; however, three of its five members (N. Fomproix, C. Jami and N. Lemarchand) have taken part in SCGES Officers meetings, where cooperation with ISC, the preparation of the SCGES report, and interview of women scientists (that correspond to three distinct SCGES Working Groups) have been discussed in detail.

Cooperation with ISC has taken a new turn with the appointment of Léa Nacache as ISC Communication Officer. She has worked in close collaboration with Marie-Françoise Roy (IMU Deputy Representative, SCGES communication Officer) for the internship that concluded Léa's studies in social psychology. This has included a series of interviews with women scientists holding responsibilities in scientific organizations. Catherine Jami being the first interviewee, and the setting up of an interview guide for further interviews. Simultaneously, the questionnaire that was circulated to all SCGES members for the present report was adopted by ISC for the larger survey it will conduct in the next few months, so that SCGES partners have effectively taken part in a pilot exercise for this survey on the side of unions. This has made it possible for the survey to be answered online.

Plans

Cooperation with ISC will continue in the coming months, with SCGES taking the role of co-leader in the work for the report on "Gender Equality in Scientific Organizations" that will result from the wider survey mentioned above, and also from a wider round of interviews of women scientists with responsibilities in international organizations. This role will be shared with ISC and the International Academy Partnership (IAP). Marie-Françoise Roy (IMU) and Carol Woodward (ICIAM) /Mark Cesa (IUPAP) will participate in the Taskforce that will prepare this report, while Catherine Jami (IUHPST) will be a member of the Expert Panel that will provide review and strategic guidance for the report. The project, which will be presented to ISC members on 28 January, during their next General Assembly, will last 9 months and the report should be available in June 2025. One aim of the report is to put forward recommendations to the member organizations of ISC. SCGES's work and experience will be valuable assets to achieve this.

SCGES Web and Social Media Working Group

Members

Lead: Marie-Françoise Roy (IMU),
Carol Woodward (ICIAM), Ilona Concha Grabinger (IUBMB).

Goals

The SCGES Web and social media Working Group oversees the follow up and development of [SCGES website](#) and ensure the visibility of SCGES on social media.

Progress

In the past year, the list of SCGES partners and members was organized systematically by alphabetical order of acronyms. The page of SCGES members has been updated when a new union joined or when representatives or deputy representatives changed. A new page describing SCGES working groups has been created. Blog entries are created for the SCGES annual report or when new members join SCGES. SCGES webinars appear on the website in specific blog entries, where slides of the presentation are attached after the event, as well as at a specific registration page. A specific poster is created for each webinar. A blog entry was also created to report on the "SCGES meets young scientist organizations" event. There is a restricted page on the website that SCGES members only can access which is regularly updated with signed MoU of new members and minutes of meetings. Most of the changes are performed by the SCGES Communication Officer Marie-Françoise Roy, with a technical contribution from Lucia Santamaria when needed.

In 2022 the SCGES had 7244 views from 4116 visitors. The engagement figures are low, since the website is primarily a static, informative site, not focused on comments or likes from visitors. In terms of social media, SCGES has a [Twitter \(now X\) account](#) : in October 2024 it has 1750 followers. Tweets from the account are sparse and primarily focused on advertising the SCGES webinar. We could improve engagement by utilizing the platform more broadly

Lucia Santamaria, who helped us with the website from scratch, has wished to stop because of her many activities and Léa Nacache has accepted to replace her. Lucia prepared detailed documents on the technical sides of the website for Léa to take over easily. We express our deep gratitude to Lucia and thank Léa for accepting to work with us.

Plans

One significant new feature will be the joint publication by ISC and SCGES of interviews of women scientists. More generally SCGES is going to update and improve its website, with new ideas proposed by Léa Nacache and discussed in the group. Léa is also going to propose to the working group new methods for better visibility of SCGES on social media.

Annual Report Working Group

Members

Lead: Catherine Jami (IUHPST)

Carol Woodward (ICIAM), Virginie Serin (IFSM), Marie-Françoise Roy (IMU), Guy Smaghe (IUBS), Gillian Butcher (IUPAP).

Task

Monitor the production of the SCGES Annual Report.

Progress

The division of labour among Working Group members has made the task much lighter for the SCGES chair than in previous years. With the publication of the present report, this Working Group has completed its task for 2024.

Plans

The Working Group should clearly be continued next year. Its membership should be renewed, so that the rather heavy load of preparing SCGES's annual report is equitably distributed among SCGES members. Working on the report is also a valuable opportunity to gain a global view of what SCGES and its partners are doing to promote gender equality in science.

REPORTS FROM SCGES PARTNERS

Association for Computing Machinery (ACM)

<https://www.acm.org>

Representative and Deputy Representative

Representative: ChunLei Tang

Deputy Representative: Bushra Anum & Rukiye Altin

Relationship between the SCGES Representatives and the Officers of the Union

The SCGES representatives coordinate closely with ACM-W's leadership to align activities promoting gender equality with the union's overall strategic goals. The representatives participate in regular meetings and discussions with the officers to ensure that gender equality initiatives are prioritized within the organization's agenda.

Webpages Dedicated to Gender Equality or Women in Science

ACM maintains dedicated web pages for gender equality initiatives, including the ACM-W's page (<https://women.acm.org>), which provides resources and information about efforts to promote women in computing globally.

Existence of a Structure for Gender Equality or Women in Science Inside the Union

ACM has a well-established structure for promoting gender equality through ACM-Women (ACM-W), which leads initiatives specifically targeted at advancing women in the field of computing. ACM-W chapters exist worldwide, fostering a supportive network and providing opportunities for women in computing to engage and grow in their careers.

Existence of a Budget for Gender Equality or Women in Science Activities

ACM allocates specific funding for gender equality activities through ACM-W programs, including support for events such as ACM Celebrations of Women in Computing and scholarship opportunities to support women attending conferences. These funds are used to promote engagement and participation by women in computing at various stages of their careers.

Existence of Explicit Policies for Gender Equality

ACM has explicit policies aimed at fostering diversity, equity, and inclusion within its membership and broader activities. These policies emphasize fair treatment and impartiality in all processes and procedures and include specific initiatives designed to address the underrepresentation of women in computing.

Activities to Promote Gender Equality or Women in Science Inside the Union

ACM promotes gender equality through a range of activities, including ACM-W Celebrations of Women in Computing conferences, mentorship programs, and research grants aimed at supporting women in computing. These activities are designed to increase the visibility and participation of women in computing, from education to professional development.

Research Activity About Gender Equality or Women in Science

ACM supports research related to gender equality in computing through various publication venues and conferences. The ACM-W Scholarship for Attendance of Research Conferences enables women to present their research at major computing conferences, helping them gain recognition and career advancement in a traditionally male-dominated field.

International Astronomical Union (IAU)

<https://www.iau.org/>

Representative and deputy representative

Representative: Mamta Pommier

Deputy Representative: Arianna Piccialli

Relationship between the SCGES representatives and the officers of the union

The Chair and Co-chair of the IAU Women in Astronomy Working Group (IAU WiA WG) are the representatives for SCGES.

Webpages dedicated to gender equality or women in science

IAU WIA WG website-

https://www.iau.org/science/scientific_bodies/working_groups/122/womeninastronomy/

Website with detailed WG activities-

<https://sites.google.com/view/iau-women-in-astronomy/home?pli=1>

Existence of a structure for gender equality or women in science inside the union

The IAU WIA WG, formed in 2003, is the main structure for gender equity within the union. Additional affinity groups that have tangential concern for gender equity issues related to women and intersectional identities include the Working Group on Astronomy for Equity and Inclusion formed in 2012. Other offices within the IAU also address gender equity concerns as part of their overall mission, including the Office of Astronomy for Development, the Office for Young Astronomers and the Office of Astronomy for Education.

Existence of a budget for gender equality or women in science activities

There is no dedicated budget for gender equity or women in astronomy activities. We are exploring means of generating funds to support diverse research activities and careers of Women in Astronomy worldwide.

Existence of explicit policies for gender equality

The IAU has a number of policies that exist to improve gender equity.

These include:

- A Code of Conduct, that includes anti-harassment language at all IAU events.
- Reviews and monitoring of gender equity with respect to (invited) speakers in proposals for IAU symposia.
- A new Junior membership category to improve the gender balance across the membership since the percentages of women in astronomy ages 30-40 is higher (30%) than in the membership generally.

However, there is no specific Gender Equity Plan existing within the IAU

Activities to promote gender equality or women in science inside the union

The IAU has a number of activities that exist to promote gender equity. These include:

- Monitoring of the percentages of female IAU members by member country.
- Promotion and monitoring of gender equity across leadership positions.
- Explicit endorsement by WIA WG to support symposia that address issues of gender equity.
- Sessions at General Assembly meetings dedicated to discussions around topics of gender equity and equity across gender intersectional concerns.
- Women in Astronomy Lunches at the General Assembly meetings.
- Educational activities that promote women and girls to participate in astronomy both as a career and as a passion.

In Strategic Plan 2020-2030:

- Future plans include the possibility of training sessions at International Schools for Young Astronomers, (ISYAs), and IAU events;
- The IAU Office of Astronomy for Development (OAD), established in 2011, has a goal to positively affected gender equity, and other UN Strategic Development Goals (SDG), through OAD projects on all of the populated continents

Research activity about gender equality or women in science

The Women in Astronomy Working Group undertook the following activities to support and promote the careers of women in astronomy:

1. Conducted dedicated surveys and detailed statistical analysis of women in the IAU membership and globally, focusing on issues such as work-life balance, gender equity in astronomy, gender balance champions, and the impact of COVID-19 on the careers of women researchers.
2. Raised awareness at university level through regular seminar series and dedicated programs on International Women's Day.
3. Engaged at school and college level on International Women and Girls in Science in Day.
4. Supported the careers of women researchers by offering mentoring sessions and providing opportunities to discuss their career challenges in meetings and seminars.
5. Published findings and recommendations based on their research.

Publications

1. Pandey-Pommier, M. et al., Exploring the Leaky Pipeline Phenomenon in Astronomy and STEM fields, IAUGA 2024
2. Pandey-Pommier, M. et al., April 2022- IAU WiA Triennial report 2021-2024
3. Pandey-Pommier, M. et al., Women in Astronomy- Status of Women in Astronomy: A need for advancing inclusivity and equal opportunities, SF2A 2023
4. Pandey-Pommier, M. et al., Mar 2022- IAU WiA Annual report 2022-2023
5. Pandey-Pommier, M. et al., Sep 2022- Congress held 18-23 September 2022 at Palacio de Congresos de Granada, Spain. Online at <https://www.epsc2022.eu/>, id.EPSC2022-1175-
<https://ui.adsabs.harvard.edu/abs/2022EPSC...16.1175P/abstract>
6. Pandey-Pommier, M. et al., April 2022- IAU WiA Annual report 2021-2022
7. Pandey-Pommier, M. et al., Mar 2022- IAU WiA article in IAU Catalyst Information Bulletin
8. Pandey-Pommier, M. et al., Feb-Mar 2022- IAU WiA Newsletter- Edition 5
9. Pandey-Pommier, M. et al., Jan 2022- IAU WiA Newsletter- Edition 4
10. Hasan, P., Pandey-Pommier, M. et al., Jan 2022- The IAU WiA Working Group and Inclusivity, Conference proceedings for 2nd Workshop on Astronomy Beyond the Common Senses for Accessibility and Inclusion on November 17-18, 2021
[-https://ui.adsabs.harvard.edu/abs/2022RMxAC..54..129H/abstract](https://ui.adsabs.harvard.edu/abs/2022RMxAC..54..129H/abstract)
11. Pandey-Pommier, M. et al., Dec 2021- IAU WiA ENSEMBLE Magazine Edition 1
12. Pandey-Pommier, M. et al., Nov 2021- IAU WiA Newsletter- Edition 3
13. Pandey-Pommier, M. et al., Oct 2021- IAU WiA Newsletter- Edition 2
14. Pandey-Pommier, M. et al., Sep 2021- IAU WiA Newsletter- Edition 1

International Council for Industrial and Applied Mathematics (ICIAM)

<https://iciam.org/>

Representative and deputy representative

Representative: Carol Woodward

Deputy Representative: GuiYing Yan

Relationship between the SCGES representatives and the officers of the union

The ICIAM Representative and Deputy Representative are members of two societies included in the ICIAM. They are not nor have been officers of the union. The SCGES representative attends the ICIAM Officers' meeting occasionally where she discusses SCGES activities and gender equality issues with the SCGES Officers. In addition, the Representative and Deputy Representative report activities to the Officers via email.

Webpages dedicated to gender equality or women in science

ICIAM has two relevant web pages. One focuses on ICIAM's activities in support of gender equality (<https://iciam.org/iciam-activities-support-gender-equality>) and includes recent news articles on the topic.

In addition, ICIAM created a page about the Standing Committee on Gender Equality in Science (<https://iciam.org/standing-committee-gender-equality-science-scges>) that describes the standing committee and its activities.

Existence of a structure for gender equality or women in science inside the union

At its most recent Board meeting, the ICIAM Board approved a new committee, entitled "ICIAM Committee on Gender Equality" whose main task is to help promote gender equality within ICIAM.

Existence of a budget for gender equality or women in science activities

There is no explicit budget for gender equality activities in ICIAM.

Existence of explicit policies for gender equality

ICIAM holds a large Congress every four years as its main scientific venue. ICIAM's By-Laws state that the Scientific Program Committee and invited speakers be "balanced with respect to geography, discipline, and gender" (see the file, "ICIAM ByLaws (11 May 2013)" at the bottom of this page <https://iciam.org/iciam-bylaws>).

ICIAM has a canvassing committee for its prizes to "identify qualified candidates, representing ICIAM's diversity (gender, background and geography), for the six ICIAM prizes and encourage their nominations in response to the call from the subcommittees" (see "Rules for ICIAM Prizes" and "Canvassing Committee for the 2023 ICIAM Prizes" files at the bottom of this page: <https://iciam.org/iciam-prizes>).

Activities to promote gender equality or women in science inside the union

ICIAM has supported the work of Woodward in her responsibilities to SCGES as she has become Vice Chair.

ICIAM published several articles in its Dianoia newsletter, including one summarizing the 8-speaker session at the 2023 ICIAM Congress on "[Gender Equality in Mathematics](#)" and one on

the plenary speakers and prize winners who were women, “[ICIAM 2023 Featured Several Women Prize Winners and Invited Speakers.](#)”

ICIAM continued updates to its web page that promotes activities in support of gender equality in applied mathematics. In general, ICIAM publishes a quarterly newsletter, and it features several articles each year on activities relevant to women in applied mathematics. In addition, these articles are curated on a separate webpage that highlights activities related to gender equality. See this page for the curated list: <https://iciam.org/iciam-activities-support-gender-equality>.

Research activity about gender equality or women in science

ICIAM helped to fund a study on the results of a Global Survey run during the Gender Gap project, specifically for Mathematics and Applied Mathematics. The work involved redoing the statistical analysis of all answers and interpreting them. Two articles on the work were published:

- S. Dabo, M.J. Esteban, C. Guillopé, M.-F. Roy. Aspects of the gender gap in Mathematics. EMS Magazine No. 131 (2024), pp. 22-31.

<https://euromathsoc.org/magazine/articles/178>

<https://hal.science/hal-04278806>

- S. Dabo, M.J. Esteban, C. Guillopé, M.-F. Roy. An analysis of the gender gap among African scientists. To appear in the Proceedings of the de (WM)² 2022 Congress.

<https://hal.science/hal-04278870>

In addition, some websites were created to accompany the two references above, with much more information on the results obtained in the project. They are located here:

<https://gender-gap-in-science.org/visualisation/>

<https://gender-gap-in-science.org/mathvisualisation/>

<https://gender-gap-in-science.org/africavisualisation/>

International Federation of Societies for Microscopy (IFSM)

<https://www.ifsms.info>

Representative and deputy representative

Representative: Virginie Serin

Deputy Representative: Eva Olsson

Relationship between the SCGES representatives and the officers of the union

Executive committee of IFSM (International Federation of Societies for Microscopy).

Virginie Serin, member, and Eva Olsson, President.

Webpages dedicated to gender equality or women in science

The web site for IFSM has been opened in 2022, and developed in 2023-24. A section dedicated to women will be created in 2025.

Existence of a structure for gender equality or women in science inside the union

As a result of the IFSM joining SCGES there is a regular report on activities to promote gender equality. Some actions have been identified and are brought up in the agenda of the executive committee. Actions are going to be implemented.

Existence of a budget for gender equality or women in science activities

There is no budget allocated. Instead, we work with the microscopy meeting organisers to include activities in the meetings and allocate budgets for the work.

Existence of explicit policies for gender equality

No.

Activities to promote gender equality or women in science inside the union

The YSA, Young Scientists Assembly (YSA), was introduced for the first time at the International Microscopy Congress 19 (ICM19) held in Sydney, Australia, 2018

(<https://microscopy.org.au/events/event-1/>).

The IMC congresses are major international congresses held every fourth year. The IMC20 was organized in 2023 in Busan, Korea, <https://www.imc20.kr>.

The YSA gathers 50 young scientists in their early career. They apply to participate. The YSA takes care to have gender equality in selecting the young scientists that are invited to attend and participate in the YSA. The program includes inspiring talks by plenary and invited speakers and also group discussions where the young scientists interact with the senior scientists (also chosen having the gender balance in mind) and discuss important aspects of a scientific career. At the IMC20, Catherine Jami (chair of SCGES) gave a talk entitled “Women in Science, Past, Present, and Future” highly appreciated.

At the executive board meeting August 2024, IFSM decided to start a process to initiate an international award for women microscopists and to create dedicated page in its website.

Research activity about gender equality or women in science

The YSA, Young Scientists Assembly, addresses this question.

International Geographical Union (IGU)

<http://www.igu-online.org>

Representative and deputy representative

Representative: Nathalie Lemarchand

Deputy Representative: Anindita Datta

Relationship between the SCGES representatives and the officers of the union

Prof Nathalie Lemarchand is the IGU President. Prof Anindita Datta is Vice President. Both are members of the EC 2024-26

Webpages dedicated to gender equality or women in science

<https://igugender.wixsite.com/igugender>

Existence of a structure for gender equality or women in science inside the union

The Commission on Gender and Geography is dedicated to addressing questions of gender equality

Existence of a budget for gender equality or women in science activities

The Commission on Gender and Geography annually awards two grants to ECR for research activities

Existence of explicit policies for gender equality

In the process of being formulated

Activities to promote gender equality or women in science inside the union

Currently these are limited to the Commission on Gender and Geography through its mentorship and awards program. This year, the Representative and Deputy Representative to SCGES initiated a survey among Commission and National Committees regarding the same.

Research activity about gender equality or women in science

Currently these are limited to the Commission on Gender and Geography but are in the process of being expanded. Several Countries are now getting sensitized to the same through our participation in SCGES and circulation of surveys and gender audits from this year.

International Mathematical Union (IMU)

<https://www.mathunion.org>

Representative and deputy representative

Representative: Marie-Françoise Roy

Deputy Representative: Carolina Araujo.

Relationship between the SCGES representatives and the officers of the union

The representative Marie-Francoise Roy and deputy representative Carolina Araujo are former chair and current chair of the Committee for Women in Mathematics (CWM) of the IMU and are not IMU officers. CWM is chosen by the EC and its members are not elected by the IMU General Assembly. There is an Executive Committee representative serving as liaison between CWM and the EC. This person is currently Hiraku Nakajima, IMU president. Christoph Sorger, IMU general secretary attended the last SCGES in Paris in 2024. The relationship is excellent.

Webpages dedicated to gender equality or women in science

CWM, similarly to all the committees and commissions of IMU, has a specific section on IMU webpage <https://www.mathunion.org/cwm>. CWM website reports on CWM initiatives but has also pages describing the activities for women in mathematics around the globe, and various useful resources. The IMU archivist is working part time for CWM website.

Existence of a structure for gender equality or women in science inside the union

CWM was created in 2015 and has been renewed in 2018 and 2022. It has 10 members (currently 8 women and 2 men) covering all continents of the globe. CWM has established the scheme of CWM ambassadors, with over 150 special correspondents worldwide, each of whom has the job of disseminating information such as CWM funding calls in her geographical or mathematical neighbourhood, and also of keeping CWM informed about activities or initiatives to be announced on this website. Moreover CoD, an Ad hoc Committee on Diversity, was created by IMU in August 2020. One of its members was proposed by CWM.

Existence of a budget for gender equality or women in science activities

CWM has a budget (around 20K euros per year, 5% of IMU budget). This budget makes it possible to help various initiatives for women in mathematics mainly in developing countries and to support partly the World Meeting for Women in Mathematics (WM)² which is taking place every four year since 2018 as a satellite event of the International Congress of Mathematicians (ICM). The next (WM)² will take place in Philadelphia in 2026.

Existence of explicit policies for gender equality

IMU was an active founding member of SCGES and contributed defining its objectives. SCGES MoU can be considered as an explicit policy of IMU in the domain.

The importance of unconscious bias is outlined by IMU on the page:

<https://www.mathunion.org/imu-awards/imu-awards-prizes-and-special-lecture>

which has a link to the longer text:

https://www.mathunion.org/fileadmin/IMU/IMU_bias.pdf

This text was written independently of CWM and was never approved by a vote inside IMU but appears in good place on IMU website.

The following text was voted at the last IMU GA in 2022 and has been integrated in IU statutes:

<https://www.mathunion.org/fileadmin/IMU/Statutes2022.pdf>

“The Union adheres to the International Science Council’s principle of embodying the free and responsible practice of science, freedom of movement, association, expression and communication for scientists, as well as equitable opportunities for access to science, its production and benefits, access to data, information and research material; and actively upholds this principle, by opposing any discrimination on the basis of such factors as ethnic origin, religion, citizenship, language, political or other opinion, gender, gender identity and sexual orientation, disability or age.”

Activities to promote gender equality or women in science inside the union

There is an effort towards gender balance in the choice of lecturers at meetings organized directly by IMU or in IMU panels. The result is, for example, an increase of the proportion of the invited lecturers at ICM, which was above 20% in ICM 2022, while the proportion of women among authors of mathematical papers is about 30%, but the number of papers authored by women in top math journals remains under 10%.

In terms of IMU awards, one of the four Fields Medal awarded at ICM 2022 went to Maryna Viazovska.

Another relevant example is the International Day of Mathematics (on March 14) where the gender balance is systematically reached in the activities.

In terms of IMU officers, one of the two vice-presidents has been a woman for several terms already, while Ingrid Daubechies has been the only woman IMU president. The current EC reaches a reasonable gender balance with 4 women, on a total of 12, the two vice-presidents Ulrike Tillmann and Tatiana Toro and the members at large Nalini Joshi and Tamar Ziegler.

IMU EC decided in 2024 to integrate the initiative May 12 Celebrating Women in Mathematics to CWM activities.

Research activity about gender equality or women in science

Such a research activity does not appear as really relevant in our discipline, except of course for research on the history of mathematics. Indeed, mathematics is universal.

IMU and ICIAM supported a statistical research project to exploit the results of the Global Survey of Scientists [1] in Mathematics and Applied Mathematics, and in Africa which will result in two papers.

[1] R. Ivie and S. White, Measuring and analyzing the gender gap in science through the global survey of scientists. In *Gender Gap in Mathematical, Computing and Natural Sciences: How to Measure It, How to Reduce It?*, International Mathematical Union, Berlin, 2021.

<https://zenodo.org/record/3882609> (retrieved June 13, 2023), pp. 39-81.

[2] Sophie Dabo-Niang, Maria J. Esteban, Colette Guillopé, and Marie-Françoise Roy. Aspects of the gender gap in Mathematics. EMS magazine, November 2023.

[3] Sophie Dabo, Maria Esteban, Colette Guillopé and Marie-Françoise Roy, An analysis of the gender gap among African scientists. October 2023, <https://hal.science/hal-04278870v2>.

International Political Science Association (IPSA)

<https://www.ipsa.org/>

Representative and deputy representative

Representative: Vanessa Elias de Oliveira

Deputy Representative: Kim Fontaine-Skronski

Relationship between the SCGES representatives and the officers of the union

Vanessa Elias de Oliveira, IPSA Executive Committee member and Chair of the Gender and Diversity Committee

Kim Fontaine-Skronski, Executive Director and ex officio member of the Executive Committee

Webpages dedicated to gender equality or women in science

<https://www.ipsa.org/publications/ipsa-gender-diversity-monitoring-report>

Existence of a structure for gender equality or women in science inside the union

Gender equality is embedded in IPSA's foundational documents (e.g. Constitution, Rules and Procedures, HR Policy, Award Guidelines). IPSA not only promotes gender equality but also positions itself as a leader in fostering diversity within the scientific community. Such initiatives signify IPSA's dedication to creating an inclusive environment where every individual, regardless of gender or background, is valued and provided equal opportunities.

Existence of a budget for gender equality or women in science activities

Currently, there is no specific budget allocated for gender equality or women in science activities. However, the Wilma Rule Award on Gender and Politics was instituted by the Executive Committee in the year 2000. Designed to encourage research in gender and politics, the prize of \$1,000 USD is given to the best paper on gender and politics. The subject matter of the paper should include issues relating to women's participation and representation in politics and society, especially the identification of entry barriers to decision-making arenas.

Existence of explicit policies for gender equality

To reinforce its commitment towards gender equality and diversity, IPSA has incorporated specific clauses in its Constitution, Rules and Procedures as well as other internal policies. These clauses emphasize the importance of respecting gender and diversity in all aspects of the association's activities (including panel composition, plenary speakers, award recipients, Executive Committee members).

Activities to promote gender equality or women in science inside the union

IPSA has been publishing gender monitoring reports since 2011, with the most recent report in 2022 explicitly covering both gender and diversity. In these reports, IPSA looks at the situation of member associations and, in the same spirit, turns its gaze inward to consider issues related to the representation of its diverse membership within the IPSA Council, Executive Committee, and all IPSA activities such as the World Congress, awards, Summer Schools, journal editors, etc.

Based on the results of the Gender and Diversity Survey conducted by IPSA in 2017, a Gender and Diversity Action Plan was adopted by the Association. This plan was intended to reflect IPSA's commitment to a more inclusive political science profession, and to sharing information and knowledge on gender and diversity issues. It sets out 5 actions, both symbolic and substantive, for IPSA to undertake. All have since been implemented.

Research activity about gender equality or women in science

IPSA has two Research Committees dedicated to conducting research on gender and equality:

IPSA Research Committee 07 (RC07) – Women and Politics in the Global South

RC07 focuses on the study of women's roles in politics within the Global South. The committee aims to advance understanding of how gender intersects with political processes in developing regions. RC07 organizes panels, workshops, and conferences to facilitate scholarly exchange on topics such as women's political participation, representation, leadership, and policy influence. Through these activities, the committee provides a platform for researchers to present their findings, collaborate on projects, and contribute to the global discourse on women in politics.

IPSA Research Committee 19 (RC19) – Gender Politics and Policy

RC19 is dedicated to exploring the intersections of gender, politics, and policy on a global scale. The committee addresses a wide range of topics, including gender equality policies, feminist political theory, gender and public policy, and the impact of gender on political institutions. RC19 regularly organizes panels and sessions at IPSA events, such as the World Congress, to foster dialogue among scholars interested in gender politics. The committee also promotes research through publications, collaborative projects, and networking opportunities for its members.

International Union of Biochemistry and Molecular Biology (IUBMB)

<https://iubmb.org/>

Representative and deputy representative

Representative: Ilona Concha Grabinger

Deputy Representative: Yang Mooi Lim

Relationship between the SCGES representatives and the officers of the union

Ilona Concha Grabinger serves on the Executive Committee of IUBMB as Member of Congresses and Focused Meetings

Yang Mooi Lim serves on the Executive Committee of IUBMB as Member for Education and Training

Webpages dedicated to gender equality or women in science

<https://iubmb.org/diversity-and-inclusion/>

Existence of a structure for gender equality or women in science inside the union

IUBMB is committed to ensuring gender equity, diversity and inclusion in all of its leadership, training and education missions in the field of biochemistry and molecular biology. For example, our leadership.

As part of our mission, we are pleased to highlight our Student Ambassador Bri Bibel's blog page on Women in Science, where you can read about many of the influential scientists who shaped the molecular biosciences.

<https://thebumblingbiochemist.com/lets-talk-science/women-in-science/>

We would also like to highlight the IUBMB Trainee Initiative which aim is to provide opportunities for emerging researchers of all levels.

<https://iubmb.org/about/committees/iubmb-trainee-initiative/>

The IUBMB Trainee Initiative Leadership Committee is represented mainly by female undergraduate, master's, or Ph.D. program or a post-doctoral researcher.

<https://iubmb.org/about/committees/iubmb-trainee-initiative/iubmb-trainee-initiative-committee/>

Existence of a budget for gender equality or women in science activities

We do not have a specific budget but we aim for gender equality in all our committees, awards, and programs.

Existence of explicit policies for gender equality

We clearly indicate in all our activities that we aim for gender equity.

Activities to promote gender equality or women in science inside the union

We are strongly committed to gender equity in all our activities and all committees are told to ensure this.

Research activity about gender equality or women in science

We do not have a specific research activity; instead, we have gender equality as a de facto requirement for everything we do.

International Union of Biological Sciences (IUBS)

<https://iubs.org>

Representative and deputy representative

Representative: Nathalie Fomproix

Deputy Representatives: Guy Smagghe, Sarita Maree

Relationship between the SCGES representatives and the officers of the union

Nathalie Fomproix is the Executive Director of IUBS.

Guy Smagghe holds a position on the IUBS Executive Committee.

They frequently engage in regular meetings and maintain ongoing communication with the officers of IUBS.

Webpages dedicated to gender equality or women in science

The IUBS website hosts several pages dedicated to promoting gender equality and supporting women in science:

- A page is dedicated to the former inter-union project: [A Global Approach to the Gender Gap in Mathematical and Natural Sciences](#)
- A page presents the SCGES: [Standing Committee on Gender Equality in Science](#)
- A page is dedicated to the IUBS Committee for the Promotion of Equal Opportunities, which is also involved in gender equality as it was formerly the [IUBS Working Group on Gender Equality](#)

Existence of a structure for gender equality or women in science inside the union

An IUBS Working Group on Gender Equality in Science was established in 2019 following a resolution approved at the General Assembly. The members of this group are:

- Gillian Bowser, IUBS Executive Committee Member
- John Buckeridge, former IUBS President
- Nathalie Fomproix, IUBS Executive Director, IUBS representative, and officer of the SCGES
- Sarita Maree, former IUBS Executive Committee Member, IUBS deputy representative on SCGES
- Annelies Pierrot-Bults, former IUBS Treasurer
- Guy Smagghe, IUBS Executive Committee Member, IUBS deputy representative on SCGES
- Lucilla Spini, bio-anthropologist

The group changed its name in 2022 and is now called the IUBS Committee for the Promotion of Equal Opportunities.

Existence of a budget for gender equality or women in science activities

The IUBS budget dedicated to gender equality includes an annual contribution to the SCGES and a budget for the Committee for the Promotion of Equal Opportunities, which varies based on planned activities such as webinars and meetings. Additionally, the IUBS grant for early career scientists allocates half of its funds specifically to support women scientists.

Existence of explicit policies for gender equality

IUBS has explicit policies to promote gender equality in its activities and initiatives:

- Conferences sponsored by IUBS must include women in the organizing and scientific committees. There should be a gender balance among invited speakers.
- Conferences awarded with the early career scientists grant are asked to select an equal number of male and female early career scientists who will benefit from the grant.

- Chairs of IUBS scientific programs and new initiatives are asked to nominate both male and female experts to any steering committee they establish.
- The IUBS Nominations Committee is advised to promote the nomination of women for IUBS executive positions through National/Ordinary and Scientific member bodies.

Activities to promote gender equality or women in science inside the union

IUBS actively supported the attendance of early career women scientists at the following conferences, enabling them to present their research:

- The 26th International Diatom Symposium (IDS26), which was held in Yamagata, Japan, from 28 August-2 September 2023
- 18th International Congress of Photobiology, IUPB-MEPSA World Congress that took place from 25 to 30 August 2024 in Perth, Western Australia.

Research activity about gender equality or women in science

Currently, there is no dedicated research activity on gender equality or women in science within IUBS. However, future research will be developed within the framework of the committee, focusing on the promotion of equal opportunities to enhance diversity and inclusion in IUBS.

International Union of Crystallography (IUCr)

<https://www.iucr.org>

Representative and deputy representative

Representative: Maria Cristina Nonato
Deputy Representative: Bernie Santarsiero

Relationship between the SCGES representatives and the officers of the union

Maria Cristina Nonato is a member of the IUCr Executive Committee (EC)

Webpages dedicated to gender equality or women in science

<https://www.iucr.org/iucr/governance/advisory-committees/gedc>

Existence of a structure for gender equality or women in science inside the union

The Gender Equity and Diversity Committee (GEDC) is an advisory committee for the EC

Existence of a budget for gender equality or women in science activities

The GEDC works with the IUCr Executive Outreach Officer and is supported by the IUCr Outreach and Education Fund and the Executive Committee

Existence of explicit policies for gender equality

There is a IUCr GEDC Code of Conduct available for download on the GEDC website:

1. Ensure gender balance in conference and meetings
2. Ensure gender balance in the composition of committees and panels
3. Support professional growth and advancement of historically marginalized individuals within the crystallographic community and strive to make research environments more diverse and inclusive
4. All events supported by the IUCr Meeting Support Committee are required to have a diversity and inclusion statement, conference policy, speaker invitation policy, reporting policy, and display the code of conduct prominently on the conference website. See, for example: <https://www.acameeting24.com/meeting-policies>.

Activities to promote gender equality or women in science inside the union

- A “Toolkit for Conference Inclusivity” is provided for guidance
- Conference organizers are urged to appoint a gender equity and diversity advisor
- Sessions on diversity and inclusion are included in annual conferences
- The IUCr policy on Gender Equity and Diversity was posted on the main 2023 conference website for the 26th Congress and General Assembly of the IUCr
- Gender gap noted on journal article about the African Light Source: SH Connell, K Dollman, G Kamel, SA Khan, E Mitchell, SK Mtingwa, MC Newton, P Ngabonziza, E Nji, L Norris, and M Zema, *J. Synch. Rad.*, 31(1), 1-9 (2024).
- The Executive Committee will continue to collect demographic information from the regional associates: African Crystallographic Association, American Crystallographic Association, Asian Crystallographic Association, European Crystallographic Association, and Latin American Crystallographic Association

Research activity about gender equality or women in science

The IUCr does not directly drive research activity.

International Union of Geodesy and Geophysics (IUGG)

<https://iugg.org/>

Representative and deputy representative

Representative: Andrew Mackintosh

Deputy Representative: Athena Coustenis.

Relationship between the SCGES representatives and the officers of the union

Andrew Mackintosh and Athena Coustenis are officers of the Union (members of the IUGG Bureau and Executive Committee). IUGG is the parent Union for 8 Associations (names, acronyms and logos included below), and both representatives also hold current or have previously held leadership roles within individual associations.



Webpages dedicated to gender equality or women in science

Neither IUGG nor its 8 Associations currently has a dedicated webpage to gender equality or women in science. Creating such a webpage will be an easy action point for the new IUGG Equality, Diversity and Inclusion (EDI) committee.

Some IUGG Associations do have relevant webpages even if they are not dedicated. For example the key landing page for IAHS (<https://iahs.info/About-IAHS/about-iahs/>) contains the IAHS Statement on commitment to equality, diversity and inclusion, which includes gender.

In addition, the IAHS commission (ICHWF) on Human water feedbacks (<https://iahs.info/Commissions--W-Groups/ICHWF-Human-Water-Feedbacks/>) addresses the gendered nature of access to water resources.

Existence of a structure for gender equality or women in science inside the union

The IUGG, its Associations, Commissions, Committees, and their sub-entities seek to achieve gender equality. IUGG and many of its sub-entities have included goals on improving gender representation in their statutes, by-laws, and guidelines. Women in IUGG have been able to achieve high office: IUGG's immediate past president and president elect are female. Several Associations have achieved excellent, long-standing gender representation (equal to or exceeding 40%/40%/20%, Female, Male, Other) on their executive committees, including multiple female presidencies. See for example:

<https://cryosphericciences.org/organization/officers/>

Existence of a budget for gender equality or women in science activities

There is no explicit budget for gender equality or women in science at IUGG level. However, a main expenditure of IUGG (in addition to providing money to Associations and Commissions) is to provide financial support for scientific meetings (travel grants, reduced registration fee etc.) and projects. IUGG supports only meetings and projects which seek to achieve gender equality. Meeting organizers and project leaders are asked to provide information on how the money is used and how women benefit. Some Associations (IAGA, IACS) explicitly note that review committees pay attention to gender representation with the goal of achieving equality amongst awardees. This is partly achieved via eligibility criteria. For example, in the IAHS Sivapalan Young Scientists Travel Awards (SYSTA) scheme, the eligibility criteria include allowance for parental leave. Although parental leave is taken by all parents, a greater proportion of such leave is taken by female scientists.

Requesting a specific budget to support gender equality and women in science activities is another easy action point for the new IUGG EDI committee.

Existence of explicit policies for gender equality

As mentioned by the two previous points, IUGG and its sub-entities seek to achieve improved gender representation. Considering the importance of this topic, IUGG and many of its sub-entities have included specific goals on improving gender representation in their statutes, by-laws, and guidelines.

IUGG is in the process of establishing an EDI committee with Andrew Mackintosh as chair and including EDI representatives from all IUGG Associations, to further develop initiatives to promote gender equality at all levels in the Union, Associations and Commissions. This will include specific policies related to gender equality.

Activities to promote gender equality or women in science inside the union

IUGG and its Associations routinely organize dedicated events on gender equality, EDI, early-career scientists (e.g., sessions, panel discussions, social events) and women in STEM at their major meetings. These are important outreach activities to explain the value of gender equality and women in science to our international audience and to receive more nominations of female scientists. This is especially important for IUGG and its Associations as nominations for their leadership positions are typically received from the 74 IUGG member countries.

Research activity about gender equality or women in science

There has been no research activity regarding gender equality at IUGG level.

There is some activity at Association level.

For example, the last IAHS Scientific decade *Panta Rhei* (2013-2022) produced a synthesis book with a focus on social hydrology and the publication documented several elements of gender in water resources management. Activities of the new IAHS Working Group on the History of Hydrology include recording and recognizing the contributions of female hydrologists. The Working Group is interviewing late career female hydrologists and convened sessions during the 2023 IUGG General Assembly that included contributions discussing contributions to hydrology from under-represented groups.

International Union of Geological Sciences (IUGS)

<https://www.iugs.org/>

Representative and deputy representative

Representative: Silvia Peppoloni

Deputy Representative: John Ludden

Relationship between the SCGES representatives and the officers of the union

The representative and deputy representative are officers of the IUGS.

Webpages dedicated to gender equality or women in science

A specific page of the IUGS website (<https://www.iugs.org/scges>) is dedicated to gender equality and to the MoU that IUGS signed with the Standing Committee on Gender Equality in Science (SCGES). From 2023, the IUGS Commission on Geoethics represents the IUGS within the Standing Committee on Gender Equality in Science.

The Task Group on Diversity, Equity, Inclusivity, and Accessibility of the IUGS Commission on Geoethics has a dedicated page at <https://www.geoethics.org/iugs-cg-tg-deia>.

Existence of a structure for gender equality or women in science inside the union

During the 78th IUGS Executive Council meeting in Belfast, UK, the IUGS made a pivotal decision to establish the Commission on Geoethics (<https://www.geoethics.org/iugs-cg>), with a key focus on diversity, equity, inclusion, and accessibility (DEIA) within its scientific community. To continue this work, the Commission's Governing Board formed the specialized Task Group on DEIA, which builds on the efforts of the previous IUGS Task Force.

Comprising experts in these areas, the Task Group is tasked with developing actionable policies and tools to guide IUGS initiatives on DEIA. Their efforts aim to promote a balanced representation across gender, geography, discipline, career stage, and more within IUGS groups. The Task Group is also responsible for ensuring diversity in all IUGS activities and events.

Additionally, the Task Group will represent IUGS in the Standing Committee on Gender Equality in Science (SCGES), further enhancing visibility and impact in these areas. More details can be found at [IUGS DEIA Task Group](#).

Existence of a budget for gender equality or women in science activities

Currently, there is no dedicated budget exclusively for the Task Group DEIA. Instead, its financial needs are covered within the broader budget of the IUGS Commission on Geoethics, which is funded by the IUGS. The Commission allocates resources to the Task Group DEIA based on the scope of its activities.

Additionally, the IUGS supports the Standing Committee on Gender Equality in Science (SCGES) with an annual contribution of 250 Euros. These financial arrangements ensure that both the Task Group DEIA and SCGES have the necessary resources to continue advancing their missions.

Existence of explicit policies for gender equality

The IUGS has established a priority to enhance gender and geographical representation within its constituent bodies and across the events it organizes. This commitment underscores the IUGS's dedication to fostering a more inclusive and representative scientific community.

The creation of the Task Group DEIA within the IUGS Commission on Geoethics is a significant step in turning the organization's diversity, equity, inclusion, and accessibility (DEIA) priorities into action. In 2024, this group released its first major document, the "*Action Plan for the IUGS on Diversity, Equity, Inclusion, and Accessibility*", which offers strategic guidance

and recommendations to help the IUGS achieve its DEIA goals. You can access the document [here](#).

The Action Plan is based on three core principles:

- **Respect and Dignity:** Fostering an environment where every individual is treated with respect and their contributions are valued.
- **Gender Diversity:** Ensuring gender diversity is represented in all IUGS programs and leadership roles.
- **Support for Underrepresented Groups:** Developing policies and strategies to enhance the involvement of historically marginalized communities in geosciences.

The plan outlines specific actions for the IUGS Executive Council, suggesting initiatives to foster inclusivity and improve representation. It also includes online resources and examples of effective DEIA efforts from other organizations to serve as models. Through these efforts, the Action Plan provides a roadmap to create a more inclusive and equitable geoscience community.

Activities to promote gender equality or women in science inside the union

The IUGS is actively highlighting accomplished women in geosciences through a series of videos and interviews available on its official YouTube channel: [IUGS YouTube](#). These features showcase inspiring women from diverse fields and career stages, emphasizing their significant contributions to geosciences.

Additionally, the IUGS, through its Task Group DEIA, is planning further initiatives focused on gender equality and inclusion. These efforts aim to amplify underrepresented voices, promote equitable practices, and foster a more inclusive geoscience community.

Research activity about gender equality or women in science

The IUGS is committed to promoting gender equality through targeted initiatives, particularly by integrating gender considerations into geoscience research. In 2024, the IUGS gathered data on gender diversity and geographical representation within its groups, with the Commission on Geoethics conducting a detailed analysis. This review comes ahead of the 37th International Geological Congress (IGC) in August 2024, when leadership positions will be renewed.

Two indices were used to assess gender and geographical diversity, resulting in a ranking for both gender equality and geographical equity across all IUGS groups. The analysis showed good gender balance and satisfactory geographical diversity overall but highlighted a need for greater involvement from South America and Africa.

The IUGS aims to track progress over time using these parameters, enabling its groups to identify areas for improvement. The findings are compiled in a report titled “Assessment of Diversity within IUGS Bodies,” which will be presented at the 37th IGC to promote discussions on equity and inclusiveness in geosciences.

International Union of History and Philosophy of Science and Technology (IUHPST)

<https://iuhpst.org/>

Representative and deputy representative

Representative: Catherine Jami

Deputy Representative: Hanne Andersen

Relationship between the SCGES representatives and the officers of the union

Catherine Jami is past Secretary General of IUHPST and currently serves as its Gender and Diversity Champion. Notice also that IUHPST consists of two divisions: DHST (history of science and technology) and DLMPST (logic, methodology and philosophy of science and technology). Catherine Jami is past Secretary General of DHST (2013-2021), and Hanne Andersen is past member of the DLMPST Council (2019-2023).

Webpages dedicated to gender equality or women in science

Website of the DHST Commission on Women and Gender in History of Science, Technology, and Medicine: <https://agnodike.org/>

Existence of a structure for gender equality or women in science inside the union

IUHPST's statutes specify that it has a Gender and Diversity Champion, a position currently occupied by Catherine Jami. Additionally, one of the Union's two divisions, DHST, also has its own Gender and Diversity Champion (presently Janet Browne) and maintains a Commission on Women and Gender in History of Science, Technology, and Medicine.

Existence of a budget for gender equality or women in science activities

DHST gives a yearly grant of EUR 2000 to its Commission on Women and Gender in History of Science, Technology, and Medicine. In turn, this commission grants research travel fellowship of up to EUR 1000 to scholars who are either in their final stages of their doctoral research or in the early stages of their post-doctoral research but still within five years of receiving the PhD.

Existence of explicit policies for gender equality

There are statutory provisions for the existence of a Gender and Diversity Champion both in IUHPST and in its history of science and technology division (DHST). This division will hold an extraordinary general assembly late in 2024 with a view to approving a respectful behavior policy that includes, among other provisions, explicit protections against gender-based discrimination in all DHST-sponsored initiatives, such as its international congress that will be held in June 2025 in New Zealand. Registration for this large congress is already open, and registrants are expressly required to agree to abiding by a set of norms that ban any kind of gender-based discrimination.

Activities to promote gender equality or women in science inside the union

IUHPST's history of science and technology division (DHST) maintains a policy of assuring gender balance in all academic activities it organizes or sponsors, such as the 2025 division congress or the 2023 Global Festival of History of Science and Technology. Additionally, it promotes SCGES initiatives through its communication channels.

Research activity about gender equality or women in science

Through its Commission on Women and Gender in History of Science, Technology, and Medicine, IUHPST's history of science and technology division (DHST) promotes advanced research and international collaboration on all aspects pertaining to the critical analysis of historical representation of women and gender minorities in the sciences. Moreover, the commission also investigates the role played by the sciences themselves in the production, legitimation, and reproduction of gender difference.

International union of Immunological Societies (IUIS)

<https://iuis.org>

Representative and deputy representative

Representative: Sylvia Knapp

Deputy Representative: Roslyn Kemp

Relationship between the SCGES representatives and the officers of the union

Sylvia Knapp is chair, and Roslyn Kemp co-chair of the Gender Equity Committee (GEC) within the IUIS.

Roslyn Kemp is member of the Executive Council, and Vice-chair of the Education Committee at the IUIS.

Webpages dedicated to gender equality or women in science

<https://iuis.org/committees/gec/>

<https://iuis.org/about/>

<https://iuis.org/women-speakers-databases/>

Existence of a structure for gender equality or women in science inside the union

We have an active Gender Equity Committee (GEC), with the chairs attending Executive Committee Meetings.

The IUIS is dedicated to support gender equality (as stipulated in their mission and goals statement). We encouraged the IUIS to post their core values on the main website at <https://iuis.org/about/>, which now explicitly state the support of gender equity, diversity, and inclusiveness in all its activities.

Existence of a budget for gender equality or women in science activities

The GEC of IUIS has an annual budget.

Existence of explicit policies for gender equality

Explicit policies are in place and stated in the “Visions and Values” statement: <https://iuis.org/about/>

Activities to promote gender equality or women in science inside the union

The IUIS-GEC promotes gender equity on multiple levels:

1. GEC maintains a list of women speakers in immunology <https://iuis.org/women-speakers-databases/>.
2. GEC provides fellowships to attend international immunology courses for female young scientists from LMIC: 4/year to attend FOCIS courses, 2/year to attend AAI courses.
3. GEC, starting in 2024, has initiated a travel fellowship for caregivers to cover additional expenses because of caregiving responsibilities.
4. GEC monitors equal gender representation at the triannual IUIS congresses.
5. GEC established the “IUIS Excellence in Immunology Award (EXCEL)” of 40.000USD to honor outstanding female and non-binary immunologists. This award is the first and only IUIS prize of this kind and awarded at the triannual IUIS congress (first in 2023, next time in 2025).

Research activity about gender equality or women in science

IUIS or GEC does not pursue active research.

International Union of Pure and Applied Chemistry (IUPAC)

<https://iupac.org/>

Representative and deputy representative

Representative: Hemda Garelick

Deputy Representative: Mark Cesa

Relationship between the SCGES representatives and the officers of the union

Representative Hemda Garelick is an elected member of the IUPAC Executive Board <https://iupac.org/body/920/>

Deputy Representative: Mark Cesa is a Former President of IUPAC, Chair of the Standing Committee of Ethics, Diversity, Equity and Inclusion (CEDEI) <https://iupac.org/body/060/>, and Treasurer of SCGES.

IUPAC was one of the founding partners of SCGES and is currently a member of ISC.

Webpages dedicated to gender equality or women in science

This is expressed in the IUPAC Global Women's Breakfast <https://iupac.org/gwb/> and the IUPAC Distinguished Women in Chemistry or Chemical Engineering <https://iupac.org/what-we-do/awards/iupac-distinguished-women>

Existence of a structure for gender equality or women in science inside the union

IUPAC Council approved the Composition and Terms of Reference of the Committee on Ethics, Diversity, Equity and Inclusion, CEDEI, during the 51st IUPAC Council Meeting on 14th August 2021.

Aims and activity reports of IUPAC's CEDEI can be found at <https://iupac.org/body/060/>

Existence of a budget for gender equality or women in science activities

Budget for sponsoring GWB event project

A budget for CEDEI is included in the 2023-2025 biennium budget.

The gender gap in chemistry- Building on the ISC gender gap project (Project #. 2020-016-3-020 <https://iupac.org/project/2020-016-3-020/>). The latest updates appear in the progress section:

Existence of explicit policies for gender equality

IUPAC has Guidelines for Ethical, Diverse, Inclusive and Equitable Behaviours and Practises in the Worldwide Chemistry Community:

https://iupac.org/wp-content/uploads/2024/04/01_IUPAC_Guidelines_April2024.pdf

IUPAC sponsored conference organizers should ensure a speaker balance that reflects current demographics with respect to gender and geography, especially in relation to plenary and invited speakers.

IUPAC has a specific policy against sexual harassment, issued 8 April 2021.

Activities to promote gender equality or women in science inside the union

IUPAC Global Women Breakfast- GWB - <https://iupac.org/gwb/>

Is held in conjunction with the U.N. Day of Women and Girls in Science, the goal of the GWB is to establish an active network of people -men and women- to overcome the barriers to gender equity in science. Over the last six years, nearly 2000 GWB have been held in 100 countries.

The last was IUPAC Global Women Breakfast was held on 27 February, 2024 (#GWB2024).

The theme of #GWB2024 was "Catalyzing Diversity in Science".

In 2025, the event will be held on 11 February. We will be participating in the International Year of Quantum Science and Technology celebration. Our theme for #GWB2025 is "Accelerating Equity in Science". Groups from all types of science organizations from high schools, to science societies, universities, companies, governments, and non-governmental organizations are invited to participate. Event leaders are encouraged to collaborate with organizations in

different sectors and to include scientists from multiple disciplines. There is no cost to participate.

IUPAC Distinguished Women in Chemistry or Chemical Engineering Award

The purpose of the awards program, initiated as part of the 2011 International Year of Chemistry celebrations, is to acknowledge and promote the work of women in chemistry/chemical engineering worldwide. In 2011, 23 women were honored during a ceremony held at the IUPAC Congress in San Juan, Puerto Rico, on 2 August 2011. At each of the subsequent IUPAC Congresses, 12 women received this recognition; in Istanbul in 2013, in Busan, Korea in 2015, in Sao Paulo in 2017, in Paris in 2019, virtually in 2021, and in The Hague in 2023. A similar award ceremony will take place during the 2025 IUPAC Congress in July in Kuala Lumpur, Malaysia. <https://iupac.org/2025-women-in-chemistry/>

Research activity about gender equality or women in science

A number of manuscripts on global survey of gender gap have been published. This includes the analysis of global survey in chemistry and the analysis of good practices in chemistry on websites.

2021 Mark C. Cesa and Mei-Hung Chiu special issue editors:

The Gender Gap in Science – A PAC Special Topics Issue

<https://iupac.org/etoc-alert-pure-and-applied-chemistry-august-2021/>

Aug 2023 update - Mark Cesa and Fun Man Fung presented the findings at the American Chemical Society Women Chemists Committee symposium on 13 August 2023.

<https://scimeetings.acs.org/exhibit/Analyzing-initiatives-supporting-women-chemistry/3926289>

<https://scimeetings.acs.org/exhibit/Gender-gap-survey-chemistry/3916880>

Jan 2024 update - Published in Chemistry International Jan 2024: "The Gender Gap in Chemistry – Building on the ISC Gender Gap Project" vol. 46, no. 1, 2024, pp. 31-32.

<https://doi.org/10.1515/ci-2024-0118>

Feb 2024 update - Chao, H. Y., Lin, J. J. H., Cesa, M., & Chiu, M. H. (2024). Gender Gap in Chemistry, Still?! Journal of Chemical Education, 101(3), 831–

840. <https://doi.org/10.1021/acs.jchemed.2c00650>

Fung, F. M., Markic, S., Mamlok-Naaman, R., Cesa, M., & Chiu, M. H. (in press). Analyzing the Existing Programs on Promoting Women Scientists in Chemistry. Chemistry Teacher International.

Research work on global survey and good practice in chemistry was presented on the following occasions

è ACS Fall 2023 meeting WCC Symposium: Advancing Gender Equity in Science, San Francisco, CA, August 13-14, 2023

- 9th International Conference for Network of Inter-Asian Chemistry Educators (NICE), Kuching, Malaysia, 28-30 July, 2023.

- IUPAC|CHAINS 2023 IUPAC General Assembly and World Chemistry Congress, the Hague, the Netherlands, 18-25 August, 2023

International Union of Pure and Applied Physics (IUPAP)

<https://iupap.org/>

Representative and deputy representative

Representative: Gillian Butcher

Deputy Representative: Rudzani Nemutudi

Relationship between the SCGES representatives and the officers of the union

Both representatives are Vice Presidents and are on the Executive Council as Vice President at Large: Gender Champion and Associate Secretary General respectively.

Webpages dedicated to gender equality or women in science

The IUPAP website contains the webpage [Diversity in Physics](#), which gives an overview of the need for diversity in science, along with some of the activities of IUPAP in fostering diversity. The link is under the Strategic Plan on the main tabs.

Further pages on specific activities that are linked from here are:

- [Waterloo Charter for Gender Inclusion and Diversity in Physics](#): sets out guiding principles for gender diversity and inclusion, with recommended policies.
- [Gender Champion Reports](#): the reports that review the IUPAP's own statistics on gender
- [WG5: Women in Physics](#): summary pages of the Working Group
- [Gender Gap in Science Project](#): contains summary information on the project, and links to the Gender Gap Project pages

Existence of a structure for gender equality or women in science inside the union

Two main structures exist within IUPAP for gender equality: WG5 and VP Gender Champion. The Working Group for Women in Physics, WG5, was created in 1999 to survey the situation and report back, and to suggest means to improve the situation for women in physics. WG5 reports back annually to the Executive Council and Commission Chair meetings of IUPAP and the General Assembly. WG5 consists of members representing broad geographic regions, some of whom work with regional women in physics groups. WG5 has a global system of Country Teams, each with a Leader; at present 67 are listed, more than the number of members of IUPAP. These teams deliver papers on progress in their country at approximately 3-year intervals at the IUPAP International Conference on Women in Physics ICWIP, at which the WG5 members function as the International Organising committee. The 25th anniversary of WG5 is being celebrated at the GA in October 2024 with a special session of talks looking back at the group's history and also forward to the future.

The role of Vice-President at Large with Gender Champion responsibilities was created in 2011 to ensure that IUPAP as an organisation is inclusive and diverse. The Gender Champion monitors and reports on gender representation within all IUPAP structures, including its Commissions, and at IUPAP-Sponsored conferences. The Gender Champion is a member of WG5

Existence of a budget for gender equality or women in science activities

The WG receives an annual budget of 2 500 Euros, mostly to cover member expenses to attend WG meetings, in line with other IUPAP working groups. WG5 also receives funding of 15 000 Euros to distribute travel (technology) grants to women from developing countries, to attend

conferences. The WG is also awarded 17 000 Euros for its International Conference on Women in Physics held every three years.

Existence of explicit policies for gender equality

Since October 2021, Statutes, By-Laws and Articles specifically include “fostering inclusiveness and diversity in physics” amongst the Union’s purpose. The Articles include the requirement that amongst the Executive Council Officers (President, President Designate and Immediate Past President) that at least one will be a woman and at least one will be a man, and likewise for the Commission Officers (Chair, Vice Chair and Secretary). The Commission membership has the requirement that at least 4 out of the 12 members must be women: currently it is over 40%.

There are specific requirements for IUPAP sponsored conferences, without which they will not receive funding. The conference organisers must report on the gender balance of plenary/invited speakers, speakers, delegates, organising committee(s). The organisers must also put their statement on harassment (Code of Conduct) on the conference webpages and appoint people responsible for dealing with claims of harassment.

WG5 explicitly includes men in initiatives to foster gender equality. The WG includes at least one man, and a Country Team attending ICWIP must have at least one man if the size of the team exceeds 4 people.

Activities to promote gender equality or women in science inside the union

IUPAP’s Executive Council has played a major role in vigorously campaigning for women within the Union. Through both authority and influence, these members of leadership are changing the face of IUPAP. The current President-Elect, Silvina Ponce Dawson, due to be elected President in October 2024, is a woman who has been a leader of gender equality nationally and internationally for many years. The upcoming GA in October has a session celebrating 25 years of WG5.

IUPAP does not have individual members but territorial members, who are represented by delegates during GAs, and through appointed national liaisons outside GAs. In some countries, WG5 Country Teams are well integrated with physical societies and liaisons. In others, fostering gender equity through national liaisons members is a challenge. The Waterloo Charter aims to promote gender equity to members.

Research activity about gender equality or women in science

Nothing at this time

International Union for Physical and Engineering Sciences in Medicine (IUPESM)

<https://iupesm.org/>

Representative and deputy representative

Representative: Lenka Lhotska

Deputy representative: Loredana Marcu

Relationship between the SCGES representatives and the officers of the union

Both the representative and the deputy representative are officers of the union.

Webpages dedicated to gender equality or women in science

<https://iupesm.org/wimpbme/>

Existence of a structure for gender equality or women in science inside the union

Women in Medical Physics and Biomedical Engineering committee (WiMPBME)

Existence of a budget for gender equality or women in science activities

The budget is limited to an amount that would usually cover travel/accommodation expenses for an invited speaker to our congresses.

Existence of explicit policies for gender equality

N/A

Activities to promote gender equality or women in science inside the union

- Increase the visibility and participation of women within IFMBE (International Federation of Medical and Biological Engineering) and IOMP (International Organisation for Medical Physics). Both organizations have the committees: Women in Biomedical Engineering Committee (WiMBE) and Women in Medical Physics Committee (WiMP).
- Very tight cooperation of WiMPBME with WiMBE and WiMP.
- Gather and disseminate information regarding the status of women in IFMBE and IOMP
- Acknowledge research success of female members
- Develop mentoring programs for young women and/or women from developing countries.
- Conduct research into the status of women in IOMP and IFMBE.
- Conduct surveys to gather information on the needs / challenges that women in science are facing; disseminate the results and take action accordingly.
- Promote women keynote / invited speakers at our international congresses.
-

Research activity about gender equality or women in science

Based on the positive feedback from the audience of the special symposia organized by WiMPBME at the World Congress in Medical Physics and Biomedical Engineering (Singapore; <https://wc2022.org/>) we continue discussions about preparation of special symposia for the IUPESM World Congress 2025. WiMPBME plans to focus on up-to-date topics related to topic of gender equity in STEM fields (continuation of discussion at the WC2022) and new topics related to sex and gender related data in biomedical research and their importance for development of unbiased software tools applicable to diagnostic and therapeutic purposes.

Between the World Congresses the WiMPBME, WiMBE and WiMP organize special sessions in IFMBE and IOMP conferences. In 2024, WiMBE organized a special session at the EMBEC 2024 conference: IFMBE Special session: WiMBE – Women in MBE « Coffee Break » event. WiMBE participated in the special session Perspectives of BME Education, discussing the gender balance in STEM disciplines.

Our committee is active in publishing research data and survey results conducted within WiMPBME. A new manuscript is under preparation (title: A gender breakdown of unexpected benefits generated by work from home in STEM fields - a qualitative analysis of the WiMPBME Task Group survey).

Discussions on new surveys are ongoing.

International Union of Soil Sciences (IUSS)

<https://www.iuss.org/>

Representative and deputy representative

Representative: Laura Bertha Reyes Sánchez

Deputy representative: Lúcia Anjos

Relationship between the SCGES representatives and the officers of the union

Laura Bertha Reyes Sánchez is the current IUSS Past President 2023-2024.

Lúcia Anjos is President of the Brazilian Soil Science Society.

Webpages dedicated to gender equality or women in science

The IUSS does not have a webpage dedicated to gender equality. The IUSS has in their website a

IUSS Notice of non-discrimination <https://www.iuss.org/about-the-iuss/iuss-noticeof-non-discrimination-and-dei-policy/> and DEI Policy as part of our IUSS Strategic Plan: <https://www.iuss.org/about-the-iuss/iuss-strategic-plan-2021-2030/>

Existence of a structure for gender equality or women in science inside the union

No.

Existence of a budget for gender equality or women in science activities

Yes, the IUSS grants awarded had the same budget for men and women.

Existence of explicit policies for gender equality

For the IUSS, the gender gap is not the only one to overcome. IUSS has a diversity, equity, and inclusion policy approved by our Council as part of the IUSS Strategic Plan 2021-2030. <https://www.iuss.org/about-the-iuss/iuss-strategic-plan-2021-2030/>

Activities to promote gender equality or women in science inside the union

- During the IUSS Centennial Celebration on May 19, 2024 “Equity, diversity, and inclusivity in soil sciences” was a whole section.
- For the IUSS Centenary in May 2019, six sessions on equity, diversity and inclusion in soil sciences were held.
- The IUSS supported the Women's World Breakfast in February 2024 and supported the organization of these events within its National Societies.
- The “IUSS Young and Early Career Scientists” (YECS) Working Group organized its Online Women's World Breakfast in February 2024 with the participation of young people around the world and the support of 4 female speakers including the IUSS Past President 2023-2024.

Research activity about gender equality or women in science

- Brevik, Eric C., Damien Field, Jacqueline Hannam, Maja Krzic, Rainer Horn, Cristine Muggler, Jude Odhiambo, Yoshitaka Uchida, Danny Itkin, Hong-sheng Wu, Liana Pozza, Laura Bertha Reyes-Sánchez, and Thomas Scholten. **2023**. Degrees pursued by students in different countries to train for careers in soil science. In: Nikola Patzel, Sabine Grunwald, Eric C. Brevik, and Christian Feller (Eds), Cultural Understanding of Soil. Springer, Cham.

https://doi.org/10.1007/978-3-031-13169-1_24 eBook ISBN 978-3-031-13169-1 and Print ISBN 978-3-031-13168-4

- Brevik, Eric C., Krzic, Elbasionury Heba, Dawson Lorna, Hannam Jacqueline, Mbila Monday, Reyes-Sánchez Laura Bertha and Coles Nathalie. Where are we with gender parity in academia and professional societies? A multinational look at women in soil science. Document in arbitration.

Scientific Committee on Antarctic Research (SCAR)

www.scar.org

Representative and deputy representative

Representative: Renuka Badhe

Deputy Representative:

Relationship between the SCGES representatives and the officers of the union

The representative and deputy representative are not officers of the Scientific Committee on Antarctic Research (SCAR). However, both serve on the Leadership Steering Group (LSG) of the SCAR Equality, Diversity and Inclusion Action Group (EDI AG). The EDI AG is tasked with broadly looking at how EDI issues can be effectively dealt with within SCAR (including issues related to gender inequity) and what practical actions are relevant for the organization.

Webpages dedicated to gender equality or women in science

Women in Antarctic Research: <https://www.scar.org/antarctic-women/>

SCAR's EDI AG: <https://www.scar.org/capacity-building/edi/home/>

Existence of a structure for gender equality or women in science inside the union

In 2021, SCAR established a Scoping Group on Equality, Diversity, and Inclusion, which laid the foundation for the EDI Action Group which was launched in early 2022. Gender inequality is among the issues on which the EDI AG focuses, including issues faced by women, non-binary people, and people with other marginalized gender identities. The SCAR EDI AG membership is currently at 150. SCAR EDI AG members are members of the SCAR community who have expressed an interest in being on the EDI AG mailing list and participating in select AG activities. The SCAR EDI AG is led by a Leadership Steering Group (LSG), which itself is led by a Chief Officer, a Deputy Chief Officer, a Secretary, and a coordinator. The core group meets regularly every second week. Meetings with the entire LSG take place four - five times a year.

SCAR also has actively supported events on gender equity through its Capacity Building, Education, & Training Advisory Group since 2016. Since before 2016, SCAR also has supported other organisations working on gender equity in polar research, such as Women in Polar Science (WiPS).

Existence of a budget for gender equality or women in science activities

SCAR has budgets for overall Capacity Building, Education and Training (CBET) activities (USD\$3000 per year), and also dedicated budgets for the EDI AG (USD\$10,000 per year).

Existence of explicit policies for gender equality

The SCAR EDI Action Group is working on policy recommendations for overall EDI issues within SCAR, including gender equality. The group has drafted a SCAR Code of Conduct (CoC), which is being reviewed and shared beyond the AG, including with EDI professionals. The CoC includes a glossary to help establish common understanding of the concepts and terms used. The CoC also includes a draft SCAR EDI statement, which will be further developed through community engagement activities. These documents will be reviewed regularly. The AG further plans to establish a related reporting process.

Activities to promote gender equality or women in science inside the union

During this year, SCAR Open Science Conference (OSC), that took place in August 2024 in Pucón, Chile, the SCAR EDI AG organized a variety of events: an open business meeting, a session, a workshop as well as a plenary. This work built upon previous OSC activities since 2016. At the 2022 SCAR OSC, a workshop and two parallel sessions were held under the theme “Inclusive Collaborations in Antarctic Research.” These integrated and built upon dialogues that have been taking place in polar research through a variety of organisations and networks, as well as the first Inclusive Collaborations in Antarctic Research parallel session and workshop, which were held at the SCAR OSC in 2020. During the 2022 workshop, 16 global organisations presented their work on gender and EDI issues; during the 2022 parallel sessions, 20+ abstracts (both oral and poster) were presented, representing both new research and best practices related to EDI (including gender equality) from across the Antarctic research community. A paper is being drafted summarizing outcomes from the workshop and sessions, aiming for publication in 2024.

In February 2024 the SCAR EDI AG presented its work within the [IGS webinar series](#). Furthermore – like in the past year – the SCAR EDI AG took advantage of international days such as the “Women and Girls in Science Day” or the ‘polar pride’ day to promote its work.

SCAR strongly encourages the nomination of women in its Fellowships, Medals, and other awards, and has worked to increase the representation of women among recipients: for example, by streamlining the nominations process for SCAR Medals, which in 2022 resulted in an increase in the percentage of women receiving SCAR Medals. In 2024 the SCAR Medal for Education and Communication was awarded to Prof Jan Strugnell; she initiated the ‘Women in Antarctic Research Wikibomb’ that transformed the perception of the significance of women in Antarctic research.

In order to make the nomination process more accessible for (female) nominees all over the world, the required documents have been translated into several languages in cooperation with APECS (Association of Early Career Scientists)

Research activity about gender equality or women in science

In 2022, the SCAR EDI AG led the creation of a demographic survey for the SCAR community to be rolled out as part of the SCAR OSC 2022. The AG worked with the SCAR Secretariat and local organisers to develop and implement the survey as part of the OSC registration process. The initial survey was filled out by over 700 participants and covered questions concerning career stage, age, gender, nationality and race/ethnicity, as well as research background and participation level (presenter, co-author, etc.). All questions were voluntary and further responses were gathered in a post-conference poll.

The AG used this information to write a report about the recent status of the SCAR members demography, as well as to put an advanced survey for the OSC 2024 in place. Furthermore, a survey for those people not attending the OSC is embedded at the [website](#).

Also, the SCAR EDI AG developed a statement that was already approved. Another priority for the AG was the development of a Code of Conduct (CoC) document that now serves as a guide for appropriate behavior within SCAR. The CoC document was developed in parallel with a reporting system that allows for the anonymous reporting of violations against the CoCs. Both were reported on to the SCAR Delegates meeting in fall 2024; final approval is expected soon. SCAR continues to host the #100PolarWomen project, which is managed by Women in Polar Science.

International Union of Speleology (UIS)

<https://uis-speleo.org/>

Representative and deputy representative

Representative: Johannes Mattes

Deputy Representative: Nathalia Vanessa Uasapud Enríquez

Since February 2024, Simone Sambento has been working with the SCGES Working Group for Best Practices.

Relationship between the SCGES representatives and the officers of the union

Johannes Mattes is the UIS Secretary General and Nathalia Vanessa Uasapud Enríquez is the UIS Adjunct Secretary. Together with Simone Sambento, they are members of the UIS Working Group on Social and Gender Equality, established in October 2023.

Webpages dedicated to gender equality or women in science

So far, there is no distinct website for gender equality or women in science on the UIS website.

Existence of a structure for gender equality or women in science inside the union

So far, there is no distinct structure for Gender Equality within UIS. However, UIS pays special attention to gender parity when appointing committees and inviting speakers. Currently, with Nadja Zupan Hajna, a woman is serving as the President of UIS.

Existence of a budget for gender equality or women in science activities

There is no distinct budget within UIS allocated specifically for gender equality or women in science activities. However, when approving project or expedition funding, UIS places particular emphasis on social and gender equality considerations.

Existence of explicit policies for gender equality

There are no explicit policies for gender equality currently in place. However, the UIS Working Group on Social and Gender Equality is currently developing guidelines for social and gender equality. These guidelines will be presented for approval at the General Assembly during the upcoming International Congress of Speleology in Brazil (2025).

Activities to promote gender equality or women in science inside the union

Within UIS, several national and regional organizations conduct their own activities to promote women, including training and mentorship events or expeditions.

Research activity about gender equality or women in science

From February to April 2024, the UIS Working Group on Social and Gender Equality conducted a survey among approximately 60 member countries. The survey aimed to gather current statistics on gender ratios and existing national guidelines for social and gender equality. The results of this survey, with participation from about 40% of member countries, are expected to be analyzed and published in an article in the UIS Bulletin by the end of 2024.

World Anthropological Union (WAU)

<https://waunet.org/>

Representative and deputy representative

Representative: Heather O’Leary, Ph.D.

Deputy Representative: Subhadra Channa, Ph.D.

Relationship between the SCGES representatives and the officers of the union

Drs. O’Leary and Channa are the representatives appointed by the WAU Steering Committee and approved by the leadership boards of both chambers: IUAES and WCAA. They have each served as in leadership positions on the board of WAU and its chambers for nearly 10 years (O’Leary) and multiple decades (Channa). Presently, they have rotated off the Executive Roster.

Webpages dedicated to gender equality or women in science

WAU, IUAES and WCAA do not presently have any webpages dedicated to gender equity or women in science. In the discipline of anthropology, the principles of pluralism and belonging are embedded in our scientific principles. However, this gap should be explicitly addressed. Our first step will be to canvas the multiple National and Specialist/Sub-Field organizations that make up our organizational members to form a list of national and regional such webpages.

Existence of a structure for gender equality or women in science inside the union

There is no formal structure for gender equality or women in science inside the WAU. There are multiple ways in which calls for funding (research, travel) attempt to address economic disparities, which obliquely may contribute to this equity. But largely these programs address the vast differences of national and regional resources to propel internationally diverse anthropologists. This is another area to highlight in future restructuring.

Existence of a budget for gender equality or women in science activities

At the WAU level, there is not a specific budget for gender equality or women in science. Our financial principles state that expenditures, to the degree possible, should benefit all members equally. This has been implemented in including reduced registration fees for members from low-income countries.

Existence of explicit policies for gender equality

WAU does not have an explicit policy for gender equality. Its member organizations (National and Specialist/Sub-Field organizations) do and cataloging them would be the first step to understanding the future potential of a WAU policy in cross-cultural perspective.

Activities to promote gender equality or women in science inside the union

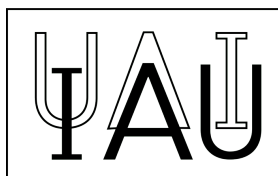
In the IUAES chamber of WAU there is a Scientific Commission for Global Feminisms and Queer Politics. This Commission organizes Panels at Congresses and hosts Post-Congresses. In the WCAA chamber there are Webinars that highlight special topics and there is not only regional representation but also gender balance in their organization.

Research activity about gender equality or women in science

WAU does not specifically conduct any research activity into gender equality. However, within anthropology there are thriving subfields that address barriers of identity (including gender) in global and cross-cultural perspectives within our field, within the academy, within science and within everyday life.



INTERNATIONAL UNION OF PURE AND APPLIED CHEMISTRY



Report prepared by Catherine Jami, Gillian Butcher, Marie-Françoise Roy, Virginie Serin, and Carol Woodward, along with representatives of partner unions