

# Women in Mathematics Committee



Dr Lauren Rodgers  
Royal Statistical Society Representative

8<sup>th</sup> March 2019



COLLEGE OF MEDICINE AND HEALTH

# Women in Mathematics Committee

- Established in 1999 with four aims:
  - Raise the profile of women in mathematics,
  - Support women in the mathematics profession,
  - Improve practice in the mathematics community as regards gender diversity,
  - Collect and disseminate data about women in mathematics.
- Collaborate with other societies (RSS, ORS, EdMs, IMA)
- The committee has developed several key initiatives to address the diversity issues within the mathematics community
- 2016: The LMS Women in Mathematics Committee won the inaugural Royal Society Athena Prize

# Events

- Annual Mary Cartwright Lecture
  - Friday 5 April 2019 at the International Centre for Mathematical Sciences (ICMS), Edinburgh.
  - Professor Beatrice Pelloni (Heriot-Watt University): *Nonlinear Transforms in the Study of Fluid Dynamics*
- Women in Mathematics Days
  - Tuesday 12th March 2019 at Queen Mary, University of London
  - Aimed at academic mathematicians, postgraduates upwards
- Girls in Maths
  - Aimed at schoolgirls
  - Awards made annually to individuals or groups

# Grants

- Caring Supplementary Grants
  - Up to £200
  - Aimed at parents or carers to attend conferences, meetings or visits
  - Three rounds per year
- Grace Chisholm Young Fellowships
  - Two fellowships each year
  - Aimed to support mathematicians when their mathematical career is interrupted by family responsibilities, relocation of partner, or other similar circumstance
  - £1500 to attend conferences, summer schools etc



### **Council Statement on Women in Mathematics**

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

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

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

Accordingly, the Society will:

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

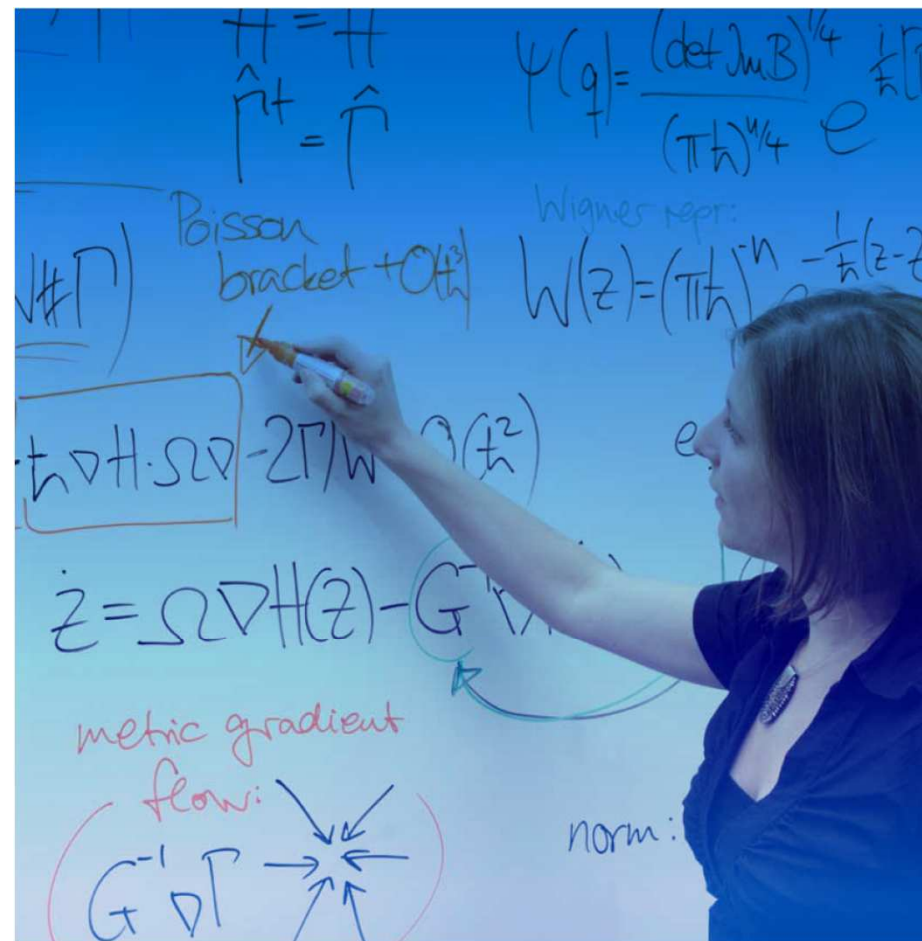


LONDON MATHEMATICAL SOCIETY  
GOOD PRACTICE  
SCHEME

Advancing women's careers in  
university mathematical sciences  
departments



LONDON  
MATHEMATICAL  
SOCIETY



**ADVANCING WOMEN  
IN MATHEMATICS:  
GOOD PRACTICE IN UK  
UNIVERSITY DEPARTMENTS**

February 2013





LONDON  
MATHEMATICAL  
SOCIETY  
EST. 1865

## LMS ADVICE ON DIVERSITY AT CONFERENCES AND SEMINARS

**Philosophy.** Diversity has many forms. These include, but are not limited to, gender, race and ethnicity, age, geographic location, and mathematical school. The health of mathematics relies on most conferences/seminars/workshops allowing mathematicians with different mathematical perspectives to mingle.

Best practices in considering diversity will deal with all of these at once. Measurable attributes such as gender or age often serve as the “canary in the coal mine” for less obvious forms of insularity that may have an even more immediate negative impact on the mathematics of the conference. For brevity, we will often refer to women below, but the guidelines apply to other underrepresented groups.

### **Specific suggestions.**

- **The too long long list.** Come up with a list in the usual way, whatever that means in the context of your event. If the list isn't representative of the full diversity of mathematicians, then ask each member of the organising committee to come up with some mathematicians in the underrepresented group(s). The result will be a long and diverse list of suitable invitees. Choose your short list from this long list. You may find this process results in an “over-representation” of the underrepresented group. That is okay.
- **Broaden your base.** Think more broadly about the field from which you're recruiting: are there mathematicians working in other fields with overlapping interests? Also, young

## Success Stories

What does it mean to be a successful mathematician? What is involved in a successful mathematical career? The LMS Success Stories project celebrates the diversity of successful careers and mathematicians. We are always interested in new profiles! If you have an idea, or would like to submit your own profile, please email [Success.Stories@lms.ac.uk](mailto:Success.Stories@lms.ac.uk).

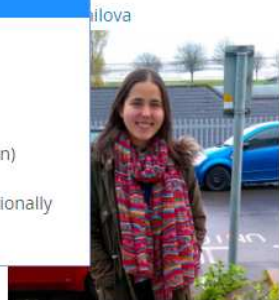
### Filter on Categories

- Any -
- Any -
- Women in mathematics
- Racial diversity
- LGBT
- Alternative career paths
- Disability
- Caring responsibilities (including children)
- Two body problem
- Immigration/working and living internationally
- Diverse socioeconomic backgrounds
- Other



I am currently a masters student at UCL studying towards an Msc in Medical Statistics and in...

[Andrea Vera-Gajardo](#)



I fell in love with mathematics when I was eight years old. There really isn't an explanation as to...

[Anne Laure Humbert](#)



[Allison Henrich](#)



I feel like I am successful because I've had amazing support and guidance from colleagues,...

[Apala Majumdar](#)



[Ana Rojo](#)



After getting my degree in maths and my masters in mathematical research, modelling and computation...

[Bernadette Stolz](#)





# Future

- Ongoing review of issues relating to women in mathematics
- Aim to involve greater geographical diversity within the UK, a broader range of FE and HE institutions
- Broaden the range of equality and diversity issues it addresses
- Online resources, such as the Success Stories project
- Continue with collaborations across societies

Thank you!