



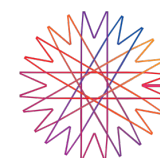
# Impact of the IUPAP Gender Policy in Latin America

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Red de Ciencia, Tecnología y Género

IUPAP Working Group Women in Physics



Red de Ciencia, Tecnología y Género

# Outline

- IUPAP Working Group Women in Physics
- Regional networks
- Impact in Latin America
- Beyond Physics
- Conclusions



# IUPAP Women in Physics. Motivation

It was observed that worldwide

- **Low proportion of women in the field**
- **Inequity.** Low salaries, decreasing number as ascending in the academic scale.
- **Regional differences:** Developed countries showed lower proportions.

## Working Group #5 Women in Physics

Created in 1999 and charged to

- Survey the situation of women
- Report to the Council and the liaison committees.
- Suggest means to improve the situation for women in physics.

# International Conference Women in Physics (ICWIP)



Paris, 2002

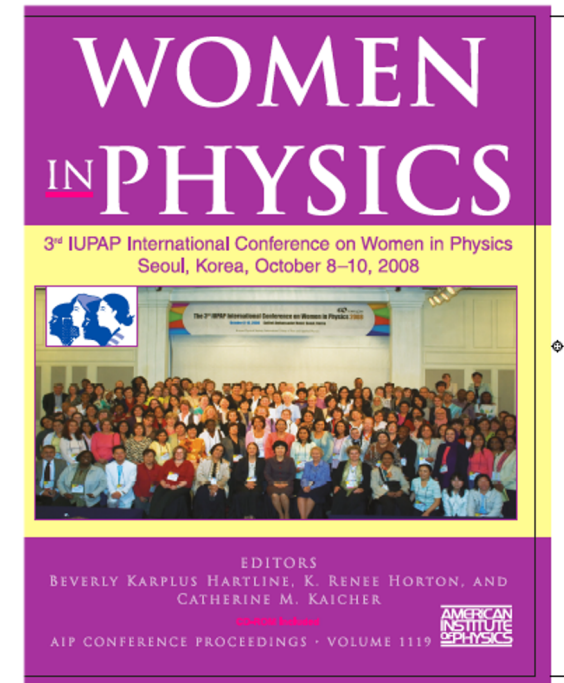
## Seven already organized

- Plenary talks
- Workshops
- Poster presentations
- Cultural and social activities
- Popularization talks
- Proceedings published by AIP
- **Regional meetings**

Australia, 2021

377 delegates

64 countries (4 for the first time)





# Networking in Regional Meetings

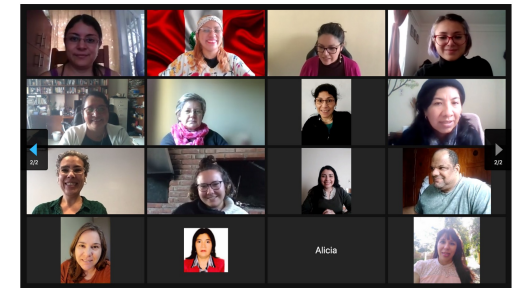


Paris, 2002

- Countries in 1st ICWIP
  - Argentina, Brazil, Colombia, Cuba, Mexico
- Countries in 7th ICWIP
  - Argentina, Brazil, Chile, Colombia, Cuba, Ecuador, El Salvador, Honduras, Mexico, Uruguay



IUPAP ICWIP 2021-Latin America Regional Meeting



Australia, 2021

# Impact on the Situation of Latin American Physicists

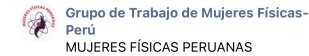
- Teams organize activities at their countries
- Associations are more open to address gender issues
- Protocols to prevent harassment

➤ Programs

➤ Events

➤ Multidisciplinary networks

➤ Commissions (AFA, SMF, SBF)



Red de Ciencia, Tecnología y Género A. C.







# PASI Nanobio 2010 in Puerto Rico

Puerto Rico  
Argentina  
Mexico



- Young, Women, men, multidisciplinary
- Interaction with government executives

The image shows the front cover of a book. At the top, there are four circular icons: a green one with a network of nodes, a red one with a power symbol, a yellow one with a sun-like gear, and a blue one with the Greek letter pi. To the right of these icons, the text 'Habilidades para Jóvenes Científicas y Estudiantes de Ciencias Latinoamericanas' is written in a small, sans-serif font. Below the icons, the title 'Taller de Habilidades Profesionales para Jóvenes Científicas y Estudiantes de Ciencias Latinoamericanas' is printed in a large, bold, black serif font. Underneath the title, the text 'Hacia un Diálogo de Saberes en Ciencia, Tecnología e Innovación' appears in a smaller, regular black serif font. In the center, there is a white rectangular box with a thin black border containing the text 'Aula 6, Pabellón II, Ciudad Universitaria' and '22-15 de Julio de 2016' in a red serif font. Below this box, the text 'Facultad de Ciencias Exactas y Naturales, Universidad de Buenos Aires' is written in a black serif font, followed by 'Buenos Aires, Argentina' in a larger, black serif font. At the bottom, the URL 'http://wp.df.uba.ar/dsct/es/inicio/' is displayed in a black sans-serif font. The bottom section of the cover features a row of logos: 'df' (Facultad de Ciencias Exactas y Naturales), a circular logo for 'CONICET', the 'Universidad de Buenos Aires' logo, the 'CONICET' logo with a blue infinity symbol, and logos for 'INFORMÁTICA', 'Instituto de Física de Buenos Aires', 'Física', and 'Física de Partículas'.

# CONVERSATORIOS GENDER GAP LATIN AMERICA 2020

## “EVALUACIÓN Y DIVERSIDAD EN CIENCIA”

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Consejo Nacional de  
Ciencia y Tecnología

**06  
OCTUBRE**  
10:00-11:30 HRS

**INSCRIBETE AQUÍ**  
[100CIA.CL/GENDER-GAP-LA](https://100CIA.CL/GENDER-GAP-LA)










# CONVERSATORIOS GENDER GAP LATIN AMERICA 2020

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**06 OCTUBRE**  
15:00-18:00 HRS  
PROGRAMA CL/ GAPA

**INSCRIBETE AQUÍ**  
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## WORKSHOP ON SKILLS FOR YOUNG SCIENTISTS/ INCREASING DIVERSITY IN STEM


**October 7-11, 2019**  
at the Instituto de Física Teórica - UNESP São Carlos, Brazil

**SPEAKERS AND ACTIVITY FACILITATORS:**

**Alisa Biele-Davies (Oxford, Colombia)**  
**Martha Montoya (EPFL, Brazil)**  
**Shilpa Parvata Desai (JILA, Argentina)**  
**Mark Margaret Lewis (EPANET, Brazil)**  
**Laura Murrells (EPFL, Brazil)**  
**Lucia Murrells\* (EPFL, Instituto Research Center, USA)**  
**Lilith Weiss-Wandner (EPANET, Brazil)**  
**Katsumasa Oishi (EPFL, Brazil)**  
**Elise Sutherland (EPFL, Brazil)**  
**Marlene Wehrli (EPFL, Brazil)**

*\*also co-lead*  
*\*also invited to be co-moderator*

Two workshops in one! All participants are encouraged to take part in both. The aim of the first part (Oct 7-10) is to give young scientists and students hands-on experience in current leadership in gender perspective. The aim of the second part (Oct 10-11) is to exchange information on the situation of women and under-represented groups in research in Latin America and on the initiatives implemented to increase the gender gap and increase scientific STEM.



**Abstracts of the Workshop on Skills for Young Scientists**

*Activities to self-identified researchers on how they manage to overcome barriers in careers*


- Sessions on informal education, gender and gender bias
- Sessions on how to write papers and proposals
- Discussion sessions to learn from each other

*Activities of all of the Workshop on increasing diversity in STEM*


- Shareable case and best practices in the scientific and academic world
- Discussion of the gender gap in Latin America using the results obtained through the Latin America Science and Technology Leadership Program
- Presentation of the book on the Gender Gap in Science in Latin America
- Talks by participants on existing problems in Latin America to increase diversity and the gender gap and on ways to achieve it and address gender violence within the scientific community

*These are examples that are not exhaustive and are available in French and English*


**Application deadline:**  
**July 29, 2019**  
**Online application form and info available**  
<http://www.physics.fis.unesp.br/Workshop>




JAPESP



unesp



ICTP



ABC

**ORGANIZED BY:**

Alisa Biele-Davies (Oxford, Colombia)

Martha Montoya (EPFL, Brazil)

Mark Margaret Lewis (EPANET, Brazil)

Lucia Murrells (EPFL, Brazil)

Elise Sutherland (EPFL, Brazil)

Marlene Wehrli (EPFL, Brazil)

**CO-ORGANIZED BY:**

Shilpa Parvata Desai (JILA, Argentina)

Katsumasa Oishi (EPFL, Brazil)

Lilith Weiss-Wandner (EPANET, Brazil)

Marlene Wehrli (EPFL, Brazil)

**CO-ORGANIZED BY:**

SBPC (Brazilian Society for the Advancement of Women in Science)

ABC (Brazilian Academy of Sciences)

UNESP (University of São Paulo)

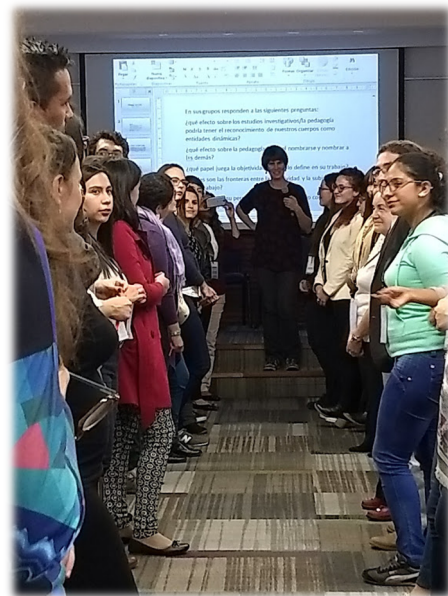
ICTP (International Centre for Theoretical Physics)

JAPESP (Joint Academy of Physics and Engineering Sciences of Brazil)

Facultad de Ciencias



# Our inspiration





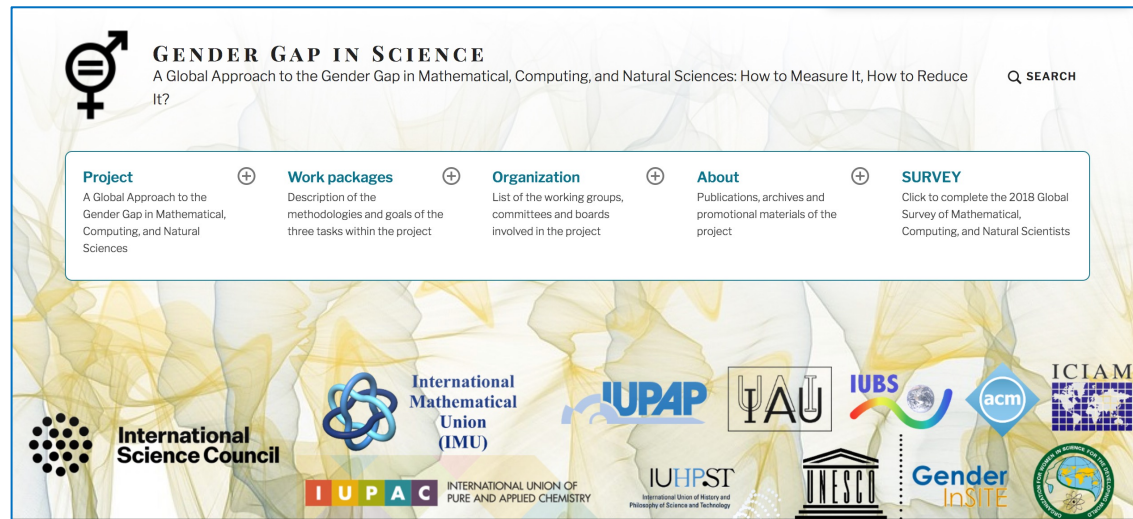
# A Global Approach to the Gender Gap in Mathematical and Natural Sciences: how to measure it, how to reduce it?

**Task 1:** Joint global survey

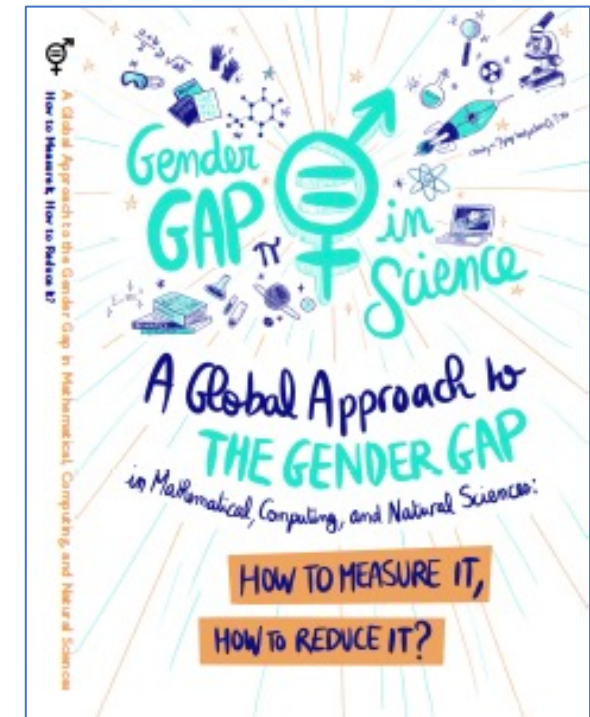
**Task 2:** Joint data-backed study on publication patterns

**Task 3:** Database of good practices for girls and young women, parents, and organizations

2017.



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



# La Brecha de Género en Matemáticas, Computación y Ciencias Naturales.

## Un abordaje desde América Latina



Bogotá, Colombia  
2018



- **Countries:** Argentina, Brasil, Chile, Costa Rica, Perú
- **University:** Colombia (UniAndes)
- **Disciplines:** Math & Phys (Peru), Computational Sciences, Astronomy, Phys (IUPAP- AL)
- **Multidiscipline:** Mexico (Red Mexciteg), Workshops for young researchers
- **Testimonies**

**Website with best practices**  
<http://wp.df.uba.ar/ggapsla/>



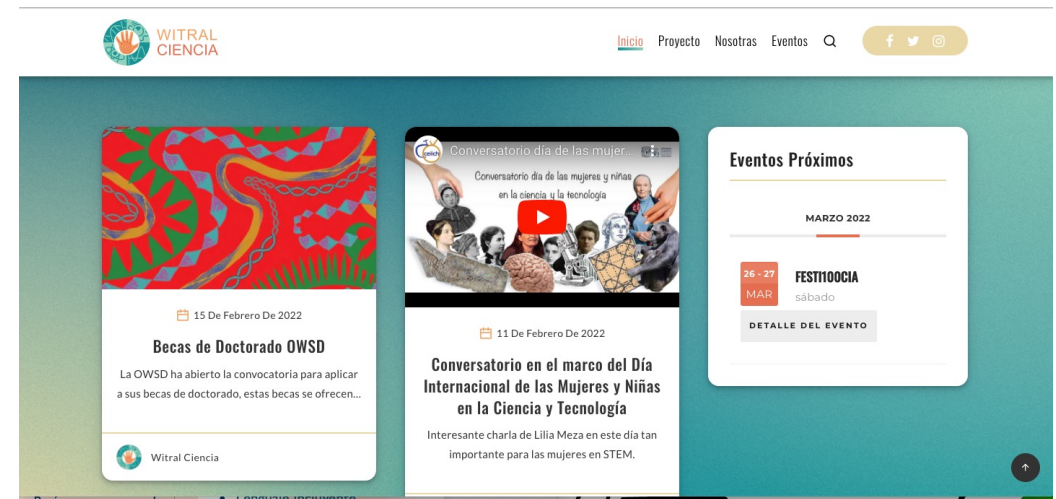
# A website <https://witralsciencia.org/>

## Mission

- Promote equality, inclusion and gender equity in STEM
- Promote meetings and discussions that enhance social, economic and cultural changes
- Allow intercultural participation and leadership in Latin American science.



WITRAL  
CIENCIA



# Conclusions

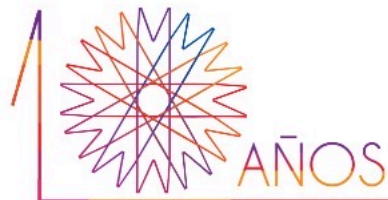
**IUPAP Gender policy has a positive impact in Latin America**

Still, several tasks to be done

- Teams in countries where they do not exist
- Motivate more male colleagues to participate
- Get support of local associations
- Make IUPAP Resolutions reach our communities
- Funding for the activities

THANK YOU VERY MUCH  
MUCHAS GRACIAS

[lilia@ifuap.buap.mx](mailto:lilia@ifuap.buap.mx)



Red de Ciencia, Tecnología y Género A. C.