

How to improve gender equality in physics?

Core recommendations following SRitp workshop at Weizmann Institute on promoting gender equality in physics



Policy brief

Barriers to access academia

1. The postdoc is a central barrier for women in academic career. To support women at the postdoc level, it is recommended to:
 - Cover replacement costs (for the PI) in case of pregnant postdoc.
 - Introduce grants for people with caring responsibilities.
 - Offer postdoc mobility-bridge funding.

Diversity and Inclusion policy

2. Conduct research by using social science methodologies, to identify the problems (gender gap in representation, promotion, etc).
3. Embrace a gender equality strategic plan, based on the data.
4. Embrace an anti- harassment legal policy (code of conduct), for prevention and enforcement of the proper behavior.
5. Involve all the community (male and female) in finding solution(s).
6. Solutions should be inclusive for all genders and new family forms.

Training

7. Inclusive leadership training for all.
8. Training for teaching and for hiring and promotion committees.

Talent management and retention

9. Enhance female visibility: normalize being a 'female physicist'; speakers in conferences, colloquia and seminars.
10. Reinforce climate change in physics departments.

Change agents

11. Leadership involvement is a key for success.



Website

www.weizmann.ac.il/conferences/SRitp/Oct-Nov2019