



# Introduction to the workshop sessions

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# Aim

We ask you for:

- An assessment of the current situation of gender equality in the working environment of physics
- A collection of experiences regarding gender equality from different fields of activity, carving out both good and bad
- A review of current programmes, and ideas for new ones or improvement

Recommendations for:

- Implementation of Gender Equality Plans in The Netherlands
- How to monitor the performance of these plans



# 4 workshops

Dedicated to 4 perspectives:

- Physics/Science management
- Physics/Science HR management
- Senior physicists
- Early-career physicists



# Workshop A

## GEPs and Science Management



Sijbrand de Jong (RU)  
President of the  
CERN Council



Petra Rudolf (RUG)  
Chair of FOM/f



# Workshop B

## GEPs and HR Management



Joost van Mameren  
Institute manager  
of IoP/UvA



Lydia van der Vlist  
Central Personnel  
Department of FOM



# Workshop C

## GEPs from the perspective of senior physicists



Annalisa Fasolino (RU)  
Computational and  
Condensed Matter physics



Maarten de Jong (Nikhef/UL)  
Neutrino astroparticle physics



# Workshop D

## GEPs from the perspective of early-career physicists



Andrea Baldi (DIFFER)

Nanomaterials for  
energy applications



Jan van Ruitenbeek (LEI)

Experimental nanophysics



# 4 workshops

Agenda workshop session:

- Introduction
- Co-chairs ranked 4 questions for discussion  
Preferably, discuss at least 3 questions  
→ about 20 minutes/question

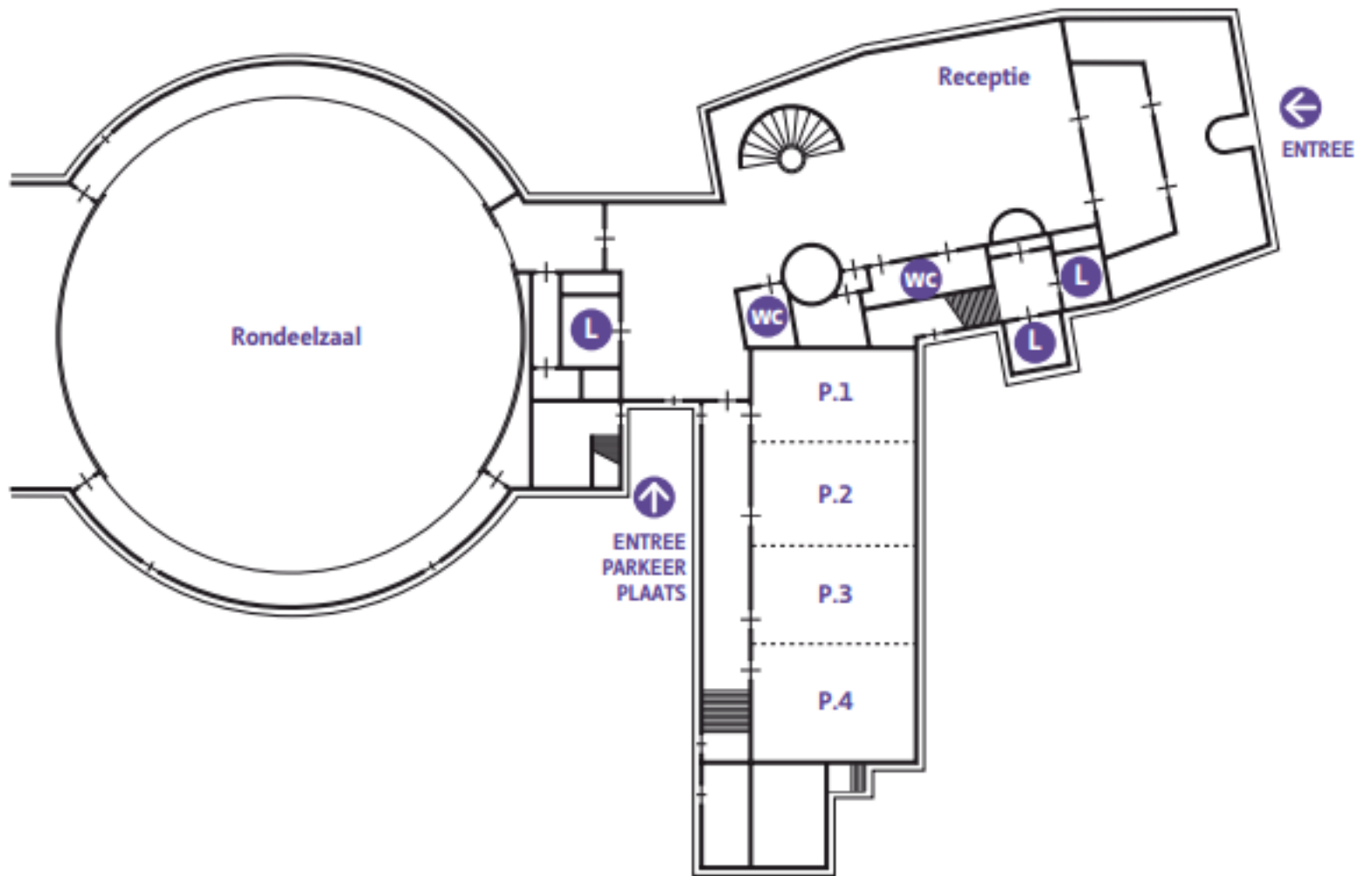
Single out the most important result for the panel discussion!





# 4 workshops

- Where:  
Rooms P1, P2, P3, P4
- When:  
After lunch, starting at 14:30



Be reflective,  
open and  
active!

# Unconscious Bias video McKinsey & Company

<https://www.youtube.com/watch?v=JFW2cfzevio>



Backup



# Fields of Actions of GENERA

- For each workshop 4 questions are made
- Questions are related to the Fields of Actions of GENERA:
  1. Structural integration of gender equality
  2. Engaging leadership
  3. Flexibility, time and work life
  4. Presence and visibility
  5. Gender-inclusive / Gender-sensitive organisational culture

**Note: numbering of the questions does not indicate the order for discussion!**



# Following the workshops

- **At the start of the panel discussion,**  
the 1 most important result of each workshop will be presented by the co-chair for discussion.
- **During the closing ceremony,**  
all recommendations will be handed-over to Wim van Saarloos, member of the GENERA Experts Board.
- **After today,**  
all recommendations will be included in a written report for GENERA as input for Gender Equality Plans for physics in Europe.





# Questions, schedule and reporting

- Co-chairs have ranked the 4 questions for discussion
- Preferably, discuss at least 3 questions:
  - about 20 minutes/question
  - Flexibility: depending on the discussion
- Report results using a pre-formatted form
  - to be used for a written report to GENERA as input for Gender Equality Plans for physics in The Netherlands and beyond.
- At the end of the workshop: decide on the 1 most important result of the discussion
  - for presentation at the start of the panel discussion



# Aim

Discussion about:

- The performance of the current women-in-physics programmes
- Opportunities for future Gender Equality Plans for physics

Recommendations for:

- Implementation of Gender Equality Plans in The Netherlands
- How to monitor the performance of these plans