

# Women in Physics in the Netherlands a spray gun approach to 20% in 2020

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Director FOM



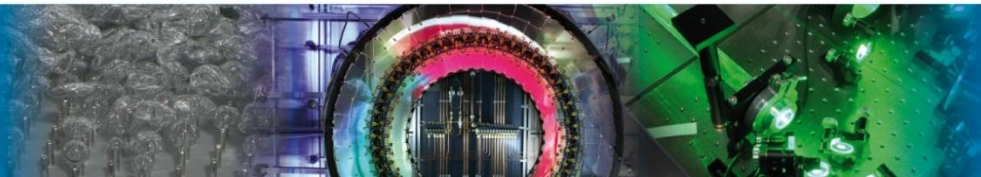
# FOM: Physics funding in NL

- Non profit organization, founded in 1946
- Physics within NL Science foundation (NWO)
- Annual budget 102 M€ (2015).
- 1100 physicists and technicians/engineers  
@ 4 institutes (Nikhef, AMOLF, DIFFER,  
ARCNL)  
@ nearly all universities in NL



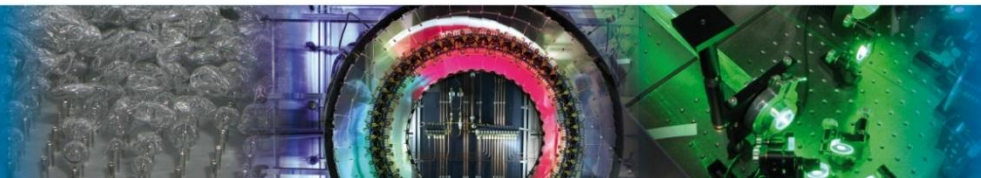
# About me

- 1991 Physics teacher: do not study physics: too hard
- MSc Applied physics Utwente 1996 (10/100)
- PhD at Free University Amsterdam 2001 (3/30)
- Programme officer at FOM in 2000 (1/6)
- Daughter in 2003, Son in 2005
- Deputy director physics NWO dec 2013
- Director FOM since 1 June 2015



# Current situation in NL

	YEAR: 2010	2011	2012	2013
1 <sup>st</sup> year students at all colleges + universities	12	12	13	14
PhD's at FOM	23	23	23	24
Postdoc's at FOM	20	20	20	25
Permanent staff at FOM	8	10	9	8
Group leaders (scientific staff) related to FOM	8	10	10	10











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# Inhaalslag vrouwelijke hoofddocenten universiteit ligt moeilijk

In wetenschapsgebieden als landbouw, rechten en gedrag en maatschappij zijn soms anderhalf keer zoveel competentere vrouwelijke universitair hoofddocenten als nodig is om vertrekkende hoogleraren te kunnen opvolgen. Maar Colleges van Bestuur zien geen draagvlak om mannen die met emeritaat gaan per definitie te vervangen door een vrouw.

Door: Martijn van Calmthout 16 september 2015, 05:06

'D e tijd lijkt gewoon niet rijp voor zo'n ingreep, hoe goed een inhaalslag ook

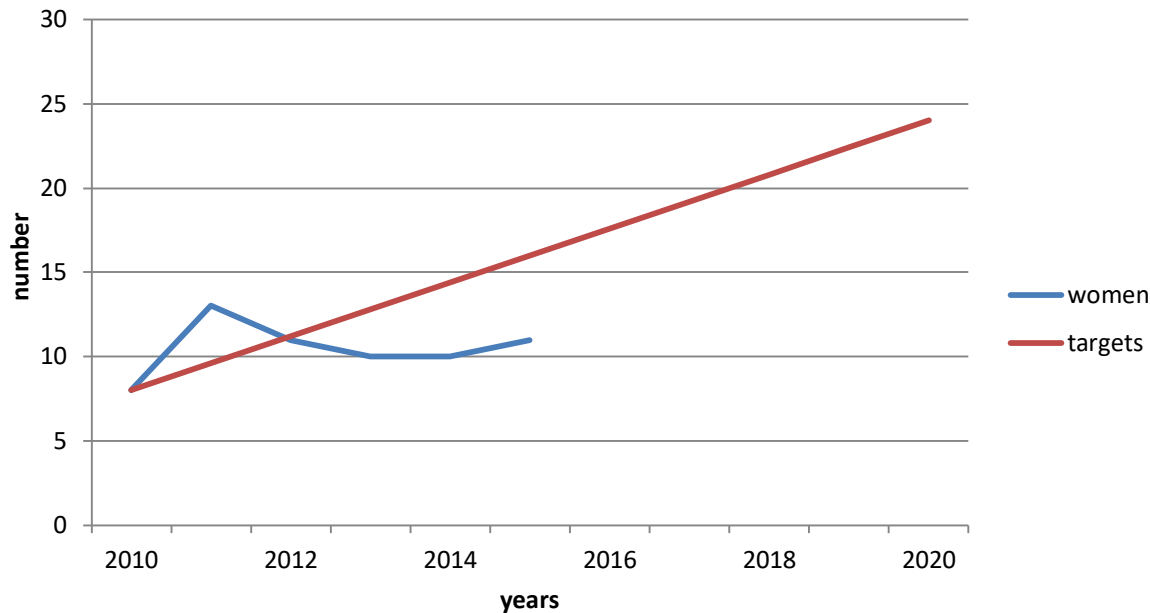




# Our goal “20 in 2020”

Formally committed through “Talent naar de top”  
Getting 20% women in in toppositions in 2020

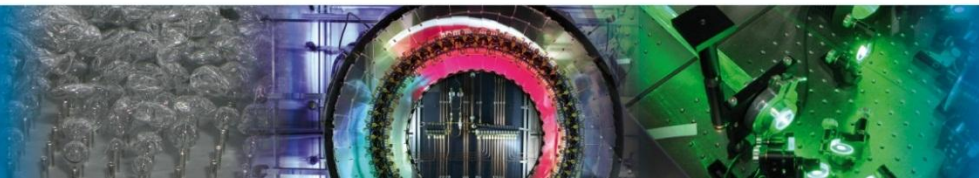
**Women in top at FOM**





# Already 3 current instruments

1. **FOM/f → funding programme (since 1999)**  
personal postdocpositions  
gapfunding towards permanent position  
(33 women supported since 1999)  
just under 'red line' grants
2. **FOM/f symposium (since 2001)**  
for all female physicists working in the Netherlands
3. **Minerva prize (best publication of a female physicist working in the NL)**



# At FOM:

- 25% women in sub-top only 8% at top-positions
- Shrinking budgets make new appointments hard
- Working towards WISE programme for NWO institute (like e.g. Rosalind Franklin & Caroline MacGillavry fellowships)

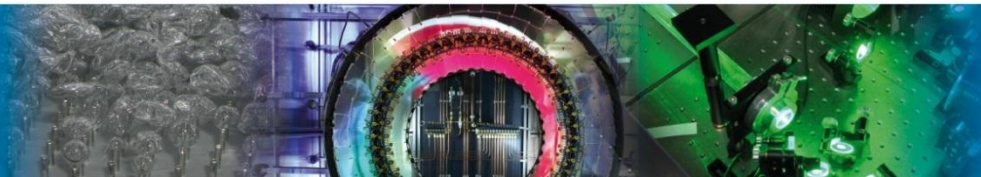


# National Sectorplan Chemistry and Physics

M€ 20 per year

88 new top-positions at universities

at least 36 positions only for **women**





# Spraygunning....

Several new initiatives at the same time!

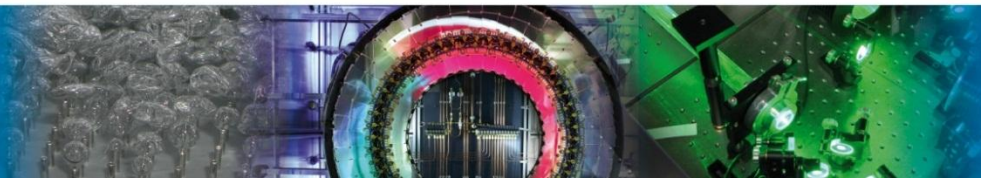
**1. Information:** we've talked to a group of women that had left the organisation/science and asked them why

**2. Awareness movie:** in 2012 we've made a movie "mevrouw de professor" (Mrs Prof.) and distributed it to all decisionmakers with the message that if we don't take any action now we have to wait until 2058 until there is a 50-50 situation.



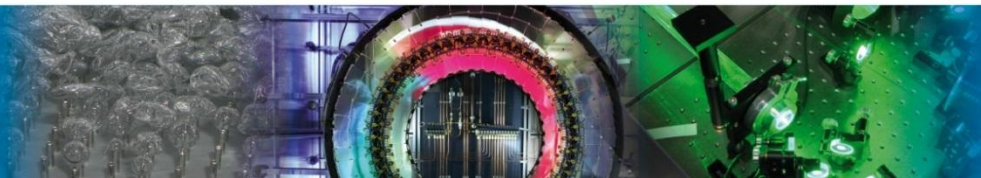
**3. Thinktank:** we started a small denktankgroup with Scientific group leaders *AND* HR-people from male dominated organizations (banking, insurance) with a succesfull diversity policy, to learn from them.

**4. Member committee:** we've stated that in every appointing committee for top positions there should be at least one woman



**5. Gender Neutral terms:** we used the existing knowledge about gender-neutral words and gender neutral approach in advertisements for vacancies to attract women and not scare them off.

**6. Conferences:** we participated in international *women in physics* conferences (France, South Afrika, Belgium and Canada) to learn from other countries

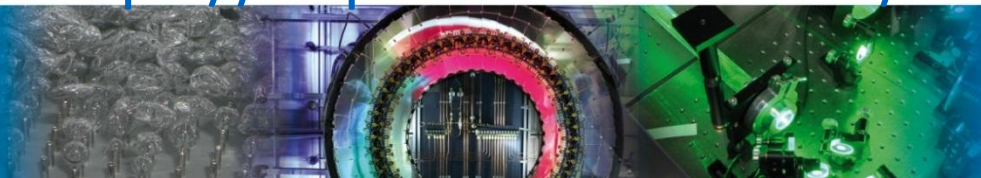




**7. Childcare facilities** : on site during our yearly national Physics conference (1800 participants), additional costs for childcare due to travel: reimbursable

**8. Gender awareness workshops:** organized for all the decisionmakers that appoint people (with the "Measure my unconscious bias"-test; Harvard University Implicit Attitude Tool") so they realized that they are biased by nature

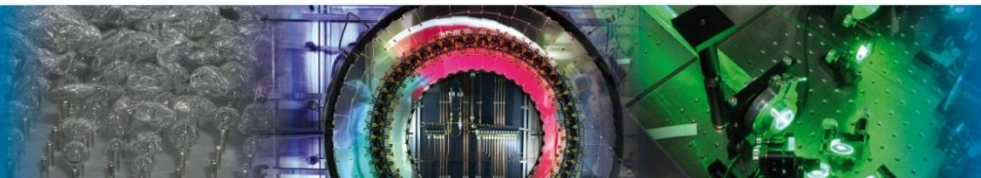
<https://implicit.harvard.edu/implicit/Study?tid=-1>



**9. Regular review directors:** in every meeting with our leading directors their percentage of women employees in top positions in their institute is on the agenda and is regularly reviewed.

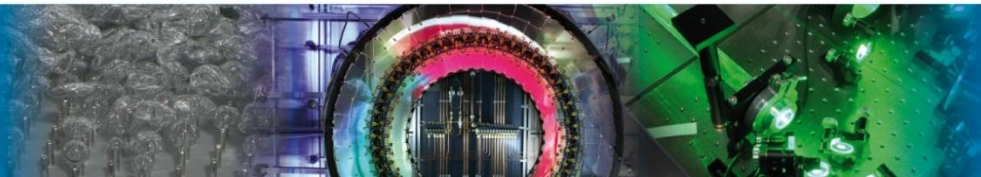
**10. mentoring programme pilot;** outcome of the interviews with the women that left.

**11. Publication:** we've published our results about Women in Physics in the Dutch Leading Physics journal.



# Remaining issues

- Progress is there, but slow: how to become **more effective**?
- help with **two-body problem** (tailormade solutions?)
- Should we go to drastic measures:  
*“from now all free positions have to be occupied by women until we've reached our 20%” ?*





# Backup slides



# Fom/f in 2014

## Plenary speakers and workshops

**Academic leadership**

**Networking for women** 'Play like a man, win like a woman', by Gail Evans (*"Make a request, Speak out, Speak up, and Toot your own horn"*)

**Tools and methods for starting a new business**

