

Is it possible to organize a gender balanced conference?

Daniela Grasso

CNR-Institute for Complex Systems
and
Politecnico di Torino

(Un)conscious bias

- “There are not enough qualified women in the field” **Sure? Have you really looked for them?**
- “Not giving invited talks to women is to protect them: giving bad talks can ruin their careers!” **How many bad talks delivered by men have you listen to? Were their careers affected?**
- “There was a woman in the committee and she didn’t complaining about that” **Who never said is a women problem? It is a society problem**
- “The women we invited refused” **Ask yourself if you did your best to attract women (childcare at the conference)**
- “We want just the best” **Ask yourself which is the best definition of best**

Real difficulties

There are a few women in some disciplines. How to cope with this?

- 1) enlarge our scientific vision and create interdisciplinarity
- 2) dedicate more time to look for female speakers
- 3) change the way we look for speakers: not looking for people like us is the only way to include diversity

Why we need to overcome these difficulties?

- 1) in STEM there are few women starting from the Master
- 2) women speakers are crucial to have more women in science (teach & res)

Recipe for organizing gender balanced conferences

1. Networking with other women!
2. Choose well your partners and build up a gender balanced committee: **you must enroll only people who share your goals**
3. Cross-fertilization with fields where women are more represented
4. Make clear rules for the selection of invited speakers:
ask the committee members to propose as many women as men
define what best means to you and choose women and men in equal number
5. Suggestions to improve this simple scheme are welcome!

<https://ecmrp.sciencesconf.org/>

Last May with Magali Muraglia from Aix-Marseille Université and colleagues from all Europe, we have organized the first European Conference on Magnetic Reconnection in Plasmas with a gender balanced SC and with equal number of female and male speakers

We are not pandas to be protected, we are just good!



MAIN MENU

Home

Programme

Registration

Payment

Book of abstracts

Information ▾

HELP

@ Contact

DESCRIPTION

Magnetic Reconnection is a fundamental phenomenon in magnetic confinement fusion as well as in space plasmas. The fingerprint of reconnection is the formation of magnetic-island like structures, and the release and transport of energy on short time scales.

In the case of fusion devices like ITER, magnetic reconnection can degrade the confinement of the plasma and cause the onset of major disruptions, leading to a degradation of the machine. Magnetic islands can develop at all scales (from the ionic Larmor radius to several tens of centimeters) with different consequences for confinement. For instance, large islands can be responsible for strong heat deposition on the first wall of the machine, while micro-islands can affect electronic heat transport. Moreover, at all scales, the presence of multiple islands leading to magnetic chaos can modify the single-island scenario typically considered.

Analogously, in space plasmas, magnetic reconnection is recognized as an important phenomenon at different length scales ranging from planet to stars and beyond. For instance, magnetic reconnection occurs in solar and stellar flares, and allows solar wind penetration into the planet magnetosphere. On earth, in the presence of strong solar wind emission, geomagnetic storms can occur, affecting satellite communications.

The European Conference on Magnetic Reconnection in Plasmas is therefore the first conference to **bring together the entire community working on magnetic reconnection** in order to build a new multi-scale and multi-disciplinary approach to the phenomenon. On this occasion, leading experts from both the space and fusion communities will present their latest work. Substantial time is reserved for interdisciplinary discussions in order to exchange knowledge and establish new collaborations. Students working on these topics will be able to present their work in the form of a poster.

This conference aims to promote a gender-balanced approach to science. The high quality of speakers and the composition of the scientific committee reflect this fact.

WIPP – Port Messe Nagoya, November 13, 2023

Conclusions

We need role models and we need to support younger colleagues, who may not yet have realized there is a problem, because until they do not try to take a step forward in their career they will not face the scissor factor

We need women where decisions are taken, even here

Hopefully, in the next AAPPS edition there will be some women in the Board of Directors

The road is long, but it is worth it!

There was a little boy in Germany during the Merkel time and the boy asked his mum if he could ever be prime minister, since he was a male...

THANK YOU