

# Update on the International Conference on Women in Physics and Plenary Speaker Guidelines

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AAPT

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# 4<sup>th</sup> IUPAP International Conference on Women in Physics - Update



- Conference proceedings published earlier this year – open access on AIP website
- Survey distributed to attendees to learn about their “gains” from the conference – analysis currently being conducted
- Final report to NSF being written

# 5th IUPAP International Conference on Women in Physics

- **Location:**
  - ↳ Wilfrid Laurier University
  - ↳ Waterloo, Canada
- **Dates:**
  - ↳ August 6 – 9, 2014
- **US Contact:**
  - ↳ Renee Horton (member of IUPAP Working Group on Women in Physics)

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# US Team Leaders – Selection Process

- Coordinated between APS, AIP, and AAPT in consultation with NSBP and NSHP
- Responsibilities of Team Leaders
  - ↳ Assist with fundraising
  - ↳ Develop the US Delegation
  - ↳ Assist in writing the US country paper
  - ↳ Assist in creating the proceedings
  - ↳ Follow up with US Delegation after the conference
  - ↳ Share responsibilities and contribute regularly

# US Team Leaders

- Susan Seestrom – Los Alamos National Lab
- Anne Cox – Eckerd College
- Elaine Lalanne – NAVAIR (US Naval Air Systems Command)
- Beth Cunningham – AAPT
- One not yet confirmed

# Best Practices for National Meeting Committees and Plenary Speakers

Based on AWIS “Avoiding Implicit Bias: Best Practices for Award Selection Committees”

Preliminary work for professional society leadership:

1. Educate leadership about implicit bias
2. Inventory information about participation by women and minorities as plenary speakers

## Assembling committees:

1. Appoint diverse members
2. Remind members – everyone is responsible for advocating for diversity
3. Educate members about implicit bias

## Establish criteria for selecting plenary speakers:

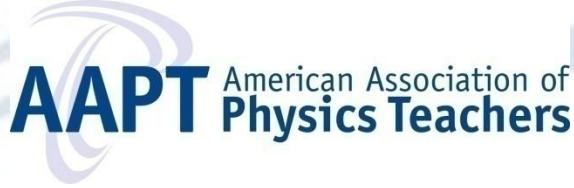
1. Choose conference themes that increase diverse speakers
2. Define and prioritize speaker attributes

## Promote a large and diverse pool of speakers:

1. Review practices for building list
2. Consider including those with strong qualifications but lesser known
3. Invite minority and women's committees to generate suggestions
4. Publicize the call for speakers and deadlines widely

## Selecting plenary speakers:

1. Discussion selection process and criteria prior to review
2. List top speakers before hearing others
3. Create short lists using inclusive rather than exclusive methods
4. Ensure all committee members are heard
5. Educate about conflict of interest policy
6. Request more names if list from committees falls short



# Questions? Comments? Feedback?

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