

## 2017 Annual Report on CSWP Activities

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The CSWP meets twice per year in-person and holds two full-committee videoconference meetings per year. Subcommittees convene throughout the year for discussions, award decisions, and planning.

### CSWP GOALS

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Ongoing and new CSWP activities are assessed against these goals with the purpose of maximizing impact of our resources.

- Increase the fraction of women in physics by increasing the number who enroll in and complete undergraduate physics degrees.
- Understand and implement solutions for gender specific issues such as stereotype threat, unconscious bias, and impostor syndrome that affect careers of all physicists.
- Enhance professional development opportunities for women in physics such as mentoring, mentor training, and negotiation skills workshops.
- Remedy issues that impact gender inequality in physics by encouraging research into fundamental causes, assessing policies, and advocating good practices.

### ACTIVITIES IN 2017

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#### Overview of Activities

- Monitor and respond on issues of especial interest to women in physics
- Conferences for Undergraduate Women in Physics
- Professional Skills Development Seminars and workshops
- Climate Site Visits
- Updating of effective practices documents
- IBM Research/APS Internships for Undergraduate Women
- Grants for Women in Physics Groups
- Childcare Grants
- Female Friendly Graduate Department Questionnaire
- M. Hildred Blewett Fellowship
- Maria Goeppert Mayer Award

#### Highlights of 2017 activities

- Archiving subgroup

- Have done a review of (CSWP) website and deleted obsolete materials.
- Looking at analytics to see if better ways to organize materials – should be an annual check for any needed updates.
- Site Visits
 

The site visit program continues strong with six active requests in fall 2017. Materials for site visit teams and department chairs were revised for consistency and to update to current practices.

  - Did a hybrid site visit of a major high energy physics collaboration involving in person sessions at the collaboration meeting and video conferences outside of the meeting.
    - This was a lot of work to organize and writing the site visit report complicated by not having people together in person to write it.
  - The committee has been doing site visits for more than twenty years and it takes up a significant amount of volunteer time. Given this, and how much has been learned about effective ways to change the culture the plan is to do a review of this activity and its effectiveness.
    - Look for ways to increase the impact and restructure the process.
    - Setting up a subgroup to write a scope of work and bring in external evaluators.
- CUWiP
  - 2,229 applicants for the 2018 conferences. A 20% increase from last year
    - Looking at adding more sites and reviewing policy on attendees going to multiple CUWiP's over several years
- Heising-Simons
  - We are continuing to look for ways to work with Heising-Simons in their support of women in physics by emphasizing evidence based interventions.
  - Review of site visit program to increase impact and use less volunteer time may be of interest.
- STEP UP 4 Women
  - Now that this is funded CSWP members will help with the identification and recruitment of network members.
- Harassment Sub Group Report
  - Have complete a review of the “Best Practices” for recruitment and retention of women on the web site and have a new set of “Effective Practices” to post.
    - Using “Effective Practices” to convey that these are evolving documents and because plan to re-write them adopting the conventions of the effective practices guide currently under development by the Committee on Education. This will help get them in front of a larger audience.
  - Goals of group shifting to focus on how to get more people to become allies and recognize these issues and take action
- Committee is looking at ways to ensure that the contributions of women are highlighted in APS Fellows/Prizes
  - Representation appears to be within statistical errors at the fellow level.
  - Less clear if senior women are appropriately represented in getting significant awards.
  - Want to help ensure that selection committees understand the issues women face in being recognized for their contributions and value of role models. Plan to

see if we can bring renewed attention to this at prize selection level.

- Child care grant recommendations
  - CSWP reviewed to guidelines for these awards and approves of Meetings taking over the budget and management of child care grants. Plan to work with divisions who are not currently doing childcare grants and offer funding for the first years (\$2K per year for 3 years) to get them to develop their own programs.
- March/April Meeting and 2019 meeting – ensuring program has sessions supportive of CSWP goals.
- Maria Goeppert Meyer Award (Cha-Mei)
  - 23 nominations, 21 candidates (large number!)
    - Applications are also large, so this took a lot of time
  - Make it part of the committee's work to advocate for the winners to get invited to their division's meeting
  - Consider contacting nominators to urge them to recommend candidates for other APS awards
- SEA Change – AAAS is making plans to introduce a voluntary certification program for STEM programs (not including medicine) that seeks to improve the climate for underrepresented groups within departments and universities. We will monitor this development and participate in discussions.
  - Modeled on the existing Athena Swan program in the UK (nonprofit, nongovernmental, supported by industry donations). In UK, federal funding is tied to Athena Swan certification.
    - Institute of Physics (IOP) in the UK has a parallel program to certify departments
      - Helps departments leverage institutional buy-in
    - Program shows positive outcomes in terms of numbers and qualitative data (policies)
    - People in the UK consider it the most important gender factor when looking for a job
    - AAPT, APS, and AIP will likely be meeting to discuss next steps for physics
- Discussions with COM and CoE
  - Looking for ways to work together on common goals
    - Considering creating a "Diversity" landing page
      - Combining CSWP/COM websites to Diversity goes along with our direction of intersectionality and inclusivity
  - Website is not necessarily a way to attract people to us; we direct people to the website and then provide them with more information
- Reaching a broader audience with communications
  - How to not just "preach to the choir"
    - For example, the Gazette is fundamentally a print publication that many people who we want to learn about these issues may not read
  - Suggestion for adding a Newsfeed to the website, which may include Gazette articles, stand-alone articles, resources that people may be interested in
    - Interest in creating something that is not static and can respond to issues as they arise.
    - Bi-weekly posts
- Discussing and reviewing where are we going as a committee

- How are we utilizing our time and resources, and do we want to shift this?
  - For example, dedicating more time to social media and advocacy
    - “Being current” and responding to current issues
    - This may be the role of the new Forum on Diversity and Inclusion
- Shifting the culture, rather than helping individual women, may be the best way to get past 20% representation