

*Outline:*

- 1) Introductory remarks
- 2) Experience with 3 networks:
  - Nordic Network for Women in Physics
  - "Realdamer"/ University of Bergen
  - Women in ATLAS Experiment at the LHC, CERN

3) Summary of successes and difficulties

(prepared for European Conference for Gender Equality in Academia, Stockholm 2009)

[www.norwip.org](http://www.norwip.org)

**NORDIC NETWORK FOR WOMEN IN PHYSICS**  
FIRST WORKSHOP  
BERGEN, NORWAY 8-10 AUGUST, 2005

**PROGRAM:**

**8th Aug**  
10:00-12:00 REGISTRATION  
13:00-14:00 LUNCH/REGISTRATION  
14:00-18:00 INVITED TALKS, INCLUDING GENDER ISSUES  
19:00-21:00 WORKING DINNER, GET TOGETHER  
21:00-22:00 PUBLIC AFTER-DINNER LECTURE

**9th Aug**  
09:00-13:00 PARALLEL SCIENTIFIC SESSIONS  
13:00-14:00 LUNCH  
14:00-15:00 PLENARY INVITED TALK  
15:00-17:00 REPORTS FROM PARALLEL SESSIONS  
17:00-18:00 PROJECT MANAGEMENT TRAINING  
19:00-21:00 CONFERENCE DINNER  
21:00-23:00 POSTER SESSION WITH POSTER PRIZE

**10th Aug**  
09:00-10:00 GENDER IN PHYSICS WORKSHOP  
10:30-12:00 LAUNCHING MEETING FOR NORDIC NETWORK FOR WOMEN IN PHYSICS

**TOPICS:**  
BIOPHYSICS, SPACE PHYSICS, PLASMA PHYSICS, ASTROPHYSICS, GEOPHYSICS, ASTROPARTICLE PHYSICS, PARTICLE PHYSICS, NUCLEAR PHYSICS, CONDENSED MATTER, ATOMIC PHYSICS, MOLECULAR PHYSICS, NANO-PHYSICS, PHOTONICS, OPTICS, LASER PHYSICS, COMPUTATIONAL METHODS AND MODELING

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**INVITED SPEAKERS:**  
LIISA HUSU  
UNIVERSITY OF HELSINKI  
ELEANOR CAMPBELL  
UNIVERSITY OF GOTHENBURG  
KATRI HUTU  
UNIVERSITY OF HELSINKI  
LING MAO  
UNIVERSITY OF SOUTHERN DENMARK  
ELIZABETH GRIFFIN  
DOMINION ASTROPHYSICAL OBSERVATORY

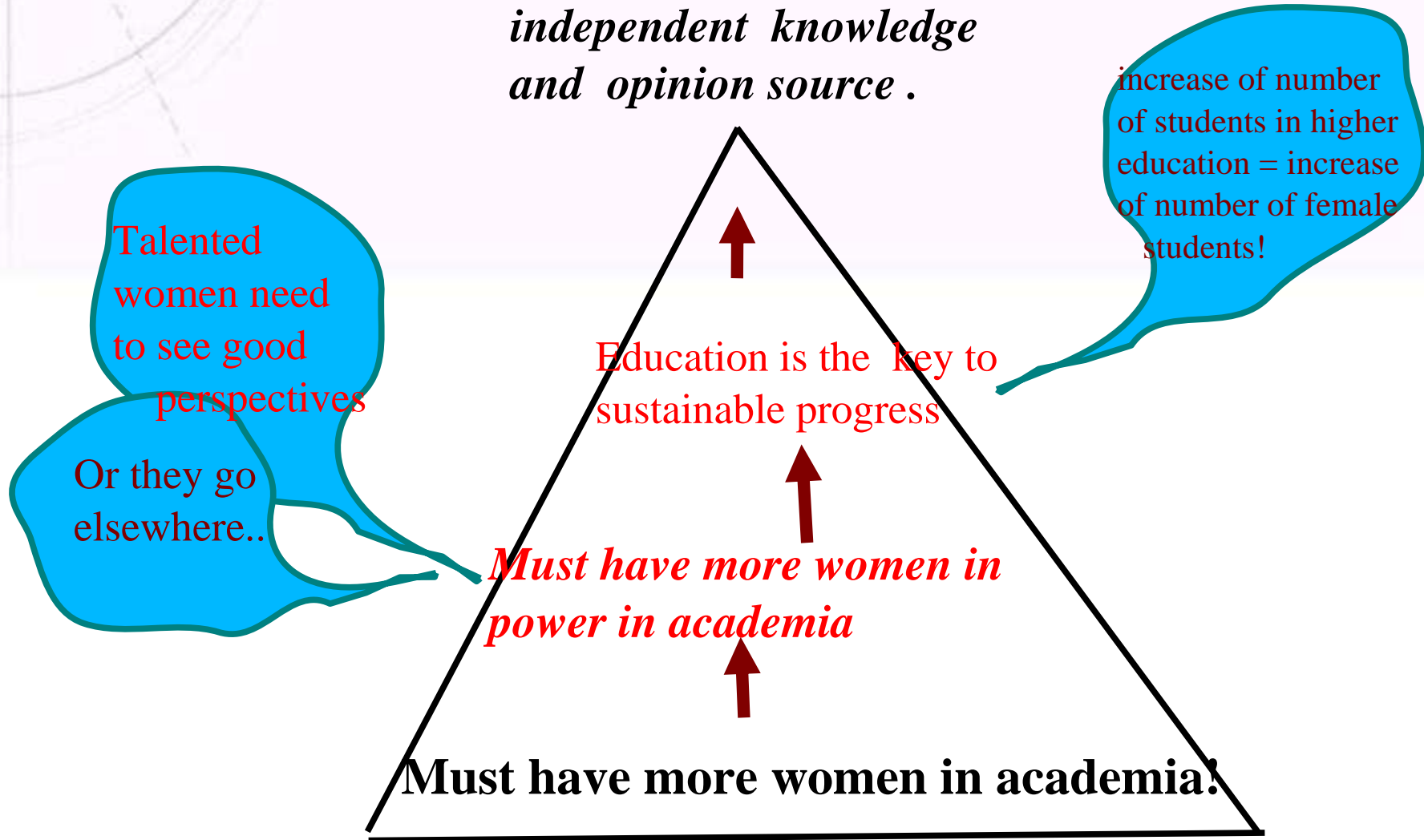
**INFORMATION AND REGISTRATION:**  
[www.ift.uib.no/nwip2005](http://www.ift.uib.no/nwip2005)  
REGISTRATION DEADLINE: 10th OF JULY  
ABSTRACT SUBMISSION DEADLINE: 10th OF JUNE

QUALIFIED MEN ARE ENCOURAGED TO REGISTER

Sponsors:  
Norsk Forsk  
Statens Naturvitenskapelige Forskningsråd (DNK)  
Det matematiske naturvitenskapelige fakultet (UJB)  
Norsk Fysisk Selekap  
Lisehilling (UJB)  
Dansk Fysisk Selekap  
Nordfys

# Why the society needs more women in academia?

*Academia is business-independent knowledge and opinion source .*



## Personal background

I am a professor in physics at the Department of Physics and Technology at the University of Bergen, Norway. Swiss (and Polish) citizen, went to Switzerland at age of 23 to do my master and then PhD at CERN, the European Particle Physics Laboratory on Swiss-French border.

Have work experience in academia in Poland, US, France, Italy, Germany, Sweden and Norway. Started as only female permanent staff in 2003 at my present Department ( now we are somewhere between 5 and 3.., none of us Norwegian.)

This was an 'energizing' experience. I ended up in the **founding groups** of the **three professional women networks** which I am going to present now.

### Why networks?

Observation: people end up in both elected and non-elected power structures as a result of action of 'initiative groups' which are often based on personal networking. This networking takes place in golf clubs, other sport clubs, saunas, pubs, hunting and fishing expeditions, army, 'BueKorps', 'frimuler lodges' These activities often are 'gender separated' and enhance gender imbalance.

## NorWiP, started in 2005

Nordic Network for Women in Physics: started in Bergen in 2005.

[www.norwip.org](http://www.norwip.org). Funded by NordForsk (until end 2009) and Danish Research Council

One workshop per year, visitors exchange program. Subnetworks:

<http://www.kif.nbi.dk/description.html> Denmark, active

<http://www3.tsl.uu.se/theptengblad/WIPS/> Sweden, active

<http://www.norskfysikk.no/nfs/> Norway, **not active**

Finnish network of Women in Physics started as a result of NorWip!

### Workshops

[www.ift.uib.no/nwip2005](http://www.ift.uib.no/nwip2005) Bergen

<http://www.hep.lu.se/norwip2006/> LUND

<http://www.mic.dtu.dk/English/Norwip.aspx> Denmark, Lingby

<http://www.genna.gender.uu.se/Physics/Events/NorWiPGenDA>

DA/, 17-19th September 2008 in Uppsala, Sweden

Fifth workshop in Helsinki 26-28 of August 2009

Professional networking, workplace communication and gender training:

Proposal writing, coping with controls and master techniques, gender in work place, gender policies in EU workshops: “navigating life”, “dramatic communication”, “executive negotiations”, “communicative competence”.

## “Realdamer” network at Mat. Nat. Faculty, UiB

<http://web.ift.uib.no/realdamer/>

Started in 2003. Goal: networking, social meetings and carrier training seminars.

Administrative help (25%) since 2008 financed by the Faculty. Now “barne-permisjon”, ...we need a new start.

Central University financing helping from time to time, but no stable financing model available

Example Activities open for men and women:

Carrier seminars, meetings with gender researchers, professional female role models, meetings faculty and university “top levels” to discuss gender balance policies.

Realdamer was one of the partners and “opinion forming” bodies in formulating the recently awarded University plan on improving gender balance in academia (at the UiB).

# What is ATLAS? What is Large HC ? What is CERN ?

- CERN: Conseil européen de la recherche nucléaire
- In fact: European Laboratory for Particle Physics.
- International Organisation, 20 member states, many non-member states
- Budget (public) of 950 MCHF / year
- 2500 CERN employes, 2000 contractors on the site, 7500 users from the whole world
- Large Hadron Collider is the world largest research machine, particle accelerator restarted in November 2009
- ATLAS is a collaboration centered around one of the experimental facilities constructed to use the LHC

**Haukeland Hospital: 800 MCHF/year,**  
**University of Bergen: 400 MCHF/year**



## ATLAS women network, CERN

<https://twiki.cern.ch/twiki/bin/view/Atlas/AtlasWomenPage>

**ATLAS is 3000 people strong physics experiment at CERN, with close 15% women.** Even if percentage is small this makes us close 400 women. At the moment both the spokes person ( Fabiola Gianotti), and Chair of the Collaboration Board (Kerstin Jon-And, SU). **This happened for the first time in the history of High Energy and Particle Physics!**

Activities:

- meetings at every ATLAS general week.
- weekly lunches at CERN
- we managed to introduce “ombudsman” position at CERN to represent CERN visitors in conflicts with local management.
- childcare initiative for CERN visitors- ongoing.
- articles, news, trainings.
- lobbying for more women in power structures.

## Successes and Difficulties of these three Nets

**Successes:** Women who are already in relatively powerful positions in the academia learn to know each other across the borders of countries and Departments, see common problems and solutions, support initiatives. They become known to junior researchers and students, becoming informal mentors and role models. Networks do lobbying and they are asked for opinion by 'authorities' once they decide to put gender equality on the agenda .

**Difficulties:** Lack of stable financing, start-up and continuation based on busy female natural science researchers. The start-up was often triggered by a serious problem perceived. Young students and researchers often find participation stigmatizing- they do not want to be seen as 'having a problem' or 'part of a problem' . On the other hand if the network is institutionalized it tends to lose grass-roots . The situation in academia is so FAR from gender-balance that it needs constant work to maintain the improvement or the situation deteriorates again ( example IFT, 2 out of 5 women faculty on the way out..)

