Some Analysis on Women in LQCD

Huey-Wen Lin* (Michigan State University)

hwlin@pa.msu.edu

Elizabeth Freeland (School of the Art Institute of Chicago)

eliz@fnal.gov

* Presenter
§ Limited only to the 21st century

§ Is female participation growing in our field?

Gender Breakdown by Continent

- Europe
- Asia
- America

Women

10%

Men

200
250
300
350
400
450
500
§ Are women given opportunities for career preparation?
☞ Consider the plenary talk gender distribution

§ Plenary speakers vs conference participation
☞ Does the fraction of female plenary speaker reflect the fraction of the female participants?
☞ Is female participation growing over time? Geo-dependent?
§ Average fraction of female plenary speakers and conference participants by continent of the conference

**Fraction of Women Plenary Speakers by Continent**

- **Europe**: 
- **Asia**: 
- **America**:

**Fraction of Women by Continent**

- **Europe**: 
- **Asia**: 
- **America**:

Is the small number of plenary talks given by women due to lack of women in our field?

Consider the number of speakers invited to give more than 1 plenary talk: the recall rate for men is double that of women.
$\S$ Breakdown by topic

Is there a correlation with female participation?

![Gender Breakdown by Plenary Topic](image_url)
§ Use APS April meeting as a baseline

楩 Compared to them, we are not doing very well
楩 Does monitoring by APS Women Committee make a difference?
楩 Try comparing with other theoretical physics conferences?
§ Like us on Facebook: https://www.facebook.com/WLQCD/

§ We need your help!
☞ News about women in our field
☞ Awards, promotions, workshop organization, big plenary talks

§ Information exchange (like a forum)
☞ Communicate and exchange info
☞ Looking for a roommate to share travel expenses?

§ Other suggestions or recommendations?
Recommendations

§ Collect demographics on participants during registration
- Gender, position, year; data can be analyzed later
- Also see how the field is growing in general

§ Provide venues and reserve time for WLQCD networking
- Avoid setting collaboration meeting times that overlap; young people cannot attend WLQCD events even if they want to
- Benefits to students and young postdocs:
  - Networking with senior women in our field
  - Seek mentorship for career path planning
  - Guidance on personal issues, like problems working with colleagues
Want to Help?

§ Participate and encourage lattice people to participate in our upcoming survey
☞ High-statistics data are crucial to make meaningful findings

§ Are women more likely to drop out of the field? aka the “leaky pipeline” problem
☞ Tell us about your former students and postdocs who left the field or got permanent positions in academia

§ Suggestions?
Committee on Women and Minorities in LQCD

Global senior membership + diversity experts from outside LQCD to consultant

Make sure women and minority candidates are considered during plenary speaker selection (For example, the APS meeting has the CSWP committee for recommending on the plenary sessions)

Emergency mediation for mentor conflicts

Is there enough interest in the community?
§ Those who provided help or comments with the information provided in this poster (in chronological order)

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