

Some Analysis on Women in LQCD



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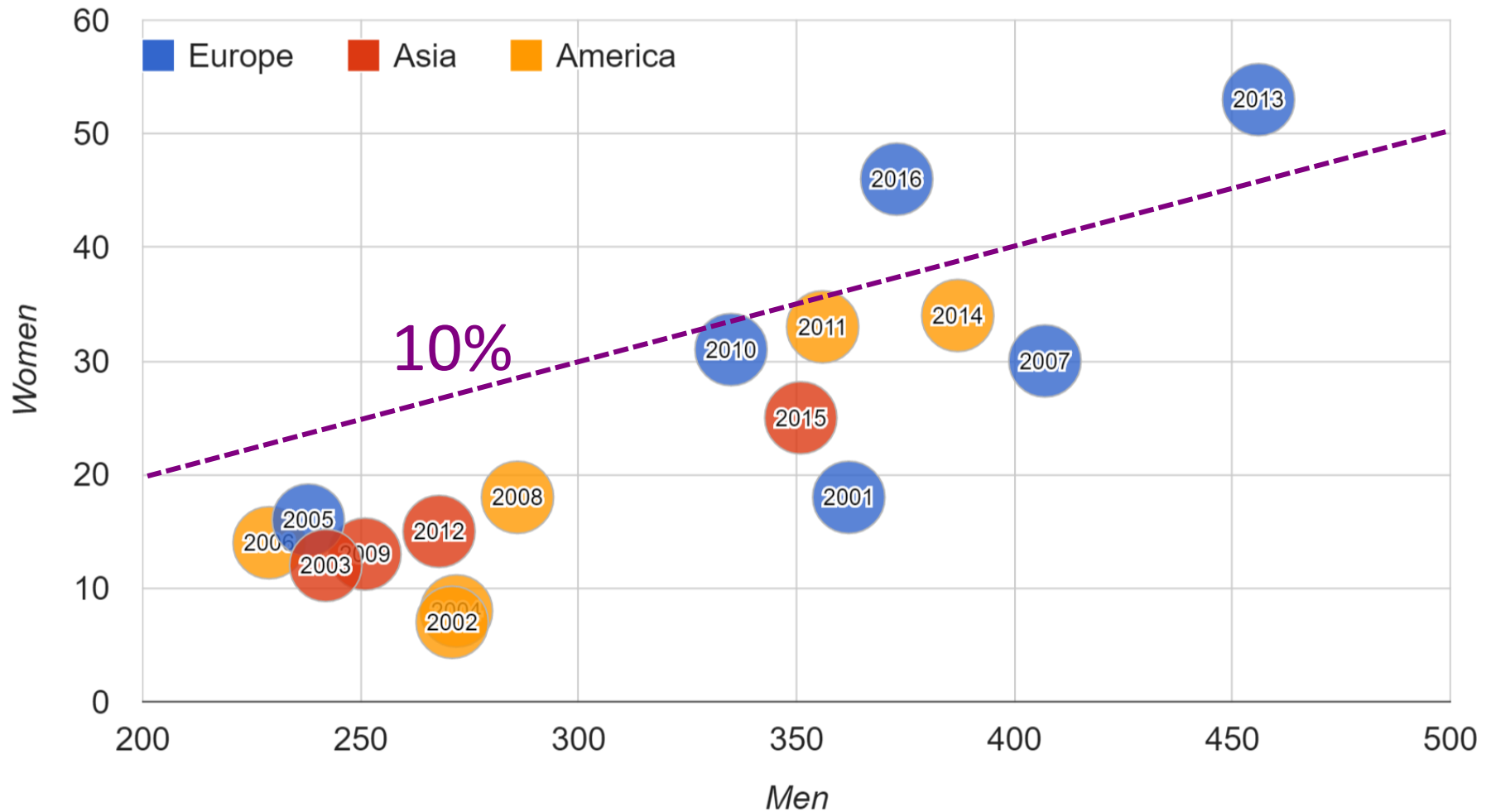
* Presenter



§ Limited only to the 21st century

§ Is female participation growing in our field?

Gender Breakdown by Continent



§ Are women given opportunities for career preparation?

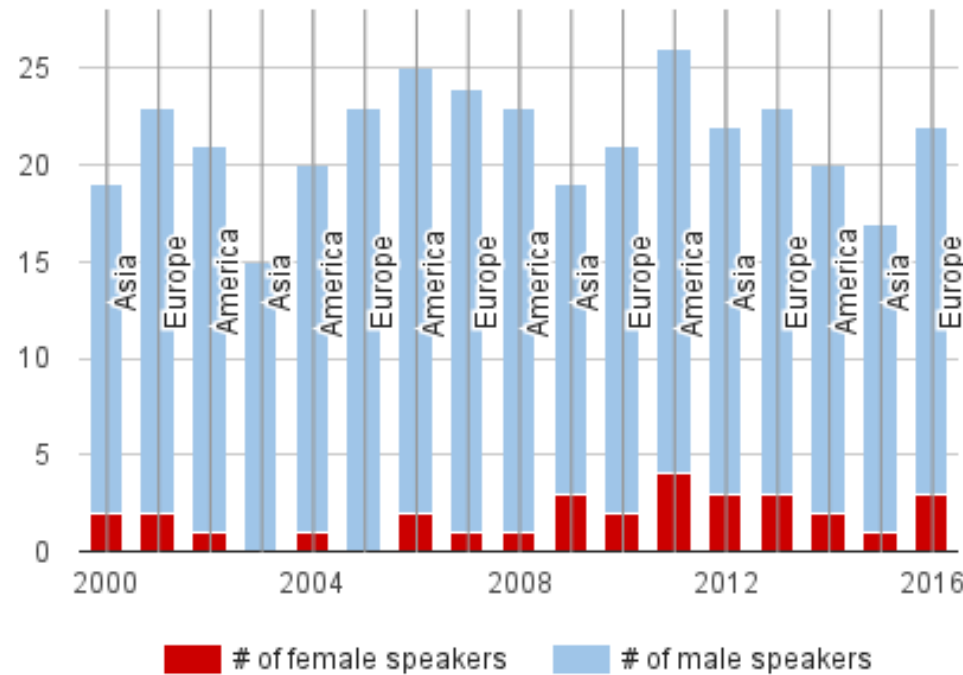
⌘ Consider the plenary talk gender distribution

§ Plenary speakers vs conference participation

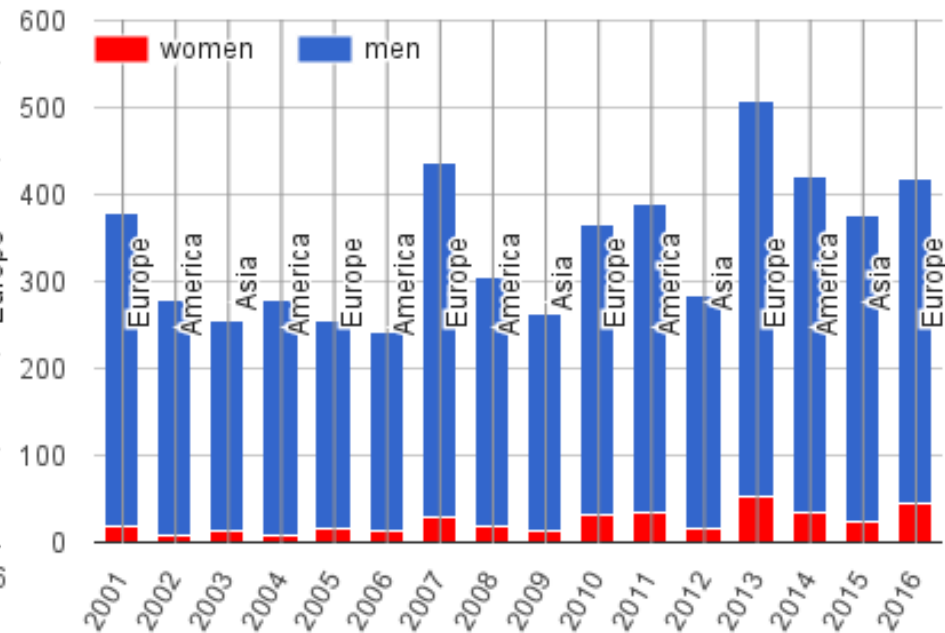
⌘ Does the fraction of female plenary speaker reflect the fraction of the female participants?

⌘ Is female participation growing over time? Geo-dependent?

Lattice Conference Plenary Speaker Gender Breakdown

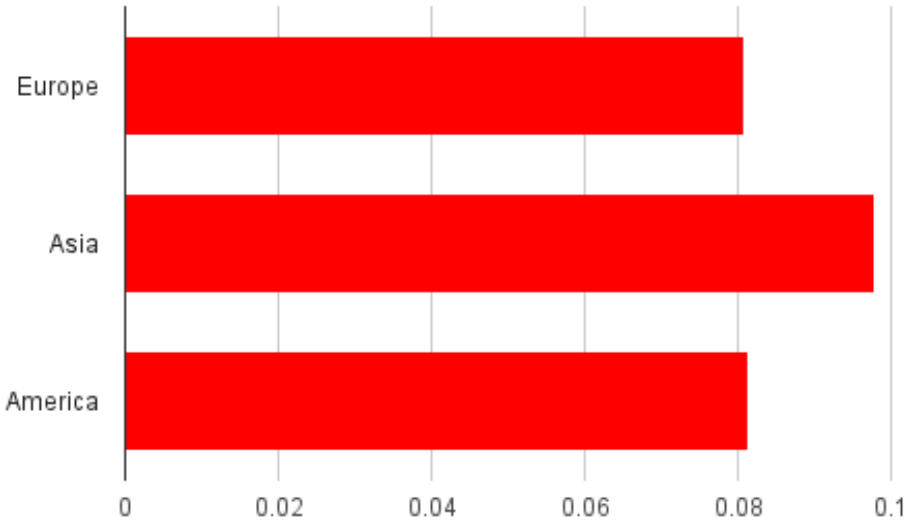


Gender Breakdown of Lattice Conference Participation

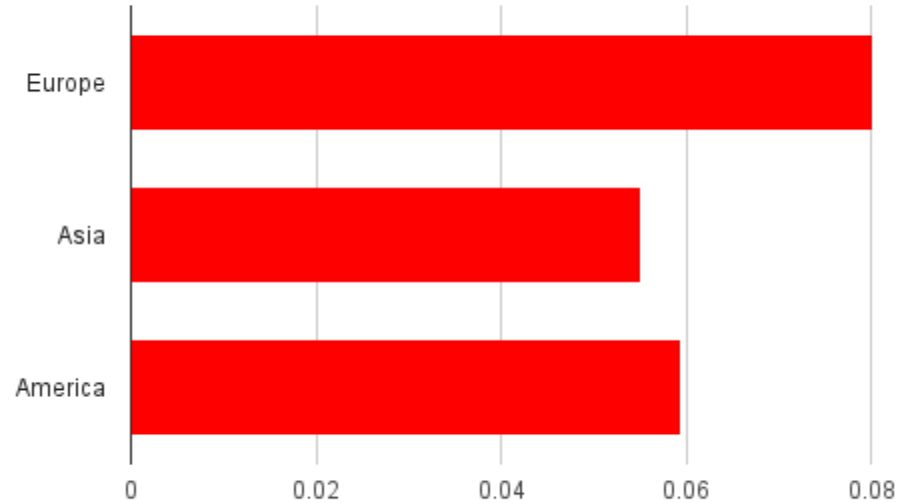


§ Average fraction of female plenary speakers and conference participants by continent of the conference

Fraction of Women Plenary Speakers by Continent

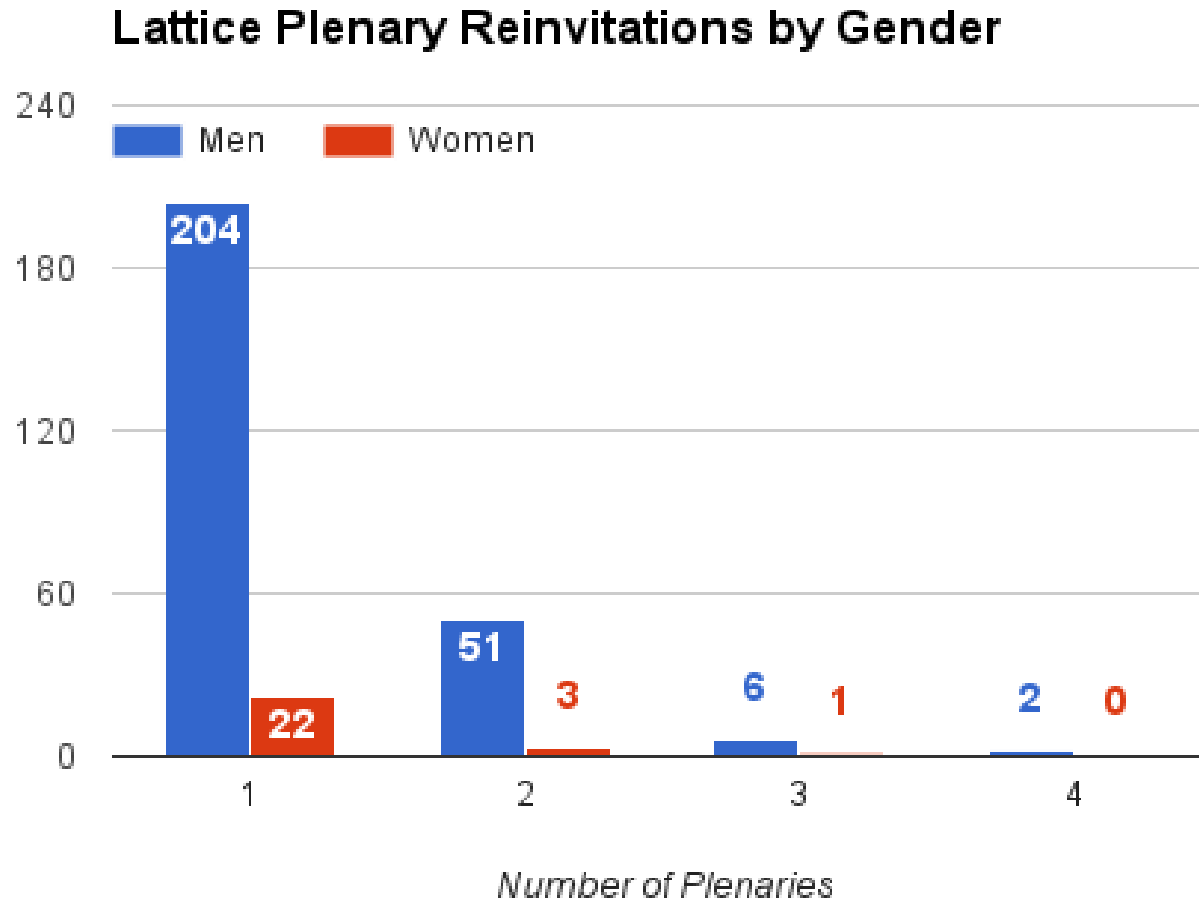


Fraction of Women by Continent



§ 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

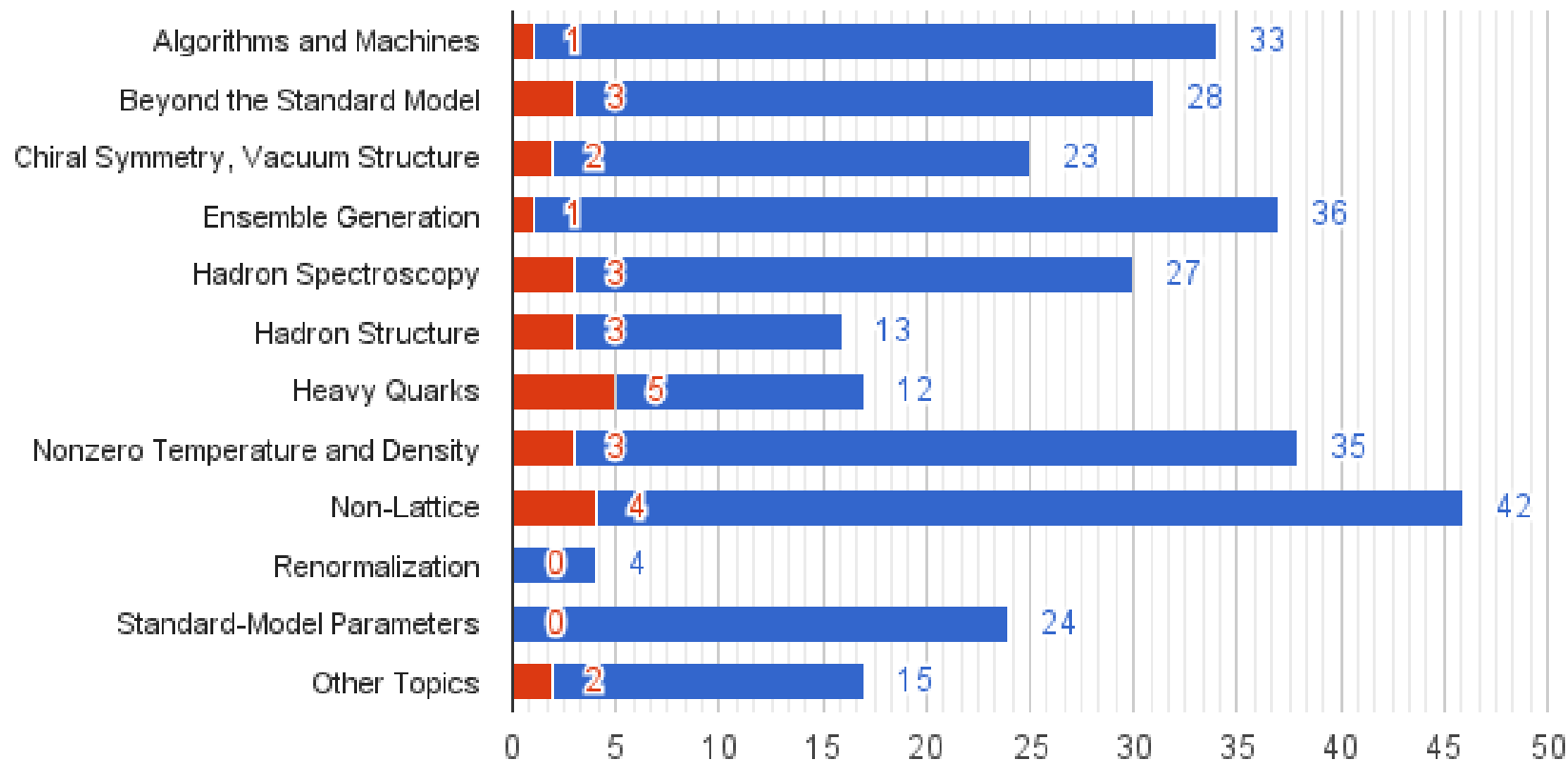


§ Breakdown by topic

∞ Is there a correlation with female participation?

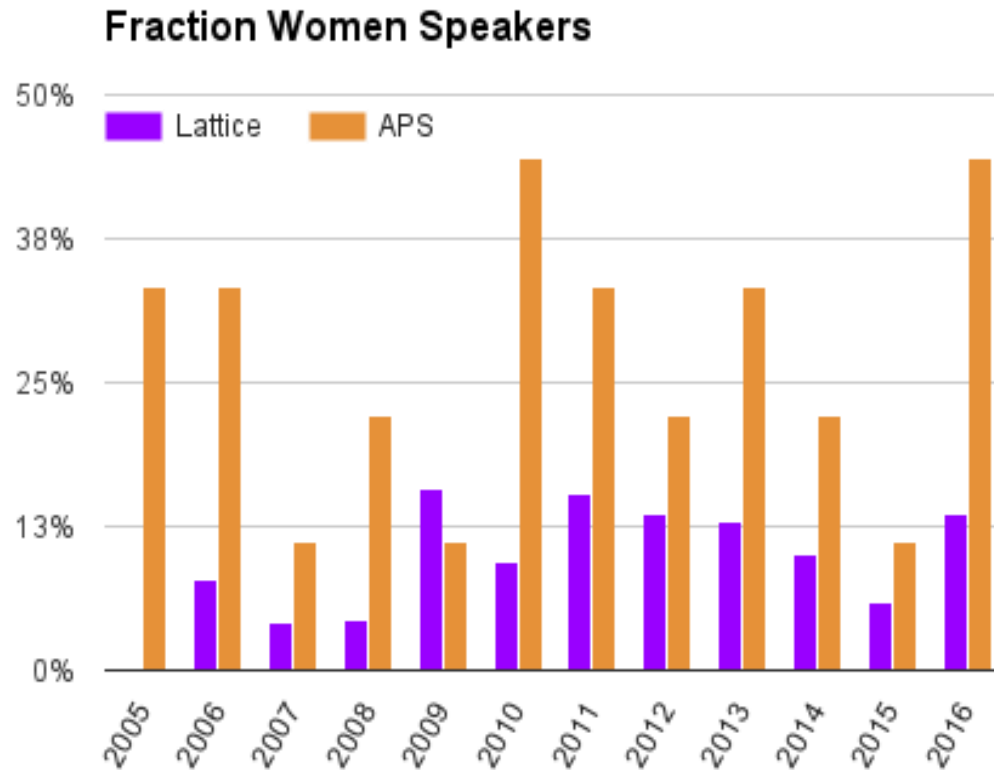
Gender Breakdown by Plenary Topic

Female Male



§ Use APS April meeting as a baseline

- ⌘ Compared to them, we are not doing very well
- ⌘ Does monitoring by APS Women Committee make a difference?
- ⌘ Try comparing with other theoretical physics conferences?



Women in Lattice QCD

Facebook Page



§ 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?

Women in Lattice QCD



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

Women in Lattice QCD



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?

Women in Lattice QCD

CWM-LQCD



§ 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?

Women in Lattice QCD



Acknowledgments

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