

# Annual report 2017

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## Board

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## Summary

Below, we summarise the results of the main activities of the executive board of EWM The Netherlands. We do not discuss meetings of the board or of the board with third parties. Agendas and minutes of such meetings are available upon request.

This year's focus was on professionalizing the organisation and gaining visibility. The first was achieved through a mission statement, website, promotional material and a start at creating bylaws. The second was manifested in sending out a monthly newsletter and visiting the Dutch mathematical institutes with our Tour events.

## List of activities

1. Social media
2. Exhibition
3. Promotional materials
4. Organisation of and session at NMC
5. Newsletter
6. Tour
7. Workshop work-life balance
8. Policy
9. Mission
10. Website & Email addresses
11. Finances
12. Volunteers

## 1. Social media

During the year 2017, EWM-NL started to work on increasing its social media presence. As of December 2017, the association has three social media accounts ([Facebook](#), [Twitter](#) and [Instagram](#)) as well as a dedicated Linked-in group. These are used to promote events, to share news from the Dutch mathematical community, as well as to share interesting articles about other aspects of academic life (such as gender balance in science). Another important function served is to highlight successes of our members.

Twitter and Instagram are managed as independent accounts, while the Facebook page and the Linked-in group are administered via a personal account on these social networks.

The accounts have currently the following followers. Facebook: 49 Twitter: 35 Instagram: 14, with some accounts more active than others. Events such as the workshop on work-life balance and the tour of the Dutch universities created an increase in the number of followers. A positive feedback loop also exists in connection with the Facebook Group of the European Network EWM. EWM-NL

posts that are shared by the EWM group, reach a broader audience, roughly of one order of magnitude.

## 2. Exhibition

The exhibition “*Women of Mathematics Throughout Europe, a gallery of portraits*” presents the photographic portraits of thirteen female mathematicians from all around Europe, who share their experiences as mathematicians. EWM-NL has decided to support the touring of this exhibition through mathematics departments in the Netherlands.

The exhibit was displayed in Utrecht in Spring of 2017, organised by Utrecht University. EWM-NL was present at the official opening. We contacted and assisted the [Female Faculty Network of Twente](#) in organising the display of the exhibit in the UT campus. This led to the official inauguration on November 24, during the Dies Natalis of Twente University. The exhibit will be displayed in various buildings in the Campus until March 8. [More info](#).

We have printed our own copy of the exhibit in the form of banners, together with our logos and the logos of our sponsors, that we plan to lend to mathematics department across the country, and to other possibly interested associations. We are in contact with the Eindhoven University of Technology to find the right event to open the exhibition at TU/e too. The Dean of the Mathematics and Computer Science department has agreed to organise an event of half a day to celebrate mathematics and open this exhibition in case TU/e does not wish to do so during some other event.

## 3. Promotional materials

In order to increase the visibility of EWM-NL, we have invested on purchasing some promotional materials. These are:

- 1) Flyers and business cards, to be handed out at events and to be shared with contact persons and other similar organisations.
- 2) Pens with the EWM-NL logo and website.
- 3) Doppert® bottles with the EWM-NL logo, that we gift to invited speakers of events we organise.
- 4) A banner with information about the association, its mission, and contact details, that we expect to present at various events, including the NMC 2018.

## 4. Organisation of and session at NMC

EWM The Netherlands was invited to participate in the programme committee of the National Mathematical Congress 2018. The board decided to give this role to Maria Vlasidou for 2018 and re-evaluate this choice for the future, should EWM-NL be invited by default in the PC of NMC.

We have proposed (and effected) a session organised by EWM-NL in the programme of NMC, which will focus on female mathematicians. Currently, Vlasidou is organising the session. We hope to make this a recurring event, after evaluating its success or not in the 2018 NMC.

Further, we observed the procedure followed to finalise the programme and have written a short brief for KWG and the local committee of NMC to propose structural changes in the procedure followed when selecting plenary speakers so as to have a better representation of female mathematicians. Last, we believe that the PC of NMC could be giving more guidance in other parts of

the programme (e.g. clusters) to increase diversity among their invited speakers (in gender, seniority or nationality.)

## 5. Newsletter

We have started issuing the EWM The Netherlands newsletter with regularity. We issue one newsletter per month, at the end of the month, 10 times per year (except for July and August).

We currently use MailChimp to send out the newsletter, thus separating EWM-NL from the mailing list of PWN at YMLP.com. The reasons for this decision were that a) MailChimp has a significantly higher free number of emails per month and b) the competition with PWN for mail traffic was unnecessary and a problem in the smooth communication with the members for both organisations.

The newsletter typically includes the following items: informing and updating our members about EWM The Netherlands activities (such as workshops, grants, or the mentor network), publishing calls for other nation-wide grants, advertise open positions in EWM-NL and similar national organisations (but typically not for open faculty positions), and publishing news about achievements of our members and in the general area of diversity.

Future plans: we wish to coordinate with PWN to include a line in their own news items and website linking to our archive of newsletters.

## 6. Tour

Much of our efforts this year were devoted to the Tour of the Universities we organised in fall. We have now visited 8 out of 10 mathematical institutes in the Netherlands and are planning to visit the remaining two early 2018.

### Schedule

<i>Location</i>	<i>Date</i>
Delft	Friday 27 October 2017
CWI	Tuesday 7 November 2017
Eindhoven	Monday 20 November 2017
Utrecht	Tuesday 21 November 2017
Leiden	Wednesday 29 November 2017
UvA	Wednesday 29 November 2017
VU	Tuesday 12 December 2017
Nijmegen	Tuesday 19 December 2017
Twente	Wednesday 10 January 2018
Groningen	t.b.d. 2018

The goal of this tour was twofold:

1. Promote EWM-NL, activate members, encourage discussion on gender.
2. Get feedback, ideas and suggestions from the community about what EWM-NL should be doing (in terms of policy).

In terms of preparation: organizing the Tour for the first time was a lot of work. Mainly because we also still needed to establish contacts and/or local representatives at many of the locations. Now that we have these contacts in place, we believe a second Tour will involve less preparation.

### **Tour format summary**

The tour was organized as a lunch meeting, where a free lunch was provided by (most) institutes. Most meetings lasted a bit more than one hour. The first 5-10 minutes were introduction to EWM-NL (goal 1a), followed by a half-hour discussion session around 5 written statements (goals 1c and 2), finished with room for an open question, suggestion round (goal 2).

### **Event summary**

The tour played out rather differently depending on location and public. We accepted this with open arms as the group dynamics can vary. In some places we dealt with all the statements, in others with just one or two. In some places the audience was very vocal, in others it had to be nudged along. In some places there was a big audience (usually when the event was part of a regular meeting), in others there were few but more engaged mathematicians.

### **Outcomes**

Local representatives at all institutes. Most mathematicians believe gender-imbalance should decrease. When applying positive discrimination to do so, be careful of the ratio of job position with and without a gender requirement. Gender imbalance already exists at the start of the bachelor and becomes increasingly imbalanced with more seniority. Especially the gap between bachelor/master and master/PhD should be more addressed. This seems to be where the institutes themselves feel most comfortable to engage. Forcing quota of females in committees is not liked. More information on implicit bias is needed.

## **7. Workshop work-life balance**

### **Practical info**

Date: Monday November 6, 2017

Programme:

13:45 – 14.00 Arrival

14:00 – 1700 Workshop

17:00 – 18:30 Drinks

Location workshop: BelleVU building at VU Amsterdam, room BV-1H26

Location drinks: The Basket (across the square, close to the BelleVu building)

### **Content**

A workshop on work-life balance was organized for all female mathematicians (on all levels: PhD – Professor). The training was given by Annemie Schuitemaker from '*career and live*' (<https://careerandlive.nl>), a company that provides training and workshops on workload, work stress and work-life balance.

During the workshop, we defined work-life balance and discussed how it can be improved and managed. We discussed how it influences our personal life and our work. We received many tips to improve our work-life balance.

We all collected our favorite tips and wrote them down on a postcard. These postcards were sent to our homes by Annemie two weeks after the workshop, so that we could remind ourselves on the things we learned during the workshop.

## Registrations

We received a total of 15 registrations for the workshop (all via the registration form), from various universities: Eindhoven, Leiden, Nijmegen, Utrecht, Amsterdam (VU and CWI). From these 15, there were 8 PhD students, 4 postdocs, 2 assistant professors and 1 full professor.

Two people cancelled their registration before the meeting. Two others did not show up on the workshop without letting us know. Hence, in total there were 11 participants at the workshop.

## Costs

- Location: no costs
- Training by career and live: €907,50
- Catering (via Sodexo at VU) €118,96
- Drinks: €46,30

**Total: 1072,76**

## Evaluation

We received 15 registrations, as space was limited. Eventually, 11 people attended the workshop. We experienced that it was a very nice group size to have a workshop with. We were disappointed by the two no-shows, because we asked all the participants a few times to let us know if they could not make it anymore. We learned from this that you should always expect some no-shows, even though you ask them to let you know.

We received much positive feedback by the participants. They also liked it a lot to meet other female mathematicians. The drinks after the workshop were a good networking opportunity and we would definitely recommend this again for the next workshop.

There was one point of improvement in the content of the workshop. We arranged with Annemie that she would adjust her training to the audience (female academics/mathematicians). However, we learned that it's not possible for an outsider to know in advance what our workdays look like. Because of that, some points in the training did not fit our work. Learning point for next time: deeper collaboration with the training company is needed for such adjustments.

## 8. Policy

EWM The Netherlands sat down with the management team of the Committee on Research (DB\_CO) of PWN to brainstorm about policy suggestions at all levels (NWO, national, university-wide, departmental) that are evidence-based, recognised internationally as best practices, and implementable in The Netherlands.

The results of this meeting have been as follows.

- A. EWM-NL has prepared a letter with policy suggestions for the directors of Mathematics departments and institutions. The letter is currently with the local representatives of EWM-NL

for feedback. It will be send to the managing directors of mathematics departments in December 2017 and January 2018.

- B. EWM-NL is also preparing a letter with policy suggestions for the College van Rectoren. A first draft is available upon request. We wish to have the final version of the letter co-signed by any academic organisation that endorses it. We have contacted the Wiskunderaad and started contacts with corresponding organs in other sciences. We expect to have a final version of this document in 2017 (after feedback from the Wiskunderaad), spend January in collecting support, and send it out in February 2018.
- C. EWM-NL provided feedback to NWO and PWN regarding calls for open positions for tenure-track faculty. The two main suggestions were: explicit computation of research years for all NWO calls and specifically for TT positions, the obligation by departments to extend contracts in case of leave of absence and under the same conditions as NWO applies to extension clauses for applications for specific grants.
- D. EWM-NL gave specific recommendations to PWN and NWO on how to help diversity nationally through their own actions.

## 9. Mission

In spring we formulated the mission of EWM-NL as follows:

1. Forge connection between female mathematicians.
2. Support female mathematicians in their career.
3. Encourage women to study mathematics.
4. Increase the visibility of female mathematicians.
5. Provide information about women in mathematics.
6. Cooperate with organisations with similar goals.
7. Provide a meeting place for people supporting this mission.

The process of creating a mission went rather smoothly: everyone was invited to write down ideas beforehand and we converged from these different formulations.

## 10. Website & Email addresses

Until around September 2017, EWM the Netherlands had several webpages on the Platform Wiskunde Nederland website which contained some information on the association, the mentor network and the group's activities.

A new website has been developed with the help of *Heleen van der Ree* and *Erik van den Hout* (both working at the Nederlandse Vereniging van Wiskundeleraren, NVVW), who were asked to help us by Wil Schilders from PWN. Erik set up the domain name and accompanying email addresses, and Heleen helped set up the website theme and content. Several costs have been made for the website: the domain name (payed for via Wil Schilders' hosting package), banner photo (bought via a stockphoto website) and a photo session for our own banner photos and profile photos.

The current setting in which the [ewmnetherlands.nl](http://ewmnetherlands.nl) domain name is hosted via Wil Schilders' personal hosting package will probably change in the future. We recommend trying to keep this domain tied to the [platformwiskunde.nl](http://platformwiskunde.nl) domain, since PWN probably has more continuity in their board members, and hence there will be less changes in hosting accounts.

The domain name is [www.ewmnetherlands.nl](http://www.ewmnetherlands.nl). There is one inbox ([info@ewmnetherlands.nl](mailto:info@ewmnetherlands.nl)), and the following aliases are linked to this inbox:

- [events@ewmnetherlands.nl](mailto:events@ewmnetherlands.nl)
- [president@ewmnetherlands.nl](mailto:president@ewmnetherlands.nl)
- [pr@ewmnetherlands.nl](mailto:pr@ewmnetherlands.nl)
- [treasurer@ewmnetherlands.nl](mailto:treasurer@ewmnetherlands.nl)
- [mentor@ewmnetherlands.nl](mailto:mentor@ewmnetherlands.nl)
- [webmaster@ewmnetherlands.nl](mailto:webmaster@ewmnetherlands.nl)
- [grants@ewmnetherlands.nl](mailto:grants@ewmnetherlands.nl)
- [newsletter@ewmnetherlands.nl](mailto:newsletter@ewmnetherlands.nl) (only for newsletters via MailChimp)

## 11. Finances

<u>EXPENSE</u>	<u>COSTS ON EWM-NL</u>
<u>MEETINGS</u>	599,95
<u>WEBSITE</u>	342,06
<u>EWM MEMBERSHIP</u>	40
<u>WORKSHOP</u>	1072,76
<u>PROMOTIONAL MATERIAL</u>	914,46
<u>EXHIBIT</u>	1643,15
<u>TRAVEL TO EVENTS (INCLUDING TOUR)</u>	208,6
<u>TOTAL</u>	4820,98

## 12. Volunteers

EWM The Netherlands has been supported by volunteers for several other actions we had in 2017. Specifically:

Marta Regis (TU/e) worked on writing the bylaws of EWM-NL.

Wioletta Ruszel (TUD) worked on preparing policy documents.

Olfa Jaibi (Leiden) and Theressia van Essen (TUD) worked on setting up a new column in our website, *Women In The Spotlight*, which serves the purpose of presenting the research of female mathematicians in The Netherlands.

Heleen van der Ree and Erik van den Hout (both working at the Nederlandse Vereniging van Wiskundeleraren, NVVW) helped us with arranging the new website. See Website & Email addresses for more details.