

ANNUAL REPORT 2020

Introduction

In 2020, our activities were majorly hampered by the COVID-19 pandemic. The focus of 2020 was to be on visibility with a collaboration with the Nieuw Archief voor Wiskunde to showcase research of women mathematicians in the country being one of the activities. This was successfully launched. We further continued with our long-term projects (mentoring, monitoring, outreach). The challenge in 2020 has been to keep in contact with our members. We expect this to continue to be a challenge in 2021 and have therefore adjusted our 2021 plans to reflect the fact that contact and events will be mainly online, by starting community projects that can be carried out exclusively online. These pertain to updating/translating/creating Wikipedia pages of women mathematicians and to designing a poster of prominent women mathematicians throughout history. We hope that these projects, in addition to their intrinsic value, will help maintain contacts in the Dutch community of women in mathematics.

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Events organisation

Mentor network

In 2020, four new mentees and four new mentors enrolled in the mentor network of EWM-NL. All the interested mentees got successfully coupled to a mentor. Not every mentor got already assigned to a mentee; at the moment we do have a surplus of mentors. Therefore in 2021 new mentees are cordially invited to join the mentoring program.

Annual event

On Friday November 30 the (online) annual event of EWM-NL took place. The event was a great success and was attended by 55 participants (a new record!)

EWM-NL president Prof. Maria Vlasidou started off the event and gave an overview of EWM-NL's activities and plans for next year. She also recalled that our theme for this year, including this event, was visibility.

The first keynote speaker was Prof. Tanja van der Lippe, who told us about differences between men and women regarding visibility, from a sociological perspective. During her presentation and the subsequent group discussion, she highlighted how these differences affect career development. She explained for instance how an individual woman can have a more successful academic career but also on how already established academics can support their junior colleagues.

Differences between men and women and their chances to be successful depend on different factors. For example, the public opinion is currently against women (especially those with children) working full-time. In addition, the culture within an organisation and networking opportunities are important for career development. Here, it is important to network with peers as well as within your gender group. A group of employees should have at least 15 percent of one gender (which is currently not the case in most mathematics departments). Quota are an effective tool for increasing the percentage of women in a department.

As tips for career development for individuals Prof. Van der Lippe proposed:

- Be yourself. Don't try to develop the same traits as your male colleagues.
- If you are the only woman on a board, try to be the chair. Women are often invited to talk less often.
- Talk with your partner about having children; how are you going to divide the work? If you discuss these matters beforehand, then probably tasks will be better divided. Otherwise, outsource more housework.
- Take good care of creating a network which contains both women and men.
- If you are already an established academic it is important to assist your (younger) peers. Be a role model for them, give them the floor, and think strategically for each other.

The second keynote speaker of the event was Dr. Arjen Dijkstra, who is specialised in the history of mathematics in Friesland. He gave an overview of important women in the history of mathematics. In his talk he not only provided a list of mathematicians who played a significant

historical role, but also described how they were perceived by their peers. We saw that female mathematicians gradually got more accepted and respected.

Afterwards, during a brainstorming session, we collected a list of female mathematicians who should but currently do not have a (Dutch) Wikipedia page. This list will contribute to the [red list](#) and eventually to creating Wikipedia pages for these great and inspiring mathematicians; this project will be launched in January 2021.

Cancelled events

We cancelled the following events in 2020: soft skills workshop, π -day celebration, PhD-exclusive networking event, National Mathematics Congress session organisation (NMC was cancelled).

Outreach

European Girls Mathematics Olympiad 2020

In 2020, we arranged with the organisation of the European Girls Mathematics Olympiad and PWN to sponsor the first student of a Dutch school in the Olympiad with a visit to a foreign research institute. Other than the funds for the student and a guardian, EWM-NL would also provide the links to a local faculty member hosting the student and further assistance with local arrangements. Due to the pandemic and the travel restrictions this imposed, the organisation of EGMO 2020 and EWM-NL jointly agreed that this prize cannot materialise as such a trip was against national regulations.

Sponsoring Benelux Olympiad

EWM-NL continued sponsoring the Benelux Mathematics Olympiad by providing small gifts to the two best girls. In 2020, the two best girls were Dora Chen from Belgium Lycka Drakengren from Sweden both with 18 points and a silver medal.

Sponsoring national mathematics Olympiad

EWM-NL continues sponsoring the Dutch National Mathematics Olympiad. We contacted the organisation and wait to be brought up with the top girl in the Olympiad after the award ceremony (which took place on 9 October 2020).

Women in the spotlight

The column at the Nieuw Archief voor Wiskunde materialised and the first article appeared in September. It is written and curated by Clara Stegehuis and Francesca Arici, a former board member. The column also appears in The Network Pages. EWM-NL considers thus this endeavour successfully concluded. We will leave the full direction to the curators and assist them only as asked.

Setting up EWM-GR

In 2020, we started assisting with the setup of a Greek network of women mathematicians, sharing expertise in the logistics and assisting them with the application of a grant from the International Mathematical Union (outcome pending).

STEM campaign

We continued with publishing quotes from the “Women in STEM” campaign that we participated in 2019 through our own social media. We solicited new entries from our members.

Number of women in mathematics

EWM-NL asked the mathematics departments and institutes to share voluntarily their personnel numbers categorised by rank and gender. From the 12 organisations asked, 9 provided the information requested and six gave no answer. The aggregated data from those departments are as follows:

Rank	% women	% men	% fte women	% fte men
PhD candidates	19.5%	80.5%	20.6%	79.4%
Postdocs	28.0%	72.0%	29.4%	70.6%
Ass. Prof. (including TT)	22.2%	77.8%	23.3%	76.7%
Assoc. Prof.	9.9%	90.1%	10.3%	89.7%
Prof. (including bijzondere, NOP, etc)	9.0%	91.0%	7.5%	92.5%

From 2021, EWM-NL agreed with NWO that the data will be gathered annually by NWO acting in their capacity of supporting the Wiskunderaad on behalf of EWM-NL, PWN, and the Wiskunderaad.

Internal affairs

Board composition

Francesca Arici and Rianne de Heide stepped out of the EWM-NL board. We announced the openings via our newsletter and social media and the number of applicants was equal to the number of open positions. As such, no elections were held. In summary, in February 2020, Valentijn Karemaker joined the board, in May 2020 Anne-Men Huijzer, and in December 2020 Palina Salanevich. Together with Maria Vlasidou and Olfa Jaibi, the three new members complete the EWM-NL board.

Finances

We were not able to organise any in-person events in 2020 and chose not to organise online events, as we sensed that the increased workload in academia left space for only essential meetings. As such, we spent only a fraction of our budget.

Expense	Costs on EWM-NL	Realisation	Notes
Board meetings	500	0	
EWM memberships	100	80	
Annual meeting	2000	381.79	2019 expenses
EWM grants for career development	1500	0	
Workshop	1000	0	
Exhibition	200	0	
Lunch with local representatives	100	0	
Gifts competitions	200	50.96	
Promo material	100	19.88	
Award first Dutch winner EGMO	3500	0	
PhD day event	300	0	
	9500	532.63	21 October 2020

Grants

In February 2020, we approved one grant. The awardee withdrew the application, as the epidemic measures did not allow for travel. As was expected, no further requests were received in the remainder of the year for any career development grant.