

Statutes of the association

European Women in Mathematics – The Netherlands

1 NAME

The association is a national association located in the Netherlands and is named *European Women in Mathematics - The Netherlands*, abbreviated *EWM-NL*.

2 PURPOSE

1. The purpose of EWM-NL is to:
 - Promote gender balance in the selection and treatment of staff within the academic Mathematics departments in the Netherlands.
 - Forge connections between female mathematicians.
 - Support female mathematicians in their career.
 - Increase the visibility of female mathematicians.
 - Encourage women to study mathematics.
 - Provide information about women in mathematics.
 - Cooperate with organizations with similar goals.
 - Provide a meeting place for people supporting the mission of EWM-NL.
2. To achieve this, EWM-NL will:
 1. Be a point of reference for reporting gender-based problems encountered in Mathematics departments of the Dutch universities.
 2. Synchronize the management and solution of the problems mentioned in Article 2.2.1 by creating a stable network between all the Mathematics departments of the Dutch universities.
 3. Report the problems mentioned in Article 2.2.1 to academic managers and other Dutch institutions.
 4. Propose and discuss solutions with academic managers and other Dutch institutions to be applied in the Dutch universities.
 5. Support financially Mathematicians of both genders to facilitate the personal and career development of female Mathematicians.
 6. Promote gender balance in Mathematics departments through events (e.g., discussions, lectures, and symposia) open to the whole academic staff.
 7. Cooperate with other national associations with similar goals, sharing the achievements and solutions implemented at the national level.

3 STRUCTURE OF EWM-NL

EWM-NL has an Executive Board, an Advisory Board, Affiliated Board Members, and Local Representatives. Below their duties and methods of elections are given.

3.1 Executive board

1. The Executive Board (hereafter referred to as “Board”) is formed by at least three and at most five members (with the exception of the case (A) in Article 4.1.11).
2. There are only two fixed positions in the Board: President and Treasurer. Their duties are listed below. The rest of the Board members can define their own roles, tasks, and titles. The Board together negotiates positions/task division.
 - **President.** Responsible for representing EWM-NL, creating and maintaining contacts with institutions. Chair of periodic assemblies.
 - **Treasurer.** Manages the finances of EWM-NL, guaranteeing transparency and periodic overviews of the financial balance of the association (part of the annual report).

Possible other titles and corresponding tasks:

- **Vice-president.** Helps and supports the President in the main decisions/tasks. Takes over the responsibilities of the President when the latter is unavailable.
 - **Secretary.** Keeps the agenda of EWM-NL, sends reminder for the planned activities/expected deadlines and is responsible of synchronizing the Board members and the representatives from different universities. Send out the periodic newsletter.
 - **Media coordinator.** Keeps the media (e.g., website of EWM-NL, Facebook and Twitter pages) up to date with the aim of increasing visibility of the association and making the information available to a large scale.
 - **Event coordinator.** Responsible of organizing at least one event per year, delegating to and synchronizing with the local representatives.
 - **Webmaster.** Responsible for maintaining the website and keeping it up to date.
3. All decisions within the Executive Board can be passed with majority vote.

3.2 Advisory board

1. The Advisory Board is formed by at least two and at most four people (with the exception of the case (A) in Article 4.2.7).
2. The main tasks of the Advisory Board are:
 1. Manage conflicts between members and Board members.
 2. Manage conflicts within the Board.
 3. In case of dissolution of the Board, the Advisory Board manages the dissolution and decides whether EWM-NL dissolves or calls for new elections, taking temporarily the duties of the Board.
 4. Together with the Board, the Advisory Board decides when to revoke memberships.
 5. Evaluate members’ proposals (see Article 6.2).
 6. Provide feedback, as requested by the President.

3.3 Affiliated board members

Affiliated board members are members who have accepted a delegated task by the Board and are responsible for this specific task. They have right and duties of normal members and additionally fill out a specific voluntary task for the association.

3.4 Local representatives

Local Representatives are reference members at the different Dutch universities. They have rights and duties of normal members, are the first point of reference in their own university and can take over temporary tasks delegated by the Board.

4 ELECTIONS

4.1 Elections of the Board

1. Each Board member has a mandate of 3 years from her/his moment of election.
2. A Board member can request a temporary “leave” of at most 6 consecutive months within her/his mandate. When the “leave” is longer, the Board member may be asked to resign her/his position.
3. Each Board member is allowed to be re-elected for a maximum of two consecutive mandates unless no other candidate comes forward.
4. A re-election is considered consecutive when there are less than 12 months between the end of the last mandate and re-election.
5. Whenever a Board position becomes vacant, the remaining Board and Advisory Board together decide for each vacancy whether (A) the position is up for election immediately or (B) the position will remain vacant until the next regular election moment.
6. Whenever the remaining Board consists of less than three members and the next regular election moment is more than 3 months away, option (A) is mandatory in Article 4.1.5.

The election procedure is the following:

7. At least two months before the election date, the vacancies are announced and a call for candidates is distributed by newsletter and on the website.
8. The deadline for candidates to come forward is 1 month before the end of the election.
9. When there are more candidates than positions, an open election is held. When the number of candidates equals or is less than the number of positions, these candidates are automatically elected. When there are less candidates than positions, the remaining vacancies are dealt with according to Article 4.1.5 and 4.1.6.
10. In case of an open election, the candidates are announced on the website and in the newsletter at least two weeks prior the end of the election. From the announcement until the end of the election, all members are eligible to vote (electronically). Each member can cast a number of votes equal to the number of vacant positions.
11. At the end of the election, the vacancies are filled by the candidates with the highest numbers of votes. In case of a tie, the previous Board and Advisory Board together decide whether to (A) elect all candidates involved in the tie, thereby creating a Board of more than five members, or (B) elect none of the candidates involved in the tie (this option is only allowed when the resulting Board has still at least 3 members, or (C) hold new elections for the tied position(s).
12. The remaining Board (i.e., the members of the Board whose mandate has not expired) is responsible of taking care of the election process. If all the positions are vacant (i.e., there is no remaining Board), the former Board is responsible together with the Advisory Board.

4.2 Elections of the Advisory Board

1. Each Advisory Board member has a mandate of 5 years from her/his moment of election.
2. Members of the Advisory Board are allowed to be re-elected for a maximum of two consecutive mandates.

The election procedure is the following:

3. If the Advisory Board has less than 4 members, an individual may present her/his candidacy to the Board at any time. The current Board and Advisory Board members each vote “in favor”, “against” or “abstain”. The candidate is elected when the number of “in favor” votes are greater than or equal to the number of “against” votes.
4. If the remaining Advisory Board consists of less than two members, a call for candidates will be announced on the website and by newsletter. After one month the call closes.
5. If there are equal or less candidates than vacancies, all candidates are automatically elected.
6. If there are more candidates than vacancies, the Board and Advisory Board members may vote on a number of candidates that is at most equal to the number of vacancies. Vacancies are filled by the candidates with the highest numbers of votes.
7. In case of a tie, the previous Board and Advisory Board together decide whether to (A) elect all candidates involved in the tie, thereby creating an Advisory Board of more than four members, or (B) elect none of the candidates involved in the tie (this option is only allowed when the resulting Advisory Board has still at least 2 members, or (C) hold new elections for the tied position(s).
8. The Executive Board is responsible of taking care of the election process.

4.3 Appointment of the Affiliated Board Members

1. Any member can be appointed at any time to be an Affiliated Board Member for a specific task by the Board.

4.4 Appointment of the Local Representatives

1. There can be zero to three Local Representatives per academic mathematical department or institute, with a preference for one or two.
2. In case of multiple Local Representatives at the same location, effort will be made such that these Local Representatives are diverse in background, seniority, mathematical field of expertise and/or gender.
3. Any member can at any time request to become a Local Representative by sending an email to the President.
4. The selection of Local Representatives is made by the Board.

5 MEMBERSHIP

1. Any person who agrees with the mission of EWM-NL (Article 2.1) and subscribes via the official channels (e.g., website) and regularly pays the fee, is considered a member.
2. The fee amounts at 0 €. This amount can be adjusted by the Board in agreement with the Advisory Board.
3. Membership shall be free from discrimination based on race, religion, ethnic group, national origin, handicap, gender, or sexual orientation.

4. Any activity organized or funds distributed by EWM-NL may have additional constraints, to be specified in the activity or funding description. These constraints may, e.g., include employment in academic departments on mathematics, gender, or career level.
5. Membership can be revoked by the decision of the Advisory Board jointly with the Board, if any rule for scientific integrity, academic conduct, Article of the EWM-NL statutes, or other offence upon the discretion of the Advisory Board jointly with the Board, is violated.

6 OTHER

1. Amendments to the EWM-NL statutes can be done upon agreement of the Board with the Advisory Board.
2. Members can submit proposals for change in the statutes at any time to the Board.
3. Members can force a change in the statutes (even when the Board and Advisory Board are against the change) when the proposal is signed by more than 50% of the members.
4. A list of funds made available by EWM-NL is made publicly known through the website, with clear statements regarding the amount, deadline for request and eligibility criteria.
5. The Board together with the Advisory Board take charge of writing an annual report in December. This report summarizes the activities, the successes and the failures of the previous year, and defines the strategic plan for the coming year.
6. The annual report (Article 6.5) is made available online on the EWM-NL website.