



# ANNUAL REPORT 2023

## Introduction

In the year 2023, EWM-NL had its 10th anniversary. It is a milestone for the mathematics community in the Netherlands and its achievement was celebrated throughout the entire year via EWM-NL activities. Therefore, the theme of EWM-NL of the year 2023 was “Celebration of Women in Mathematics”. We organized a pi-day meeting devoted to achievements of women following their passion in academia through research, teaching and outreach. The EWM-NL session at NMC2023 led to a fruitful discussion on the importance of exit interviews. The workshop on designing an impactful personal website aimed to increase visibility of our community members. The cherry on the top was our annual event on the important topic of Mental Health in Academia. Furthermore, we kept up with our ongoing projects, such as the mentoring network, the monthly newsletter, the grant program, translation and dissemination of the poster Notable Women in Mathematics. A key priority continues to be outreach, including active interaction and exposure on our social media, the STEM campaign, and Her Mathematics Story.

## Contents

Introduction.....	1
Events organisation.....	2
Training workshop: “Making your personal website”.....	2
Workshop: “Lead by example”.....	2
NMC participation.....	3
Annual meeting.....	3

Projects.....	3
Number of women in mathematics .....	3
Mentor network.....	4
Poster Women in Mathematics .....	4
Outreach.....	4
EMW-NL column in Nieuw Archief voor Wiskunde.....	4
STEM Campaign .....	5
Her Math Story.....	5
Sponsoring national mathematics Olympiad .....	5
Connecting to other associations having the same goals .....	5
Social media.....	5
Internal affairs.....	6
Board composition .....	6
Grants .....	6
Finances .....	6

## Events organisation

### Training workshop: “Making your personal website”

One of the EWM-NL goals is to facilitate visibility of women mathematicians. To fulfil this goal, we organized a workshop devoted to making your own personal webpage. Clara Stegehuis organized a fully-booked hands-on workshop. Liesbeth Smit from the Online Scientist taught the participants how to make an effective and eye-attracting personal website. The participants learned about web hosting, website design and colour graphics.

### Workshop: “Lead by example”

Work in academia has many integral parts, such as research, teaching, supervision, and outreach. There are many recipes of excellence, and one can make their own choice on how to balance the ingredients based on their interests and passion. “Lead by Example” event aimed to celebrate different success stories of women in the Dutch mathematics community. Organized by Palina Salanevich and held at Utrecht University, the workshop featured inspiring talks by leading experts in research, teaching and outreach:

*Nelly Litvak (UT)* advocated for critical thinking in her classes: what is the relevance of studying a specific subject?

*Marta Pieropan (UU)* shared her particular recipe for being successful in applying for a grant: what I love + hot topics + what I can do + research statement.

*Diletta Martinelli (UvA)* shared useful links connected to the projects in the Global South.

### NMC participation

EWM-NL participated in the National Mathematics Congress 2023 on April 11, 2023. EWM-NL was represented by its president, Svetlana Dubinkina, who presented the activities of the association in 2022 and tentative plans for 2023. The invited speakers to the session were: Olga

Lukina, Eva Miranda, Kavita Ramanan, Lisa Kohl, Alethea Barbaro, Sophie Huiberts, and Éva Tardos. We discussed difficulties women face when pursuing a career in academia, the necessity of exit interviews, sexual harassment, and inclusiveness.

## Annual meeting

On November 3, 2023, we had our EWM-NL annual event that was held at TU Eindhoven this year. It attracted 43 participants from Dutch universities, research institutes, and NWO. We had an insightful plenary talk by Anna Schueth (Maastricht University) on mental health in academia and hands-on workshops on How to improve your CV and Wiki-edit-a-thon.

The plenary talk of Anna about mental health in academia brought a fruitful discussion among the participants on how to deal with it from the perspective of both the supervisee and the supervisor. Anna had shared a reference with the participants: "Managing Your Mental Health During Your PhD" by Zoë J. Ayres.

The program also included an update on the EWM-NL board on activities in the past year and plans for the upcoming year, as well as discussions on the topics of visibility, networking, and hiring. The annual event was organized by Clara Stegehuis, Palina Salanevich, and Hester Breman.

## Projects

### Number of women in mathematics

EWM-NL has been collecting data on the number of women working as scientific staff in mathematics departments and institutes in the Netherlands. Since 2021 this effort has been coordinated by NWO in their capacity to support the Wiskunderaad, and the data is shared with EWM-NL. From the 12 organisations asked, 11 provided the information requested, and 1 gave no answer. The aggregated data at the end of 2022 from those departments are as follows:

Rank	%women	%men	%fte women	%fte men	fte/# women	fte/# men
<b>Full professor</b>	15,8%	84,2%	16,1%	83,9%	74,6%	73,0%
<b>Associate professor (tenured)</b>	23,7%	76,3%	20,9%	79,1%	87,0%	102,1%
<b>Assistant professor (tenured)</b>	30,1%	69,9%	31,8%	68,2%	117,6%	108,7%
<b>Tenure track positions</b>	39,7%	60,3%	40,3%	59,7%	100,0%	97,4%
<b>Postdoc</b>	16,8%	83,20%	15,8%	84,2%	76,7%	82,5%
<b>PhD</b>	23,7%	76,3%	24,2%	75,8%	91,2%	88,9%
<b>Assistant professor aggregate</b>	33,3%	66,7%	34,4%	65,6%	110,5%	105,2%

## Mentor network

In 2023, four new mentors enrolled in the mentor network of EWM-NL. Also, the status of the existing mentor-mentee pairs has been monitored via a questionnaire that was sent to all the members registered in the framework. As a part of the mentor network activities, a hands-on workshop “How to improve your CV” has been organised during the EWM-NL annual event. During this session, the participants had an opportunity to receive (private) feedback on their current CV and, in a form of case study, discuss with more senior colleagues (including current mentors from our network) the ways of improving challenging points in a CV. After the session, the participants shared some positive feedback and expressed interests in participation in similar workshops, as well as in the mentor network. As an outcome, providing feedback on CV upon request will be added to the services provided by the mentor network. The mentor network was run by Palina Salanevich.

## Poster Women in Mathematics

Inspired by a poster on [Notable Women in Computing](#), EWM-NL collected ideas for a poster on Women in Mathematics. The material was prepared in 2021 by a joint Dutch and UK team comprising Silvy Hendriks, Houry Melkonian, and Maria Vlasiou, who conceived the project. The poster was designed by Jana Kleinberg.

Limited by space, but not by the plethora of talented mathematicians to choose from, the poster gives an impression of women mathematicians from ancient times until now. As is evident by the 2022 Fields Medals, our poster is already running behind the facts. Yet, we hope that it is informative and engaging!

The poster has been translated into 27 languages as of now under coordination of Maria Vlasiou. Maria Vlasiou, on behalf of EWM-NL, is currently coordinating the dissemination of the poster to schools of secondary education throughout the world.

## Outreach

### EMW-NL column in Nieuw Archief voor Wiskunde

EWM-NL in collaboration with Nieuw Archief voor Wiskunde (a quarterly magazine of the Royal Dutch Mathematical Society published for its members) writes an EWM-NL column, in which Clara Stegehuis and Francesca Arici interview women mathematicians working in the Netherlands. In 2022, Clara and Francesca interviewed Fulya Kula (UT).

### STEM Campaign

The STEM Campaign “Seeing is believing” initiated in 2022 by Dzemila Sero collected 22 quotes and pictures of women working in STEM - Science Technology Engineering Mathematics. The campaign was shared through our monthly newsletter in both 2022 and 2023.

## Her Math Story

EWM-NL initiated a collaboration with Her Math Story – a freely available platform that shares stories of women in mathematics with the goal of encouragement and support from role models to study mathematics. *Motivated by the lack of women role models, Her Maths Story strives to bring light to the variety of careers, non-linear paths and individual decision-making processes of women mathematicians in today's society* (Joana Grah, Tamara Grossmann, Julia Kroos, Her Maths Story – Sharing stories of women in mathematics in all walks of life. Eur. Math. Soc. Mag. 122 (2021), pp. 55–56, DOI: 10.4171/MAG/53). EWM-NL interviewed the following women for Her Math Story: Fulya Kula (by Clara Stegehuis, initiator of the collaboration).

## Sponsoring national mathematics Olympiad

On Friday, November 10, 2023, the award ceremony of the Dutch Mathematical Olympiad 2023 took place in the Auditorium of TU/e. At the finals on September 16 at TU/e, 142 participants from all over the country competed for the prizes. There are five prize winners in each of the three categories: class 6, class 5, and classes 2, 3, 4. EWM-NL awarded the girls in the top 5 from each of the categories a small prize. The winners were:

- Mirte Nauta (vwo6) from Houten;
- Wendy Huang (vwo5) from Eindhoven;
- Fenne Meijer (vwo4) from Hengelo;
- Alina Ju (vwo3) from Oegstgeest.

## Connecting to other associations having the same goals

We keep our commitment to maintain close ties with similar organizations via social media channels, either by promoting and sharing their events and contents or adding new pages and contacts. The full list of these organizations can be found here:

<https://www.ewmnl.nl/links/>

## Social media

We, EWM-NL board members, strongly believe that our mission has to reach as many staff members as possible, which we do via X (Twitter), Instagram, LinkedIn. Since Dzemila Sero started as a social media manager in December 2021, our accounts have become more known to the public. Recently, we reached 500 followers on X (Twitter). Communicating via these three social media channels is a task that has to be performed on a regular basis to keep the momentum and interest on our accounts, meaning that Dzemila has to re-share, post, or comment at least every two days since she started in December 2021. We usually post about our events, or from similar organizations, job postings, exhibitions, math Olympiads, awards, NWO announcements, PWN announcements, etc. The post that received the most impressions (5,544) was on LinkedIn and referred to the appointment of prof. Maria Vlasiou as Director of LNMB, the Dutch Network on the Mathematics of Operations Research.

## Internal affairs

### Board composition

The 2023 executive board comprised Dzemila Sero, Palina Salanevich, Svetlana Dubinkina (president), Babette de Wolff, Clara Stegehuis, *Olfa Jaibi*, *Jochem Hoogendijk*, and **Marcello Seri**. The members in *italic* left the board in 2023 and the members in **bold** joined the board in 2023.

The advisory board comprises Mathisca De Gunst, Vivi Rottschäfer, and Jo Ellis-Monaghan.

### Grants

In 2023, EWM-NL provided grants to support the following two inspiring projects:

- Fulya Kula, lecturer at University of Twente, received a grant to develop her project [MathEdN](#). MathEdN (MATHematics EDucation Network NL) is a platform where educators could come together to share ideas and resources. Fulya used the grant from EWM-NL to cover costs related to the development of the website of the platform.
- Isabelle Scott, researcher at the University of Melbourne, received a grant to partially support her participation in the course Modelling the Dynamics of Intensive Longitudinal Data at the University of Utrecht. Following this course, she travelled to Groningen to visit collaborators and thus further strengthen her research connection to the Netherlands.
- The workshop [Numerical Analysis of Stochastic Partial Differential Equations \(NASPDE\)](#) received funding towards the travel and accommodation of women speakers, thus supporting a balance in gender diversity at this event.

The wide range of supported projects highlight the breadth and diversity of initiatives run by members of our community; it additionally shows that EWM-NL has a unique role to support projects that contribute to the mathematical community but cannot be funded by other existing means.

### Finances

Expense	Budgeted amount	Realisation	Notes
Board meetings	500	11,85	online meetings in the majority
EWM memberships	100	20	one membership
Grants	1500	2825	sponsored also women speakers of a workshop held in the Netherlands
Lunch with local representatives	200	0	
Website maintenance	0	0	
Promotional material	0	0	
Exhibition	0	0	
Gifts competitions	200	70,76	
Print and post poster Women in Mathematics	500	194,33	

Design poster Women in Mathematics	1000	0	
Wikipedia project	0	0	
Maths Day (Pi day)	400	38,55	
Annual meeting	2000	669,50	no international speakers
Workshop	1600	1542,75	
NMC session	0	0	
Women in Mathematics day (May 12)	0	0	
<b>Total</b>	<b>8000</b>	<b>5372,74</b>	