ANNUAL REPORT 2024

Introduction

The theme of EWM-NL of the year 2024 was “Communicating science”. We organized a training workshop on how to visualize your research. The EWM-NL session at NMC2024 led to a fruitful discussion about committee works and student's evaluations. At the annual event we had speakers about Women Mathematicians in cinema and books. 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.

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Events organisation

Training workshop: "Visualizing your research"

This year workshop, held in March 22, 2024, was meant to provide new tools for outreach and public engagement by using illustrations to explain and disseminate our research. Facilitated by Ellen van Heijst from visualpower050.nl, we explored the basics of illustrations and of communications, with many interactive activities and finally producing our first attempt at using visuals for communication. Using illustrations can bring a whole new perspective to the way we communicate and, while it can be hard to summarize abstract ideas in this way, the shift in perspective can be useful in many different ways. We went from barely any drawing experience to drawing a full poster in just about three hours, it was very rewarding to see our thought taking shape on the pages and the big variety of ideas that the participants brought in, and the participants have been quite enthusiastic about the experience. The fully-booked workshop was organized by Marcello Seri.

NMC participation

EWM-NL participated in the National Mathematics Congress 2024 on April 2, 2024. EWM-NL was represented by its president, Svetlana Dubinkina, who presented the activities of the association in 2023 and tentative plans for 2024. We had a fruitful discussion with our panellists Serte Donderwinkel (RUG), Leslie Ann Goldberg (University of Oxford) and the audience on broad questions of what does diversity bring to the mathematics, what does it signify when someone receives an award in terms of role models and on practical questions of how to decrease the excessive committee duties of women, whether students' evaluations should be considered in a promotion process due to a strong gender bias. Prior to the session we conducted interviews with Serte Donderwinkel and Leslie Ann Goldberg.

Annual meeting

On November 8, 2024, our EWM-NL annual event was held at the University from Amsterdam. It attracted 38 participants from Dutch universities, research institutes, and NWO. Ariane Mézard

gave the first talk of the session, titled *Marguerite, an imaginary mathematician*. Professor Mézard is a French mathematician and a professor of mathematics at Sorbonne University, working in arithmetic geometry. She is the perfect example of how mathematics can blend with cinema: she was asked to collaborate on the movie *Le Théorème de Marguerite*, which delves into the French academic life of a young female PhD student. The next talk, titled *Natural Language Processing and Gender Bias*, was given by one of the event organizers, Camilla Damian, a postdoctoral researcher at Vrije Universiteit Amsterdam. The closing note was given by our president, Svetlana Dubinkina, Assoc. Professor at Vrije Universiteit Amsterdam (VU Amsterdam). She presented recent numbers of female PhD student, postdocs, assistant professors, etc. within Dutch academia. Several discussions arose from these tables and continued over dinner. The annual event was organized by Sonja Cox (UvA), Camilla Damian (VU Amsterdam), and Svetlana Dubinkina (VU Amsterdam).

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 2023 from those departments are as follows:

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

Mentor network

In 2024, 5 new members joined the EWM-NL mentor-mentee network, and 2 new pairings were successfully made. At the moment, the network unites 22 active members. In addition to long-term mentor-mentee pairings with regular meetings, the network also offers opportunities for short-term connections directed at receiving advice on a specific topic (e.g., being on the job market, or feedback on a CV). 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 28 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

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 continued to be shared through our monthly newsletter in 2024. We note that a single post reached 3,636 impressions on LinkedIn alone.

Her Math Story and Nieuw Archief voor Wiskunde

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). In collaboration with Nieuw Archief voor Wiskunde (a quarterly magazine of the Royal Dutch Mathematical Society published for its members), interviews of women mathematicians working in the Netherlands are adapted by Silke Glas to Her Math Story platform.

Sponsoring national mathematics Olympiad

On Friday, November 8, 2024, the award ceremony of the 63rd Dutch Mathematical Olympiad 2024 took place in the Auditorium of TU/e. At the finals on September 36 at TU/e, 152 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 mathematics book of their choice. The recipients of EWM-NL prices are:

- Wendy Huang, Eindhoven, Christiaan Huygens College Eindhoven (klas 6, number 2);
- Lisa Meij, Eindhoven, Christiaan Huygens College Eindhoven (klas 5, number 3);
- Sofie Steenbergen, Peize, Praedinius Gymnasium Groningen (klas 4, number 2);
- Alina Ju, Oegstgeest, Stedelijk Gymnasium Leiden (klas 4, number 4).

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 updated list of these organizations can be found here:
https://www.ewmnetherlands.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.

Internal affairs

Board composition

The 2024 executive board comprised Dzemila Sero, *Palina Salanevich*, Svetlana Dubinkina (president), *Babette de Wolff*, *Clara Stegehuis*, Marcello Seri, **Silke Glas**, **Camilla Damian**, and **Francesca Bartolucci**. The members in *italic* left the board in 2024 and the members in **bold** joined the board in 2024.

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

Grants

EWM-NL provided grants to support the following inspiring projects:

- Iga Skorupska, a PhD student at Maastricht University, received an individual grant to attend the BioSB course on *Integrated Modeling and Optimization* in Wageningen (the Netherlands) to obtain new perspectives on topics relevant to her own research projects. Iga used the grant from EWM-NL to cover costs associated with her participation, travel and accommodation.
- Kalliopi Tente, MSc student at the University of Utrecht specializing in logic, received an individual grant to attend the *Topology, Algebra and Categories in Logic Summer School 2024* in Barcelona (Spain) to deepen her mastery of topology and logic in the potential pursuit of a PhD in (the intersection of) these fields. Kalliopi used the grant from EWM-NL to cover costs related to her participation, travel and accommodation;
- Júlia Komjáthy, associate professor in the applied probability group at TU Delft, received an individual grant to support her as one of the organizers of the workshop *Networks and Their Limits* at the Erdős Center in Budapest (Hungary). Júlia used the grant from EWN-NL to cover childcare costs for her children;

- Diletta Martinelli, assistant professor in algebraic geometry at the University of Amsterdam, received a workshop grant to organize the *Training school in Algebraic Geometry and Arithmetic* in Kigali (Rwanda) — in particular, to support the participation of women speakers. Diletta used the grant from EWM-NL to cover costs related to visa and accommodation for herself, Marta Pieropan and Soumya Sankar (both at University of Utrecht);
- Daniele Avitabile, associate professor in applied mathematics at VU Amsterdam, received a workshop grant to organize *The numerical brain: inverse and forward problems workshop* in Amsterdam (the Netherlands) — in particular, to support the participation of women speakers. Daniele used the grant from EWM-NL to cover travel and accommodation costs for Daniela Calvetti (Case Western Reserve University).

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	0	online meetings
EWM memberships	100	0	
Grants	3500	4176,61	
Website maintenance	3000	1452	website migration is moved to the next year
Promotional material	0	0	
Gifts competitions	200	0	
Print and post notebook Women in Mathematics	500	0	project is moved to the next year
Design notebook Women in Mathematics	1000	0	project is moved to the next year
Maths Day (Pi day)	400	0	was not organized
Annual meeting	2000	1071,46	
Workshop	1600	1057,80	
NMC session	0	0	
Women in Mathematics day (May 12)	200	0	was not organized
Total	**13000**	**7757,87**	