ANNUAL REPORT 2025

Introduction

The theme of EWM-NL of the year 2025 was “Impact”. We organized a training workshop on Bridging the Gaps – Smarter Ways to Support Student Learning. At the annual event we had speakers about Life – Math Balance. 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; engaged with our community via social media and promoted EMW-NL at local mathematical workshops.

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Events organisation

Training workshop: "Workshop 2025: Bridging the Gaps – Smarter Ways to Support Student Learning"

On March 27, we held our annual workshop, this year on the topic of "Bridging the Gaps – Smarter Ways to Support Student Learning" delivered by Fulya Kula from University of Twente – founder of The Mathematics Education Network NL MathEdN – and organized by Marcello Seri from the University of Groningen and Svetlana Dubinkina from VU Amsterdam. We explored effective teaching strategies to bridge students' knowledge gaps, discussed practical strategies for assessment and feedback, and applied these concepts to our own teaching. Furthermore, the workshop provided a national web of connections: held at Utrecht with organizers from Enschede and Groningen and with participants from Amsterdam, Delft, and Eindhoven. This sparked very interesting and in-depth discussion points about the teaching of university mathematics in our classes.

Annual meeting

On November 7, 2025, the EWM-NL annual meeting took place at CWI and was attended by 37 participants from Dutch universities, research institutes, and NWO. The event opened with a welcome address by our president, Svetlana Dubinkina, Associate Professor at Vrije Universiteit Amsterdam (VU Amsterdam). The first talk of the session, "In Search of Math–Life Balance", was given by Maria Yakerson (IMJ-PRG, Sorbonne University). Maria Yakerson is a CNRS researcher at IMJ-PRG, Sorbonne University, working in algebraic geometry and homotopy theory. She is also the creator of the YouTube channel Math-Life Balance, which currently includes 76 videos and has about 9,000 subscribers. The channel consists of informal interviews with professional mathematicians, who share their personal experiences in mathematics, including difficulties, struggles, and tips based on personal experience. The aim of the project is to support the mathematical community, in particular young mathematicians, by addressing the psychological challenges related to doing mathematics. The second talk, "Blending Flavours: An Experience on Mixing Theoretical and Applied Research", was given by Tina Nane, Associate Professor in the

Applied Probability group at the Delft Institute of Applied Mathematics, TU Delft. Tina Nane also serves as Diversity Officer of the Faculty of Electrical Engineering, Mathematics and Computer Science, is a member of EDIT (the faculty Diversity & Inclusion Team), and chairs the Diversity Committee of the Delft Institute of Applied Mathematics. The event ended with a panel discussion entitled "Normalizing Imposter Syndrome", which led to a lively and stimulating discussion among the participants. The annual meeting was organized by Francesca Bartolucci (TU Delft) 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

n 2025, three new members joined the EWM-NL mentor–mentee network, and one new mentor–mentee pairing was established. In addition to long-term pairings with regular meetings, the network also offers the possibility of short-term connections, aimed at receiving advice on specific topics, such as the job market or feedback on a CV. In the future, the mentor network will be further strengthened through the launch of our new website. The registration process will be easier and more user-friendly thanks to an improved interface, and at the same time more efficient from an organizational point of view through the automatic creation of an Excel file collecting the registration data. The mentor–mentee network was coordinated by Francesca Bartolucci.

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 32 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.

EMW-NL promotion

In 2025, we promoted EWM-NL at regular workshops held in the Netherlands. Organizers of the Study group Mathematics with Industry 2025 and of Dutch Days of Combinatorics kindly gave us an opportunity to introduce EWM-NL.

Outreach

STEM Campaign

We run a STEM campaign every two years (2020, 2022, 2024). As such, in 2025, we didn't have a STEM campaign. We will run a new one in 2026. Dzemila Sero will manage the campaign.

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 7, 2025, the award ceremony of the 64th Dutch Mathematical Olympiad 2025 took place in the Auditorium of TU/e. At the finals on September 12 at TU/e, 144 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 book voucher. The recipients of EWM-NL prices are:

- Fenne Meijer, Bataafs Lyseum Hengelo (klass 6)

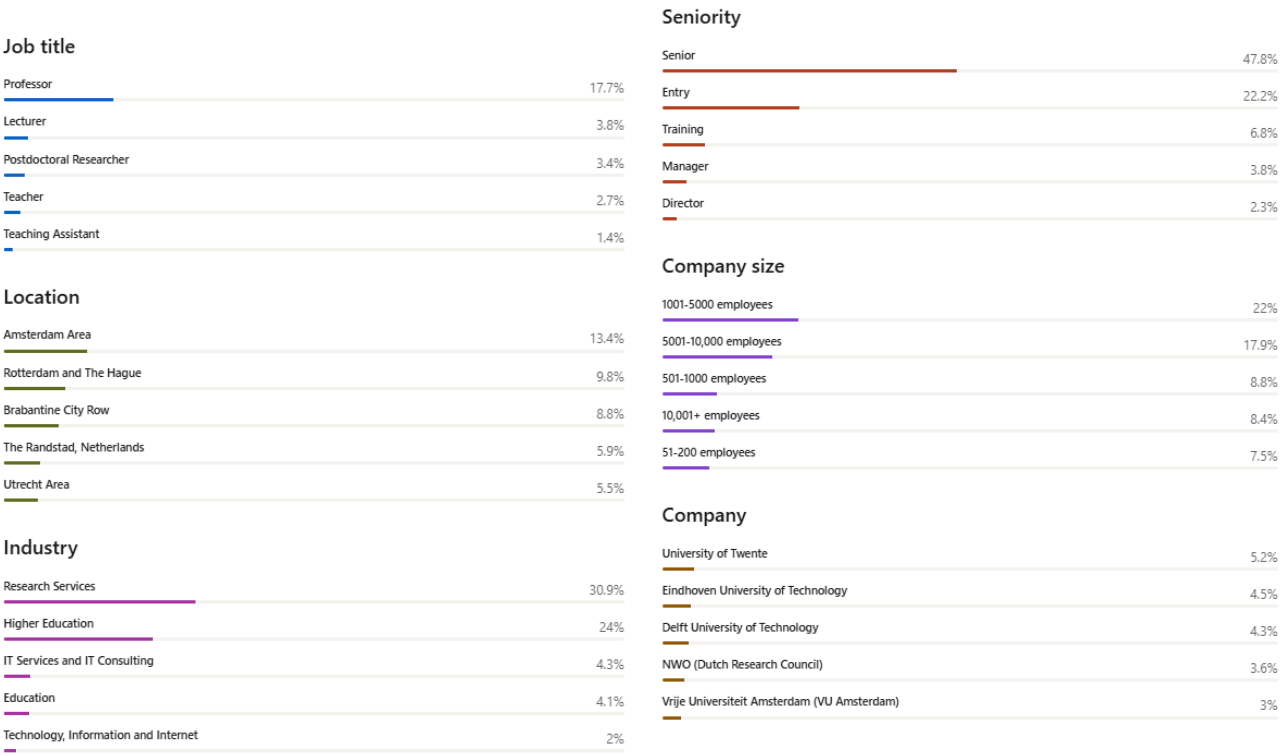
- Sofie Steenbergen, Praedinius Gymnasium Groningen (klas 5);
- Aanya Khurana, Stedelijk Gymnasium Breda (klas 4).

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

In 2025, we were primarily active on LinkedIn and just monitoring similar associations on Instagram. We usually post about our events, or from similar organizations, job postings, exhibitions, math Olympiads, awards, NWO announcements, PWN announcements, etc. We keep being inactive on X. Dzemila Sero is managing our social media channels since 2021. For the year 2025, we collected 31,835 impressions (2,9% increase compared to 2024), reached 9,984 on LinkedIn. The single most engaging post was promoting an event at TU Delft for the Day of Women in Mathematics. We have 555 followers (27.3% more compared to 2024). The demographics of our followers is the following:



Internal affairs

Board composition

The 2025 executive board comprised Dzemila Sero, Svetlana Dubinkina (president), Marcello Seri, Silke Glas, Camilla Damian, and Francesca Bartolucci.

The advisory board comprises Vivi Rottschäfer, Jo Ellis-Monaghan, and Nelly Litvak.

Grants

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

- Emma Brakkee, researcher at Leiden University, received a workshop grant to organize the *9th Japanese–European Symposium on Symplectic Varieties and Moduli Spaces* workshop in Groesbeek (the Netherlands) to support the participation of women speakers. Emma used the grant from EWM-NL to cover accommodation costs for Ayako Kubota (Saitama University) and Lisa Marquand (New York University);
- Sonja Cox, associate professor at the University of Amsterdam, received a workshop grant to organize the *Analysis and Probability in Infinite Dimensions* workshop in Bad Herrenalb (Germany) to support the participation of women speakers. Sonja used the grant from EWM-NL to cover accommodation costs for Francesca Bartolucci (TU Delft);
- Yajnaseni Dutta, assistant professor at Leiden University, a workshop grant to organize the *K3 surfaces & friends: Brauer groups and moduli* workshop in Leiden (the Netherlands) to support the participation of women speakers. Yajnaseni used the grant from EWM-NL to cover accommodation costs for Rachel Newton (King's College London) and Alessandra Sarti (University of Poitiers);
- Katharina Klioba, researcher at TU Delft, received an individual grant to support her participation as poster presenter at the *Analysis and Probability in Infinite Dimensio*ns workshop in Bad Herrenalb (Germany). Katharina used the grant from EWN-NL to cover her travel and accommodation costs;
- Estefanía Talavera, assistant professor at the University of Twente, received a workshop grant to organize the *Netherlands Conference on Computer Vision* in Utrecht (the Netherlands) to support the participation of women speakers. Estefanía used the grant from EWM-NL to cover travel and accommodation costs for Djamila Aouada (University of Luxembourg) and Lingy Wang (University of Groningen).

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	4926,95	
Website	400	163,56	
Promotional material	0	0	
Gifts competitions	200	144,23	
Print and post notebook Women in Mathematics	1500	0	project is moved to the next year
Design notebook Women in Mathematics	1500	0	project is moved to the next year
Maths Day (Pi day)	400	0	not organized
Annual meeting	2500	284,35	no international speaker
Workshop	2000	0	community effort
NMC session	0	0	
Women in Mathematics day (May 12)	200	0	not organized
Total	**13000**	**5521,06**	