

# GENDER BALANCE AND DIVERSITY STRATEGY

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A collage of logos and images related to the COSMIC WISPer project. On the left is the project logo "COSMIC WISPer" with "CA21106" below it. Below that are the logos of Sofia University and the Faculty of Physics. In the center is a large image with a mathematical formula  $\mathcal{L} = -\frac{1}{4} g_{\mu\nu} F^{\mu\nu} F^{\mu\nu} a + \dots$  and a colorful galaxy. On the right are the logos of the Bulgarian Ministry of Education and Science, the COST European Cooperation in Science & Technology, and the European Union flag with the text "Funded by the European Union". At the bottom of the collage is the text "CA21106 COSMIC WISPer".

3rd General Meeting of COST Action COSMIC WISPer (CA21106)

# WHY GENDER BALANCE MATTERS

01

Gender imbalance is a well-known challenge in STEM, particularly in high-energy physics.

02

Our Action acknowledges this structural issue but is committed to proactive measures.

03

Aim: to increase female participation and leadership, while avoiding overburdening.

# OUR GENDER BALANCE PLAN: KEY ACTIONS

## 1. Measure → Survey Implementation

- Collect perceptions & experiences via surveys.
- Use GEAM & GENERA best practices.

## 2. Visibility & Communication

- “Diversity” tag on webpage.
- Highlight national strategies & successful cases.
- Active presence on social media.

## 3. Balanced Representation

- Monitor speakers in all Action activities.
- Target: strive towards 50/50 gender balance by 2025.
- Publish data transparently.

## 4. Awareness & Training

- Soft-skill lecture at training schools.
- Colloquium on unconscious biases for senior members.

**New: The plan is to appoint a male gender balance co-advisor from the Young Researchers Committee**

# GENDER BALANCE OVERVIEW

## Management Structure (Leadership Roles)

- **Chair:** (Male), **Vice-Chair:** (Female)
- **WG Leaders:**
  - WG1 → 2 Females, 2 Males
  - WG2 → Female co-leader included
  - WG3 → Female co-leader included
  - WG4 → Female co-leader included
  - WG5 → Led entirely by Females

## Committees and Other Roles

- **Equity & Inclusiveness Committee:** 5 Female members
- **Grant Evaluation Committee:** 2 Females, 3 Males
- **Other leadership positions:**
  - Colloquium → female leadership
  - Journal Club → female leadership
  - Social Media → female leadership
  - YRC Representative → currently female

- ✓ **All WGs now have female co-leaders**
- ✓ **High-level positions are gender-diverse**

- ✓ **Women are engaged at multiple levels: senior, mid-career, and junior.**

# GENDER STATISTICS IN 2025 ACTIVITIES

## Colloquia (Jan–Apr–Jun 2025)

4 talks → 1 female speaker (25% female representation)



## Workshops (2025)

Workshop 1: 35 participants → 8 female (23%)

Workshop 2: 274 registered (89 anonymous); 175 identified → 52 female (30%)

Workshop 3: 33 participants (7 unspecified); 26 identified → 7 female (27%)



Female participation is in 23–30% range, showing progress compared to historical averages.

01

Goal: Achieve **gender balance** among speakers at all Action activities (Colloquia, Joint Conferences, etc.) by the end of 2025.

02

Ensure organizers are committed to this goal.

03

Publish speaker gender distribution under the "Diversity" section on the webpage.

# MONITORING GENDER BALANCE IN SPEAKERS

# KEY HIGHLIGHTS – PROMOTING WOMEN IN SCIENCE

## Invited Distinguished Speakers in 2025

- Prof. Katherine Freese (A dedicated advocate for diversity and inclusion in science.)
- Prof. Jocelyn Bell Burnell (In her talk, Prof. Bell Burnell examined IAU membership data, offering valuable insights into women's representation in astrophysics.)

## Highlights:

Addressed achievements and persistent challenges

Provided role models for junior researchers

## Impact :

These prominent speakers greatly enhanced the visibility of gender equality initiatives within our Action.

Reinforced community awareness and inspiration

## ANALYSIS / RAPPORTEUR FEEDBACK

- The Action acknowledges gender balance challenges in STEM.
- Distinguished female speakers enhanced visibility and **provided role models** for junior researchers.
- Demonstrates **proactive steps toward female leadership**, answering the Rapporteur's recommendation to increase visibility.
- While 50/50 speaker balance is ambitious, actions show **progress in balanced and sustainable participation**.
- Continuous monitoring, mentorship, and outreach will **build a pipeline of future female leaders**.



# KEY MESSAGE



Our Action is moving in the right direction:



Diversity at leadership level



Active engagement of junior researchers



Concrete measures for awareness & inclusiveness



Commitment to sustainability, without overburdening

# GENDER BALANCE PLAN: IMPLEMENTATION VS REALITY

Plan Component	What We Did (2025)	Status / Critical Notes
Survey Implementation	Colloquia & workshop gender counts collected	⚠️ Partially done – No systematic survey yet; intersectional analysis missing
Diversity Tag & Communication	Diversity tag on webpage, social media visibility, Key Highlights, distinguished female speakers	✅ Well done – Visibility increased, awareness raised; can enhance with regular updates & visuals
Monitoring Gender Distribution of Speakers	Colloquium 25% female, Workshops 23–30% female	⚠️ Partially done – %50/50 target not achieved; need more junior women to avoid overburdening seniors
Awareness & Training (Soft Skills, Bias)	Distinguished female speakers increased awareness	⚠️ Partially done – Soft-skill / unconscious bias training not yet implemented

- Status icons: ✅ Done, ⚠️ Partially done, ❌ Not done
- Color coding: Green = Done, Yellow = Partially, Red = Not done

## OUTLOOK & NEXT STEPS

- Continue monitoring gender balance in all activities
- Encourage more female speakers in colloquia, workshops, seminars and all activities
- Maintain transparent reporting & communication
- Foster sustainable inclusion of **junior female researchers**
- Reinforce awareness through training, social media, and Equity & Inclusiveness Committee initiatives