

IAU Executive Committee Meeting, May 8, 2017



Programme

1. Welcome, round of introductions (5 min)
2. Women in Astronomy and the IAU: Silvia Torres-Peimbert (15 min)
3. Women in Astronomy activities in India: PK, Sushan Konar (15 min)
4. Discussion (30 min)

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Last updated:

September 28, 2016



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Working Group for Gender Equity (WGGE) - Astronomical Society of India (ASI)

WGGE Website: <http://www.ncra.tifr.res.in:8081/~sushan/wasi/index.html>



Gender Equity in Indian Astronomy

(sessions in)

ASI Annual Meetings



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[2015](#)

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Working Group for Gender Equity : Astronomical Society of India

[Anna Mani Memorial Gender Equity Lecture](#)

"Science while Female"

Rama Govindarajan, TCIS-TIFR, Hyderabad
11am, 22 April, NCRA-TIFR, Pune

September 2015

The **Executive Council, Astronomical Society of India** has now approved the formation of the **Working Group for Gender Equity** to address relevant issues within the Astronomy & Astrophysics community of India. We thank everyone who supported the initiative to ensure its success.

Please watch this space for our future activities and agenda. Please feel free to contact any of the members of the Working Group to give your suggestions about the issues you feel the working group should be looking into.

Members :

Dibyendu Nandi, IISER, Kolkata
J S Bagla, IISER, Mohali
Niruj Mohan Ramanujam, NCRA-TIFR, Pune
Nissim Kanekar, NCRA-TIFR, Pune
Prajval Shastri, IIA, Bangalore
Preeti Khrab, IIA, Bangalore
Resmi L, IIST, Thiruvananthapuram
Sushan Konar, NCRA-TIFR, Pune (Chair)

April 2015

The scientific community, all over the world, has historically suffered from gender inequity.



Indian Academy of Sciences

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Women in Science

An Indian Academy of Sciences Initiative



The issue of under representation of women in science is being seen with a great deal of concern all over the world. Over the years, several Academy Fellows had suggested a need to address this concern. In order to examine and study – the current status with regard to women in science in the Indian context; the factors influencing the science career for Indian women; and to suggest recommendations, the Council of the Indian Academy of



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Guiding Principles

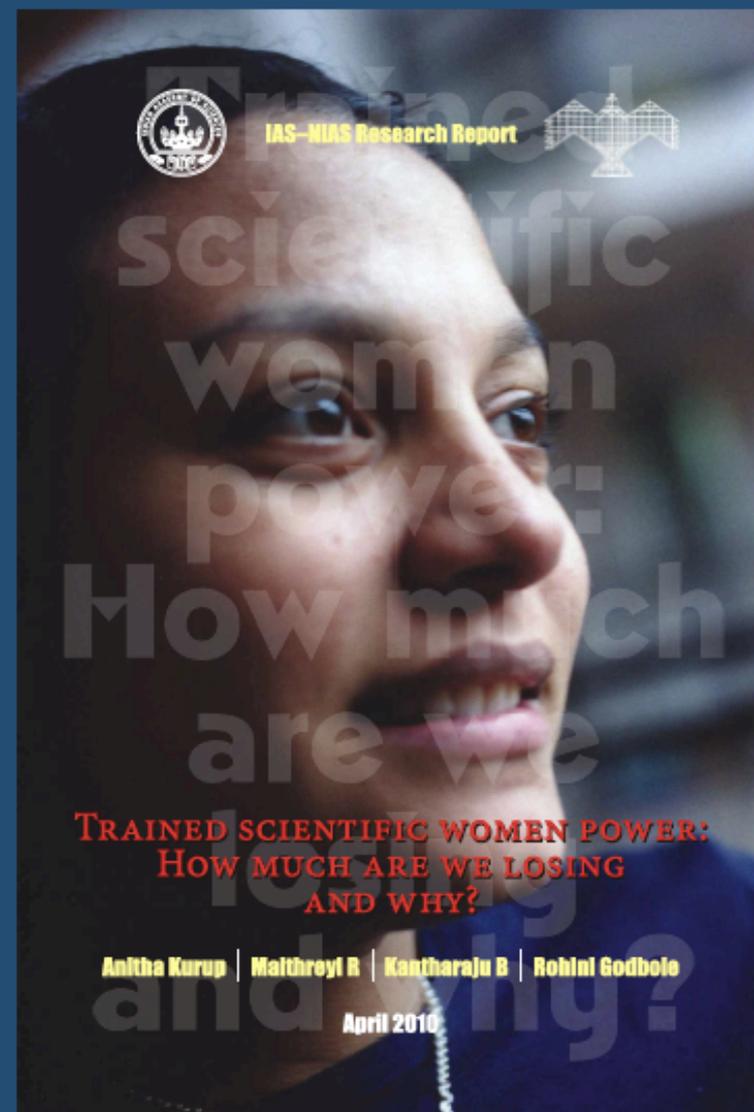


- **Gender equity** will have been attained when the percentage of women in the next level of advancement equals the percentage in the pool.
- **Long-term change** requires periodic evaluation of progress and consequent action to address areas where improvement is necessary.
- *(Motivated by the Pasadena Recommendations for Gender Equity in Astronomy 2005)*

Table 1: Statistics from Indian Astronomy Institutes

| Year | Total Faculty | Female No. | Ratio % | Total Student | Female No. | Ratio % | Total Postdoc | Female No. | Ratio % |
|---|---------------|------------|---------|---------------|------------|---------|---------------|------------|---------|
| Indian Institute of Astrophysics (IIA) | | | | | | | | | |
| 2013 | 53 | 12 | 23 | 56 | 17 | 30 | --- | --- | --- |
| 2016 | 48 | 12 | 25 | 72 | 28 | 39 | 10 | 3 | 30 |
| Indian Institute of Science (IISc) - Astrophysics | | | | | | | | | |
| 2013 | 5 | 1 | 20 | --- | --- | --- | --- | --- | --- |
| 2016 | 5 | 1 | 20 | 11 | 1 | 9 | 1 | 0 | 0 |
| National Center for Radio Astrophysics (NCRA) - TIFR | | | | | | | | | |
| 2013 | 16 | 2 | 12 | 18 | 2 | 11 | --- | --- | --- |
| 2016 | 18 | 2 | 11 | 20 | 3 | 15 | 5 | 1 | 20 |
| Raman Research Institute (RRI) - Astrophysics | | | | | | | | | |
| 2013 | 11 | 1 | 9 | 2 | 1 | 50 | --- | --- | --- |
| 2016 | 11 | 1 | 9 | 18 | 7 | 39 | 2 | 1 | 50 |
| Aryabhata Research Inst. of Observ. Sciences (ARIES) | | | | | | | | | |
| 2013 | 26 | 2 | 8 | 25 | 7 | 28 | --- | --- | --- |
| 2016 | 23 | 2 | 9 | 34 | 14 | 41 | 5 | 2 | 40 |
| Tata Institute of Fundamental Research (TIFR) - Astrophysics | | | | | | | | | |
| 2013 | 16 | 1 | 6 | 14 | 5 | 36 | --- | --- | --- |
| 2016 | 16 | 1 | 6 | 19 | 3 | 16 | 8 | 2 | 25 |
| Inter-University Center for Astronomy & Astrophysics (IUCAA) | | | | | | | | | |
| 2013 | 19 | 1 | 5 | 28 | 4 | 14 | --- | --- | --- |
| 2016 | 23 | 0 | 0 | 31 | 4 | 13 | 15 | 6 | 40 |
| Physical Research Laboratory (PRL) - Astrophysics | | | | | | | | | |
| 2013 | 10 | 0 | 0 | 7 | 2 | 29 | --- | --- | --- |
| 2016 | 14 | 0 | 0 | 4 | 1 | 25 | 7 | 4 | 57 |
| PRL - Udaipur Solar Observatory | | | | | | | | | |
| 2013 | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 2016 | 5 | 1 | 20 | 4 | 0 | 0 | 1 | 0 | 0 |

Note: Empty spaces indicate that data were not gathered in that category in 2013.



POOL (PhDs) ~40%

| % Women | # Women | # Men | University | Department (discipline) | Joint Appts. | Updated |
|---------|---------|-------|------------------------------|---------------------------------|--------------|--------------|
| 55.6 | 5 | 4 | Indiana Univ. | Astronomy | | Oct 18, 2013 |
| 40.0 | 2 | 3 | Univ. of Missouri – Columbia | Physics & Astronomy (astronomy) | | Oct 18, 2013 |
| 40.0 | 2 | 3 | Gemini Obs. | Astronomy | | Oct 17, 2013 |
| 40.0 | 2 | 3 | Univ. of New Mexico | Physics & Astronomy (astronomy) | | Oct 17, 2013 |
| 38.1 | 8 | 13 | Univ. of Minnesota | Minn. Inst. for Astrophysics | | Oct 17, 2013 |
| 37.5 | 3 | 5 | Yale Univ. | Astronomy | | Oct 17, 2013 |
| 33.3 | 4 | 8 | Univ. of Washington | Astronomy | | Oct 17, 2013 |
| 33.3 | 3 | 6 | Univ. of Wisconsin Madison | Astronomy | [NA] | Oct 17, 2013 |
| 33.3 | 3 | 6 | New Mexico Tech | Physics | | 2011 |
| 29.2 | 3.5 | 8.5 | Caltech | Astronomy | [Included] | Oct 17, 2013 |
| 28.6 | 2 | 5 | Univ. of Toledo | Physics & Astronomy (astronomy) | | Oct 17, 2013 |
| 27.3 | 3 | 8 | Columbia Univ. | Astronomy | | Oct 17, 2013 |
| 26.7 | 4 | 11 | UCLA | Physics & Astronomy (astronomy) | | Oct 17, 2013 |
| 25.0 | 1 | 3 | Case West. Res. Univ. | Astronomy | | Oct 17, 2013 |
| 25.0 | 2 | 6 | New Mexico State | Astronomy | | Oct 17, 2013 |
| 23.1 | 3 | 10 | Princeton Univ. | Astrophysical Sciences | [NA] | Oct 17, 2013 |
| 23.1 | 3 | 10 | Boston Univ. | Astronomy | | Oct 18, 2013 |
| 22.7 | 5 | 17 | UCSC | Astronomy & Astrophysics | | Oct 17, 2013 |
| 22.2 | 2 | 7 | Lowell Obs. | Astronomy | | Oct 17, 2013 |
| 22.2 | 1 | 3.5 | Michigan State | Physics & Astronomy (astronomy) | 1 at 0.5 | Oct 24, 2013 |
| 21.4 | 3 | 11 | MIT | Astrophysics | | Oct 17, 2013 |
| 21.1 | 15 | 56 | NASA Goddard | Astrophysics | [NA] | Oct 17, 2013 |
| 20.8 | 5 | 19 | Univ. of Arizona | Astronomy | | Oct 17, 2013 |
| 19.4 | 3 | 12.5 | Ohio State | Astronomy | 2 at 0.25 | Oct 24, 2013 |
| 18.2 | 2 | 9 | UMass Amherst | Astronomy | | Oct 17, 2013 |
| 16.7 | 1 | 5 | Univ. of Iowa | Physics & Astronomy (astronomy) | | Oct 17, 2013 |
| 15.4 | 2 | 11 | Univ. of Florida | Astronomy | | Oct 17, 2013 |

**AAS
Committee on the
Status of Women**

**A
Portion
Of the
Table**

This and the next slide are borrowed from talk on AAS Committee on the Status of Women in Astronomy (CSWA) webpage - <http://www.aas.org/cswa/>

CSWA Town Hall: Portrait of a Generation of Women in Astronomy

A. Meredith Hughes
Wesleyan University

With thanks to: Karen Kwitter, Johanna Teske, Brian Morsony, Julia Kamenetzky, Steph LaMassa, Karly Pitman

Changes with time 1: Seniority

| Rank | % Women 1992 | % Women 1999 | % Women 2003 | % Women 2013 |
|--|-------------------------|-------------------------|-------------------------|-------------------------|
| Grad student | 22 | 26 | 30 | 34 |
| Postdoc | 17 | 20 | 22 | 28 |
| Assistant Prof (total/faculty/research) | 17/--/-- | 18/--/-- | 15/20/10 | 27/27/27 |
| Associate Prof (total/faculty/research) | 10/--/-- | 14/--/-- | 20/21/19 | 20/21/19 |
| Full Prof (total/faculty/research) | 5/--/-- | 7/--/-- | 9/9/9 | 14/15/11 |

Fraction of female assistant professors has nearly doubled in the past ten years

Fraction of female associate professors has not budged. Why?

For Today



1. **Experiences** to share with IAU EC.
2. **Data:** Need astronomers who can gather gender statistics from their Institutes and Universities.
4. **More Data:** Need astronomers to contribute to articles about their experiences/suggestions etc., which we can include on the WGGE page.

Sunita Nair's suggestions



- 1. Networking among women scientists:** Mentoring, advice on work-life balance, professionalism, tips on two-body employment issues (a "how-to" guide). One of the early problems that we encountered as youngsters should have gone away by now: the earliest entrants (our seniors) possibly blinded themselves to many issues and so just couldn't 'see' what we were facing, and consequently could not advise us.
- 3. 'Managing' science careers:** People in an organization ought to be seen as potential resources to be encouraged rather than as irritants to be restricted, and if, for example, a career seems headed off-track, there needs to be early, helpful and supportive intervention by seniors/mentors. Instead of building exclusive networks within an organization, it should adopt the principle of building inclusive networks.
- 5. There does need to be a healthy dialogue between men and women** on various issues: professionalism, work-life balance, ethics, harassment, perceptions and biases, networking, healthy competitiveness. A **forum** that permits this could be an **online** one, where (*sensibly moderated*) views and counterviews can be aired.