



The committee also gathered data after the last RAE showing the proportion of women that were entered in various disciplines of mathematics and at various ages. This raised many concerns and the Committee wrote a report highlighting some of these issues which appears on the LMS web site.

The LMS Prizes Committee recently noted its concern that the proportion of women prize winners was lower than would be expected. To try to address this problem

One of the areas which the WIM Committee has been monitoring with some concern is the number of women speakers at various mathematical conferences. This seems to be lower than would be expected. The LMS offers various grants including grants to conference organisers. The WIM Committee has discussed the issue of women speakers with Programme Committee which runs the main LMS grants schemes. It has recently been decided that the LMS grant application forms will now contain a question asking the organiser whether the meeting will include both men and women speakers and, if not, to give a brief justification of why this is not possible or appropriate. Once this wording has been finalised it is planned to raise this issue with other grant giving bodies and suggest that they consider a similar approach to that of the LMS.

The WIM Committee has also been approached by the Isaac Newton Institute in Cambridge as it is concerned by the low numbers of women participating in the long term research programmes which it organises. Participating in such a programme would be an excellent way of developing a research career. The Committee came up with several suggestions as to how the numbers of women could be increased – for example, by offering participants more flexible arrangements so that they could visit the institute for a number of days each week rather than for several weeks at a time. These ideas were positively received and further discussions have been suggested.

#### **4. STEMM Departmental Organisation and Culture**

In March 2008 the LMS Council approved a statement on women in mathematics to ensure that Council and LMS committees were mindful of, and gave proper consideration to gender issues. This statement is on the front page of the LMS website and it is planned to pass this on to other societies. The statement is as follows:

##### **Council Statement on Women in Mathematics (20 March 2008)**

The London Mathematical Society is concerned about the loss of women from mathematics, particularly at the higher levels of research and teaching, and at the disadvantages and missed opportunities that this represents for the advancement of mathematics. This can occur for several reasons:

Women are more likely to have had broken career patterns or worked part time on account of child-rearing and family responsibilities.

The fact that there are fewer women in the mathematics community means that they are often overlooked when names are sought, for speakers or for prizes, for instance.

Those few women who reach the higher levels are disproportionately called on to sit on committees etc., to the detriment of their own careers.

Women are often called on to take part in .people-based. activities rather than .research-based. activities, to the detriment of their own careers.

Compared with men, women tend not to press their case but to understate their skills.

The Society recognises the need to give active consideration to ensuring that men and women are treated equally in their prospects, recognition and progression. Such disadvantages as do occur are often the unintentional outcome of the formulation of regulations and procedures which do not give adequate attention to the needs of people in such positions.

Accordingly, the Society will:

- (a) be aware of and seek to ensure an appropriate gender balance on its committees and working groups, and encourage the Nominating Committee to give similar attention in its proposals for election;
- (b) keep under review the regulations governing its membership, prizes, awards and grants to ensure that they do not inadvertently deter or fail to recognize people with non-standard career patterns;

