

# Participate

## Statement on Gender Balance at DSEC VI

We have put forward a number of initiatives to ensure gender balance and promote the involvement of women in DSEC VI.

### Organization issues

1. A person in charge of gender balance (gender balance advisor) has been appointed to analyze and develop policies that ensure a fair gender balance.
2. We have developed statistics on women invited and/or attending the meeting to set gender balance aims.
3. Based on the statistics, we have developed a speaker policy (see below), setting up the statistical minimum to be looked for by chairs in their session organization. This policy will be provided to all chairs. Of course, the statistics are an average among different sessions. Hence, in cases where the chairs are not able to follow the stated balance, they should provide the organizing committee with a report of names considered that explains the <30%.
4. We have developed a family friendly conference. Tours for families and a family welcome reception will be organized.
5. A special entry on the DSEC VI webpage will be devoted to the organization issues related to gender balance. The speaker policy will also be made public via the website.
6. Support from the private sector for women attending the meeting will be searched by the gender balance advisor. Two options are being regarded:
  - a) women students to promote them participating in the events
  - b) attendees who are bringing their family, helping with their travel & lodging.

### Details

#### Statistics

Unconscious bias have proven to be a heavy weight we all carry with us and which will slow achieving gender balance, since above all, it affects everybody, independently of gender, education, etc.

#### Speaker policy

**Hence, we propose to establish the 30% ratio as a bare minimum to be respected.**

**More specifically, the following ratios are expected:**

This ratio should also be looked for in the plenaries (though with more flexibility, given the fact that the sample is smaller) and chairs.

- **Chairs (2 people)** – 50% ratio (1/1)
- **Keynotes - 30 % women.** Since the number of plenaries is small, this ratio will be more flexible
- **Session (12 orals): At least 5 should be women.** Given that not all topics have the same representation, those finding the ratio difficult to respect, should write a report of names considered and send it to the organizing committee for approval.

Of course these are guidelines to help fight gender bias, but a big effort is needed to break and accelerate the societal changes that give rise to unconscious biases: **this numbers should be the bare minimum to respect.**

### **After the conference**

We are aware that the above ratios are based on a one-time statistic which is subject to fluctuation. Thus, we propose that the statistic is expanded in time for the next edition of Directionally Solidified Eutectics Conference.

**1.** Conference organizers will collect the following information and submit it to the DSEC scientific committee (W=Woman, M=Man, O=Other):

- W/M/O ratio of student participants
- W/M/O ratio of senior participants
- W/M/O ratio of oral contributions
- W/M/O ratio of invited speakers
- W/M/O ratio of plenaries
- W/M/O ratio of chairs

This will lead to a meaningful statistic of gender representation in the community which:

- Will be published at the DSEC VI website in order to develop general conscience of the issue
- Follow the evolution of the community (in terms of W/M ratio among students and seniors)

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