

# The International Union of Pure and Applied Physics and its actions to increase inclusion and diversity in physics



Silvina Ponce Dawson

DF, FCEN-UBA & IFIBA, UBA-CONICET

President Designate, IUPAP

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With the participation of



Lilia Meza Montes,  
BUAP,  
Puebla, Mexico



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**International Union of Pure and Applied Physics**

**<https://iupap.org/>**





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Created in **1922** with **13 country members**, it now has about **60 territorial members**.

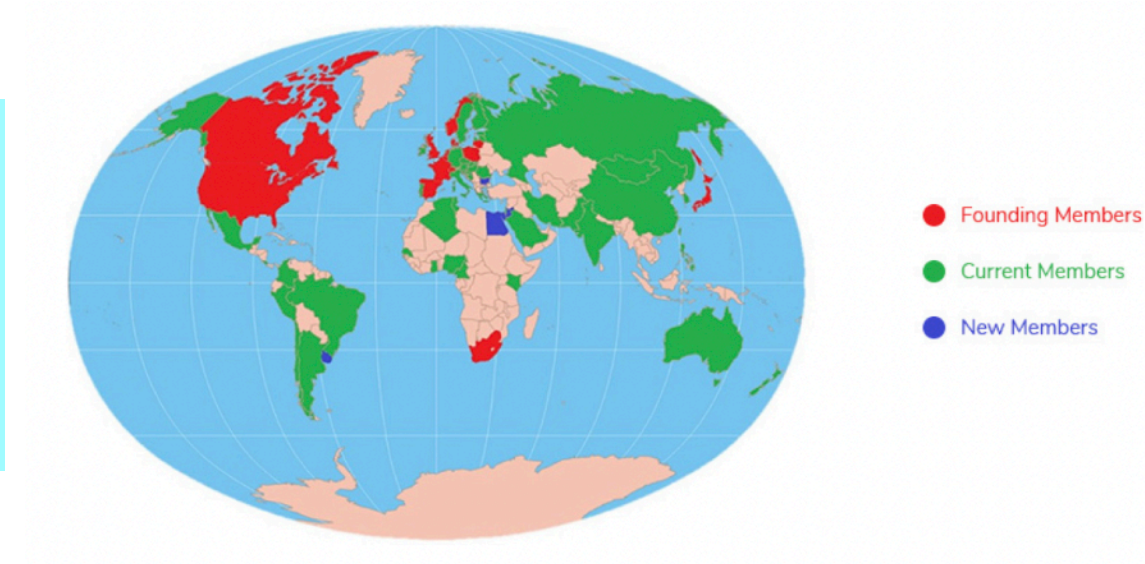




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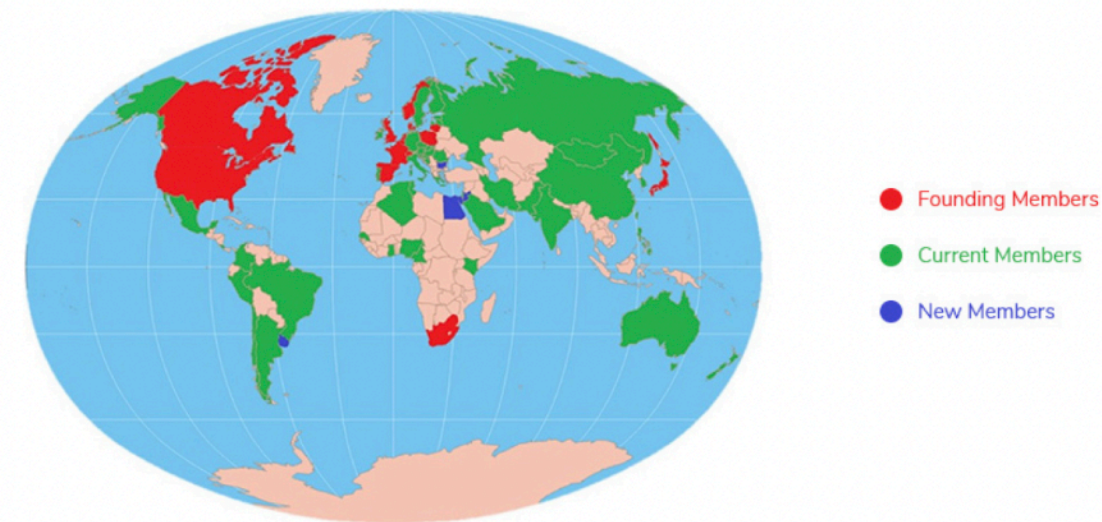




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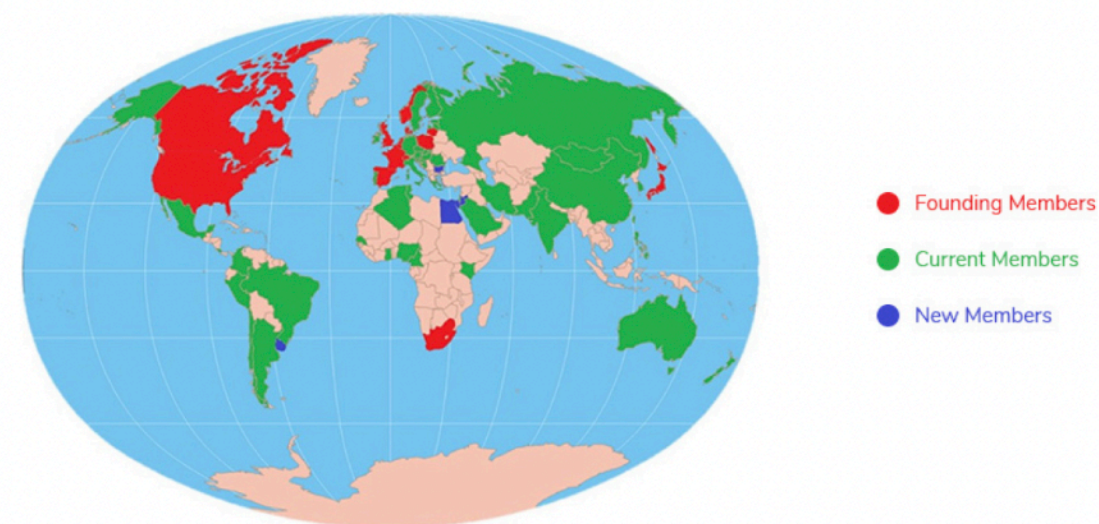
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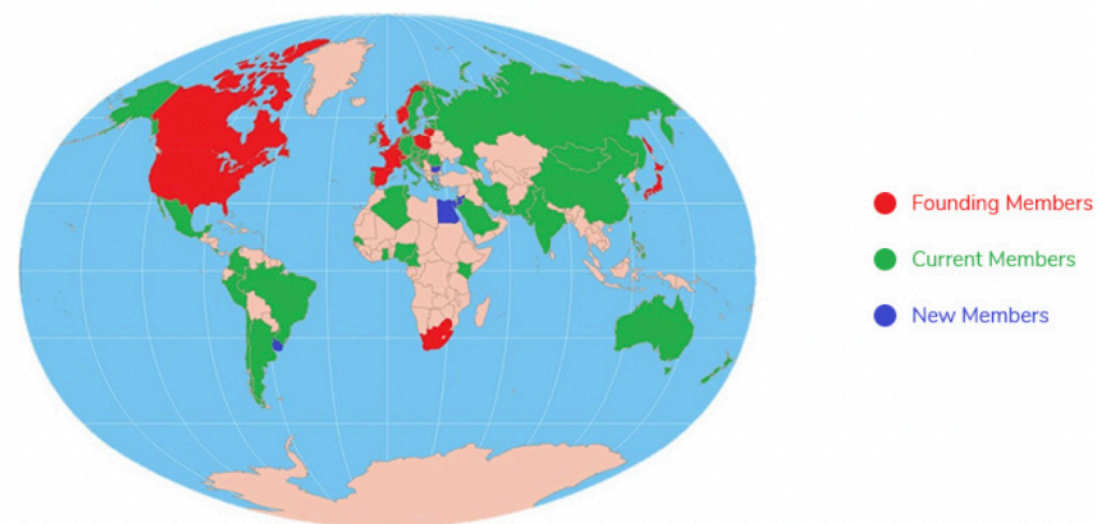




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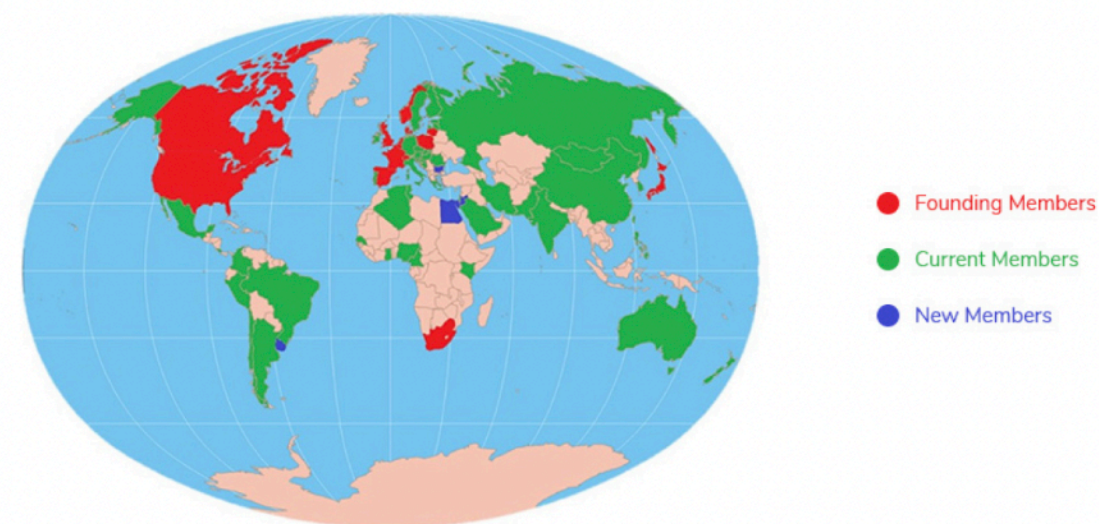
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**Mission:** To assist in the worldwide development of physics, to foster international cooperation in physics, and to help in the application of physics toward solving problems of concern to humanity

**Main Governing body: General Assembly, with representatives of its members**

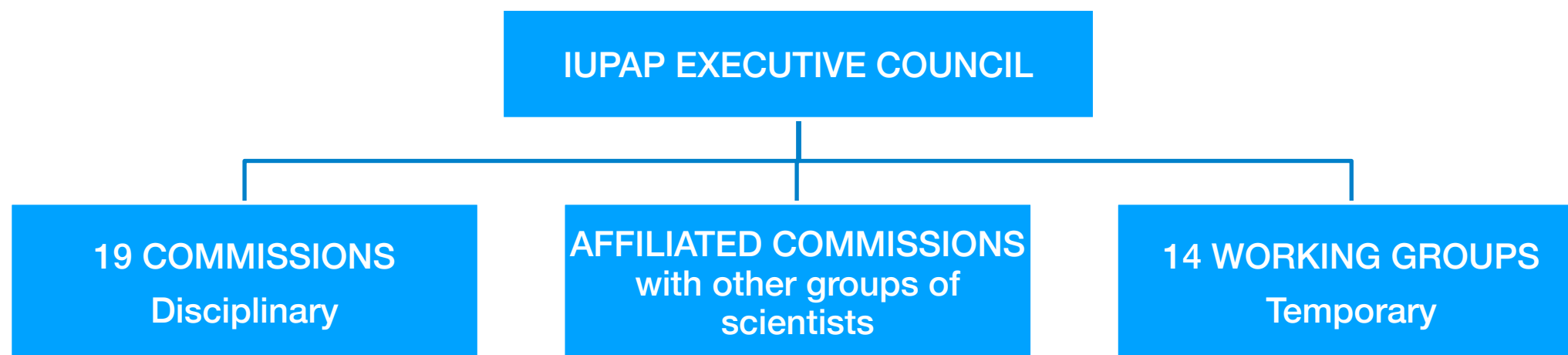


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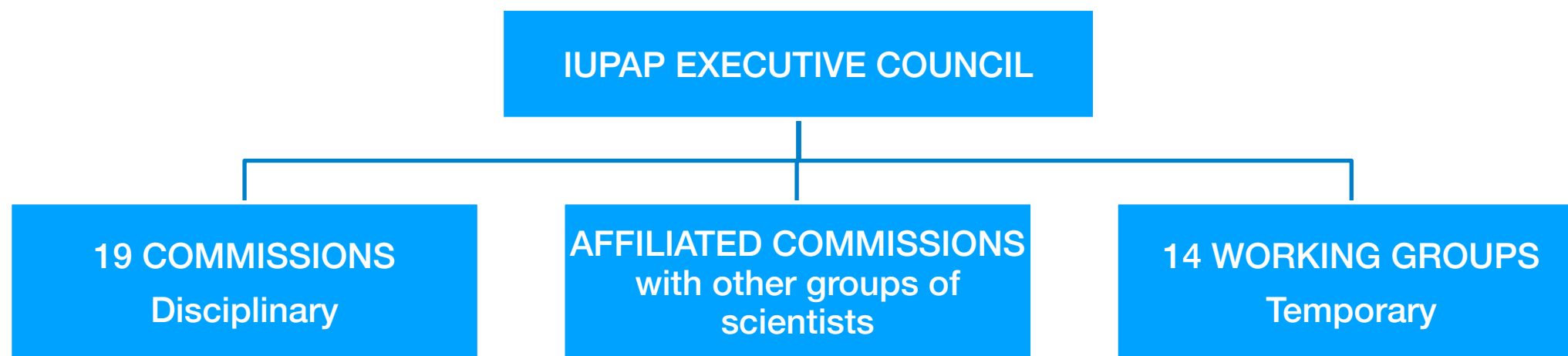
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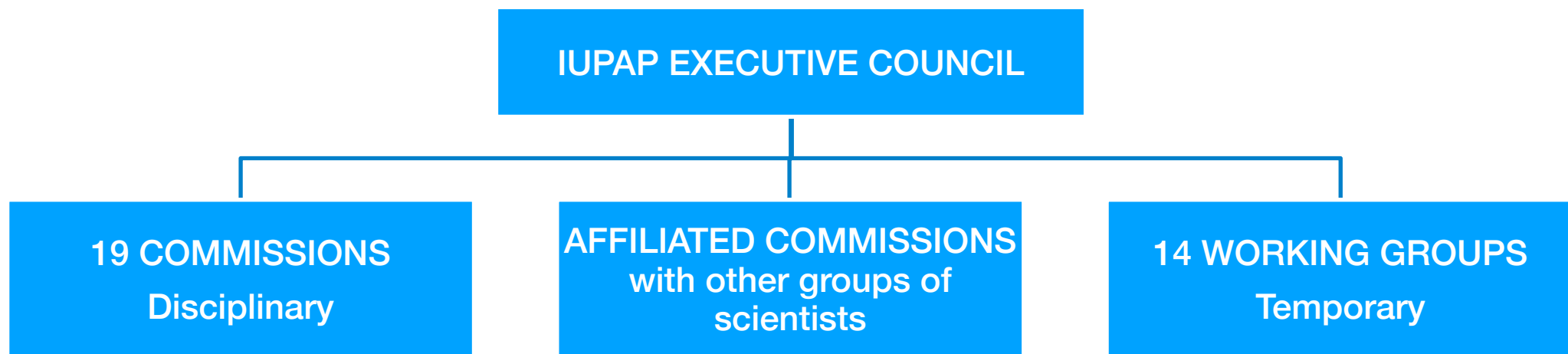


**EC&CC:** meet at least once per year. Official observers are invited to attend.



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## Commissions (mainly organized by subfields)

- **C1: Policy & Finance**
- **C2: Symbols, Units, Nomenclature, Atomic Masses and Fundamental Constants**
- **C3: Statistical Physics**
- **C4: Astroparticle Physics**
- **C5: Low Temperature Physics**
- **C6: Biological Physics**
- **C8: Semiconductors**
- **C9: Magnetism**
- **C10: Structure and Dyn of Cond Matter**
- **C11: Particles and Fields**
- **C12: Nuclear Physics**
- **C13: Physics for Development**
- **C14: Physics Education**
- **C15: Atomic, Molecular, and Optical Phys**
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## Affiliated Commissions (independent)

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## Working Groups

Supposedly temporary structures to address specific issues not covered by commissions

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  - **WG11: Gravitational Wave Intl Committee**
  - **WG13: Newtonian Constant of Gravitation**
  - **WG14: Accelerator Science**
  - **WG15: Soft Matter**
  - **WG16: Physics and Industry**
  - **WG17: IUPAP's Centenary**
  - **WG18: Ethics**
  - **WG19: Quantum Science and Technology**
  - **WG20: Open Science (not yet set up)**
  - **WG21: Physics for Climate Change Action and Sustainability**

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Transversal issues: in comm and WGs

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**Transversal issues at the heart of IUPAP's renewed aims:**



## Transversal issues at the heart of IUPAP's renewed aims:

- Assist in the worldwide development of physics and **promote physics as an essential tool for development and sustainability**;
- Engage in the strengthening and improvement of **physics education**, particularly in **developing countries**;
- **Increase diversity and inclusion in physics**, enhancing the participation and recognition of **women** and of people from **underrepresented groups**;
- **Foster international cooperation** and sponsor suitable international physics meetings;
- Promote the **free circulation of scientists** and the **open access to data**;
- Enhance the vital role of **early career physicists and physics students**;
- Strengthen the links with **physicists working outside academia** and with other scientific communities;
- Uphold **openness, honesty and integrity** in the practice, application and promotion of physics;
- Promote **international agreements on symbols, units, nomenclature and standards**

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As a network hub our actions try to:

- help build communities
- exchange useful information
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In this regard, IUPAP plays a role recommending sets of standards and best practices, respecting cultural diversity at the same time; imposing conditions on the activities it sponsors; through the example of its own functioning; carrying out actions to help diversify and enlarge the physics and STEM communities; engaging in the global dialogue to advance with the UN's SDGs.





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**Other IUPAP activities of impact on physics (and science) communities across the world.**





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- Rules on its own structure that can be copied by national and regional societies (domino effect)
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Part of the impact of WG5 came through recommendations and resolutions that were submitted to IUPAP's General Assemblies.

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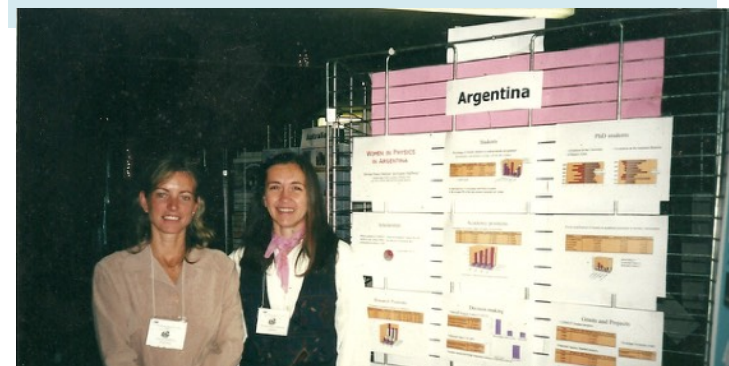
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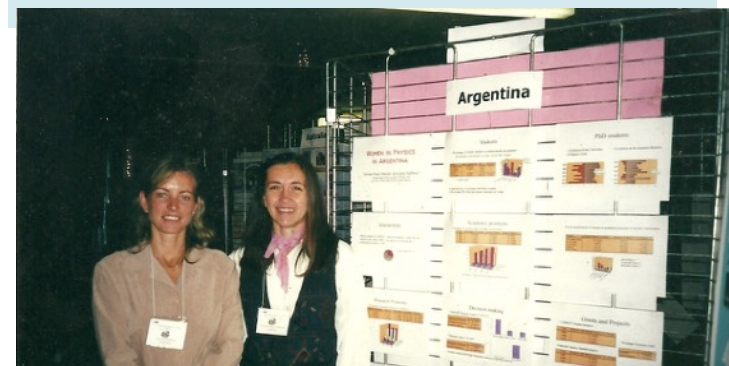
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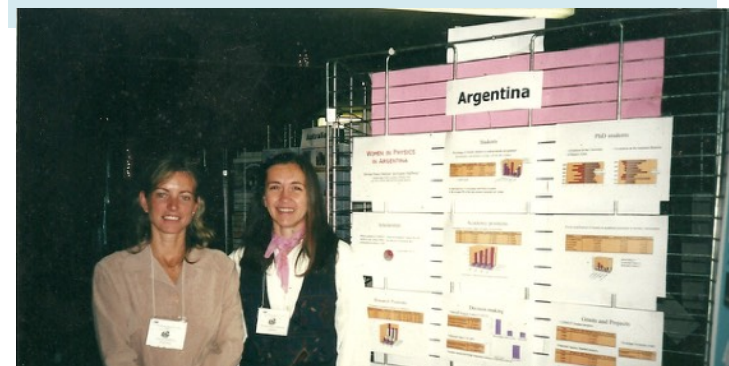
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The position of VicePresident at Large and Gender Champion was created in 2014 to allow a better liaison between WG5 and the Executive Committee and also to monitor that rules approved to increase gender representation in IUPAP's structures and sponsored activities and prizes be followed.



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IUPAP insists that women should be represented, in reasonable proportions, as organizers, speakers, and attendees of IUPAP sponsored conferences and meetings. The presence of women on the local and international committees and as plenary and invited speakers is a condition for IUPAP sponsorship. In line with the resolution of the 2017 Sao Paulo General Assembly, the targeted percentage of women representation on IUPAP supported conferences is set at 20% for the triennial period of 2019 – 2021, with 10% agreed as the absolute tolerable minimum.



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IUPAP insists that all participants at IUPAP conferences should be able to enjoy the conference and its benefits free of discrimination and harassment. To emphasize this policy and to indicate that remedies are available to those who are harassed or discriminated against, all IUPAP supported conferences are required to publish the following statement on their website and in all publications related to the Conference: *It is the policy of the International Union of Pure and Applied Physics (IUPAP) that all participants in Union activities will enjoy an environment which encourages the free expression and exchange of scientific ideas, and is free from all forms of discrimination, harassment, and retaliation.*

The conference organizers will name an advisor who will consult with those who have suffered from harassment and who will suggest ways of redressing their problems, and an advisor who will counsel those accused of harassment. The conference organizers may, after due consideration, take such action they deem appropriate.

In case that harassment and/or discriminatory behaviors occur during the organization period, particularly, among conference organizers, the person who suffered or witnessed an incident can contact the Gender Champion or the Associate General Secretary who will take the necessary steps to analyze the incident with discretion and confidentiality and help achieve a solution.





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### Current numbers

Executive Committee

Presidents (2M, 1F). Secretaries, Treasurer (5M)

Vice-Presidents at Large (F: 3, M: 1): Vice-Presidents from Commissions (F: 3, M: 2)

Commissions C2-C20 250 members (F: 96, M: 154).

Commission Chairs (F: 8, M: 10)

All commission officers (chairs, vice-chairs, secretaries; F: 26, M: 28):



## Some resolutions of the 30th IUPAP GA, 2021



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***Waterloo Charter for Gender Inclusion and Diversity.*** The IUPAP adopts the [Waterloo Charter for Gender Inclusion and Diversity](#) to guide its actions and commits itself to promote its adoption by its members, physical societies and other scientific unions. The IUPAP also manifests its commitment to continuously update and disseminate the list of policies, action and recommendations pertaining to affirmative action, career paths and institutional policies that are spelled out in the Charter's [Supporting Information](#).

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***Diversity multidimensionality.*** The IUPAP charges the Vice-President at Large with Gender Champion duties to put together a team that will look into the possibility of expanding the aims of the Working Group to embrace all forms of diversity and inclusion or if the goal of increasing diversity in multi-dimensional aspects will be best served as a separate group. **(This is part of our discussion for a restructuring of the Union).**

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***Diversity of candidates for IUPAP Awards.*** The IUPAP mandates its Commission chairs to guarantee that the pool of candidates for Commission and Early Career Scientist awards be sufficiently diverse, particularly in terms of gender and regions. The need to achieve this goal should be included in the call so that potential nominators take it into consideration when deciding on possible nominees. The call should be written using inclusive language asking nominators to provide information on the gender of the nominee in the application file. Commission chairs should monitor that the list of proposed candidates is sufficiently diverse as the application deadline is approached, sending reminders and eventually extending the deadline when it is not. **In order to monitor progress, Commission chairs are requested to provide gender segregated statistics on the number of candidates that are nominated, shortlisted and awarded to be analyzed by the IUPAP's Gender Champion.**



***Young Scientist Awards.*** The IUPAP renames its Young Scientist Prizes as Early Career Scientist Prizes. This change of name reflects that the prizes are not intended for “young” people in terms of chronological age but in terms of the stage of the career they are at. The IUPAP also approves that periods of career interruptions should be excluded when counting the years of research experience after the PhD to decide whether a person qualifies as an early career scientist or not.



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***Professional ethics and scientific integrity of candidates for IUPAP Awards.*** Recipients of IUPAP Awards are expected to meet the commonly held standards of professional ethics and scientific integrity. Nominators should include a statement saying that, to the best of their knowledge, there are no concerns that IUPAP should be aware of regarding the nominee satisfying this expectation.

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***Working Group on Ethics*** (proposed by Vice-President at Large for Ethics and Outreach). It is resolved that an IUPAP Working Group on Ethics (WG18) be formed with the following mission:

1. To survey international ethics standards across societies, journals, and funding agencies, including hiring practices.
  2. To consider these accumulated data to develop a set of international ethics standards.
- This mission would first be applied to ethics concerning traditional scientific misconduct, including plagiarism, misuse of public funds, fabrication or misrepresentation of data, and accuracy in self representation.

Later, in collaboration with WG5, the mission would include ethical standards to prevent and establish lines of actions in cases of harassment and sexual misconduct.

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It regularly organizes an international conference on the subject, publishes a newsletter and, for the last 3 years, has produced a handbook of interest to physics teachers, teacher educators, education researchers, physicists, and policy makers

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CONNECTING RESEARCH IN  
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The barrier here to have an impact on science/physics teaching at elementary and/or secondary levels is language. Perhaps a similar structure as in WG5 could help. There are links with WG5.

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We need to scale it up and extend the approach to other areas, including training for remote access of resources (as in the AFRAMED International Research Network).

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For example, IUPAP has submitted a letter of support for the African Strategy for Fundamental and Applied Physics (ASFAP) and is planning to do so as well with the Latin American Strategy for Fundamental Research Infrastructure (LAS4FRI).

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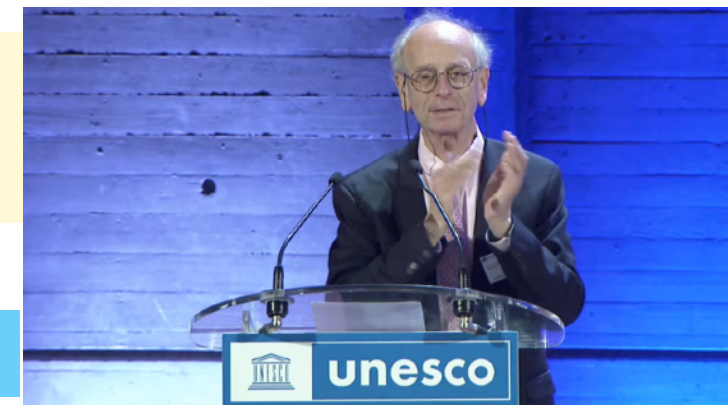
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We hope that the external evaluation we expect to undergo will help us advance with these definitions.



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**Officers of the Executive Council** (meet monthly via Zoom):



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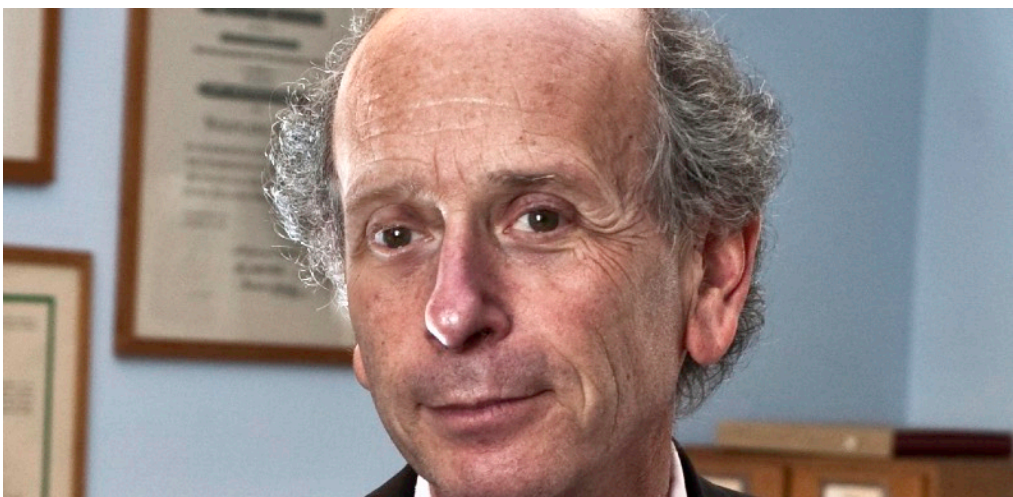


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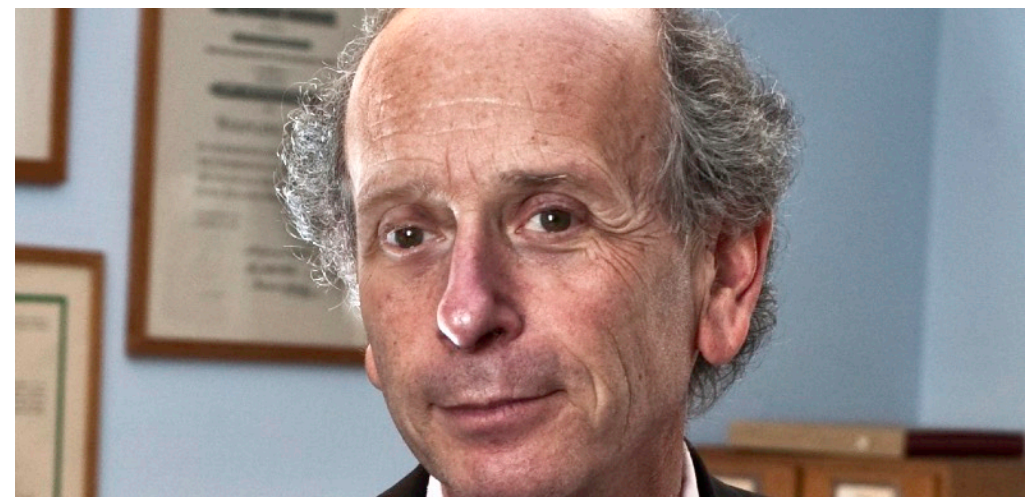
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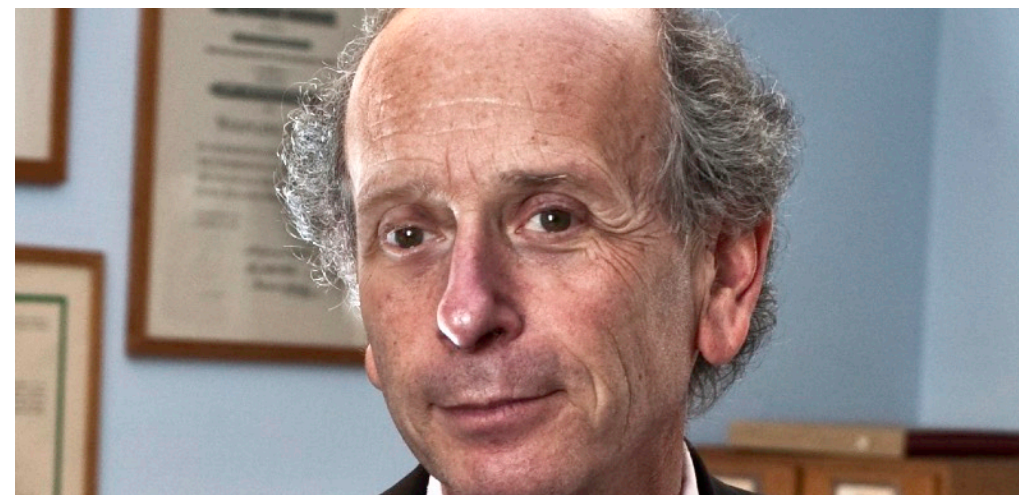


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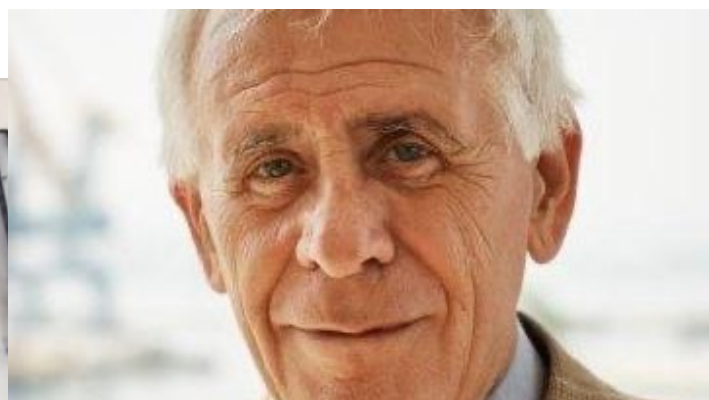
Bruce McKellar, Past President



Silvina Ponce Dawson,  
President Designate



Jens Vigen, Secretary  
General for Legal and  
Financial Affairs



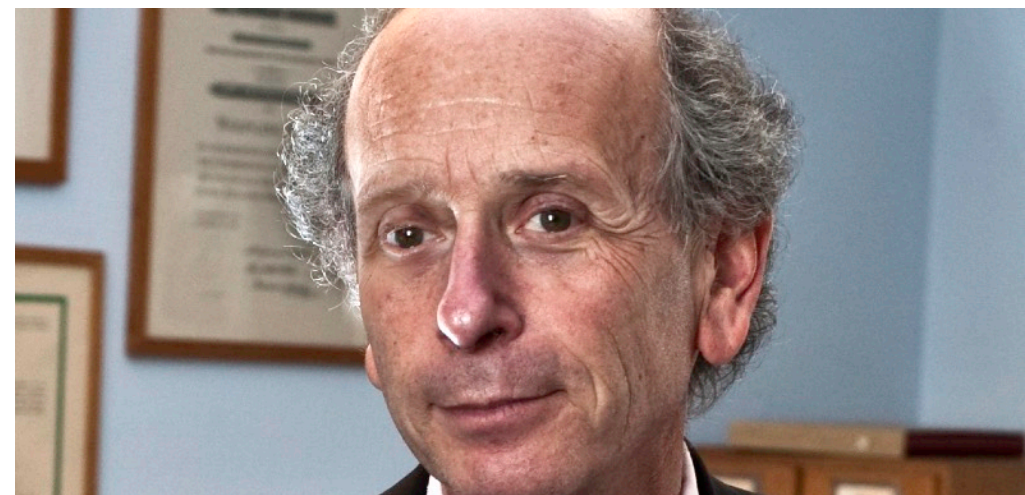
Stefano Fantoni,  
Secretary General for  
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# Our current structure (all voluntary work and limited staff)

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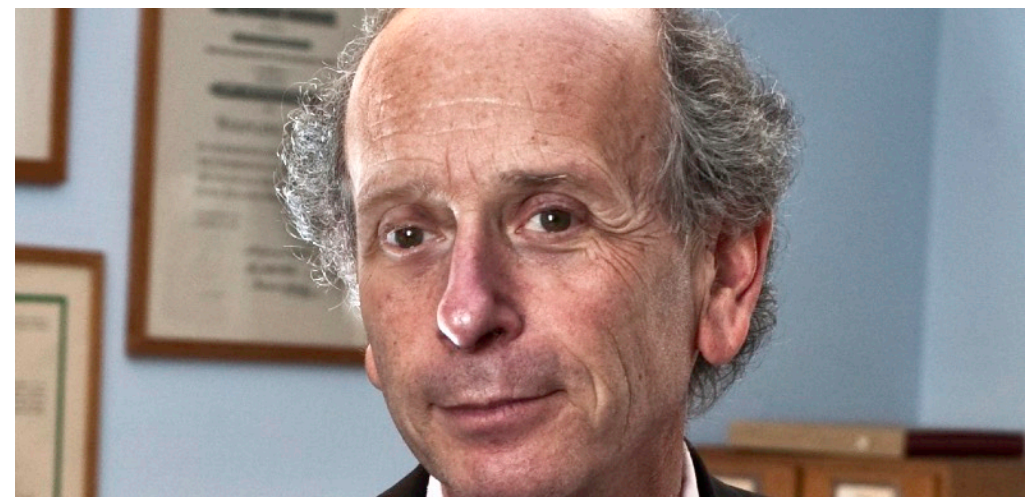


Sandro Scandolo,  
Deputy Secretary  
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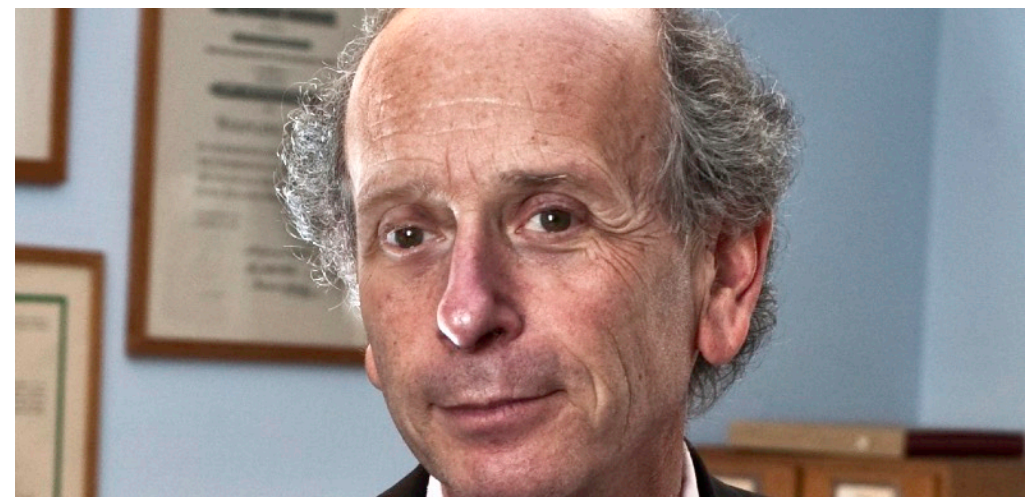


Rudzani Nemutudi,  
Associate Secretary  
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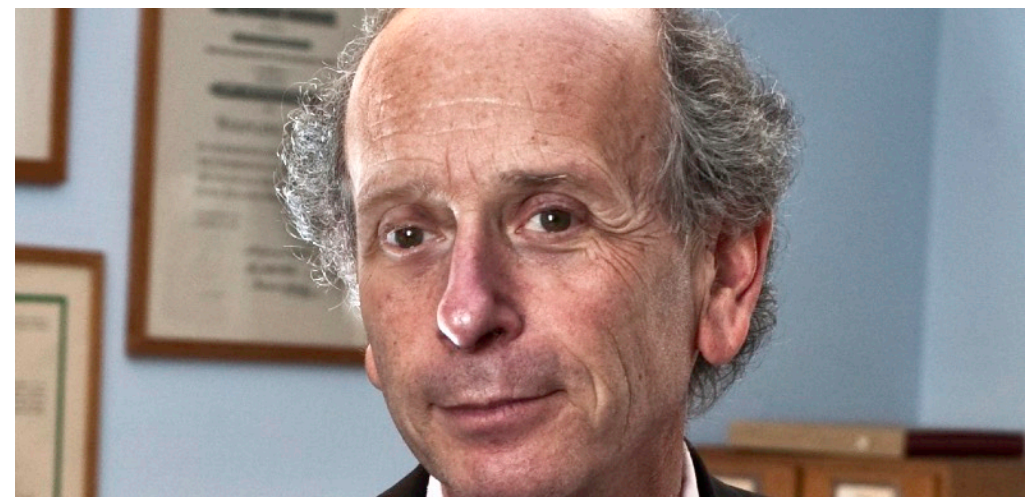
Boris Sharkov,  
Treasurer





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General



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Staff members: Gabriella Marra (secretary)  
Francesca Zavino (communications)



**Other members of the Executive Council:** 4 Vice-Presidents Elected at Large + 5 Vice Presidents who are elected from the Chairs of Commissions





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VP aL, Centenary, also  
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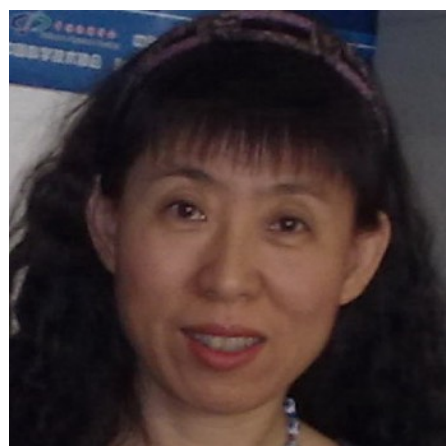
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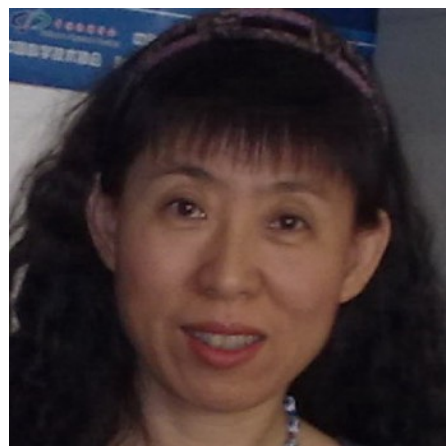
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Tae Won Noh,  
C10. Structure &  
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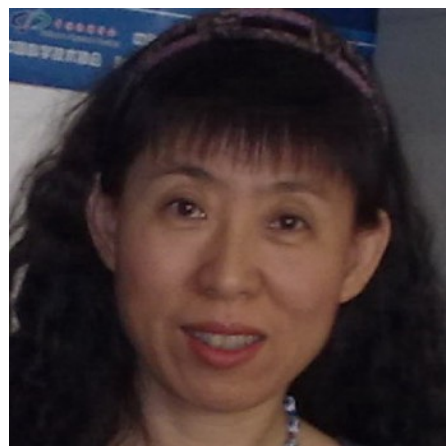
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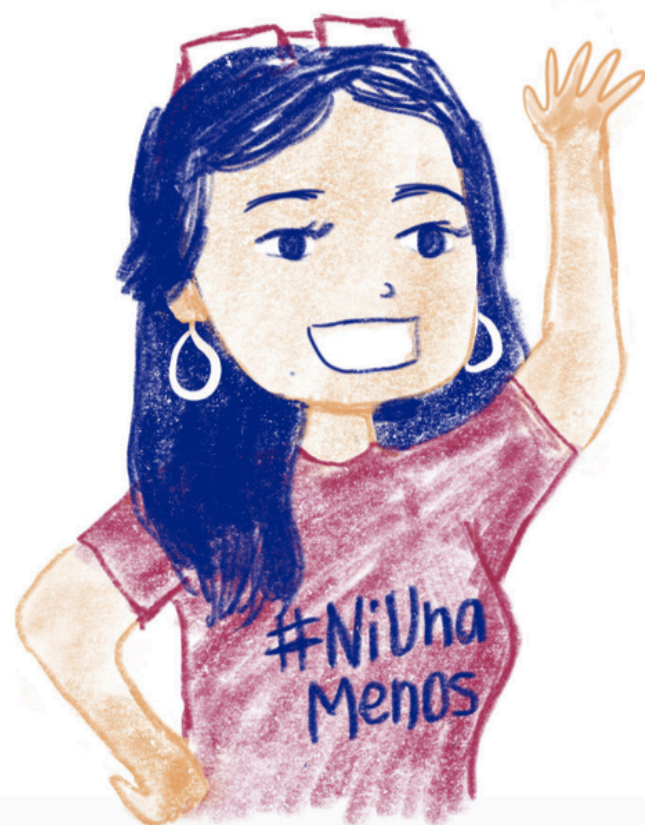


Tetyana  
Antimirova, C14.  
Physics  
Education





Silvina Ponce Dawson



Challenge gender  
stereotypes and end  
gender violence.

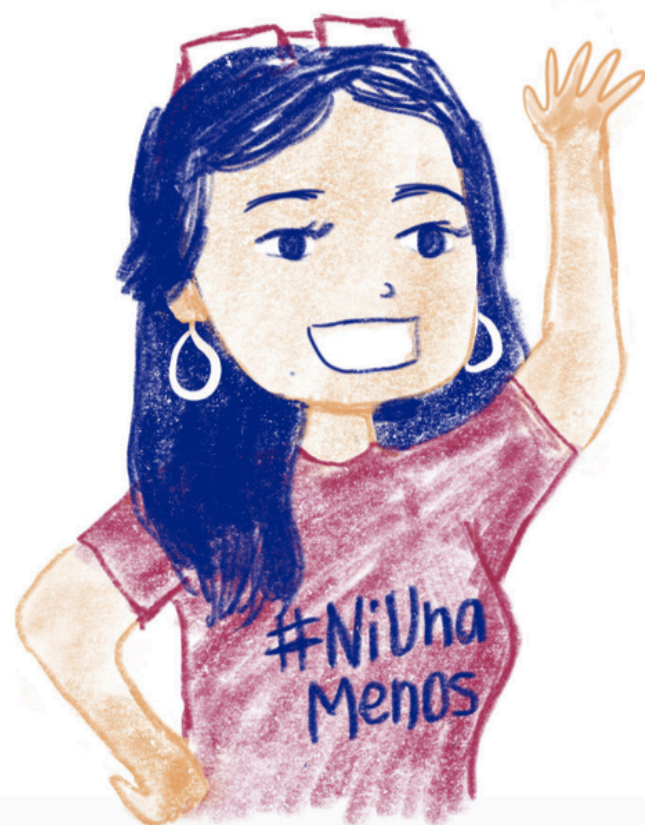
LET'S DO IT  
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Thank you!