

During 2018 IBC in Barcelona, the Caucus for Women in Statistics (CWS) hosted its first Women in Statistics Luncheon, which was well attended with an estimate of over 100 participants, including both women and men. The participants were divided into 20 discussion groups. Four topics were suggested, but the participants were instructed to feel free to discuss any topics of interest to the group members. Each group elected a representative to report their discussion orally toward the end of the luncheon. The summarized report below was typed by a volunteer who did their best to interpret the groups' handwritten comments.

1. How can we better promote women statisticians with proven records of excellence?

More promotion of CWS in Europe

1. promote edu of statistics to the grassroots.
2. introduction of institutional materials to promote

promover que en las revisiones de los articulos uentiticos se oculte el nombre de los autores a lose revisores y editores para que su decision no pueda influenciada por el genero de los autors
-- hide the name of authors to those who revise/editors so that decisions won't be impacted by the names.

- we need mentor for the younger researcher(s) in statistics. - collaboration, expert contact, etc.

Recognizing their contribution in important conferences and meetings. Try to find more information for more women and not only the ones we already know

promote from childhood develop the idea of becoming a scientist. include a more equal female:male ratio in scientific committees, tenure track systems, speakers at conferences, etc.

QUOTAS: half of the plenary speakers must be women, in spain is on the rules of the organization.

BY EXAMPLE: if in one conference there are women as plenaries, in other conferences it will be similar.

Make the conference FAMILY FRIENDLY, help women and men taking care of children, for instance, with places for women and men to see the talks

Identify leaders in our local institution, develop meetings with those women, encourage women to inspire others bring more about us (in the sense of be proud, put forward_. Nominate more women for prizes, motivate women Funds for women who deserve More equality of salary Identify asymmetry and change

specific prizes, research grants-- targeted to women with excellence

incentives - travel grants

promote participation of women as keynote

- having women on the committees (diversity) - establishing quotes for balancing the groups - giving resources such as children day cares (recreation activities) on the congress - encourage the women participation

mentorship, recognition (today's meetings), sponsorship (more opportunities for anyone male or female)

2. What are existing Venues, and what are effective ways for women to network, exchange ideas, and discuss common concerns and challenges?

Mentoring

1. exchanging emails, contacts (social media)
2. fellowships like OWSD, TWAS (WAS)
3. using the media (like major newspapers like national...)
4. conference participation

to increase the number of women in statistics in japan.

conferences

meetings within the department

social media groups

- we are not familiar with such spaces of discussion, but we think that it is very necessary to create meetings and discuss about how to promote women in stats. These meetings need to include women and men.

- Promote this kind of caucus

- Making the organization aware of networking opportunities and provide support (paying) women and men to attend them.

Web board conference, having kids always keep you less motivated to travel, emotional dependence/mother-child.

Satellite trans

Make women aware of the problems it helps tackle problems

more should be giving more found for women

promote more foundation

social networks

internet community - chat group, blogs

special society for women

IBC women session

male involvement, time issues (women give time), acknowledgement from the boards/meetings

In Ireland, we have a women in Mathematics Day for all universities in the country with women in math, statistics, & applied math. Someone suggested the university leave a quota for women in math departments.

3. How do we address micro-aggression and abuse of power in the workplace? 3. How do we address micro-aggression and abuse of power in the workplace?

Check how the interview is ___ when there is a promotion to professor/for any position

mentoring (Career), paper recognition for professional contribution

in the workplace, like the university, we could provide external advice board. for example, if a woman has a problem in her department she could ask for advice from another department (advisory board).

- Put the good practice for behavior at work as an important discussion point at faculties. More information on web pages, etc. Signs at the coffee corner, etc. Group discussions.
- Confidential counselor

- In some universities (UAB) they have an equality observator to detect issues and collect data about bad behavior.

- Promote code of conduct like the one is ISBA

men interrupting, report to mentors, counseling, sexual tension, prof being jerk

- present case study at meetings (representative)
- report to head of department
- create mentoring program for women/everyone

- reporting venues/actions
- consequences of actions/abuse well states
- policies
- ways of handling cases
- awareness/campaigns/training/workshops
- women standing up for each other

Several said like men, one woman .. she was biasde against because she had her baby. Universities have improved -- meetings, etc.

However more men are pursuing leadership in communities. Also men are more willing to hire people like themselves.

4. As a community, how can we change the culture to promote equality, educate members on implicit bias, and work towards a balanced power dynamic?

The only way to achieve full equality is to stop dividing or distinguishing people only on gender. This would be a univariate analysis and as statisticians we know that such an analysis is leaving out a lot of information.

Favorable character traits for leadership position should be widened. For instance cooperation, patience, diplomacy should be considered when promoting a person. However, that would also include men that do not comprise the typical "masculine" character traits.

Thus, instead of creating events or prizes only reserved for women, there should be events supporting people with minority character traits.

- Use of language to call professor
- Professor level are males than females although lecturer leave is 50%

by making gender sensitive policies

Visualizar referentes femeninos (p.ej. presidencia de la IBS)

Implicar a los hombres en la visibilización de las mujeres

-- hold men accountable for the visibility of women

- keep the balance between men and women when you are hiring more employees and when they are promoting.
- we could provide some ties regarding the concept of these problems and let people know what are the difficulties. we could provide this as a supplementary material in the program of the conference.
- another approach could be that the professors may talk to the audience of students about their problems

- Gender neutral job adverts
- Discussions to generate awareness about the need of include a larger proportion of women

- Publish all the bad behaviors, give visibility to those behaving badly.
- Be active and vocal and behave like you think
- start earlier to help children not to separate and behave similar. avoid gender differentiation.

- get men to talk about effective ways to increase women participation.
- give women priority on hiring process when men and women are both selected
- invite men for initiative and discussion at this kind of meetings

- both genders need to be involved
- training at all levels of work to ensure awareness
- cultural bias neutralization
- mentoring by women from higher positions
- active involvement of women in power to train younger women
- gov't policies -- need to look at background
- women should support each other
- flexibility -- breastfeeding space -- mothers
- professional mothers

However some women have higher priorities ...
Courses for leadership for women could be good
men may be biased ... many women have ... bias.

5. Other topics discussed

women encourage women. Promote ... first/last papers.
Discount for the time after have a kid...

** hard to read (#2)