



## Council Statement on Women in Mathematics

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;
- (c) actively encourage and facilitate the nomination of women for its prizes and awards, and ensure that it considers women when it is proposing nominees for external prizes and positions;
- (d) actively seek to include women speakers in its meetings and workshops;
- (e) expect that the organisers of conferences and activities who are seeking grants from the Society will: invite both male and female speakers, or explain why this is not appropriate or possible; and give consideration to the provision of mechanisms to enable participation by people with children or family responsibilities;
- (f) collect data and thereby monitor trends in the above.

*Approved by Council, 20 March 2008*