



Gender Equity in Mathematics

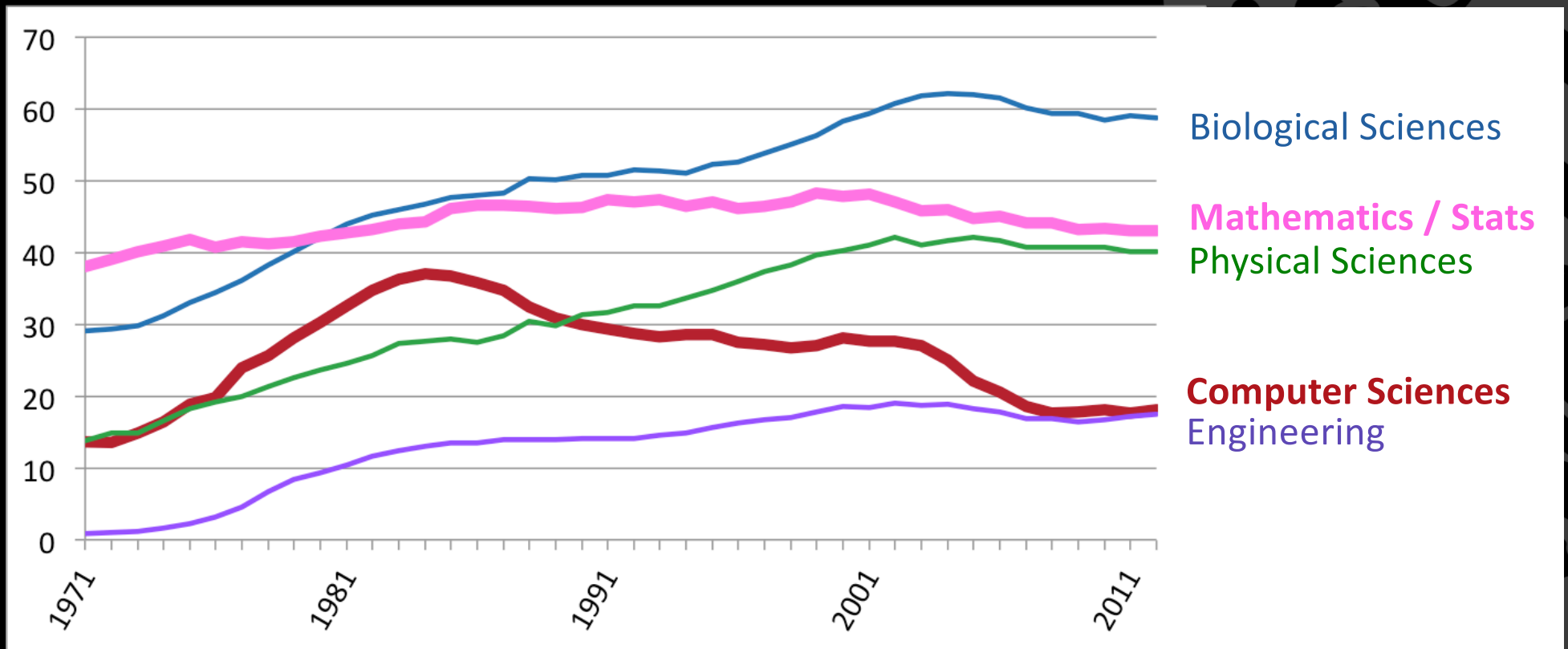
Canadian Federation of University Women

22 November, 2016

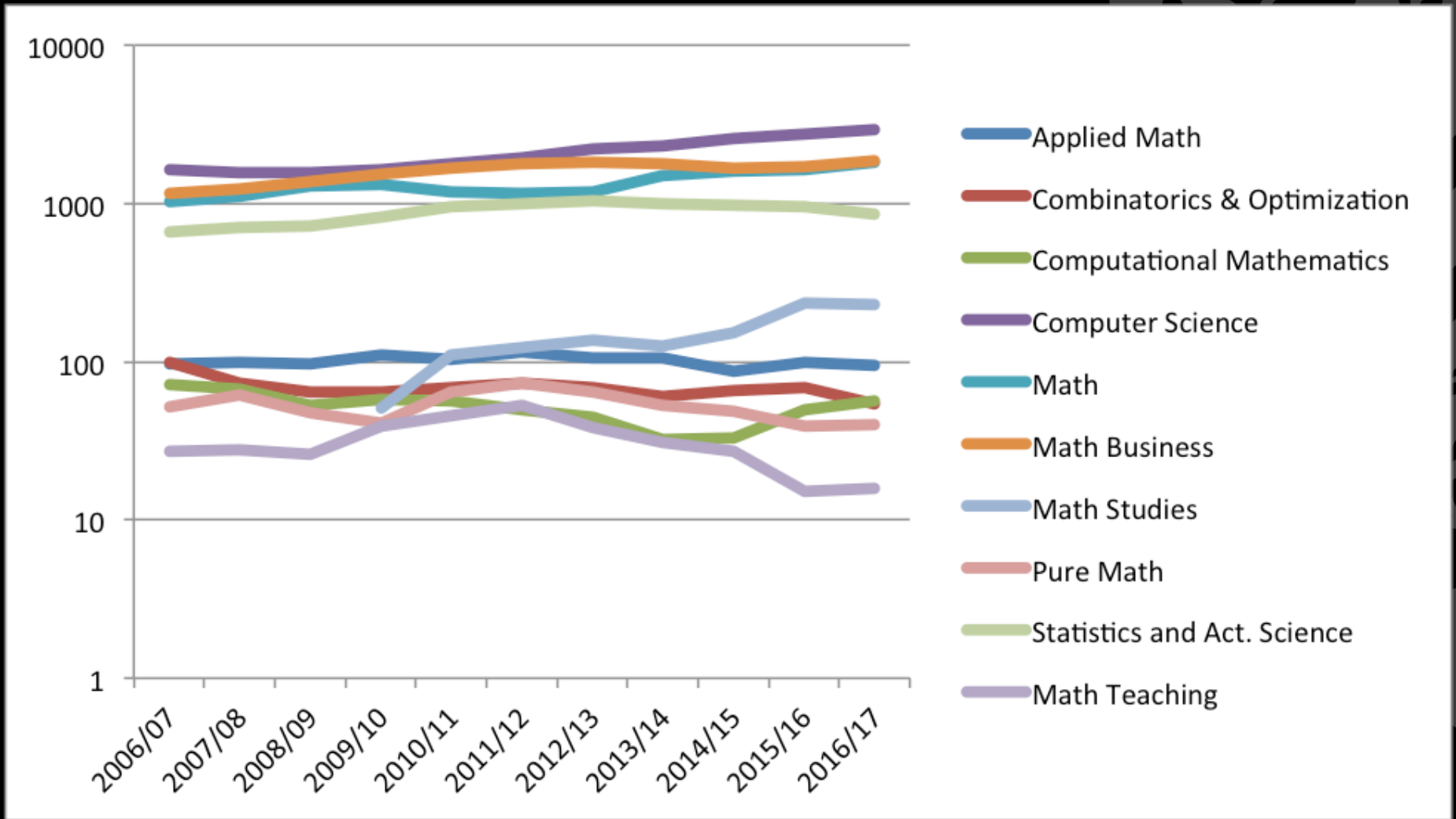


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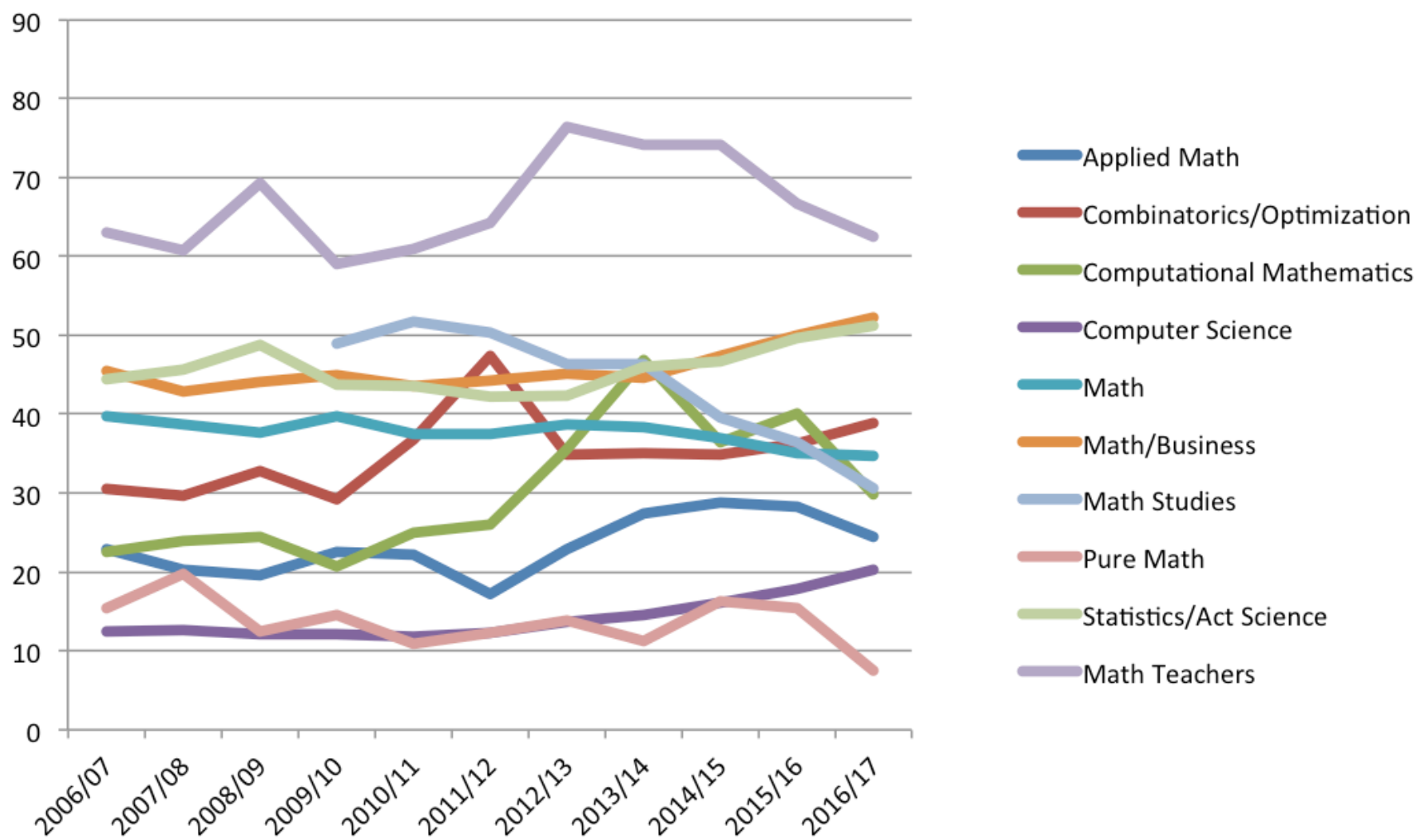
Women in Math in North America



Math at Waterloo



Women in Math at Waterloo



Women in Math at Waterloo

- **1993 Founded the Women in Math Committee**
 - Advisory committee to the Dean
 - Encourage women faculty, staff, students in Math, through role models, mentoring programs, and community building
- **2007 Founded the Women in CS Committee**
 - Ensure young women entering university see CS as an option
 - Address obstacles that CS women face in their work and studies
 - Connect with other organizations and events for women in CS
- **2015 Established the Director of Women in CS**

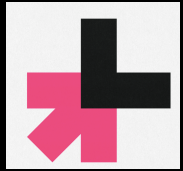
Women in Math at Waterloo

WICS/WIM committee work

- Orientation
- Lean-In Circles
- Technical Interview Prep
- Sexism Response Workshops
- Panel on Meaningful Careers
- Events with Industrial Partners
- Grace Hopper Celebration
 - post-conference take-aways
- Female Distinguished Lecturers

WICS/WIM undergrads

- Mentoring program
- Technical Workshops
- Python Workshop
- Resume Critiques
- Panel on Fem Tech 101
- Events with Industrial Partners
- Speaker Series



HeForShe

The world is at a turning point. People everywhere understand and support the idea of **gender equality**. They know it's not just a women's issue, it's a human rights issue. And when these powerful voices are heard, they will change the world. The time for that change is now.

HeForShe is inviting people around the world to stand together to create a bold, visible force for gender equality. And it starts by taking action right now to create a gender equal world

Gender reform is not a women's issue; it is also about men

- Enlisting men's participation is vital for change efforts to be truly effective.
- Men also experience pressures to live up to certain gender norms and face costs if they violate these norms.
- Women and men need to work together as allies in order to change our culture so that all of us realize our full potential.

IMPACT 10x10x10

UW's commitments

- Boost female student participation in STEM experiences and academic careers to build the pipeline of future female leaders in traditionally male dominated disciplines
- Enhance female faculty representation to improve the campus environment today and drive towards parity in the future
- Attract and advance female leaders into senior academic and administrative university positions

Math Faculty Advocates

Point person(s) who will solicit input from students, faculty, staff, and alumni around gender equity concerns, issues, and challenges within the Math Faculty



Math Faculty HeForShe Goals

- **Raise awareness of**
 - gender imbalance
 - gender isolation/withdrawal
 - micro-aggressions
 - micro-inequities
- **Promote inclusive environment**
- **Prepare student advocates**
 - provide vocabulary
 - bystander intervention

Math Faculty HeForShe Working Group

<https://lists.uwaterloo.ca/mailman/listinfo/math-equity-wg>

Facebook Group: HeForShe Math

Summary of Action Items

- ✓ HeForShe column in MathNews
- ✓ employing online grade-12 CS materials to improve transition to computing (for inexperienced students)
- ✓ panel on socially meaningful careers in CS
- ✓ speaker Brianna Wu on GamerGate and Gaming Industry War on Women
- ✓ workshops on Healthy Masculinity
- ✓ workshops for responding to disrespectful communication
- social rules for inclusive classrooms