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I. Message from the Working Group (WG) Chair & Co-Chair

Dear Colleagues,

Welcome to the 3rd edition of the IAU Women in Astronomy Working Group Newsletter!

In this edition you will find :

- a brief summary on the recently conducted survey on ‘Working condition of Women in Astronomy’*
- details on the training program that was organized in the month of November and a summary of the **encouraging feedbacks** received from the participants*
- Information on the IAU-WiA Interview series with **Prof. Dame Susan Jocelyn Bell Burnell***
- upcoming events, **call for participation for the ENSEMBLE Magazine and fundraising***

Please do not hesitate to contact us with your queries or suggestions and keep checking you spam folders to not to miss our monthly newsletters and activities planned for coming months !

We hope you will enjoy reading this edition of the Newsletter.

Mamta Pommier (Chair) & Priya Hasan (Co-Chair)
on behalf of the IAU Women in Astronomy WG.

IAU-WiA

II. Status of 1st IAU WiA survey on Working condition of women in Astronomy

The 'IAU Women in Astronomy Survey series -1 (https://docs.google.com/forms/d/e/1FAIpQLScS4jZu5Ee8_ca2nNjlSXbC04AG0EOfuT2WsTawIeQjEb43A/viewform?usp=sf_link)' was organized by *M. Pommier* from Sep-Nov, 2021, to study the current status of the 'Working situation of Women in Astronomy' worldwide.

This survey aimed to:

- provide a common platform to connect with the international community and share experiences
- study their professional situation and working conditions (permanent, tenure track, etc.)
- identify the common problems faced by Women in Astronomy, especially neglect of expertise, bias, and lack of support after the maternity phase
- identify the members (Female/Male) who would like to collaborate with the WiA WG

Almost 700 participants (72% female, 27% male, 1% other genders) at different career stages and from more than 40 countries participated in this survey (Fig. 1). 54% participants held permanent positions and 46% were non permanent researchers and Master students. We thank all the participants of this survey for sharing their experiences and observations. The IAU WiA **National Representatives** have been extremely helpful to make this survey successful. We have received several important feedbacks, remarks, and support from the members who have participated in this survey. A detailed analysis, country-wise participation, complete testimonials, and results of the survey will be published in the *ENSEMBLE Magazine*, due in December 2021.

Below are a few feedbacks received from the participants-

'If we still don't have equal representation after over a decade of programs to improve diversity, then obviously we need to try a lot harder. Our field is predicate on understanding statistics, and yet somehow we fail to apply that same scientific understanding to the lack of representation in our workplaces. It just astounds and depresses me.'

-PAY US! There is no reason that we are forced to work more than double the time we are payed for, at less than poverty wages. Universities have complete ability to set minimum stipends, set benefits, and enforce ethical labor practices.'

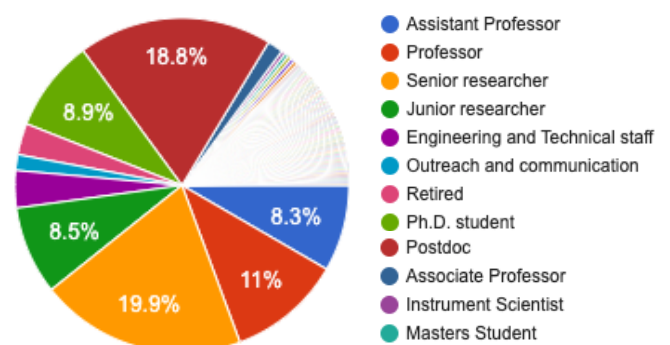
-Issues faced by women of color in STEM are worse and need to be addressed. In my experience, universities aiming to address diversity just focus on hiring white women. Being a women of color, I have faced discrimination and bias from both the genders.'

-Universities and funding organizations need to actively support women for instance with child care and parental leaves. It is important that the evaluation committees take into account balancing work and personal life as a strength and to provide permanent positions at earlier stages of the career to avoid making females leave the field because the lack of stability / the obligation to move in different countries when working on fixed term contracts. Additionally, they have the ability to enforce policies that protect employees from working overtime without any compensation. They have to ability to create these policies. These types of groups have political and societal influence and literally choose to ignore our pay every single day.'

-Like to address the issue of mental health, where I have known some issues while doing phd, the students may even lead to suicidal mentality and depression.'

-Not all harassers are men. Some are women who either don't want to compete with other women in the field or who just have so much internal misogyny that they carry it through to their mentees.'

Fig. 1 Career-wise distribution of the participants of IAU WiA survey-I on the Working situation of Women in Astronomy.



III. IAU WiA WG Training Program Series-1

The *IAU Women in Astronomy Training Program series - 1* on ‘*Essential Skills for Astronomy Research*’ by *Priya Hasan* was organized from **Nov 8th-12th, 2021**, to help develop the necessary skills in research for Women in Astronomy. 200 participants (92% female, 7% male, 1% other genders) at different career stages and from 52 countries registered for the 1st Training Program series (Fig. 2). 39% participants held permanent positions and 61% were non permanent researchers and students (45%).

The Training Program series focused on: *Introduction to Python and Jupiter Notebooks, Astropy, Matplotlib, ADS, Overleaf, and Latex.*

The recorded version of the Training program series is available at the-

1- IAU WiA WG website- <https://sites.google.com/view/iau-women-in-astronomy/home/upcoming-events-and-seminars/training-program-1> &

2- YouTube channel- <https://www.youtube.com/channel/UCViokvfBEQEWJZ0T0m2oXxQ>

The motivation of the participants to attend this Training Program series was to improve their programming and research skills, as it is not offered in their coursework, connect with other students and researchers, and learn the skills with which they can help the next generation of researchers. A Participation certificate signed by the IAU President and the WiA WG chair and Co-Chair was provided to the attendees and the ‘*Best Training Program participant*’ will be announced in the *ENSEMBLE Magazine*, due in December 2021.

A summary of feedback received from these participants are as below-

‘-Nice explanation. Thank you very much for arranging this wonderful workshop, I have learnt a lot

-IAU WiA WG is doing great work in uplifting women empowerment and skills

-It was a truly amazing training program and I would love to be part of any future ones!

-Please keep organizing such training programs and even longer ones over 2 weeks. These are extremely helpful.

-I would like to thanks for the opportunity to participate in the Training Program, it was very helpful. And I wish to have the opportunity again if there is another similar Training Program.

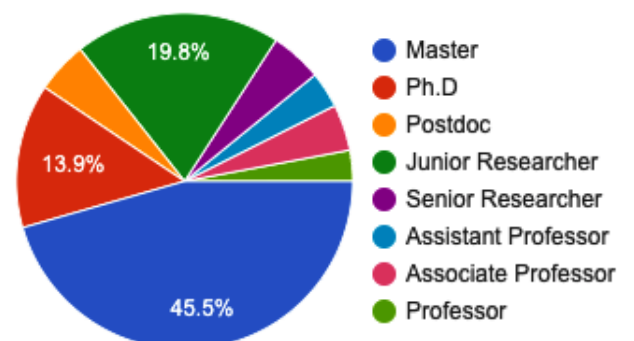
-I would like to thank the people who are taking the time to work on this Working Group. These sessions and the other organized seminars are really making a difference in my work and in developing the confidence that I am able to continue my academic career despite all the difficulties that we can suffer from being women in academia.

-I need to do a lot of programming for my research work and it was a very good practice of basic skills I need to use all the time. I also never had a class on Astropy and used to struggle using it, so the training program helped a lot on that.

-Exploring various capacities of python, be it plotting, doing math, playing with images and knowing about different data sources of astronomy were really interesting. This training gave me some ideas about analyzing data sources from scratch.’

We also had an important remark from a student from Sudan- ‘*there are not many girls interested in astronomy, and even if they are found, they will not have opportunities to learn. I would like to join in order to inspire girls to move forward and achieve their dreams.’*

Fig. 2 Career-wise distribution of participants from all over the world for the IAU WiA Training program Series-1.



IV. Upcoming events and last month participations

1. **15th December 2021- IAU WiA online Interview series-1 with Prof. Jocelyn Bell Burnell**
To know the career challenges faced by her during her long career in Astronomy and get inspired by the career paths of outstanding Women in Astronomy.

The interview will be published in the *ENSEMBLE Magazine*, due in December 2021 and a recorded version of the interview will be available on -<https://sites.google.com/view/iau-women-in-astronomy/home/upcoming-events-and-seminars?authuser=2>

2. **30th November 2021- Call for Awards for Women in Astronomy in Africa - <https://afnwa.org/women-in-astronomy-awards-2021/>**- Announced by the AfNWA members Mirjana Pović (Ethiopia) and Carolina Ödman-Govender (South Africa)
3. **17th-18th November 2021- 2nd Workshop on Astronomy Beyond the Common Senses for Accessibility and Inclusion** - The WiA WG Co-Chair and Chair presented the WG activities on behalf of the WG organizing committee.

V. Call for participation to all the WG members and National Representatives

All WG members (Female and Male) are invited to:

1. **send your contributions for the IAU-WiA 'ENSEMBLE' quarterly magazine:** All the members are invited to send a short 1-2 A4 page (rector-verso) write-up, with a photo, image, figure, etc. of the events that they are organizing to *support the career of Women in Astronomy* by **December 7th, 2021** to the WG chair @ iauwia2124@gmail.com. We will publish these activities in the IAU WiA *ENSEMBLE* quarterly magazine due in December 2021. We are *very thankful to the members from Argentina, Belgium, Italy, India, Romania, & the US* for their interesting contributions to the upcoming issue of the 'ENSEMBLE' quarterly magazine.
2. **nominate a National Representative for their country to work with the IAU-WiA WG:**
Please fill in the form available at the link below by **December 15th, 2021**, if you are interested in this role -
https://docs.google.com/forms/d/e/1FAIpQLSfN4ZBAA-4my135pJUaKT5a5tA6KG8tOp-aVVUTqVHUnacKCg/viewform?usp=sf_link
3. **Participate in building resource materials:** these resource materials (plotting tool tutorials on archival data, learning kits for students, set of python or idl programs for creating plots, histograms, fitting curves, etc.) will be used for the skill development of Women in Astronomy during the training sessions. You can fill in your interest at the link below by **December 15th, 2021**-
 - **Training Program/Workshop proposition-** https://docs.google.com/forms/d/e/1FAIpQLSf8XDeOb9o2OEMDjpsGMs0wy014fJ6pYvfce7cL9ga3k8-ihw/viewform?usp=sf_link
 - **Resource Development-** https://docs.google.com/forms/d/e/1FAIpQLSdh6v_BYhJs-eunUS6tM21albbK9sUHYLmnJDiveTwrPQgJKg/viewform?usp=sf_link

4. **join the IAU WiA subgroups:** by **December 15th, 2021** at the following link -https://docs.google.com/forms/d/e/1FAIpQLSfN4ZBAA-4my135pJUaKT5a5tA6KG8tOp-aVVUTqVHUnacKCg/viewform?usp=sf_link if you wish to participate. We will contact you soon to participate in the subgroup activities and events.

 5. **fundraising:** to support the career of Women in Astronomy worldwide we request the WG members to fill in the information regarding funding requirements by **December 15th, 2021** at - https://docs.google.com/forms/d/e/1FAIpQLSdyqSpQkEWwQd_42dBSj_mMVfk3rmCYgCgwAZ6IQv561Mmg_A/viewform?usp=sf_link
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VI. Invitation to all the IAU members to join the WiA WG and welcome to new members

Finally a message to all the IAU members and readers- If you wish to join the WiA activities or would like to share any information about matters that may be relevant to the activities of the Women in Astronomy WG, then please send an e-mail to WG Chair at iauwia2124@gmail.com. We will address your interests, queries or contributions in the next newsletter and your achievements and difficulties faced in the working environment in the quarterly IAU-WiA *ENSEMBLE* magazine.

New Members who joined the WG in November 2021:

- Nancy R. Evans, Harvard Smithsonian Center for Astrophysics, Cambridge

Welcome Nancy, we are a team of 185 members now!

VII. Thank you to the IAU offices for their support to the WiA WG activities

We thank the IAU Executive committee members and IAU offices - OAO, OAD, OYA, OAE, and the IAU Junior Member WG for their invaluable support to the IAU WiA WG activities!

Best regards,

Mamta Pommier (Chair) &
Priya Hasan (Co-Chair)

on behalf of the IAU Women in Astronomy WG