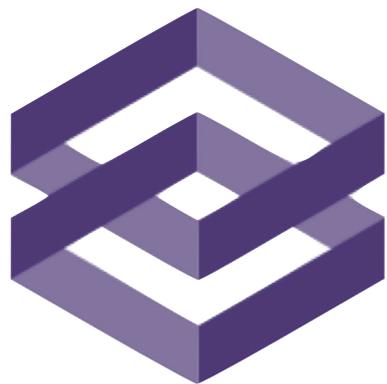


Diversity in Physics Finland, WG/Finnish Physical Society

Annual Report 2019

Prepared by:
Dr. M. Todorović
Aalto University



FinDip



Background and History

- Finnish Physical Society (FPS) has been serving the professional community of physicists in Finland since 1947
- the diversity working group "Finnish Women in Physics" (FinWiP) was established in 2006
- FinWiP was founded by Prof. Kari Huitu and Prof. Rita Serimaa (University of Helsinki)
- past chairs include: R. Serimaa, K. Huitu, H. Vehkamäki, P. Eerola and E. Tanskanen.
- original FinDiP web pages have been archived.

Mission Statement

To Promote:

- promoting gender, orientation and international diversity and an inclusive workplace culture in Finland.

To Support:

- supporting our community of physicists of all genders and backgrounds interested in diversity, inclusivity and wellbeing.

To Liaise:

- collaborating with international partner professional societies: NORNDiP (Nordics), IoP (UK), IUPAP (Europe), etc.

FinDiP board 2019-2020

- Chairperson: Dr. M. Todorović (Aalto U.)
- Vice-chairperson: Dr. E. Tuominen (U. Hel.)
- Advisory members: Prof. H. Vehkamäki and Dr. K. Lauri (U. Hel.)



Milica Todorović



Eija Tuominen



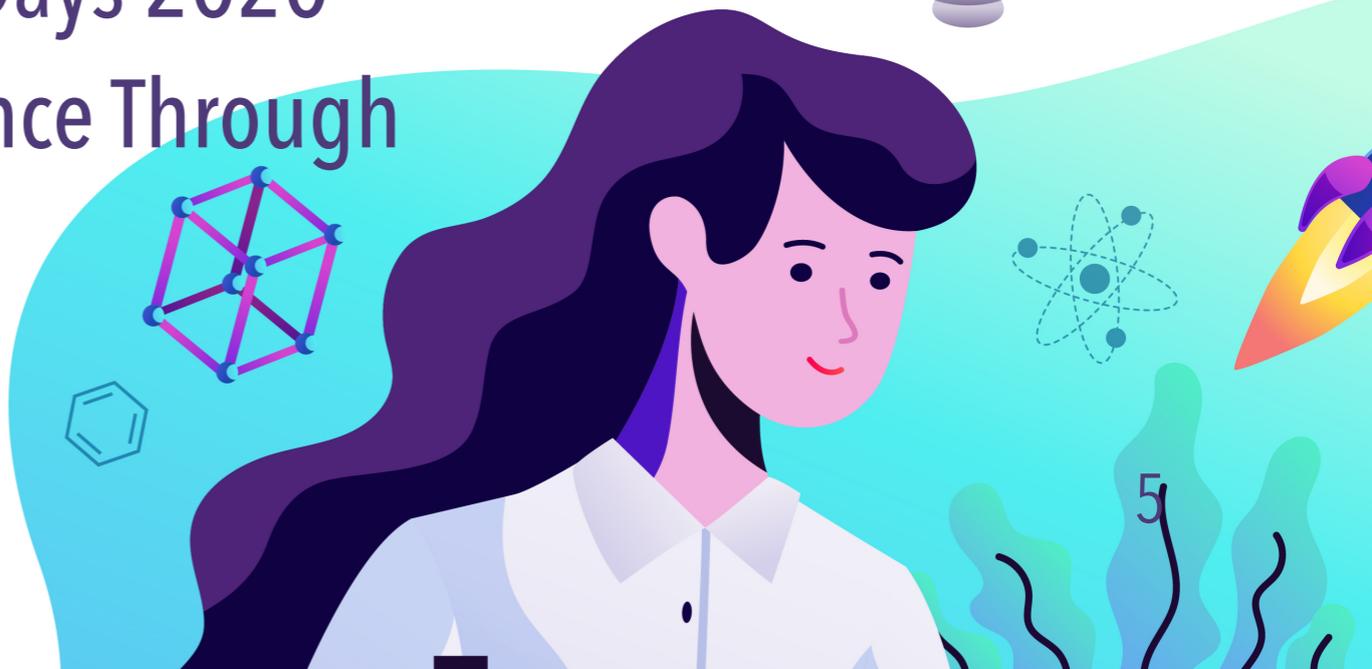
Hanna Vehkamäki



Katja Lauri

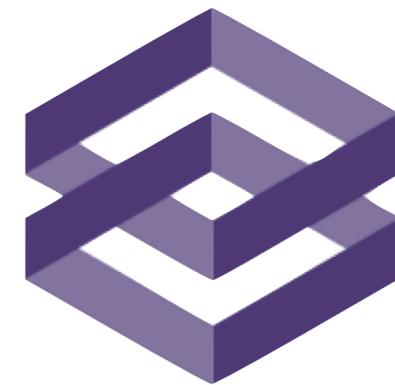
FinDiP activities overview: 2019-2020

1. name change and a new identity
2. communication upgrade
3. visibility in the national community
4. promotion of diversity activities nationwide
5. hosting NORNDiP conference in Helsinki 2019
6. lobbying & organizing Physics Days 2020
session "Boosting Creative Science Through
Diversity and Wellbeing "



New name and visual identity

- **"Finnish Women in Physics"** has been an active name 2006-2019
- at the end of 2019, the name has been changed to **"Diversity in Physics, Finland"** or **FinDiP**, to reflect that our members need not be women, or Finnish
- during 2019, FinDip also got a new logo, with interlinking rings representing inclusiveness
- default colors are dark purple, but the logo is available in other colors for advertising



FinDip

Communications upgrade

- it is difficult to reach our members and other interesting parties by a single channel of communication

- ★ **mailing list:** diversity-physics@helsinki.fi
currently N members; to join, email FinDiP committee.
- ★ **new website:** <https://blogs.helsinki.fi/diversityinphysics/>
blog, and long-term repository of articles, links, slides, etc.
- ★ **new Facebook page:** www.facebook.com/DiPfinland
short communications, links, advertising

Community visibility

- active blogging and posting on Facebook
- updating links and info with the Finnish Physical Society
- **publishing articles** in Arkhimedes Magazine of the FPS for more visibility in the professional community
- **outreach:** FinDiP presented in "Skills for a diverse future workplace" at the European Institute for Innovation and Technology (EIT) Festival (2.10.2019)
- **awards:** FinDiP activities recognized with the "Team-building and Co-operation Award" by Aalto University 2019 SCI Awards



Articles in Arkhimedes Magazine

- ▶ "What's next for Finnish Women in Physics" by M. Todorović and E. M. Tuominen
- ▶ "Grassroot level experiences of equality work in atmospheric sciences" by H. Vehkamäki
- ▶ "Kumpula Campus Code of Conduct" by D. Weir
- ▶ "How to combat unconscious bias in academia" by E. Terämä, P. Salmesvuori, E. Tuominen, H Vehkamäki
- ▶ "On the road to diversity" by S. Räsänen

Diversity actions across Finland

- we promote diversity actions and regular activities in physics departments across Finland, such as:
 - ▶ University of Helsinki: Helsinki Association of Women Researchers, Kumpula Campus Women in Science
(contact: Eija Tuominen)
 - ▶ University of Eastern Finland: Network for Female Researchers
(contact: Tanja Tarvainen)
 - ▶ Aalto University: FinDiP Breakfast and lunches
(contact: Milica Todorović)
 - ▶ looking to set up more...

FinWiP: diversity network of the FPS since 2006.

→ <https://www.facebook.com/FinWiP>



National outlook

Diversity and Gender in Physics, Finland (2020)

female professors [no/total] and diversity activities

University of Oulu* [2/7]

activities?

University of Jyväskylä [1/17]

activities?

Tampere U Tech.* [0/10]

activities?

Åbo Academy [0/2]

activities?

University of Turku* [2/10]

activities?

University of Eastern Finland [3/17]

Network for Female Researchers

Lappeenranta-Lahti UTech* [1/3]

activities?

University of Helsinki [5/30]

Helsinki Association of Women Researchers
Kumpula Campus Women in Science

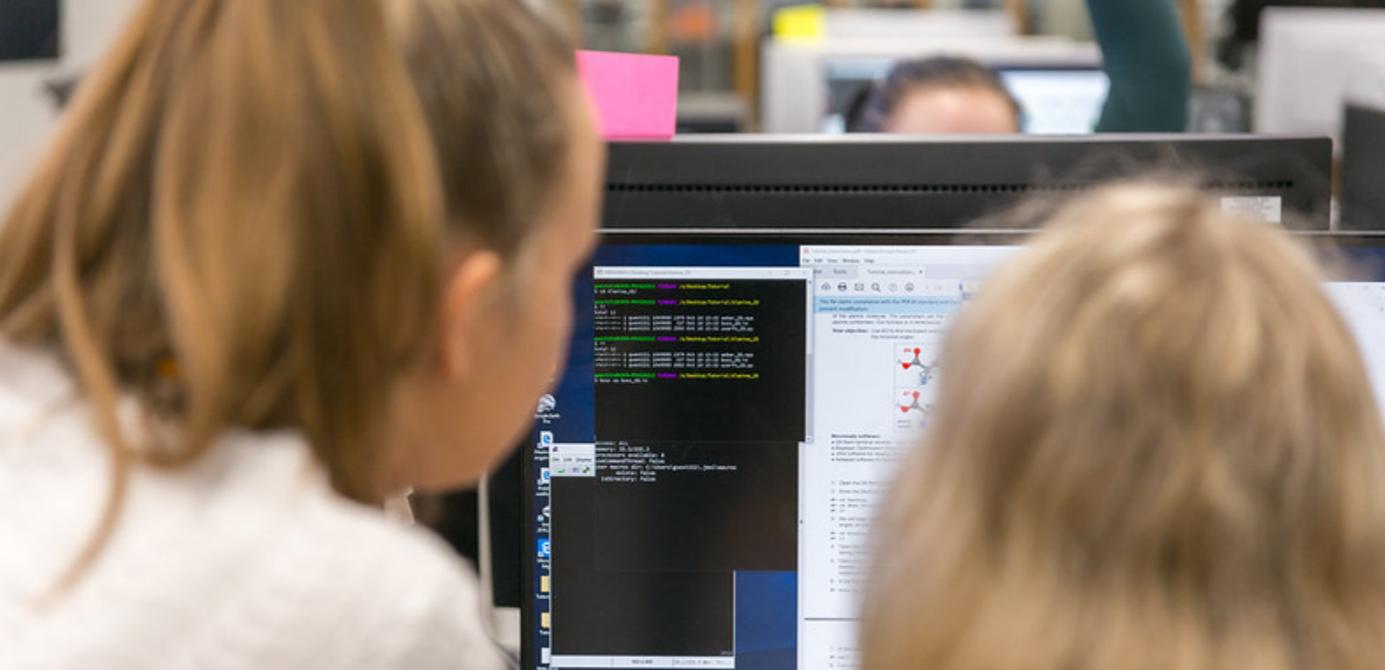
Aalto University [1/22]

FinDiP lunches; breakfasts

* Inconclusive webpages

FinDiP has supported diversity outreach

- community days hosted by universities have proven effective in increasing intake of female students!
- In FI: International Day of the Girl Child (11 Oct) and International Day of Women and Girls in Science (11 Feb), 8 Mar...
- on 11 October: "Shaking Up Tech" event is for hosting final-year high-school girls for a day of workshops and talks. In 2019, Aalto, Tampere and LUT participated...
- on 11 Feb 2020, UEF organized an original public event: "International Days of Women and Girls in Science"



SHAKING UP TECH



UEF// Applied Physics

International day of Women and Girls in Science

11th February 2020 – SN300



Brief introduction to the International day of Women and Girls in Science	12:15
Career talks by women in natural sciences – Part I	12:45
Roundtable discussion + Coffee	13:30
Career talks by women in natural sciences – Part II	14:00
Remarkable women in the history of Science – Photographic gallery	14:30
Roundtable discussion	15:00
Closing words	15:55

ANNIE EASLEY

mathematician and rocket

Illustrations by MATTEO FABINELLA - <https://masavesi.com/themes/four-heroes/>

Institute of Biomedicine
UNIVERSITY OF EASTERN FINLAND



A.J.VIRTANE

NORNDiP conference 2019

4-5 November 2019
Helsinki, Finland

- “Nordic Network for Diversity in Physics” (NORNDiP) was jointly launched between Denmark, Finland, Norway, Sweden and Iceland and remains funded by Nordforsk
- NORNDiP 2019 annual conference was hosted in Helsinki, 4-5 Nov. with 54 participants and key topic **Implicit Bias**
- local organisers: Dr. E. Tuominen, Prof. H. Vehkamäki and Dr. K. Lauri (U. Helsinki)
- **important findings:** data collection is the cornerstone of diversity measures implemented across the Nordics & implicit bias training is urgently needed!

ON LINE REGISTRATION OPEN UNTIL 15 OCTOBER

Nordic Network for Diversity in Physics

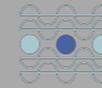
ON LINE REGISTRATION OPEN UNTIL 15 OCTOBER

Physics Days activities

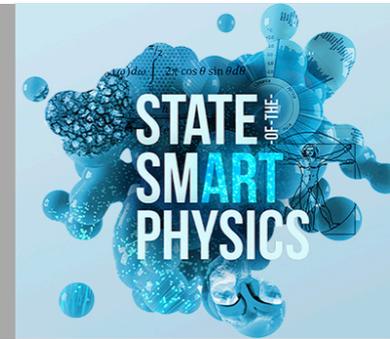
- it is important to highlight diversity in Physics Days
- in 2020, we were unable to arrange a keynote speaker (like Prof. Peter Main, 2019)
- instead, we prepared a parallel session "Boosting Creative Science Through Diversity and Wellbeing"



UNIVERSITY OF
EASTERN FINLAND



SUOMEN FYSIKKOSEURA
FINLANDS FYSIKERFÖRENING
FINNISH PHYSICAL SOCIETY



PHYSICS DAYS 2020
17-19 MARCH,
KUOPIO

Boosting Creative Science Through Diversity and Wellbeing

Wednesday 18 March, 2020

14:30-16h

Parallel session: Boosting Creative Science
Through Diversity and Wellbeing



14:30 - 15:15: Prof. Tomas Brage (Lund, SE)
"What does gender got to do with physics"

15:15 - 16:00: Panel Discussion
"Concrete measures for a creative and
diverse workplace"

12-13h

Annual meeting of Diversity in Physics, Finland,
working group of the Finnish Physical Society

16-18h

Poster Session: Boosting Creative Science
Through Diversity and Wellbeing



FinDip

Organisers:
Diversity in Physics Finland,
working group of the
Finnish Physical Society

Dr. Milica Todorović
Dr. Eija Tuominen
Dr. Katja Lauri
Prof. Hanna Vehkamäki

Physics Days 2020 programme

“Boosting Creative Science Through Diversity and Wellbeing” is to promote conversation on concrete measures for local implementation:

- invited talk from Prof. Tomas Brage (Lund, SE) “What’s gender got to do with physics”
- panel discussion on “Concrete measures for a creative and diverse workplace” with panelists: Prof. E. Kilpua (U Hel. and chair of FPS), Prof. T. Brage (SE), Prof. V.-P. Lehto (UEF and Physics Days organizer) and Prof. A. Jokinen (JYU)
- poster session on “Concrete measures for a creative and diverse workplace”

FinDiP board annual elections

- we are looking for enthusiastic members to lead FinDiP and implement new ideas
- **our ideal board** is male/female, Finnish/foreign, Helsinki/nationally-based, junior/senior - diversity is strength!
- **chair and/or vice-chair** needed: current ones to serve as advisors for a year and help with continuity
- board meetings take place 4-5 times annually for planning and coordination of activities
- Finland-wide board to have Skype-based meetings

Chair and vice-chair positions

- Tasks include: communication and outreach, member and event support and advertising, FinDiP promotion and visibility, Physics Days activities, international liaising...and your own initiatives!



Chairperson



Vice-chairperson



Milica Todorović



Eija Tuominen

Advisory

Future work and outlook

- strengthen national network with representatives from each physics department in Finland
- support concrete diversity and inclusiveness actions nationally: advise and advertise
- promote data collection activities centrally and locally: this is the only way to evaluate the effectiveness of diversity measures
- lobby departments, FPS and the Physics Days organisers to promote diversity and inclusiveness
- organise national meetings of FinDiP

What about you?

FinDiP would like to hear from all members:

- what activities would you like to see?
- how do you wish to get involved?
- do you need advice/information about effective measures?
- can we help you put your ideas into practice?
- how can we help you/your department better?

