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)
- Original FinDiP web pages have been archived.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.)
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
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
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](mailto:diversity-physics@helsinki.fi)**
  currently N members; to join, email FinDiP committee.

🌟 **new website: [https://blogs.helsinki.fi/diversityinphysics/](https://blogs.helsinki.fi/diversityinphysics/)**
  blog, and long-term repository of articles, links, slides, etc.

  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…
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

International day of Women and Girls in Science
11th February 2020 – SN300

Programme:
- 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
“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!
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”
“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: Milica Todorović
Vice-chairperson: Eija Tuominen
Advisory: Hanna Vehkamäki, Katja Lauri
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?