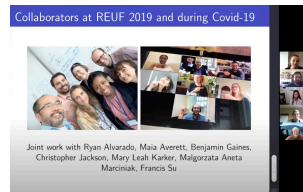
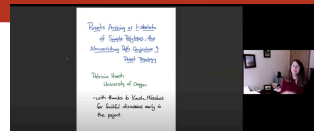
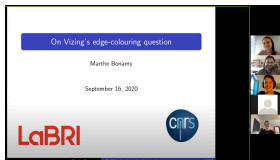
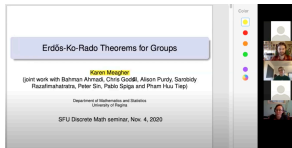
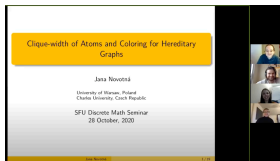


# Student Project: Women Speaker Series

Alexandra Wesolek (joint work with Danielle Rogers, Kevin Halasz)

May 2023

# SFU: Women In Discrete Math Speaker Series in Fall 2020



## Simon Fraser Discrete Math Seminar

SFU has hosted a Discrete Math Seminar since the early 1980's.

- ▶ Spring 2020: 100 % male speakers
- ▶ Fall 2019: 72 % male speakers
- ▶ Spring 2019: 100 % male speakers
- ▶ Fall 2018: 83 % male speakers



## Student project: Women in Discrete Mathematics Speaker Series

### Goals:

1. Have fun! Learn from other great scientists.
2. Feel comfortable.
3. Connect about gender issues with other scientists.
4. Bring awareness to the issue of representation in the DM seminar.

## Student project: Women in Discrete Mathematics Speaker Series

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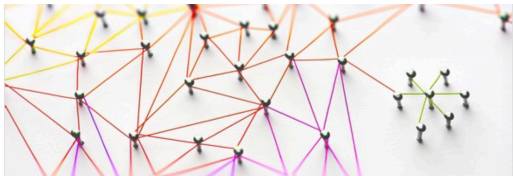
Structure: Hosted entirely over zoom.

- ▶ 45 minutes talk
- ▶ 10 minutes QA
- ▶ 5-10 minutes “sharing” session

# Implementation of Project

## Community Support

- ▶ Support from Mary-Catherine Kropinski and Marni Mishna
- ▶ Support from Kevin Halasz (co-organizer of Speaker Series)
- ▶ SFU faculty speaker recommendations
- ▶ Speaker recommendations from extended professional network
- ▶ Acceptance of invitation by our speakers



**Position Title:** Faculty of Science Associate Dean: Equity, Diversity, Inclusion.

- ▶ This position was created in 2020
- ▶ Given to a person from the Faculty of Science

**If this position does not exist, who do you go to?**



## Speaker Diversity



Our virtual seminar allowed us to invite speakers from around the world!



## Implementation of Project

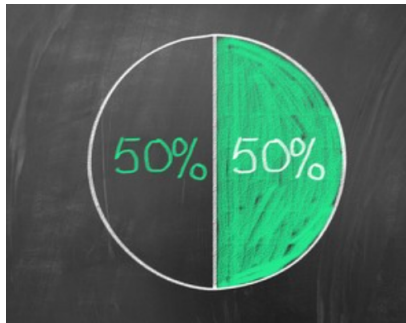
### Financial Support

We received funding from PIMs for our speaker series. This allowed us to

- ▶ Pay our speakers for their time with an honorarium.
- ▶ Subsidize childcare costs for our speakers during their presentation time.

### **Spring and Summer 2021 Discrete Math Seminar at Simon Fraser:**

- ▶ Organized by Shuxing Li
- ▶ About half of the speakers are women (more inclusive environment)
- ▶ The sharing session has stayed!



## What We Learned



### Creating safer spaces for participants:

- ▶ Compiling a set of questions the speakers could look at prior to their talk.
- ▶ Moderating questions from the audience (perhaps using an app like Slido).



- ▶ support from your community is important
- ▶ improving your surroundings can improve your mental health and feeling of inclusion

## Critiques for SFU



Asking the community about strategies to create a safer and more inclusive space is important - EDI initiatives should be centered around the voices of marginalized communities.



However, the labor involved in such consultation processes has to be compensated!



Moving seminar series across institutions.