International Women's Day

Women and Queer People in Physics Society

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Definitions

- **Woman**: someone who identifies as a woman

- **Queer person**: a person who is not heterosexual and/or not cisgendered

- **Cishet person**: a cisgendered and heterosexual person

Paraphrased,
Source: Cambridge dictionary

Claim

A strong framework of solidarity between women and queer people is needed for women’s liberation.

First wave of feminism

+ Voting
+ Working
+ Education
+ Property ownership

- Didn’t achieve equity
- Failed to address core structures that subjugated women

Second wave

+ Equal Pay Act
+ Contraception
+ Sexual liberation

- Still excluded POC
- Excluded genderqueer people

Third & fourth waves

+ Intersectionality
+ Internet activism

- Excludes people without internet access

Bigger picture

WQPP

Women and Queer People in Physics

Women and Queer People in Science

Challenges faced by Women and Queer People

- ‘The Leaky Pipeline’
- Only 31% of STEM students in the UK are women, and 26% of the scientist workforce are women
- ‘The Glass Closet’
- 22% more likely to have felt nervous or stressed from work, 31% more likely to have felt socially excluded by colleagues, and 32% more likely to have thought about leaving their job
- Worse physical and mental health experiences compared to non-LGBTQ+ colleagues

Why?

- Implicit biases and overt discrimination
- Social exclusion and professional devaluation
- Lack of role models
- Nature of work
- Lack of support
- Harassment and hostile work environments
- Coming out may negatively affect retention

Solutions

- Inclusive spaces and open discussion
- For workplaces to collaborate with staff for best practices
- Collaboration with institutions such as the United Kingdom’s Institute of Physics, Royal Astronomical Society and Royal Society of Chemistry
- Collaboration with charities and organizations such as: Stonewall, Pride at STEM, Women in STEM, Nature and Science Journals, Girls Who Code
- Gender-neutral bathrooms
- Respecting preferred pronouns
- Keyword: **Welcoming!**

Benefits of Diversifying Practitioners of Science

Innovation and Creativity

- Teams with varied backgrounds bring unique viewpoints, experiences, and problem-solving methods.
- Hong and Page (2004) found diverse groups outperform homogeneous ones in problem-solving.
- Cognitive diversity leads to more effective solutions and innovative outcomes.
- Cross-cultural, gender, and interdisciplinary collaboration fosters creativity.
- Challenges conventional thinking and leads to breakthroughs in science.

Equity and Representation

- Inclusion ensures research addresses issues affecting all demographics.
- Marginalized groups face barriers in STEM; diversity helps bridge the gap.
- A more equitable research landscape benefits society and inspires future scientists.

Better Working Environments

- Inclusive workplaces foster respect, reduce discrimination, and enhance teamwork.
- Ely & Thomas (2001) found diversity improves collaboration and job satisfaction.
- Valued individuals contribute more effectively and remain engaged in research.

Broader Societal Impact

- Diversity influences public policy, healthcare, and technological progress.
- Page (2007) demonstrated that diverse teams enhance decision-making and innovation.
- Climate science benefits from diverse teams—IPCC findings show improved accuracy in climate models.
- Inclusive research leads to more effective solutions for global challenges.

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