



- 1. The London Mathematical Society is concerned about the loss of women from mathematics particularly at the higher levels of research and teaching and at the disadvantages and missed opportunities that this represents for the advancement of mathematics. This can occur for several reasons. Women are more likely to have had broken career patterns or worked part time on account of child rearing and family responsibilities.**

  - i. The fact that there are fewer women in the mathematics community means that they are often overlooked when names are sought, for speakers or for prizes, for instance.**
  - ii. Those few women who reach the higher levels are disproportionately called on to sit on committees etc, to the detriment of their own careers.**
  - iii. Women are often called on to take part in 'people based activities' rather than 'research based activities', to the detriment of their own careers.**
  - iv. Compared with men, women may be disadvantaged by societal norms and unconscious bias.**

- 2. The Society recognises the need to give active consideration to ensuring that everybody is treated equally in their prospects, recognition and progression. The formulation and regulation of procedures should give adequate attention to the needs of all.**
- 3. Accordingly, the Society will:**
  - a. be aware of and seek to ensure an appropriate gender balance on its committees and working groups, and encourage the Nominating Committee to give similar attention in its proposals for election;**
  - b. keep under review the regulations governing its membership prizes, awards and grants to ensure that they do not inadvertently deter or fail to recognize people with non standard career patterns;**
  - c. actively encourage and facilitate the nomination of women for its prizes and awards, and ensure that it considers women when it is proposing nominees for external prizes and positions;**
  - d. actively seek to include women speakers in its meetings and workshops;**
  - e. expect that the conferences and activities funded by the Society will have an appropriate gender balance among speakers. Considerations should be given to mechanisms to enable participation by people with children or family responsibilities;**
  - f. collect data and thereby monitor trends in the above.**