

Memorandum of Understanding Gender Equality in Science

A. Aims

In order to promote gender equality in science, a number of international organizations who took part in the project [A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It?](#) (hereafter “Gender Gap in Science Project”, supported by ICSU and then ISC from 2017 to 2019) wish to act together to further promote gender equality in science by continuing and enlarging the work accomplished by this project, and in particular by supporting women and girls’ equal access to science education and fostering equal opportunity and treatment for females in their careers. For this purpose, they wish to act as Founding Partners for the establishment of a Standing Committee for Gender Equality in Science (SCGES).

The purpose of the present Memorandum of Understanding is to set out:

- The role and structure of SCGES;
- The commitment of each partner to running SCGES;
- Channels and modalities of communication on the activities supported by SCGES.
- The conditions under which new partners may be added the present MoU.

B. Founding Partners

The Founding Partners consist of the following international organizations:

- International Astronomical Union (IAU)
- International Council of Industrial and Applied Mathematics (ICIAM)
- International Mathematical Union (IMU)
- International Union of Biological Sciences (IUBS)
- International Union of History and Philosophy of Science and Technology (IUHPST)
- International Union of Pure and Applied Chemistry (IUPAC)
- International Union of Pure and Applied Physics (IUPAP)
- Association for Computing Machinery (ACM)
- Gender in Science, Innovation, Technology and Engineering (GenderInSITE)

Further international organizations may join as partners with the approval of SCGES.

C. Structure and Role of the Standing Committee for Gender Equality in Science (SCGES)

The Standing Committee for Gender Equality in Science:

- Helps partners to promote gender equality within their organizations, and in particular
- Follows the progress of the implementation by partners of the [recommendations of the Gender Gap in Science Project](#);
- Approves proposals for new partners to join SCGES;
- Endorses projects and initiatives to promote gender equality in science proposed to it by partners;
- Facilitates communication among partners, among other things by developing and maintaining a website.

SCGES is composed of one representative from each partner. A chair and a vice-chair are designated by agreement between these representatives; they serve for a term of two years.

For every decision, the chair should initially seek to obtain a consensus. If a vote is needed for a decision, each partner shall have one vote. In the case of a tied vote, the Chair shall have a casting vote in addition to their vote already cast as a representative. Decisions shall be taken by a simple majority.

SCGES shall meet at least once a year, in person or online, and shall be consulted through e-mail by the chair for every important decision regarding the partners, the projects and initiatives it oversees, and communication.

D. Commitments of the Partners

Each partner shall:

- Endeavor to promote gender equality in its own structure, proceedings and scientific discipline, noting the [recommendations of the Gender Gap in Science Project](#);
- Appoint a representative to SCGES; it shall also appoint a deputy representative who may stand in for the representative in case of need; it shall also appoint a deputy representative who may stand in for the representative in case of need;

- Support its representative in contributing to and attending meetings;
- Share with SCGES, and especially with its chair, all relevant information that can help promote gender equality in science;
- Make a contribution to SCGES's common funds decided on a year-by-year basis; this is currently set at 300 € and will be used to set up and run the SCGES website. The contribution of each partner will be determined annually by mutual agreement by the partners. The initial contribution will be made within 3 months of signing and future contributions will be made between 1st January and 28th February each year thereafter.
- Within the limits of its capacity, set up projects and initiatives to promote gender equality in science; for this purpose they may seek cooperation with other signatories of the present Memorandum of Understanding, but also with other organizations and institutions;
- Decide whether to contribute to projects and initiatives led by other partners and endorsed by SCGES, and consider the modalities of this contribution.
- Share communications relevant to gender equality in science with its members and through its networks, by all means at its disposal, including social network accounts, website, newsletters and journals, electronic and in print;
- Call upon its member organizations or its representatives, if relevant, to set up national or regional initiatives to promote gender equality in science.

E. Finances

SCGES shall only handle common funds for a mutualized budget for its website and other small items of expense.

To avoid SCGES having to set up its own bank account, which would entail a complex administrative procedure, SCGES funds shall be held by one of the partners, who shall account separately for receipts and expenses relating to SCGES.

Each project or initiative shall be led by a partner, which shall be responsible for its budget and steering. This leading partner shall supply or raise the funds for the project.

F. Open Access

Partners agree that an open access model of communication is best adapted to its core purposes.

All content and documents produced for projects and initiatives endorsed by SCGES shall use a Creative Commons License BY-NC-ND 4.0. This license allows a wide non-commercial sharing of materials in unaltered form.

It is the responsibility of the producers of any content and any documents to obtain from the authors, designers, inventors (whether or not they are its employees), the authorization for the relevant forms of exploitation (reproduction, representation, adaptation or translation license) without time limitation.

G. Duration and Termination of Partnership

This MoU shall take effect upon signature. A partner may withdraw upon request to SCGES with six months' notice. If a partner has been out of touch for two years, it shall be regarded as having withdrawn. The MoU shall remain valid as long as it continues to involve at least two partners.

Date: June 6th, 2020

On behalf of Partner IUPAP, International Union of Pure and Applied Physics

Dr. Michel Spiro
President

A handwritten signature in black ink, appearing to read 'M Spiro', with a stylized flourish at the end.