



International Union of Pure and Applied Physics

## 7th IUPAP International Conference on Women in Physics

### Good inclusive practices in video-conferences and video-panel

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The health crisis that the world has been going through since the end of 2019 has imposed a profound transformation of communication modes. Video-conferencing has become a tool of our daily life with a multitude of different software. Over the past year, we have had time to familiarize ourselves with these techniques and it is time to question our practices.

If the format of video-conferences is different from that of traditional conferences, gender bias is still present but differently expressed. This is why we thought it would be useful to combine the charter for gender fairness in conferences [1] presented in the ICWIP in 2017 by V. Pierron-Bohnes as France team leader with a specific practical guide [2]. The aim of this guide is to raise awareness of certain biases and to propose solutions so that practices change before they become habits:

- to ensure diversity,
- to enable women to attend conferences,
- to support women participations,
- to get an equal distribution of the speaking time between men and women,
- to support women's voice,
- to encourage women to ask questions,
- to improve the gender performance of conference organization,
- to avoid bias during assessment panels.

The French Women in Physics committee is glad to share it with all of you. Please



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continue to ask to conference organizers to sign the charter adjoined of the guide in case of video-conferences and video-panels.

1. The charter for gender fairness in conferences is available by following this link: [www.sfpnet.fr/charte-de-parite-pour-les-conferences-scientifiques](http://www.sfpnet.fr/charte-de-parite-pour-les-conferences-scientifiques)
2. <https://www.sfpnet.fr/uploads/tinymce/FemmesetPhys/Good-practices-guide.pdf>