

Minutes EPSA Women's Caucus Meeting

Friday, September 8, 2017
7:30-8:45, Room B
Forum of University of Exeter

Attendees: 33 signed participation sheet (full list below).

1. Sara Green (SG) welcomed participants, provided a brief history of the Caucus and illustrated the information available on the Caucus website
2. Participants briefly introduced themselves
3. Sabina Leonelli (SL) expressed thanks to
 - a. EPSA for support and financial backing for the breakfast meeting and the Women's Caucus lecture.
 - b. Local conference organisers at Exeter for logistical support
 - c. Helen Beebee for accepting to be our keynote speaker
4. SL congratulated Andrea Woody, Phyllis Illari and Federica Russo for their new roles as Editors-in-Chief of *Philosophy of Science* (Woody) and *European Journal for the Philosophy of Science* (Illari and Russo); and Michela Massimi for the award of the Wilkins-Bernal-Medawar Medal of the Royal Society.
5. SL reported on developments since the last EPSA Women's Caucus meeting in Düsseldorf in 2015:
 - Childcare provision: offered on-site by Exeter organisers, taken up by one delegate. The provision of childcare was heavily subsidised by EPSA and has operated at a loss in this occasion. However it is strongly recommended and there was agreement that this should continue to be offered at future conferences, as it takes time for delegates to become aware that this is available and that they can plan accordingly.

ACTION (co-chairs): recommend to Steering Committee (SC) that childcare provision is offered at the Geneva meeting, liase with Marcel Weber as necessary.

- Caucus lecture

- The keynote run by Helen Beebee was a great success, with over 150 attendees in the audience and a lively discussion following Helen's excellent presentation on the situation of women in philosophy and what can be done to improve it. Informal feedback provided to the co-chairs after the lecture indicated that attendees found it useful and informative.
- The Caucus proposes to keep running a plenary lecture under the auspices of the Caucus as a fixture of the conference programme. This would be focused on diversity/minorities/mentorship issues, and be philosophical or more practical in tone depending on the choice of speakers. Giving it a label is important for awareness raising, and views on whether Women's Caucus Lecture is a proper label to continue with are welcomed.
- SL raised this with SC in Exeter, their initial reaction was positive.

ACTION (all members): Caucus members to send suggestions for potential speakers/topics to co-chairs, who will compile them and send them to the SC for their consideration.

- Newsletter section: now includes an interview to senior women in the field, discussing issues to do with the situation of women in European PoS.

ACTION (SC): to be continued

- Communications with steering committee: this was done through formal letters so far. It was proposed that a member of the SC acts as a formal liason between the Caucus and the SC, so as to make communication more flexible and effective. Maria Kronfeldner volunteered for this role.

ACTION (MK and co-chairs): to liaise regularly to discuss Caucus communications with SC.

6. Phyllis Illari reported on ongoing effort to collect information about academic working conditions for women in Europe. The document, compiled by Phyllis together with Uljana Feest and Lise Marie Andersen, was agreed to be very useful and to deserve further effort so as to add more countries and information. Suggestions for additional types of information were discussed, and there was agreement that focus should be on information that is relatively stable across institutions and ideally can be accessed via links to other webpages (to minimize

requirements for updating of information). To keep the effort going, it is important to set up an online system that allows multiple volunteers to insert information and links. Brendan Clarke (BC) volunteered to help to set up an online scheme or transferable wiki for multiple users to add information, as well as a Googlegroup to enable faster collection of information. The co-chairs passed on a list with volunteers to add information for additional countries to Brendan. SG will coordinate with BC to get the process started, but we are looking for a volunteer to chair this work group in the future. Many thanks to all involved.

ACTION (BC and volunteers): Set up system for a transferable wiki or shared scheme, circulate Googlegroup and information on how to add to the existing scheme, contact volunteers and ask for contributions, edit the resulting document and liaise back with co-chairs.

ACTION (co-chairs): find a volunteer to chair the group in the future.

7. SG opened a discussion on suggestions for **by-laws**, including procedures for election of co-chairs. The by-laws of the PSA Women's Caucus were used as a starting point for discussion. The inputs will be used by co-chairs when drafting a suggestion for by-laws to be circulated among the Women's Caucus members and decided at the EPSA19 meeting. The EPSA Women's Caucus should continue to support initiatives to foster the visibility of women in philosophy, identify possible gender issues, and to facilitate communication on these issues between the members and the SC. Several participants expressed the importance of also supporting other underrepresented groups in philosophy of science. For instance, mentoring schemes could be extended to everybody, and the caucus can play an active role in updating and revising the by-laws for the EPSA to support diversity. The caucus should take active part in discussions towards the aim of implementing good practice schemes and conduct policies. Moreover, the by-laws should in the future also link to the women's caucus to increase the awareness of the caucus among EPSA members.

- Procedures for the EPSA Women's Caucus Meeting and election: SG suggested adopting a policy akin to that of the PSA Women's Caucus. This entails electing one co-chair at each meeting (junior or senior) for a 4-year term to ensure continuity.
- There is a need to strengthen communication between the caucus members in the future. Federica suggested that a LinkedIn group could be used for sharing information on job opportunities etc. Opportunities for how to organize and update the membership-list were discussed. Free software opportunities such as Googlegroups or L-Soft were suggested. Mieke Boon suggested that we could explore the possibilities for members to sign up for the women's caucus when they sign up for the EPSA membership list online.

It was suggested that the EPSA Women's Caucus could provide a directory or list of searchable information on EPSA members (field, location, etc.). This would require making the EPSA membership list public, and appropriate options to opt in and out being provided to the membership. SL discussed this option with the SC in Exeter, and it is being taken under consideration, but outcomes depend on how the management and improvement of the EPSA website will be managed in the future. A related suggestion is whether the system offers opportunities for members to tick off a box if they volunteer for mentors. Likewise, a reminder to update contact details (institutional email) in the Caucus' email list, could be displayed during registration.

ACTION (co-chairs and volunteers): The co-chairs will write a suggestion for by-laws to be circulated among the members and decided upon at the EPSA19. The co-chairs encourage feedback on these and additional suggestions. Moreover, feedback on experiences with mentoring schemes and similar initiatives are greatly appreciated. The co-chairs will set up a LinkedIn group and invite members of the caucus to join. A systematic procedure for the membership list will be implemented as soon as possible, depending on the possibilities for integrating a new function for signing up for the caucus at the EPSA webpage (or during registration or renewal as an EPSA member).

8. SL invited members to consider implementing a "Respectful conduct" policy, in parallel to the one implemented at the PSA.

ACTION (SL): SL to chase up with PSA and circulate a copy of their policy for discussion and potential implementation at the next EPSA meeting.

9. Mentoring schemes for next EPSA conference: this was discussed at length, and it was suggested that mentoring could happen spontaneously as long as a list of willing mentors is circulated in advance of the meeting.

ACTION (co-chairs and members): co-chairs to coordinate mentors list and circulate closer to the time. All members to propose suggestions for how to run this effectively in the future.

10. Elections (two co-chairs for the next meeting at EPSA 2019). Paper ballots were handed out and 30 people voted (one vote for junior co-chair and one vote for senior co-chair). Results: Sabina Leonelli was elected as senior co-chair and Lena Kästner was elected as the new junior co-chair. Lena will serve for 4 years, and there will be an election of a new senior co-chair at EPSA 19.

ACTION (co-chairs): continue to hold elections at the next conferences, and search for candidates in advance so that information about them can be circulated ahead of the vote.

11. Close of meeting

The minutes were compiled by Sabina Leonelli, Sara Green, Lena Kästner, and Mieke Boon.

Attendees list

Mieke	Boon
Mary	Leng
Yael	Kedar
Chiara	Lisciandra
Inkeri	Koskinen
Orly	Shenker
Cristina	Amoretti
Nina	Poth
Insa	Lawler
Özlem	Yilmaz
Lotem	Elber
Neil	Dewar
Katie	Robertson
Luana	Poliseli
Anna	Alexandrova

Jan	Sprenger
Mary	Morgan
Andrea	Woody
Eva	Boon
Helen	Beebee
Nora	Hangel
Federica	Russo
Phyllis	Illari
Saana	Jukola
Maria	Kronfeldner
Dragana	Bozin
Jan	Potters
Melinda	Fagan
Michela	Massimi
Lena	Kästner
Brendan	Clarke
Monika	Foltyn-Zarychta
Sophia	Efstathiou
Sabina	Leonelli
Sara	Green