



**DIVERSITY IN MAGNETISM:
WHAT CAN WE DO?**

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2nd September 2024, York, UK



WHY DIVERSITY?



Diversity of ...

expertise

opinion

experience

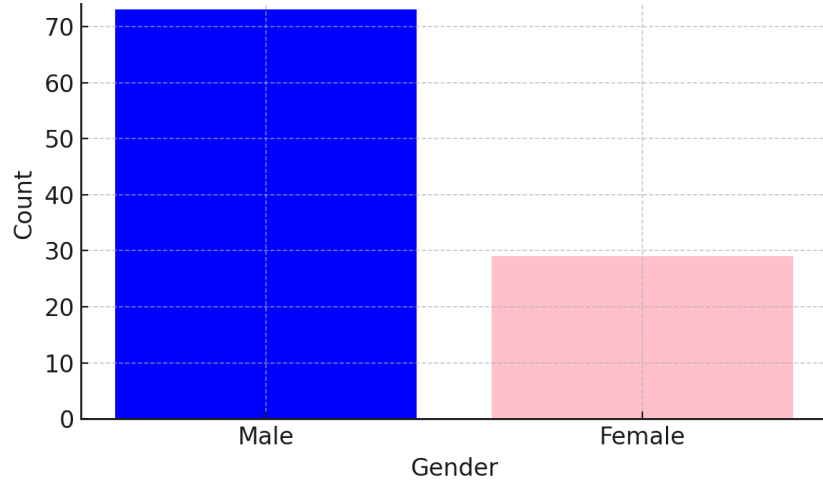
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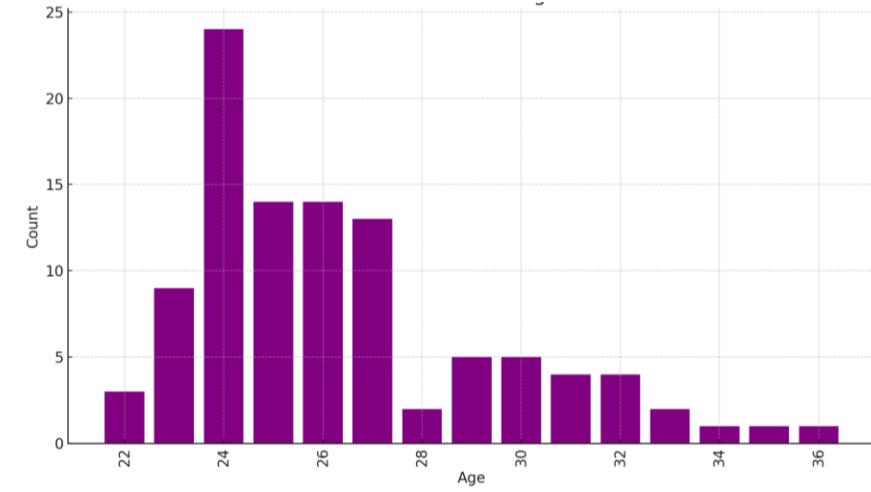


WHAT IS THE DIVERSITY OF OUR SCHOOL?

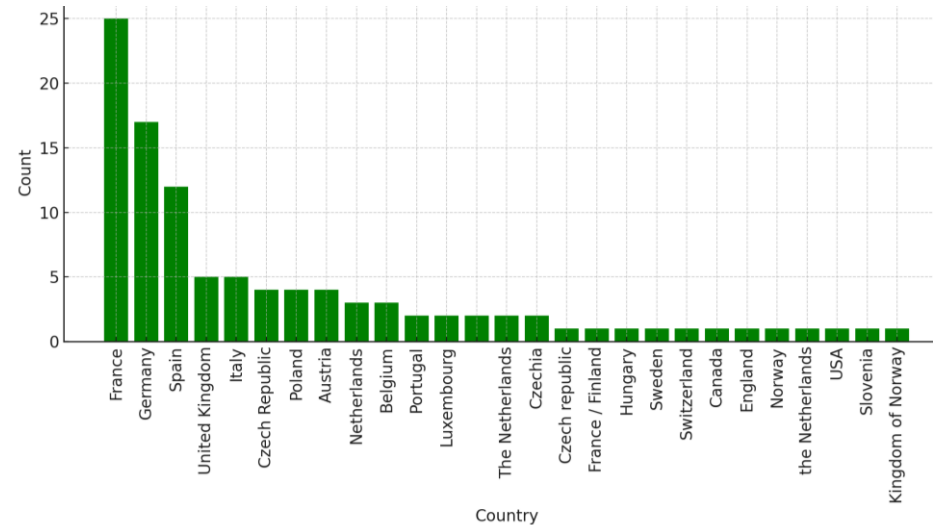
Gender



Age



Countries:





IMPOSTER SYNDROME

She told me: “I still come into work every day thinking that someone is going to finally realize that I have no idea what I am doing”. The woman was Daniela Bortoletto, the head of the Particle Physics department at Oxford University. I’m not kidding.

<https://mabecs.com/women-in-physics-the-imposter-syndrome-effect/>

Science

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HOME > SCIENCE > VOL. 367, NO. 6479 > IMPOSTER SYNDROME THREATENS DIVERSITY

🔒 | LETTER

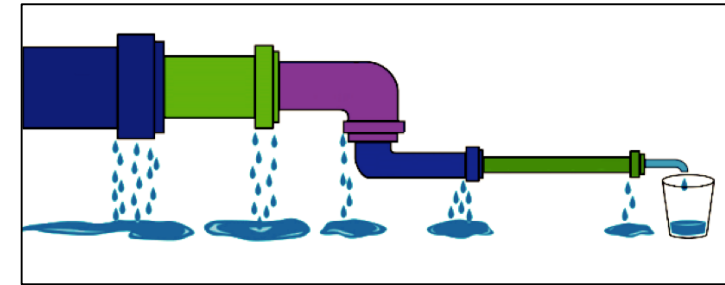
Imposter syndrome threatens diversity

GEORGE P. CHROUSOS AND ALEXIOS-FOTIOS A. MENTIS [Authors Info & Affiliations](#)

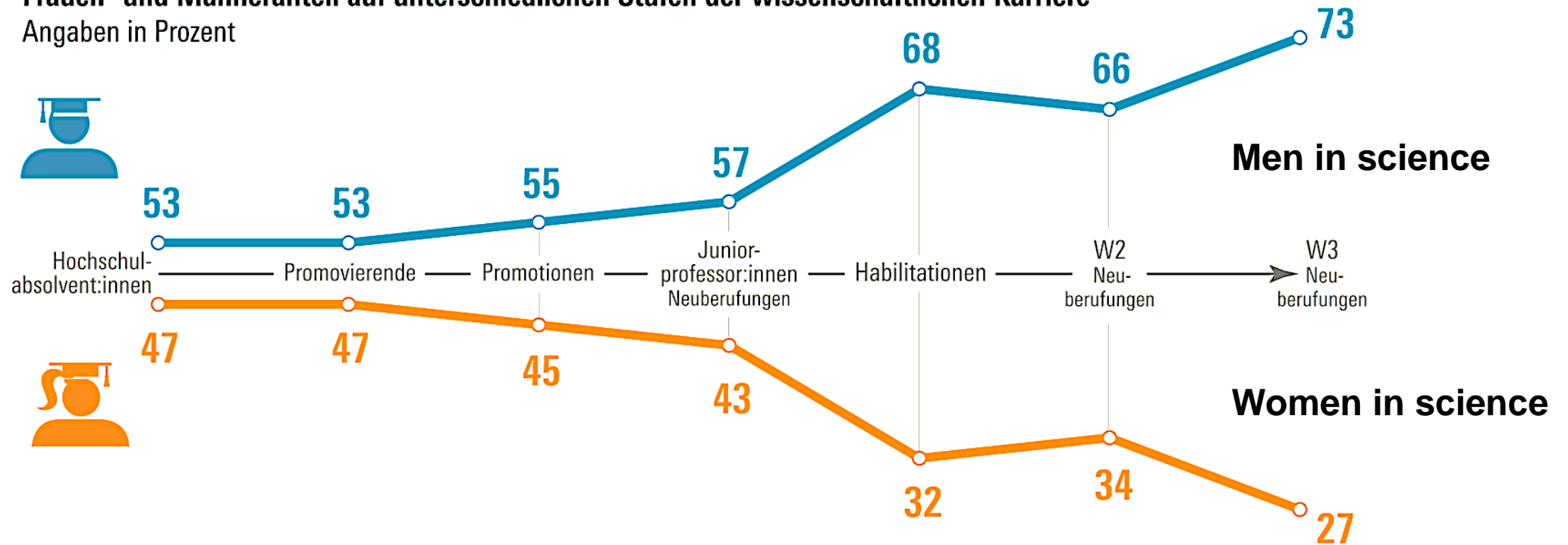
SCIENCE • 14 Feb 2020 • Vol 367, Issue 6479 • pp. 749-750 • [DOI: 10.1126/science.aba8039](https://doi.org/10.1126/science.aba8039)

Those with imposter syndrome have an innate fear of being discovered as a fraud or non-deserving professional, despite their demonstrated talent and achievements ([1](#)). Imposter syndrome has been found to be more prevalent in high achievers ([2](#), [3](#)), women ([3](#)), and underrepresented racial, ethnic, and religious minorities ([4-7](#)).

THE “LEAKY PIPELINE”



Frauen- und Männeranteil auf unterschiedlichen Stufen der wissenschaftlichen Karriere
Angaben in Prozent





WHAT CAN WE DO?

→ **You are not alone!**

*Many of us feel the same way
Share our experiences*

→ **Ask for help**

reach out and ask for help & advice

→ **Changing the culture**

Support and look out for each other.

→ **Advocacy**

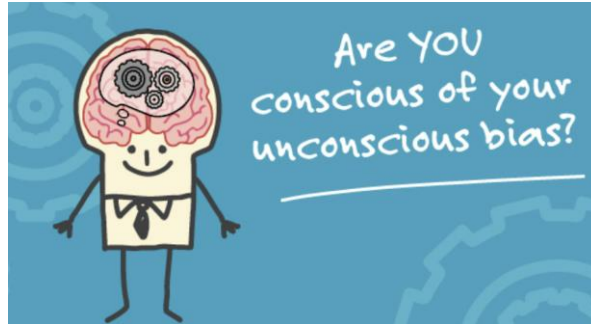
*speaking up when we notice unfair
situations*

→ **Create awareness**

of our own bias, and of our environment



WHAT CAN WE DO?

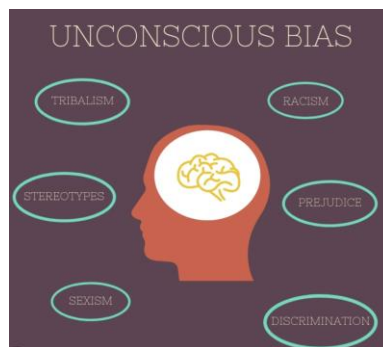


NEWS FEATURE

Fixing a Physics Culture Problem

July 22, 2021 • Physics 14, 106

Efforts to improve the climate for women in physics departments take many forms. None should focus on changing its women, some physicists say.



→ **Awareness**
of our own bias, and of our environment

→ **Changing the culture**
make sure everyone is welcome

→ **Advocacy**
speaking up when we notice unfair situations