

Institute of Theoretical and Computational Physics Gender Balance Plan

The Institute of Theoretical and Computational Physics (ITCP) is an independent legal entity founded to perform cutting-edge research in several areas of theoretical physics, lately also including experimental physics research. ITCP works under private law, but is coupled to the University of Crete, and in particular to the Physics Department, and overseen by the Ministry of Education.

The promotion of gender equality is of central importance, as gender equality policies are known to contribute to scientific excellence, which is the main driving force of the Institute. This is so because science can only advance by also tapping into the skills, perspectives and intuitions of traditionally under-represented groups, as has been the case with the gender gap, especially in areas like theoretical physics. Furthermore, it is frequently observed that women can have better science dissemination skills. Thus, it is clear that inclusiveness serves the general purpose of scientific excellence of the Institute.

For these reasons we strive to make sure that equal opportunities are indeed provided to all, especially to under-represented groups. The elimination of discrimination based on gender, ethnicity, race, sexual orientation, and other factors that have been a source of bias in the society in general, and in the scientific community in particular, is something we are continuously working on.

ITCP is a small institute coupled to the Department of Physics of the University of Crete. Hence the permanent members of ITCP are so far faculty members of the Department of Physics. Thus, the gender balance of the Institute is directly affected by the gender balance in the hiring process of the Department of Physics, which process cannot be formally influenced by regulations of ITCP.

However, regarding non-permanent members that are hired by ITCP for the purpose of implementing externally funded research programs, the general guidance of ITCP's governing board and ITCP's director is that gender balance considerations should be taken seriously in the hiring process. In fact, in recent years the proportion of women hired as non-permanent research staff has increased to about 30%, whereas in previous years this figure was significantly smaller. ITCP will continue along these lines and consistently strive to promote gender balance.