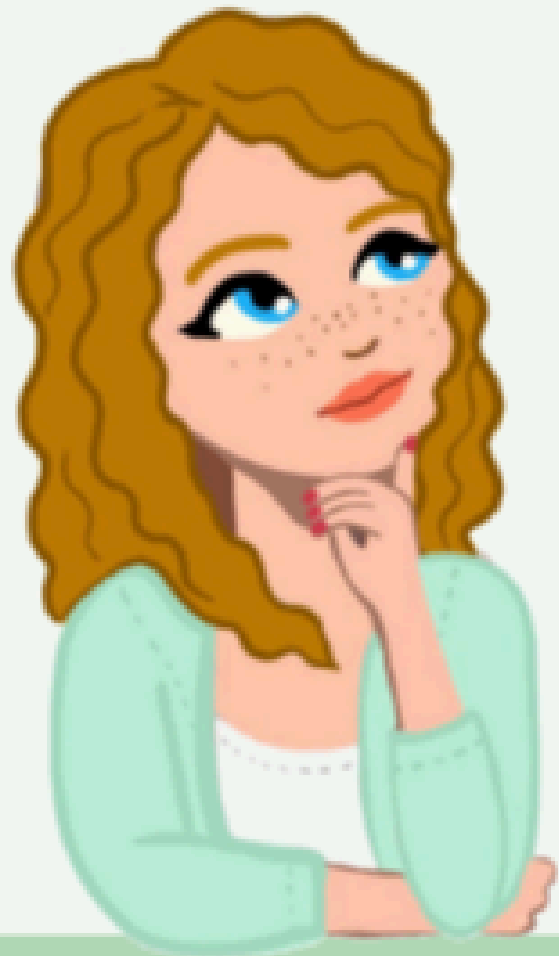




What Can You Do?

A practical guide for those wishing to improve gender diversity in mathematical research



Who are we?



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Our mission:
Creating a support network for women
and underrepresented genders in
mathematics and related disciplines.

What Can You Do?

This booklet is designed to give some practical guidance on how staff and students can act as allies within their departments. It is primarily based on individual experience and is by no means the whole picture. A lot of the advice overlaps across sections, so please take a look at most of the chapters and take what fits with your role.

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Main takeaways

- Tell people things
 - Support people:
 - What is your sphere of influence?
 - Contextualise the maths
 - Inclusive by design
- 

A Word on Accessibility

Now there is definitely a whole booklet's worth of content that we could write on accessibility. We note a few starting points here.

Lecture Notes

See the resource list in our hall of fame for help with this!

- *Mathematical notes (particularly those written in LaTeX) are very difficult for screen readers to interpret. Try to have all materials available in both PDF and HTML format in advance of the lectures so that students can adapt them for their own needs (for example, increasing or changing the font). Also make sure text is left-aligned for readability.*
- *Where possible, include a range of resource types such as physical models and videos as well as lecture notes. Use highly contrasting colours for slides and diagrams.*
- *On lecture capture, make sure there are transcripts or closed captions. Similarly, have alt text on pictures and make sure links in notes are descriptive.*

Extra Support

- *Provide platforms for students to anonymously and privately ask questions. For example, hand out small pieces of paper for people to write questions on during a lecture. You can then identify common problems and hear from students who wouldn't be able to raise their hand in lectures.*



Guidance for deaf accessible academic meetings

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Piscopia initiative



Written by Dr Rosie Evans and Ashleigh Ratcliffe

With thanks to...

Dr Elizabeth Dombi, University of Strathclyde
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Dr Alberto Paganini, University of Leicester
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Dr Brigitte Stenhouse, The Open University
Dr Laura Wadkin, Newcastle University

And... All of the attendees of PiFORUM25.

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HTML Version



What Can You Do?

The advice in this booklet should only be treated as a starting point and will also need updating in the future. We like to think of allyship and this booklet as a collaborative effort, so if you have any suggestions for us, we ask you to get in touch at:

howtotrainyourallies@gmail.com and
piscopiainitiative@gmail.com

Suggestions could include updating wording, “easy wins” you have implemented at your institution, or a whole section we’ve not covered yet!

Please appreciate that both initiatives that worked to create this booklet are made up of volunteers and so our response may be slow.

What can you do?



Register now!

Piscopia
initiative

PiFORUM
26

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2-3 SEP, 2026

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