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I. Welcome from Debra Elmegreen, IAU President to the Women in Astronomy (WiA) WG

I am delighted to welcome you all to a new triennium of the IAU. This monthly newsletter is a great way to keep your large Working Group informed and engaged. I started the AASWomen 1 electronic newsletter of the American Astronomical Society 30 years ago, and found that it was critical in communicating concerns, raising awareness, and uniting women and men in the cause for equality. The International Science Council Gender Gap study 2 that the IAU participated in underscores the fact that there remain many issues of concern for women in astronomy and other sciences. These include mentoring, career prospects, retention and advancement, training, role models, spousal and childcare issues, and harassment. Such topics of course apply to men as well, but the fact that our numbers have not reached equity means that we still need to have a WG to focus on improving conditions for women. It is encouraging to see that about 35% of our IAU Junior Members are female, a big increase compared with about 21% among all Individual Members. One goal is to improve the pipeline. I'm impressed by all of the activities your Organizing Committee is planning and considering, and hope that you will take this opportunity to contribute to the WG efforts that interest you the most. Make sure your voice is heard, because we all need to work together to make astronomy the welcome and inclusive field we want it to be. I especially look forward to your WG meetings being planned for the General Assembly in Busan in August 2022.

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II. Message from the new chair and co-chair of the WiA Working Group (WG)

Dear Women in Astronomy Working Group members,

Welcome to the IAU Women in Astronomy Working Group!

After the successful IAU XXXI, 2021 General Assembly virtual meeting held in the last week of August 2021, (Mamta Pommier- Chair) and Priya Hasan (Co-Chair) warmly welcome you to the Women in Astronomy Working Group of the IAU. We are thankful to Dara Norman (Chair), Lydia Sonia Cidale (Co-Chair), Francesca Primas (Advisor), and Daniela Lazzaro (Executive Committee Liaison) for their excellent efforts and support for this working group in the last triennium. We would also like to thank the outgoing committee (OC) members- Lydia Sonia Cidale, Thomas J. Millar, Karen Pollard, Francesca Primas, Theresa Rank-Lueftinger, Ginevra Trinchieri, Feilu Wang, Patricia Ann Whitelock, for their support and help with organizing the WiA WG activities during the last triennium. We are truly thankful for, Dara's work as WG chair (*current Advisor*) and for all the reports, documents, and presentations she has circulated among us and Daniela's insightful advice, as to the EC Liaison (*on-going*), during the ongoing Covid-19 pandemic phase. We will continue to provide such updated documents, news, and reports to the WG members.

In the next triennium, we will focus on the difficulties (bias, reduced career prospects, leaky pipeline and lacking role models, childcare issues, harassment, discrimination, unfair working conditions) faced by Women in Astronomy, help bridge the gender gap in Astronomy and STEM fields, and help the careers of women researchers and young women Ph.D. students worldwide. To achieve these objectives, we are looking forward, to working with the WG Advisor, EC Liaison, Organizing committee members, WG members, and the IAU offices. We will present the WG activities and achievements at the two general assembly meetings due in the next triennium, in Busan, August 2022, and Cape Town, August 2024. We welcome your ideas during these events, in addition to the seminars, workshops, surveys, training programs that we aim to organize. Please do not hesitate to contact us with your queries or suggestions.

Finally, I am honored to serve as the Chair of this WG and looking forward to working with all of you and the IAU members with dynamism and team spirit. As open communication is important to develop close collaboration in any large geographically distributed WG such as ours hence, we have come up with the **IAU-WiA monthly newsletter** and **'ENSEMBLE' quarterly magazine** along with other communication channels that you will read further in this newsletter.

We especially draw your attention to the '*call for participation*' announced in this newsletter to foster the exchange of ideas and expertise within the WG and develop activities together for the next triennium.

We wish you all the best in your work and looking forward to working with you.

Stay safe and happy reading!

Mamta Pommier and Priya Hasan
on behalf of the IAU Women in Astronomy WG

https://www.iau.org/science/scientific_bodies/working_groups/122/

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III. New Organizing committee for WiA WG

On **September 2nd, 2021**, the Chair and Co-Chair circulated a call for the expression of interest to all the WG members to join the IAU WiA WG Organizing Committee (OC). We have received an overwhelming response from the WiA WG members to join the OC for the next triennium. Taking into account the following criteria- a balanced geographic distribution, gender balance, and experience level of the members, the Chair, Co-Chair, WG EC Liaison, and the advisor, jointly welcomed the following members to the new OC on September 13th, 2021:

Elected Members, First Term:

Alshaimaa Saad (Egypt) - Junior Member, Arianna Piccialli (Belgium), David Valls-Gabaud (France), John Leibacher (USA), Josefa Masegosa Gallego (Pepa) (Spain), Jolanta Nastula (Poland)

Second Term Members:

Aya Bamba (Japan), Belinda Wilkes (USA), Claudia Lagos Urbina (Australia), Lili Yang (China), Santiago Vargas Domínguez (Colombia)

The OC members list was validated by the IAU Executive committee.

IV. Organization of the WG activities and liaisons to other IAU offices

The members of the OC met on **September 16th, 2021**, and discussed the organization of the WG activities and the action plan for the next triennium. Below is the outcome of this meeting:

1. A new logo and image (refer to Page 1) for the IAU WiA WG website was finalized and will be updated soon by the IAU Database manager along with the new OC members
2. 4 subgroups have been formed with the OC members as listed below-
 - **Group 1- Seminars and symposium organizations-** will organize regular 2hrs bimonthly seminars by experts, permanent, non-permanent members, and OC members (female and male) from a geographically distributed team with different level of experience.
 - **Group 2- Conference organizations-** will organize yearly conference and give talks at international meetings
 - **Group 3- Surveys and fundraising-** will conduct surveys on Women statistics all over the world and Gender balance within the IAU members, and non- IAU members, as well as fundraising, to support women careers in Astronomy as a solidarity effort
 - **Group 4- Training programs/workshops and Resource development-** will develop resources and collect materials available from other IAU offices to carry out Training programs for skill-building and development of women career in Astronomy
3. IAU-OAO director has extended support and collaboration on the following programs with the WiA WG- an outreach of the WinA WG actions, establishing a set of best practices for outreach professionals, Meet the IAU Astronomers!, Women and Girls in Astronomy, Telescopes for All.

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V. Communication channels for the WG members

We have set up the following communication channels for all the WG members to refer to the announcements, activities, achievements, exchange ideas, and hold discussions-

1. **IAU Women in Astronomy ‘ENSEMBLE’ quarterly magazine**, due in **December 2021**, showcasing the WG members achievements, survey statistics, problems faced by Women in Astronomy, events, and development program organized for Women researchers and students at the national and international level. *This magazine serves as a voice for women in Astronomy all over the world to assure they are well represented in the international astronomical community*
2. **SLACK channel** devoted to the IAU WiA WG at https://join.slack.com/t/winatalk/shared_invite/zt-vivpm3gg-FOVq3UfnFL99W_J6sv4VCg. All WG members are encouraged to join and use this channel for communication.
3. **Social Media page:** All WG members are encouraged to join and refer to these social media pages for news and events. Your contributions to the **IAU-WinA quarterly magazine** will be also posted here.
 - **Twitter page-** https://twitter.com/IAU_WiA
 - **Facebook page-** <https://www.facebook.com/people/Iau-Wia/100073009214033/>
 - **Youtube Channel**

VI. Upcoming Conferences, Meetings, Training program, and Seminars

1. **October 12th, 2021- IAU WiA online 2hrs Seminar series-1 -**
Below is the list of speakers -
 - 7h30-8h00 EDT -**Career challenges faced by Women in Astronomy and STEM-** Mamta Pommier (IAU-WiA Chair, France)
 - 8h00-9h00 EDT -**History of WiA issues in the United States, and ongoing global WiA issues today-** Debra Elmgreen (IAU President, USA)
 - 9h00-9h30 EDT -**Awareness on Gender Equality in Research. Why men should care?-** Santiago Vargas Dominguez (IAU WiA Organizing committee member, Colombia).

The seminar series is open for female and male participants from the international Astronomy community. If you wish to attend these seminar series then please mark your interest at https://docs.google.com/forms/d/e/1FAIpQLSdI2oahALw2sLWU7o51Ti2safN6OIza8NSwwietR6OADzh9CA/viewform?usp=sf_link

2. **October 27-29, 2021- Forum on Astronomy in Africa by the IAU-OAD -** https://astronomy2024.org/save-the-date-27-29-october-2021-forum-on-astronomy-inafrica-and-the-iau-ga2024/?fbclid=IwAR0XBoPycoVHlL9S9iOeIRaLHTt_Dd0bY8m7F8TRzmoIP-c0tE-wwTOvZo. We have submitted the abstract.
3. **November 8-12, 2021- IAU WiA online Training program series-1** on ‘Essential Skills for Astronomy Research’ by Priya Hasan. **Registration is open for the Women participants** from all over the world at: <https://iauwia2124.wixsite.com/training-workshop>

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VII. Call for participation to all the WG members

All WG members (Female and Male) are invited to:

1. **join the above 4 subgroups:** if they wish to contribute to the activities at the following link -https://docs.google.com/forms/d/e/1FAIpQLSfN4ZBAA-4my135pJUaKT5a5tA6KG8tOp-aVVUTqVHUnacKCg/viewform?usp=sf_link by **September 30th, 2021**. We will contact you soon to participate in the subgroup activities
2. **take the short survey on Women's Career in Astronomy:** https://docs.google.com/forms/d/e/1FAIpQLScS4jZu5Ee8_ca2nNjlSXbC04AG0EOfuT2WsTawIeQjEb43A/viewform?usp=sf_link by **October 15th, 2021**. We also request all the WG members to forward this survey link to your local National Astronomy Communities and Astronomical societies in order to include country-wise data for better statistics and global representation of the working situation of Women in Astronomy
3. **send your contributions:** for the IAU-WiA '*ENSEMBLE*' quarterly magazine: with your activities, workshop, funding related to WiA, etc., with a reference on 1 A4 page (rector-verso) with a photo of the event, image, figure, etc. by **October 31st, 2021** to the WG chair @ iauwia2124@gmail.com
4. **express your interest to organize conference and seminars:** to increase the visibility of Women in Astronomy worldwide and present IAU-WiA WG members results, biases and achievements. These conferences will provide an overview of the challenges faced by Women in research environment. If you are organizing an international conference or one in your country during the National Astronomical Communities days on the above theme and would like to invite members from the working group, or would like to give a talk in one of the announced meetings/seminars in the IAU-WiA newsletters, then please fill in your interests below - https://docs.google.com/forms/d/e/1FAIpQLSd0KimQnbH8ziJU-Ld9U8gy8D9egu1sxAG9-nB3EwTTvNdD4w/viewform?usp=sf_link
5. **provide resource materials:** these resource materials (plotting tool tutorials on archival data, learning kits for students, set of python or idl programs for creating plots, histograms, fitting curves, etc.) will be used for the career development of Women in Astronomy during the training sessions. You can fill in your interest at the link below by **October 15th, 2021**-
 - **Training Program/Workshop proposition-** https://docs.google.com/forms/d/e/1FAIpQLSf8XDeOb9o2OEMDjpsGMs0wy014fJ6pYvfce7cL9ga3k8-ihw/viewform?usp=sf_link
 - **Resource Development-** https://docs.google.com/forms/d/e/1FAIpQLSdh6v_BYhJs-eunUS6tM21albbK9sUHYLmnJDiweTwrPQgJKg/viewform?usp=sf_link

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VIII. Invitation to all the IAU members to join the WiA WG and welcome to new members

Finally a message to all the IAU members- If you wish to join the WiA activities or would like to share any information about matters that may be relevant to the activities of the Women in Astronomy WG, then please send an e-mail to WG Chair at iauwia2124@gmail.com. We will address your interests, queries or contributions in the next newsletter (October end) and your achievements and difficulties faced in the working environment in the quarterly IAU-WinA *ENSEMBLE* magazine.

New Members who joined the WG in September 2021:

- Lina Canas, Director of IAU OAO. Welcome Lina, we are a team of 182 members now!

Thank you in advance for your inputs.

Best regards,

Mamta Pommier and Priya Hasan
on behalf of the IAU Women in Astronomy WG