

Gender-equality and harassment-prevention committees



Nicolas Markey, Anne Siegel



Minerva Informatics Equality Award 2022

Birth and life of our committees

Realization that individual feelings are in fact systemic and deserve collective solutions

**3 main
phases**

Observation, **diagnosis**;
liberation of speech

Propositions of actions

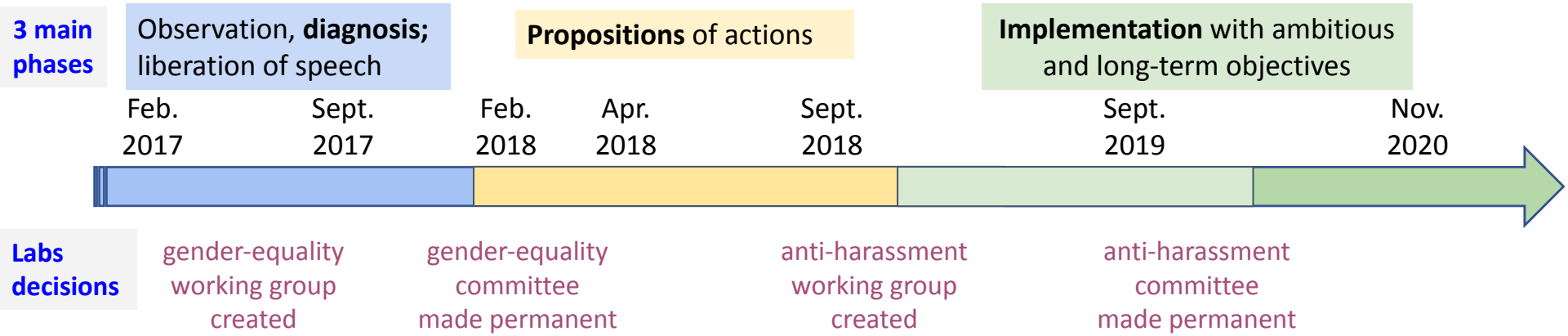
Implementation with ambitious
and long-term objectives

Feb.
2017



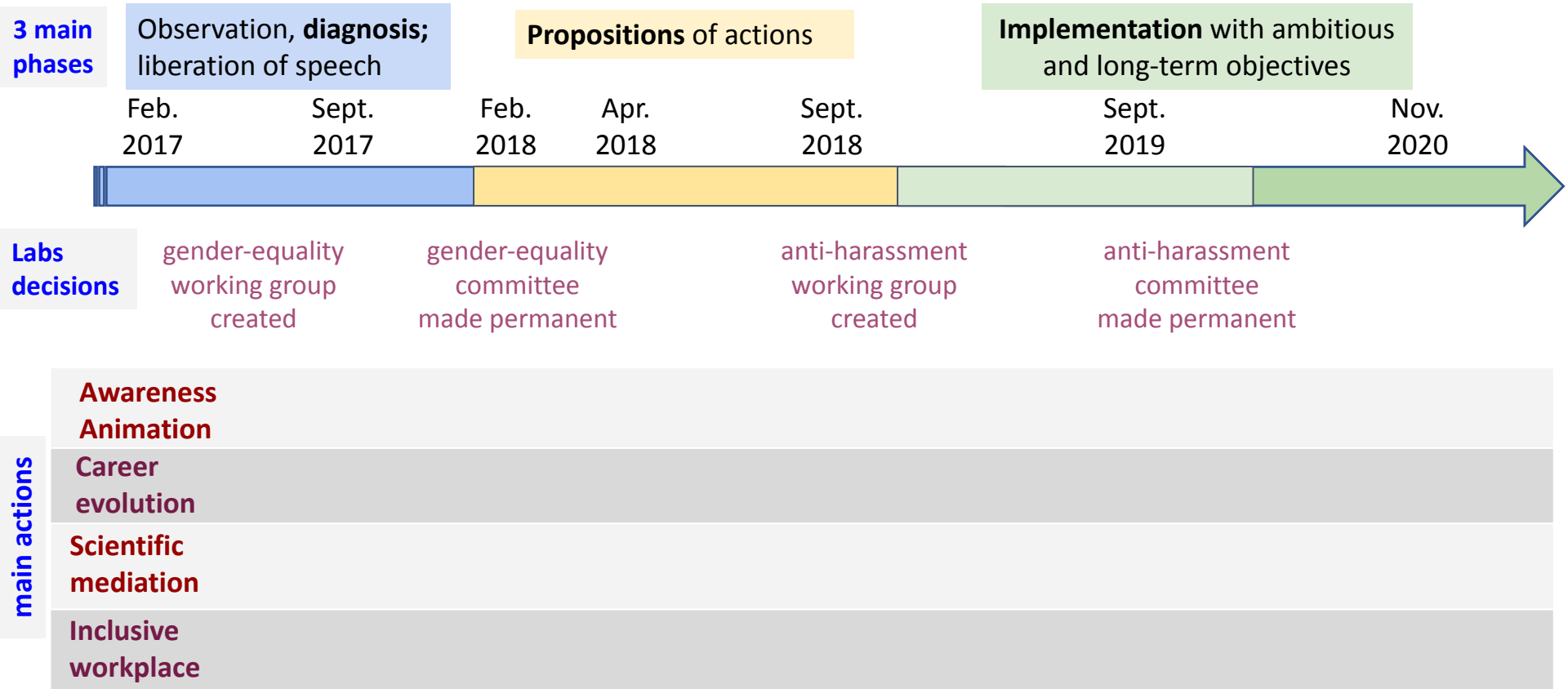
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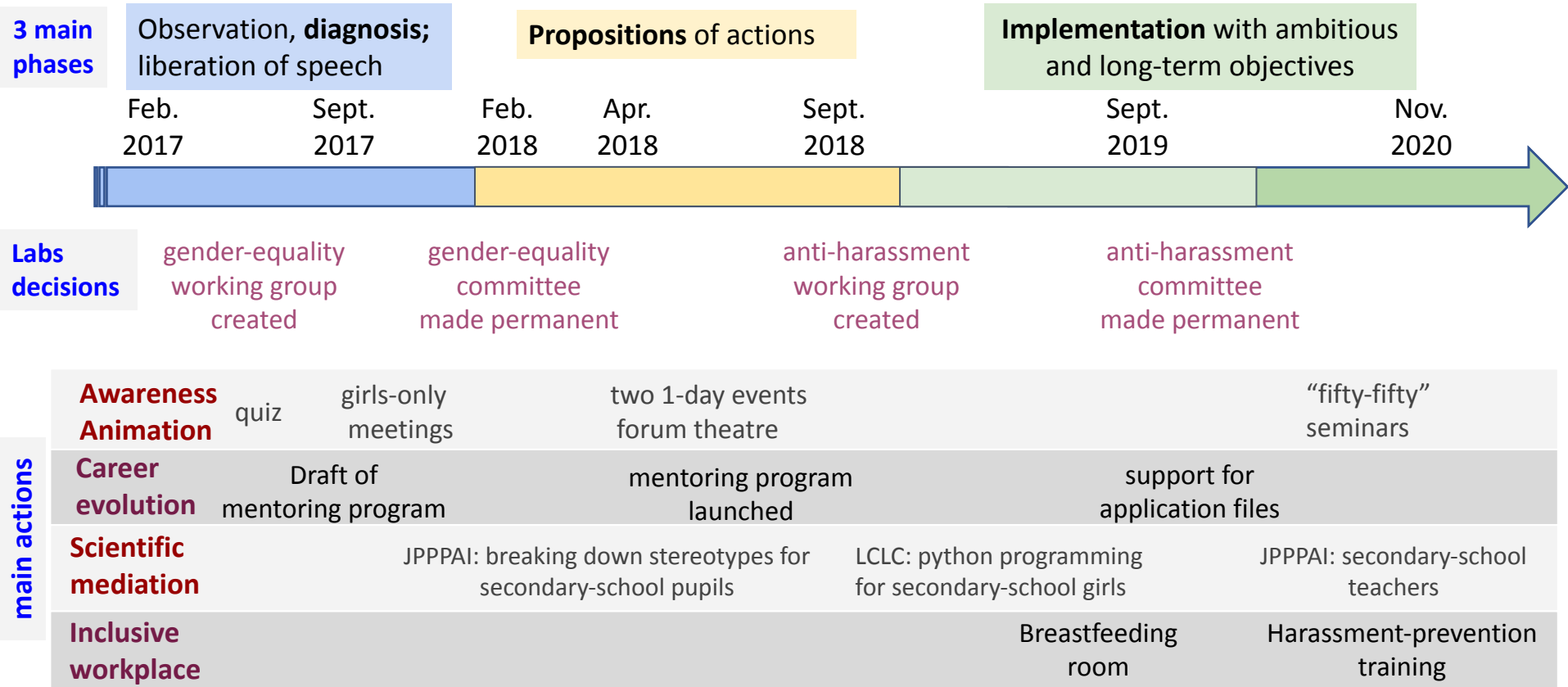
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Did we make any progress?

Careers

40% of habilitation theses
defended by women over 5 years

Feminisation rate increased from
19.5% to **21.6%** over 5 years

9 women among **26** promoted in 2017-2022,
vs. only **2/28** in 2008-2016

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Sharing experiences

20 100%-women
lunch meetings

98 mentor-mentee
pairs

5 “fifty-fifty” seminars with
60 attendees on average

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Training and learning

Harassment prevention training for more than **90%** of the lab.

Stereotype break-down sessions for **200** secondary-school pupils and **50** secondary-school teachers

35 books in the feminist library for computer scientists

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What's next?

- keep up the effort, maintain ambitious objectives;
- improve efficiency and attractiveness of the committees.

Thank you!

Many thanks to

- the directors of IRISA and Inria center of Rennes for their continuous support;
- our colleagues of the gender-equality and harassment-prevention committees;
- Minerva Informatics Equality Award committee, organizers and sponsors.



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<https://egalite-fh.irisa.fr/>