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
Birth and life of our committees

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

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<td>Apr. 2018</td>
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**Labs decisions**
- gender-equality working group created
- gender-equality committee made permanent
- anti-harassment working group created
- anti-harassment committee made permanent
Birth and life of our committees

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

Observation, diagnosis; liberation of speech

Gender-equality working group created Feb. 2017

Gender-equality committee made permanent Sept. 2017

Propositions of actions

Career evolution

Anti-harassment working group created Feb. 2018

Anti-harassment committee made permanent Sept. 2019

Implementation with ambitious and long-term objectives

Nov. 2020

Scientific mediation

Labs decisions

Birth and life of our committees

Awareness

Animation

3 main phases

Scientific mediation

Main actions

Inclusive workplace
Birth and life of our committees

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**Awareness Animation**
- quiz
- girls-only meetings
- two 1-day events
- forum theatre
- “fifty-fifty” seminars

**Career evolution**
- Draft of mentoring program
- mentoring program launched
- support for application files

**Scientific mediation**
- JPPPAI: breaking down stereotypes for secondary-school pupils
- LCLC: python programming for secondary-school girls
- JPPPAI: secondary-school teachers

**Inclusive workplace**
- Breastfeeding room
- Harassment-prevention training

**Birth and life of our committees**

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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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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

Follow-up : stabiliser les actions qui sont déjà ambitieuses
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**Training and learning**

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- What’s next?
  ➔ keep up the effort, maintain ambitious objectives;
  ➔ improve efficiency and attractivity 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/