

Gender-equality and harassment- prevention committees



Nicolas Markey, Anne Siegel



IRISA lab & Inria center of Rennes University

One of the largest computer-science lab in France

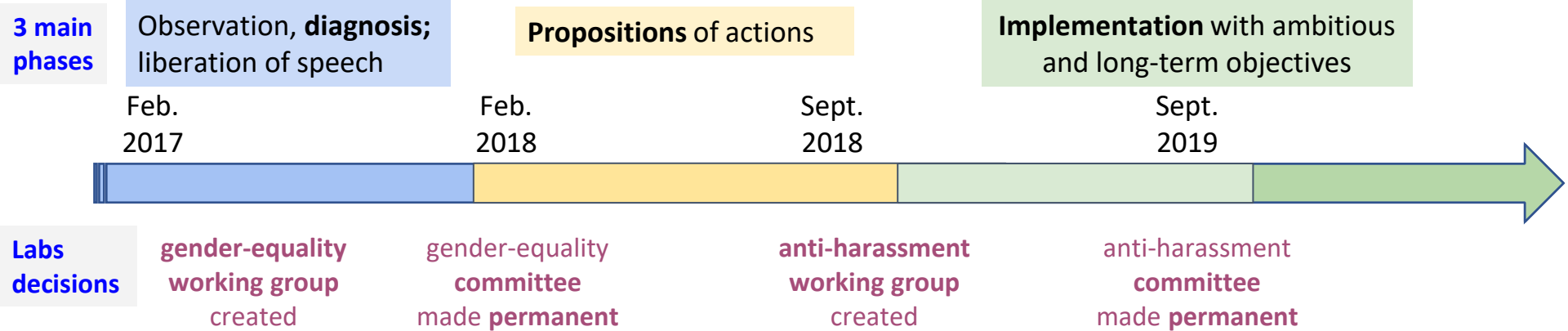
- **ca. 800 members**, of which
 - 300+ permanent researchers;
 - 270+ PhD students, 100+ postdocs, engineers.
- **organized as ca. 40 research teams:**
 - various size (8 to 50 members);
 - **wide range of topics:** cybersecurity, artificial intelligence, bio-info, robotics, networks, ...
- **sponsored by 8 institutions:**



So few women team leaders (10%) among the too few 20% women scientists

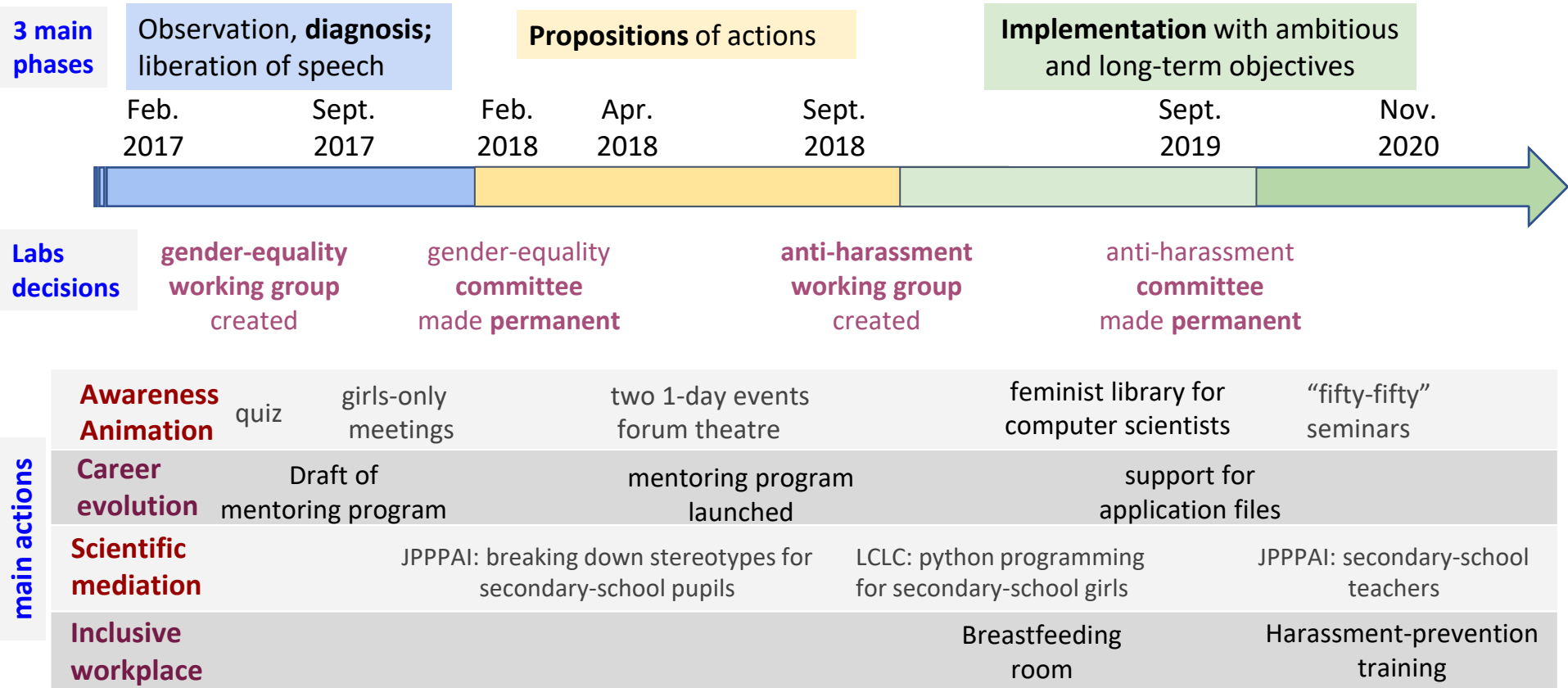
Birth and life of our committees

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



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Did we make any progress?

Learning and training

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

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

Stereotype training for **200** secondary-school pupils and
50 secondary-school teachers

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Sharing experiences

20 100%-women lunch meetings

98 mentor-mentee pairs

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

Careers

40% of habilitation theses defended by women over 5 years

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

What's next ?

- keep up the effort, maintain ambitious objectives;
- improve efficiency and attractiveness of the committees
- new round of brainstorming to exhibit new “crazy” ideas.

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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/>