

Gender-equality committee

at IRISA and Inria center of Rennes



Elisa Fromont



Nicolas Markey



Camille Maumet



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:**



Some figures

Local statistics (IRISA + Inria RBA):

	2018			2021		
	Women	Men	Part of women	Women	Men	Part of women
“senior”	16	96	14.3%	20	98	16.9%
“junior”	47	156	23.2%	45	153	22.7%
Part of senior	25.4%	38.1%	20.0%	30.8%	39.0%	20.6%
“Male advantage index”	1.50			1.26		

National statistics (2021) :

- Universities (computer and information sciences) : 23% women, masculine advantage index 1.56 ;
- CNRS (computer and information sciences) : 19.3% women, masculine advantage index 1.00 ;
- Inria : 18.3% women, masculine advantage index 1.11.

Some figures

Local statistics (IRISA + Inria RBA):

	2018
Women	16
“senior”	16
“junior”	47
Part of senior	25.4%
“Male advantage index”	

IRISA
ACTIVITY REPORT AND STRATEGIC PLAN

évaluation et qualité
Hcéres

4.2.3 Key society questions: gender equality, sustainable development

Gender diversity is also a concern in hiring scientists in the broad field of computer science. This concern extends beyond recruitment: It is for instance well-known that the ratio of women scientists decreases as responsibilities increase. In addition to the measures taken by the trustees of IRISA in their recruitment process, the laboratory has taken a number of significant actions towards highlighting and promoting women in computer science, so as to improve the situation in the long run. In particular, a gender equality commission was created in 2017 with the goal of monitoring the situation, raising awareness, and advising the direction on actions to be taken. The commission, shared with Inria’s research center, is composed of 20 persons (30% male) representative of the different categories of personnel at IRISA.

Monitoring of the gender-balance at IRISA reveals well-known facts as evidenced by the figure on an interesting point: among the rank B scientists

Ratio of women scientists in 2018

Category	%women
all	20
senior	16
leader	9
direction	0

National statistics (2021) :

- Universities (computer and information science)
- CNRS (computer and information science)
- Inria : 18.3% women, masculin

Some figures

Local statistics (IRISA + Inria RBA):

	2018
Women	16%
“senior”	16%
junior	47%
Part of senior	25.4%
“Male advantage index”	

2017: creation of the gender-equality working group

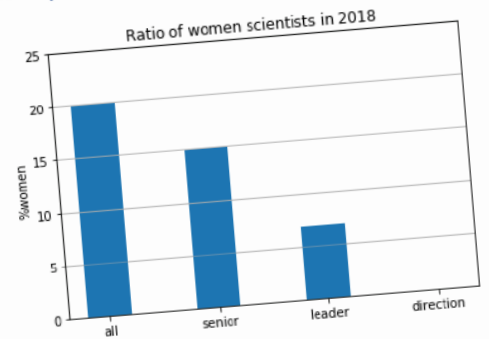
2019: creation of the harassment-prevention working group

National statistics (2021) :

- Universities (computer and information science)
- CNRS (computer and information science)
- Inria : 18.3% women, masculin

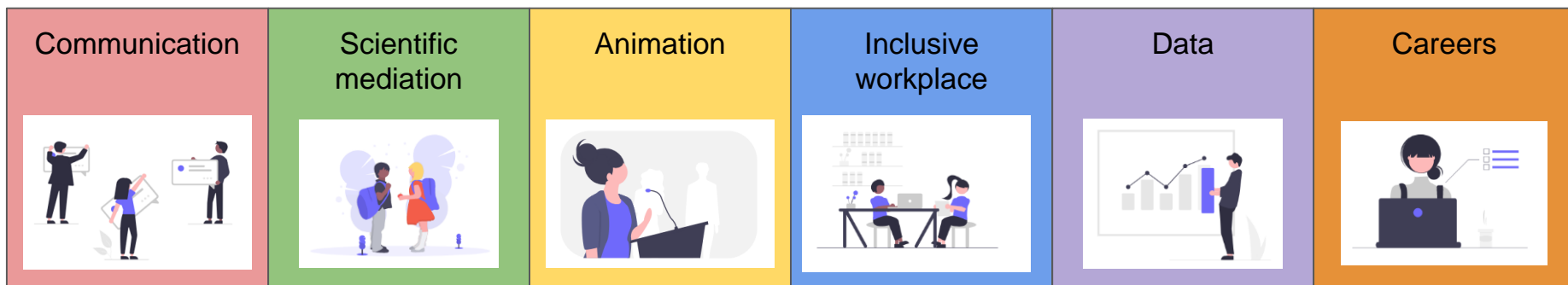
4.2.3 Key society questions: gender equality, sustainable development

Gender diversity is also a concern in hiring scientists in the broad field of computer science. This concern extends beyond recruitment: It is for instance well-known that the ratio of women scientists decreases as responsibilities increase. In addition to the measures taken by the trustees of IRISA in their recruitment process, the laboratory has taken a number of significant actions towards highlighting and promoting women in computer science, so as to improve the situation in the long run. In particular, a gender equality commission was created in 2017 with the goal of monitoring the situation, raising awareness, and advising the direction on actions to be taken. The commission, shared with Inria’s research center, is composed of 20 persons (30% male) representative of the different categories of personnel at IRISA.



Monitoring of the gender-balance at IRISA reveals well-known facts as evidenced by the figure on an interesting point: among the rank B scientists (30% women). Based on this

Gender-equality committee



6

- **Laurent Amsaleg.** DR CNRS. IRISA/Inria RBA. Responsable équipe
- **Michèle Basseville.** DR CNRS émérite. IRISA
- **Nathalie Bertrand.** DR Inria. IRISA/Inria RBA. Responsable équipe
- **Louis Béziaud.** Doctorant UR1. IRISA
- **Tassadit Bouadi.** MCF UR1. IRISA/Inria RBA
- **Katharina Boudgoust.** Doctorante UR1. IRISA
- **Anne Buzaré.** IT CNRS. IRISA. Gestionnaire RH
- **Peggy Cellier.** MCF INSA. IRISA/Inria RBA
- **Bertrand Coüason.** MCF INSA. IRISA. Responsable département IRISA
- **Julie Coloigner.** CR CNRS. IRISA/Inria RBA
- **Isabelle Corouge.** IR UR1. IRISA/Inria RBA. Responsable plateforme
- **Claire Cury.** CR Inria. IRISA/Inria RBA
- **Énora Denimal.** CR Inria. Inria RBA
- **Jamal El Hachem.** MCF UBS. IRISA

- **Élisa Fromont.** Prof. UR1. IRISA/Inria RBA
- **Ronan Gagne.** IR UR1. IRISA/Inria RBA. Responsable plateforme
- **Camille Juigné.** Doctorante INRAE. IRISA/Inria RBA
- **Nicolas Markey.** DR CNRS. IRISA/Inria RBA. Responsable département IRISA
- **Camille Maumet.** CR Inria. IRISA/Inria RBA
- **Marc Meynerol.** IR CNRS. IRISA. Responsable administratif
- **Isabelle Monjaret.** IT UR1. IRISA. Assistante direction
- **Solène Moreau.** Doctorante CNRS. IRISA
- **Anne-Cécile Orgerie.** CR CNRS. IRISA/Inria RBA
- **Charlotte Pelletier.** MCF UBS. IRISA
- **Martin Quinson.** Prof. ENS Rennes. IRISA/Inria RBA
- **Patrice Quinton.** Prof. ENS Rennes émérite. IRISA/Inria RBA
- **Anne Siegel.** DR CNRS. IRISA/Inria RBA. Responsable département IRISA
- **Véronne Yepmo.** Doctorante UR1. IRISA

J'PEUX PAS J'AI INFORMATIQUE

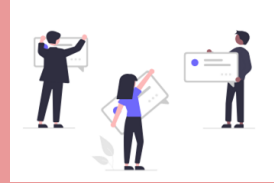


Breaking down stereotypes for secondary-school pupils... and teachers!

- Diversity of activities in computer science
- Gender stereotypes in computer science

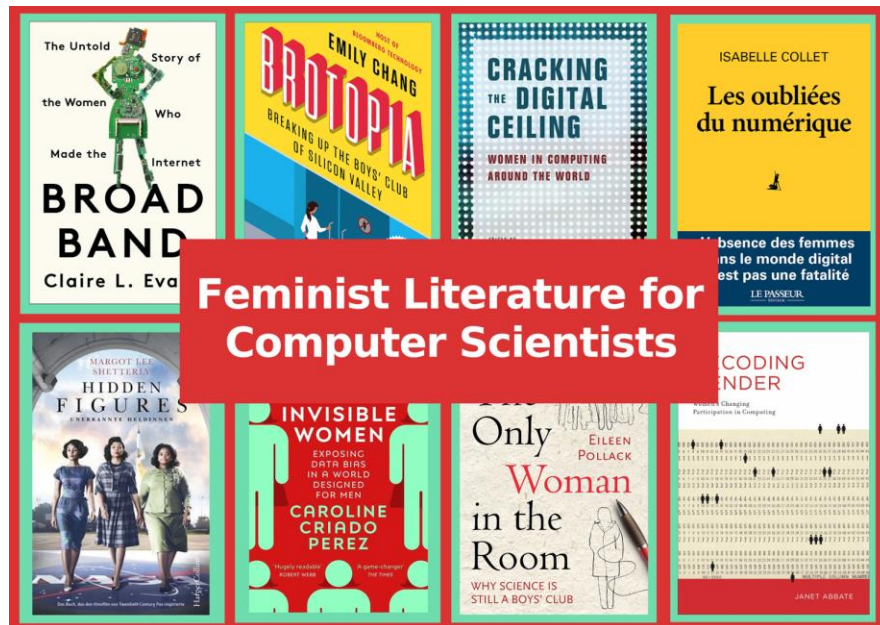
- 2018 and 2019 : **160 pupils**
- 2021 : **50 teachers**





Feminist literature for computer scientists

- 35 books bought by IRISA since 2020;
- Freely available at our cafeteria
- Reading circle: discussions about those books



Séminaire FIFTY/FIFTY

La recherche en tout genre

IRISA



Animation



- Seminars and discussions on various topics related to gender equality in sciences
- External speakers (researchers in social sciences, education sciences, ...)
- **3 to 4 seminars each year, ca. 60 attendees each time.**
- Recordings available online

FIFTY-FIFTY Seminar: May 24, 2022 with Jeria Quesenberry (USA)

[View](#) [Translate](#)



Jeria Quesenberry
Mardi 24 mai 2022
Inscription jusqu'au
17 mai

In the framework of the Gender Equality Commission of the Inria RBA center and IRISA, Laurent Amsaleg and Nathalie Bertrand invite you to the new seminar in the **Fifty/Fifty series**.

Seminar in English, followed by a question and answer session

Cracking the Digital Ceiling: Women in Computing around the World

Speaker: [Jeria Quesenberry](#),

Date: **Tuesday, May 24 at 3:00 pm**

Location: She will be speaking live from the United States, her talk will be broadcast in the **Inria amphitheater**, but also in the **TPI ENSSAT room in Lannion**, **TPI SSI in Vannes**, and can also be followed remotely ([link to come](#)).

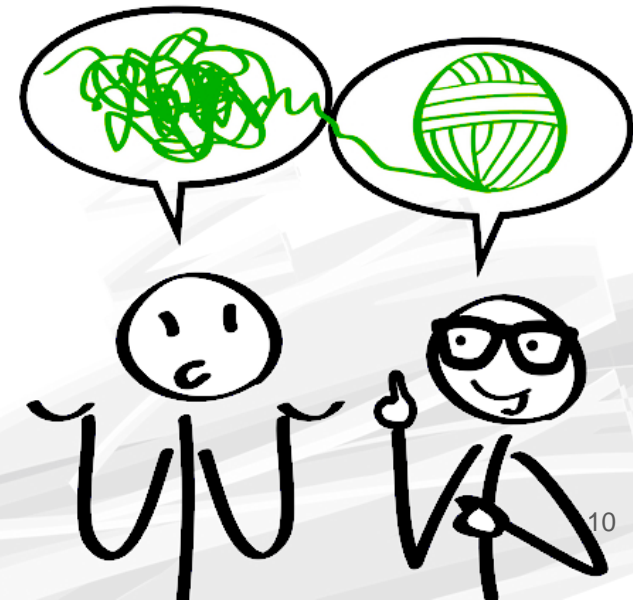
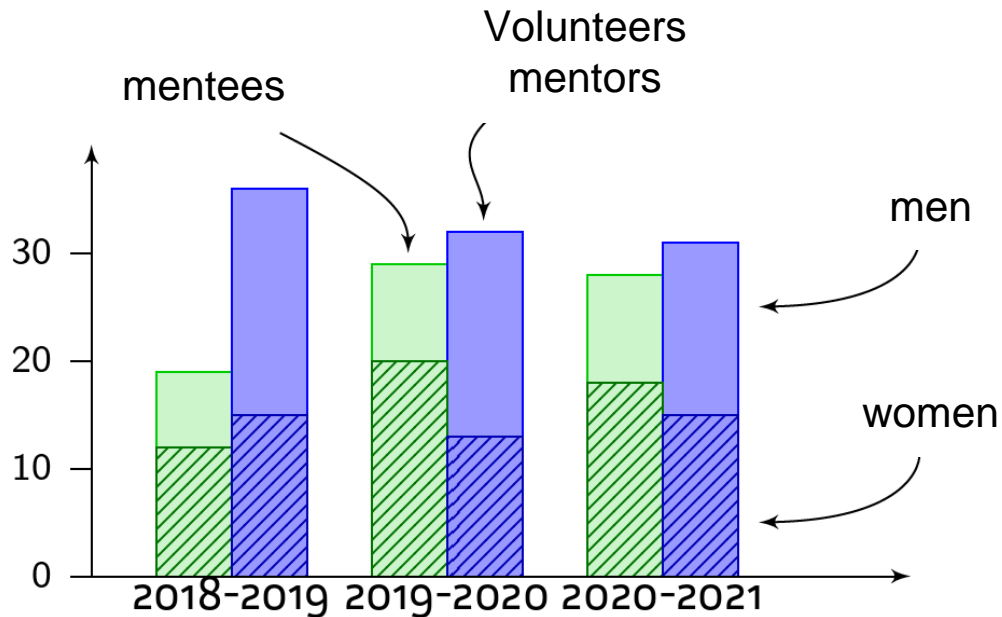
The analysis done by Carnegie-Mellon University (CMU) is often cited when it comes to understanding the barriers to women in computing, from the choices made in school to university and then to our laboratories and companies. CMU is also known for proposing a wide range of practical solutions that can be put in place to try to bring back and retain women in our disciplines. CMU is the reference on these topics.

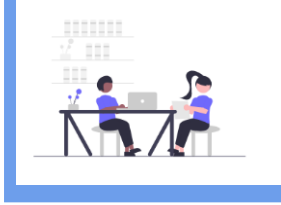
Jeria Quesenberry, a professor at CMU, plays a central role in identifying these barriers and obstacles and in inventing tools and solutions.



Mentoring program

- Senior lab members sharing their experience with younger colleagues
- Various topics: work-life balance, career, applications, ...
- Ca. 30 mentees each year → **98 mentors-mentees pairs !**





Harassment-prevention committee

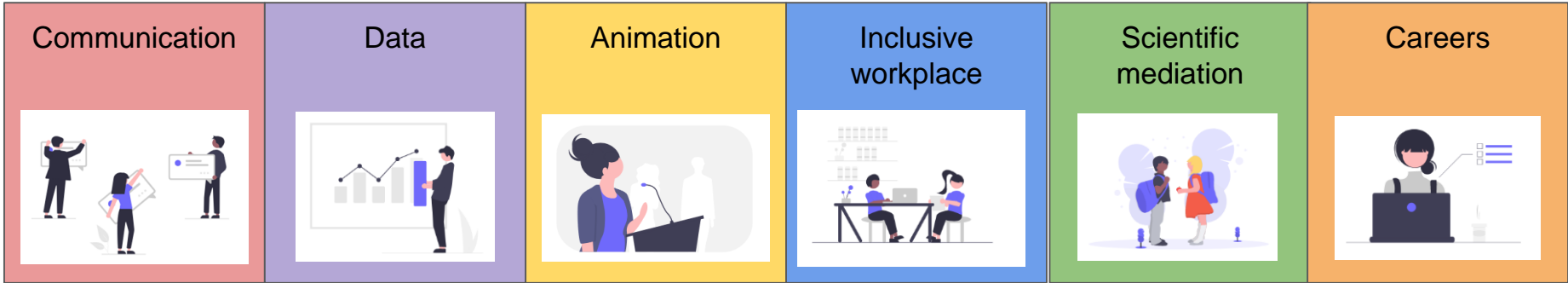
- Liberation of speech, #metoo: numerous reactions and discussions about harassment
- Creation of a committee dedicated to harassment awareness and prevention
- **90% of the lab members have followed a (mandatory) training.**

Head: Éliisa Fromont

- **Importance of usual-life details:** breastfeeding room...



And much more...



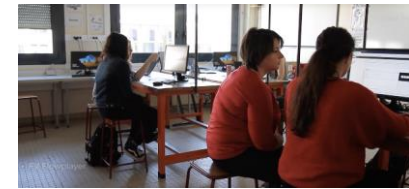
Quiz communication at work



SIF-day 2019
about gender equality



Breastfeeding room



Coding for secondary-school girls



Accordian fold flyers

Forthcoming projects:

→ Annual seminar of association “Femmes & Sciences” in Rennes, nov. 2022

→ Gender biases in recruiting committees

Thanks

- To the directors of IRISA and Inria center of Rennes for their continuous support;
- To all members of our gender-equality and harassment-prevention committees for their motivation and willingness.

