Gender-equality and harassment-prevention committees

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Minerva Informatics Equality Award 2022
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**

3 main phases

- **Observation, diagnosis; liberation of speech**
  - Feb. 2017

- **Propositions of actions**
  - Feb. 2018

- **Implementation with ambitious and long-term objectives**
  - Sept. 2019

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

3 main phases

- Observation, diagnosis; liberation of speech
  - Feb. 2017 to Sept. 2017

Propositions of actions

- Gender-equality working group created
  - Feb. 2018
- Gender-equality committee made permanent
  - Apr. 2018
- Anti-harassment working group created
  - Sept. 2018
- Anti-harassment committee made permanent
  - Sept. 2019 to Nov. 2020

Implementation with ambitious and long-term objectives

- Gender-equality committee made permanent
- Anti-harassment committee made permanent

Labs decisions

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Awareness Animation

- Quiz
- Girls-only meetings
- Two 1-day events
- Forum theatre
- Feminist library for computer scientists
- “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
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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**Learning and training**

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

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

**Sharing experiences**

- 20 100%-women lunch meetings

- 98 mentor-mentee pairs

- 5 “fifty-fifty” seminars with 60 attendees on average
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**Learning and training**
- Harassment prevention training for more than 90% of the lab.
- Stereotype training for 200 secondary-school pupils and 50 secondary-school teachers.
- 5 “fifty-fifty” seminars with 60 attendees on average.

**Sharing experiences**
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- 98 mentor-mentee pairs.

**Careers**
- Feminisation rate increased from 19.5% to 21.6% over 5 years.
- 40% of habilitation theses defended by women over 5 years.
What’s next?

- keep up the effort, maintain ambitious objectives;
- improve efficiency and attractivity 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/