Gender-equality committee
at IRISA and Inria center of Rennes

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Camille Maumet
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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):

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th></th>
<th>2021</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Women</td>
<td>Men</td>
<td>Women</td>
<td>Men</td>
</tr>
<tr>
<td>“senior”</td>
<td>16</td>
<td>96</td>
<td>14.3%</td>
<td>20</td>
</tr>
<tr>
<td>“junior”</td>
<td>47</td>
<td>156</td>
<td>23.2%</td>
<td>45</td>
</tr>
<tr>
<td>Part of senior</td>
<td>25.4%</td>
<td>38.1%</td>
<td>20.0%</td>
<td>30.8%</td>
</tr>
<tr>
<td>“Male advantage index”</td>
<td>1.50</td>
<td></td>
<td>20.0%</td>
<td>1.26</td>
</tr>
</tbody>
</table>

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

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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 of 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.
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2017: creation of the gender-equality working group

2019: creation of the harassment-prevention working group

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4.2.3 Key society questions: gender equality, sustainable development

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Monitoring of the gender-balance at IRISA reveals well-known facts as evidenced by the figure showing the ratio of women scientists in 2018.
Gender-equality committee

- 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 Bouadli. 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 Coûasnon. MCF INSA. IRISA. Responsable département IRISA
- Julie Colinon. CR CNRS. IRISA/Inria RBA
- Isabelle Coroure. 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 Gaugne. 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 Sieguin. DR CNRS. IRISA/Inria RBA. Responsable département IRISA
- Véronique 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

➔ Seminara 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
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: Élisa Fromont

→ Importance of usual-life details: breastfeeding room…

https://nonauharcelement.irisa.fr/en/
And much more…

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.

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