

# Gender-equality committee

at IRISA and Inria Rennes center, France



Elisa Fromont



Nicolas Markey



Camille Maumet



Anne Siegel

May 22, 2023

2022 Minerva Informatics  
Equality Award

Careers of  
Female Faculty



INFORMATICS  
EUROPE



EUGAIN



EUR 5,000 Prize

**Gender-equality and  
harassment-prevention committees**

# 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 9 institutions:**



# Some figures

## French national statistics in computer and information sciences (2021) :

- Universities research (prof) staff : **23% women**, masculine advantage index **1.56** ;
- CNRS and Inria (full) research staff : **19% women**, masculine advantage index **1.05**

## Local statistics (IRISA + Inria Rennes):

- 20% of women in the permanent scientific staff, 15% of women in the senior staff
- Masculine advantage index : 1.50 in 2018, 1.25 in 2021.



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

**2019: creation of the harassment-prevention working group**

# A team effort



[egalite-fh.irisia.fr](http://egalite-fh.irisia.fr)

## Members of the gender-equality committee

Michèle Basseville, Nathalie Bertrand, Louis Béziaud, Tassadit Bouadi, Peggy Cellier, Bertrand Couâson, Énora Denimal, Jamal El Hachem, Élisabeth Fromont, Camille Juigné, Nicolas Markey (resp.), Camille Maumet (resp.), Anne-Cécile Orgerie, Charlotte Pelletier, Martin Quinson, Patrice Quinton, Anne Siegel.



As well as **many lab members** who join from times to times and **support team** (admin, audio, comm').



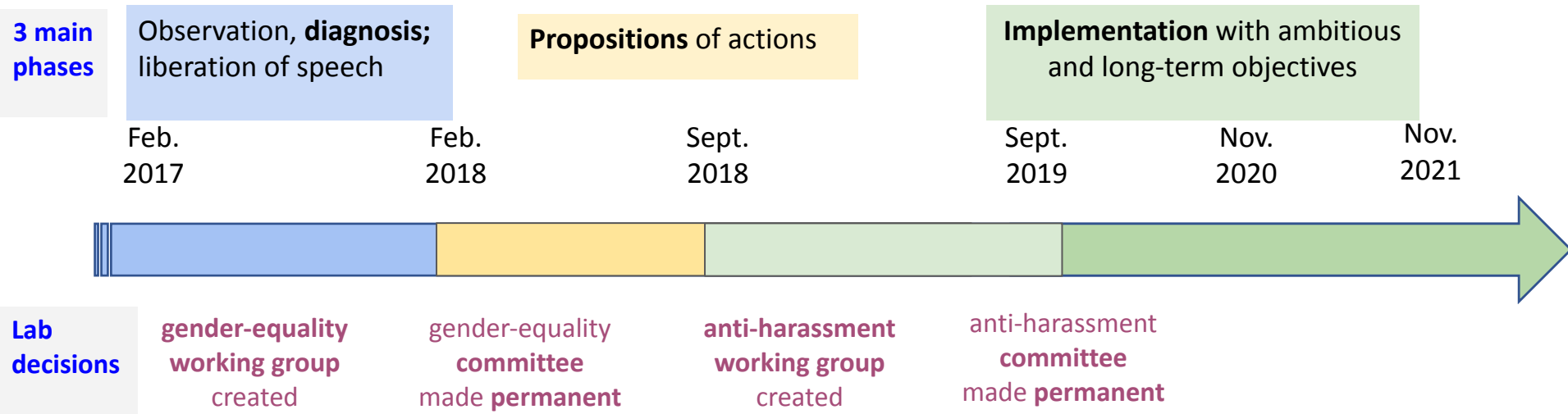
[nonauharcelement.irisia.fr/en/](http://nonauharcelement.irisia.fr/en/)

## Members of the harassment-prevention committee

Michèle Basseville, Anne Buzaré, Karine Chatel, Nicolas Courty, Elisa Fromont (resp.), Enora Denimal, Valérie Gouranton, Gwendal Patat, François Schwarzentruher, Geraldine, Valerie Viet Triem Tong.

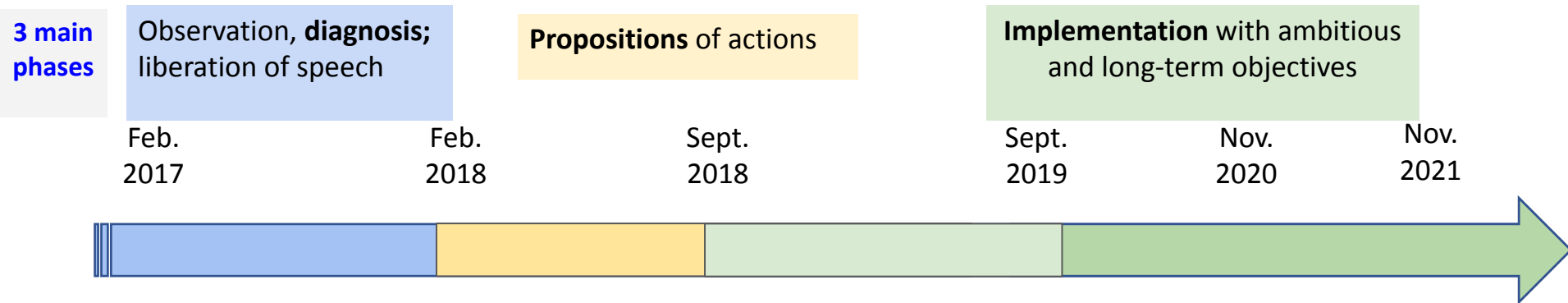
# Birth and life of our committees

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



# Birth and life of our committees

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



<b>main actions</b>	<b>Awareness Animation</b>	quiz	girls-only meetings		two 1-day events forum theatre	“fifty-fifty” seminars	feminist library for computer scientists
	<b>Career evolution</b>	Draft of mentoring program		<b>mentoring program launched</b>		support for application files	
	<b>Scientific mediation</b>		JPPJAI: breaking down stereotypes for secondary-school pupils		LCLC: python programming for secondary-school girls		JPPJAI: secondary-school teachers
	<b>Inclusive workplace</b>				<b>Lactation room</b>	<b>Harassment-prevention training</b>	

# Did we make any progress? (2017-2022)

## Learning and training

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

**6** “fifty-fifty” seminars with **60** attendees on average

Stereotype training for **160** secondary-school pupils and **75** secondary-school teachers

## Sharing experiences

**20<sup>+</sup>** 100%-women lunch meetings

**100<sup>+</sup>** 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

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



# Working towards gender-equality through concrete actions



## Group philosophy

- Identify problems
- Target concrete actions
- Share both successes and difficulties
- **Be ambitious:** there is nothing to lose by trying, and you may even be surprised by the results.



# 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 and 2022 : **75 teachers**



Scientific  
mediation



supported by  
Nathalie Lacaux,  
Catherine Jacques  
Orban.

# J'PEUX PAS J'AI INFORMATIQUE

school pupils... and teachers!

nce  
nce



## Lessons learned

- Win-win :)
- Beyond mediation, **structuring effect in the lab** (esp. through training the trainers)
- Some secondary-school teachers had a very distorted view that gender-equality was improving
- Even when started, **our actions can evolve** to better reach their goal (train the teachers) and to increase win-win effect as needed



Scientific mediation

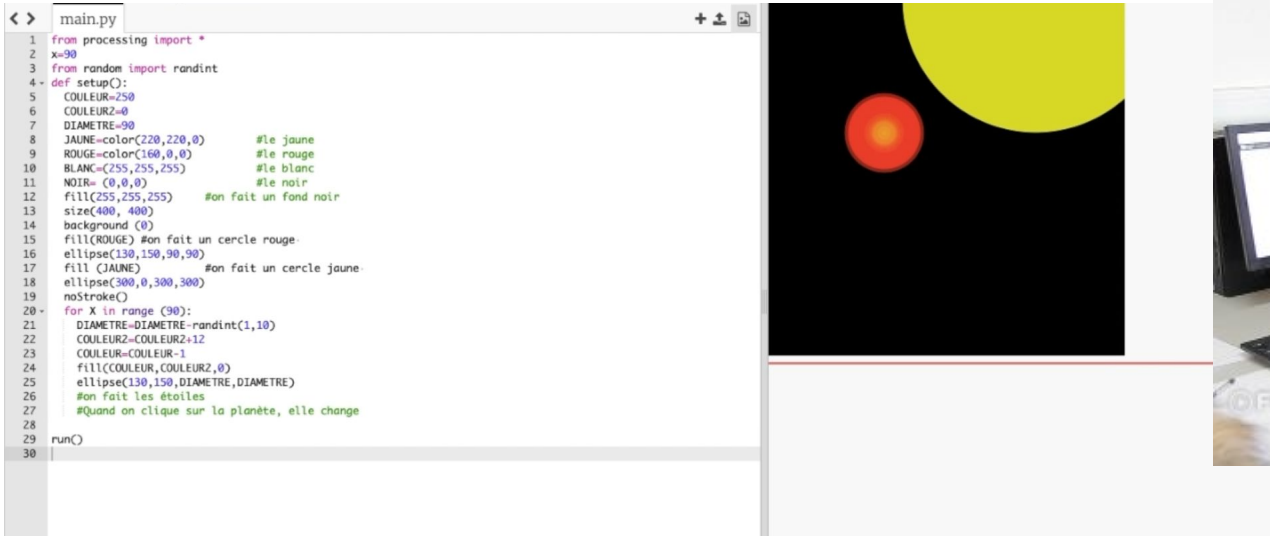


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Nathalie Lacaux,  
Catherine Jacques  
Orban.

# She writes code, she creates... ("L codent, L créent")

PhD student teaching programming to secondary-school pupils to create artworks

- Initiated in Lille in 2016 by Philippe Marquet, Maude Pupin et Yann Secq
- women-only, 5 editions in Rennes: 2019 to 2023
- **2 to 3 schools, 10-15 pupils**
- **6-9 PhD students, 3 organizers, 2 trainers**

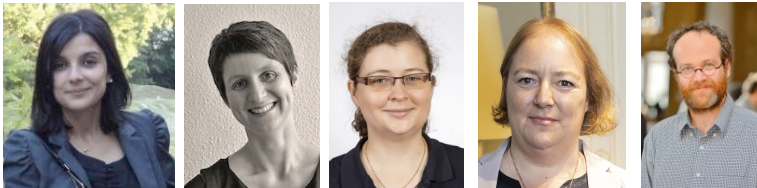


```
1 from processing import *
2 x=90
3 from random import randint
4 def setup():
5     COULEUR=250
6     COULEUR2=0
7     DIAMETRE=90
8     JAUNE=color(220,220,0) #le jaune
9     ROUGE=color(160,0,0) #le rouge
10    BLANC=(255,255,255) #le blanc
11    NOIR=(0,0,0) #le noir
12    fill(255,255,255) #on fait un fond noir
13    size(400, 400)
14    background(0)
15    fill(ROUGE) #on fait un cercle rouge
16    ellipse(130,150,90,90)
17    fill(JAUNE) #on fait un cercle jaune
18    ellipse(300,0,300,300)
19    noStroke()
20
21    for X in range(90):
22        DIAMETRE=DIAMETRE-randint(1,10)
23        COULEUR2=COULEUR2+12
24        COULEUR=COULEUR-1
25        fill(COULEUR, COULEUR2,0)
26        ellipse(130,150,DIAMETRE,DIAMETRE)
27        #on fait les étoiles
28        #Quand on clique sur la planète, elle change
29
30    run()
```

**Système Solaire - Mars par Emilie**  
Collège Les Gayeulles



Scientific  
mediation



and Agathe Cherière,  
Elodie Germani, Juliette  
Grosset, Lucie Lepetit,  
Hélène Orsini (2022-2023).

# She writes code, she creates... ("L codent, L créent")



## Lessons learned

- Again, beyond mediation, **structuring effect in the lab** (link btw/ PhD students and faculty)
- Relying on schools that are **ready to get involved** is crucial (recruiting pupils, day-to-day organization, etc.)

secondary-school pupils to create artworks

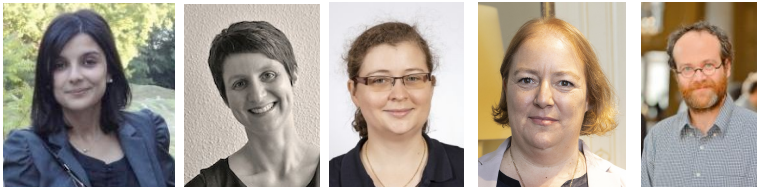
Marquet, Maude Pupin et Yann Secq

19 to 2023

## Trainers



## Scientific mediation



and Agathe Cherière,  
Elodie Germani, Juliette  
Grosset, Lucie Lepetit,  
Hélène Orsini (2022-2023).

# A lactation room and free menstrual products

- A room available all day that can be locked and includes an armchair and a tap
- In the same room, free menstrual products



Pas de protection  
menstruelle avec vous ?

Serviettes et tampons sont à votre disposition  
**gratuitement** à l'infirmierie (A018)



No more menstrual products?  
Pads and tampons are available **free of charge**  
in the infirmary (A018)

Pour toute question relative  
à cette offre contactez la  
commission Égalité F/H

ité  
**FEMMES**  
egalite-fh.irisa.fr

For any question related to this  
offer, please contact the  
Gender Equality Commission

IRISA

Irria

Inclusive  
workplace



and CLHSCT,  
supported by  
Agnès Cottais.

# A lactation room and free menstrual products



## Lessons learned



- Lactation room was one of the most “controversial” issue to address in the lab.
- **Underlying question. Who is in charge of “girls’ things” ? Individuals or collectivities such as laboratories ?**
- **A tendency beyond our institute** (e.g. many schools and university provide free menstrual products)
- Crucial for attractiveness

## Pas de protection menstruelle avec vous ?

Serviettes et tampons sont à votre disposition **gratuitement** à l'infirmierie (A018)



**No more menstrual products?**  
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IRISA

Irria

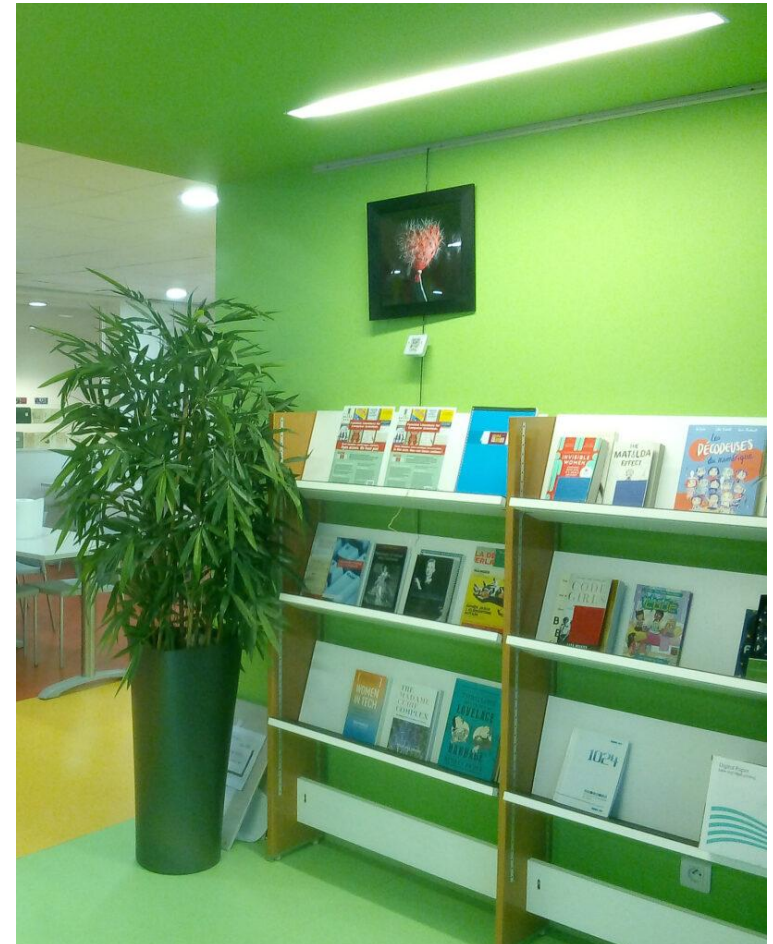
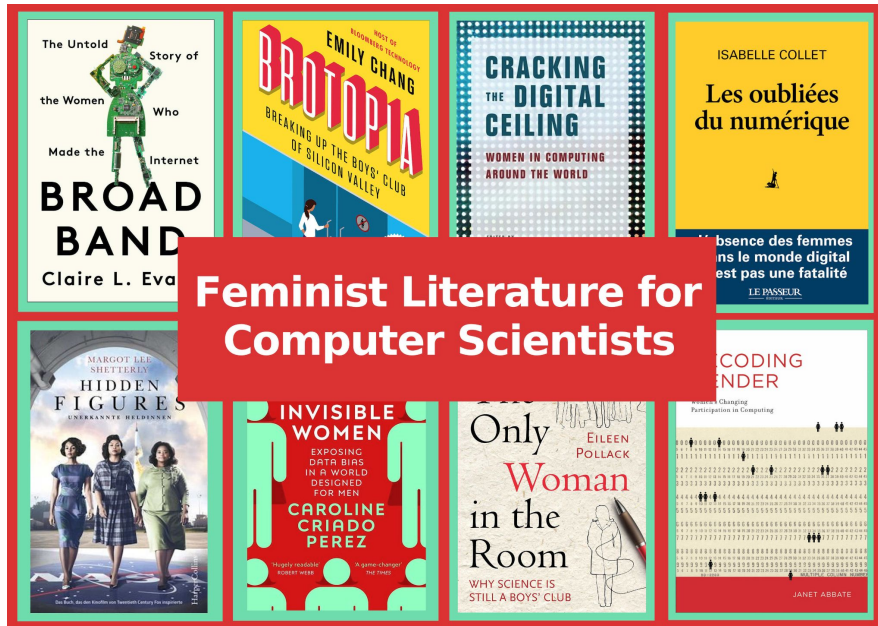
Inclusive workplace



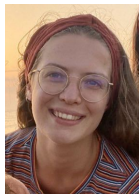
and CLHSCT,  
supported by  
Agnès Cottais.

# Feminist literature for computer scientists

- Freely available in our cafeteria
- Reading circle: discussions about those books, led by Early Career Researchers
- **35 books bought by IRISA since 2020;**



Communication



and Véronne  
Yepmo, supported  
by Antoine L'Azou.



# Feminist literature for computer scientists



## Lessons learned

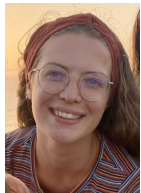
- Reading circle: **ECR-led** activity
- **Visibility**: the books are made available in a central space in our lab (the cafeteria!)
- Lab members can **borrow books for a week or just for a few minutes** to read with their coffee.
- **Collaborative list of books**: <https://egalite-fh.irisa.fr/sensibilisation/litterature-feministe-pour-les-informaticiennes/>
- **Multi-site** library

se books, led by Early Career Researchers

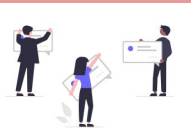
20;



Communication



and Véronne Yepmo, supported by Antoine L'Azou.



# Scientific seminars on gender equality

- Seminars led by **scientific expert** from different fields (e.g. education, history, economics, social sciences)
- Followed by a Q&A, discussions
- **3 to 4 seminars each year, ca. 60 attendees each time + recordings**



## 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.

**Premières docteurs de la Faculté de sciences**

Thèses à la faculté des sciences

- 1888 Leblais, Louise Amélie (scs nat.)
- 1889 Bignon, Louise Augustine Fanny (acs nat.)
- 1893 Klumpke, Dorothée (scs maths)
- 1902 Rondeau-Luzeau, Lucie (scs nat.)
- 1903 Deflandre, Clothilde, (acs nat.)
- 1903 Skodowska-Curie, Marie (Scs Phys)
- 1904 Sandberg, Fanny (scs phys) Grenoble

Marie Curie

Dorothée Klumpke

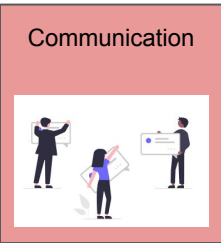
musée CURIE

Nathalie Pigeard-Micault, 16/03/2022



and Laurent Amsaleg, supported by Alain Crenn, Frederic Bouvet.

Nathalie Pigeard-Micault - Fifty/Fifty seminar - March 2023



# Scientific seminars on gender equality



## Lessons learned

- Works well online (Covid), on-site *and* in **hybrid format**.
- Important to make **recordings available**.
- Structuring role in the lab to train lab members on gender equality (lower involvement required than for reading circle).
- Participants appreciate the **scientific perspective**

from different fields (e.g. education, history,

## Attendees each time + recordings

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Dorothee Klumpke

### Directeurs de la Faculté de sciences

Faculté des sciences

Louise Amélie (scs nat)

Louise Augustine Fanny (scs nat.)

Marie, Dorothee (scs maths)

Marie-Luzéau, Lucie (scs nat.)

Marie, Clothilde (scs nat)

Marie-Curie, Marie (Scs Phys)

Marie-Curie, Fanny (scs phys) Grenoble



Marie-Curie (1867-1934)

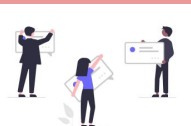
musée CURIE

Natalie Pigeard-Micault, 16/03/2022



Natalie Pigeard-Micault - Fifty/Fifty seminar - March 2023

### Communication

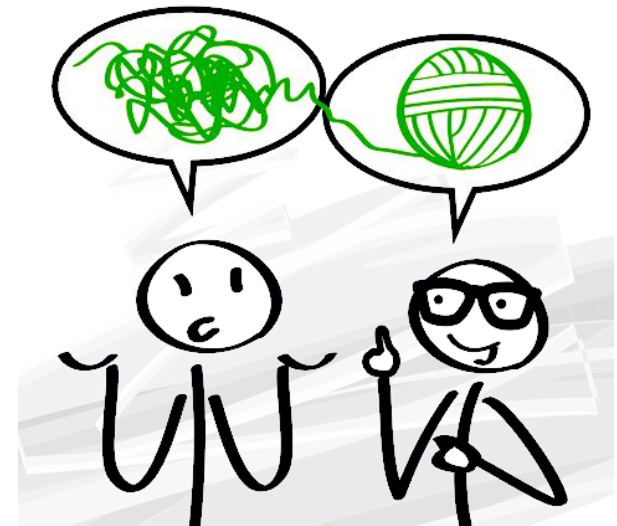
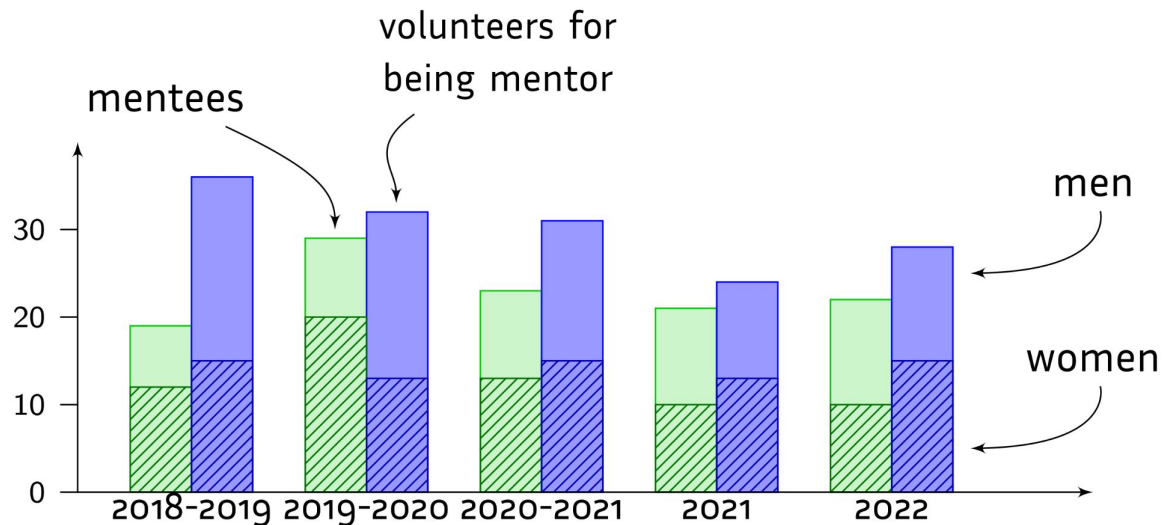


and Laurent Amsaleg, supported by Alain Crenn, Frederic Bouvet.

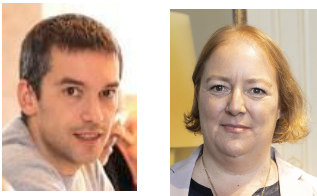
# Mentoring program

- Senior lab members sharing their experience with younger colleagues
- Various topics: work-life balance, career, applications, ...

→ **Ca. 25 mentees each year → 100+ mentors-mentees pairs!**



Careers



and Elise Bannier, Ronan Gagne, Anne Buzaré, Isabelle Monjaret, *supported by* Michèle Basseville, Nathalie Bertrand, Thierry Jéron, Sylvain Orain, ...

# Mentoring program

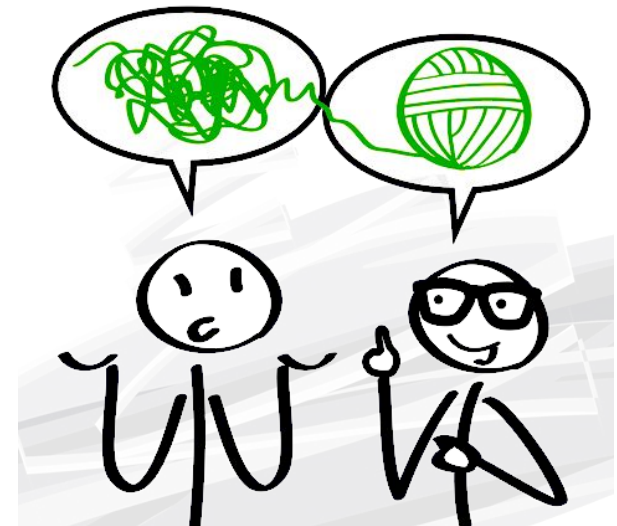


## Lessons learned

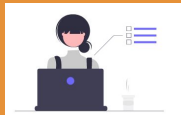
- Beyond gender-equality, **mentoring is useful for all junior members**
- Works through a long period (5 years and we still have new candidates)
- Some mentees **come back for a second edition.**
- Structuring for the lab (many mentors beyond members of the committee).
- **Training of the mentors** is crucial (e.g. mentor is not here to solve everything!)

...ence with younger colleagues  
applications, ...

**mentors-mentees pairs!**



## Careers



and Elise Bannier, Ronan Gagne supported by Isabelle Monjaret, Isabelle Puaut, Thierry Jéron, Sylvain Orain, ...

# 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.**
- **Importance of day-to-day work environment (e.g. lactation room)**

<https://nonauharcelement.irisa.fr/en/>



Inclusive  
workplace



and Michèle Basseville, Anne Buzaré, Karine Chatel, Nicolas Courty, Elisa Fromont (resp.), Enora Denimal, Valérie Gouranton, Gwendal Patat, François Schwarzentruher, Geraldine, Valerie Viet Triem Tong.

# Harassment-prevention committee



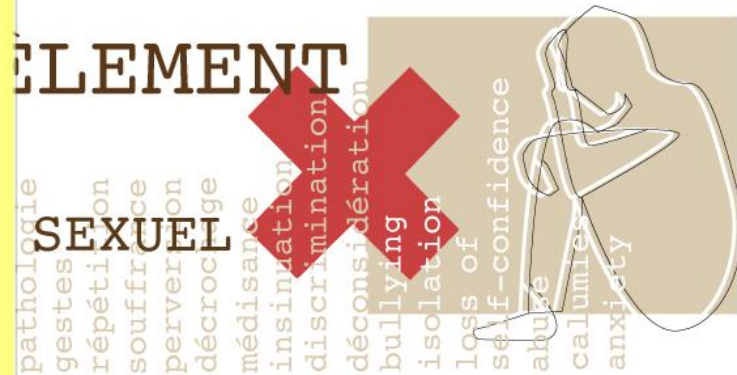
## Lessons learned

- It is possible to train **90% of faculty members**.
- **Many discussions focused on (Ph-D student) moral harassment rather than sexual harassment.**
- The decision was taken by **the laboratory council**, and this made a strong difference to bypass refractory people.
- **A lot of work to keep track** of who has been trained and who has not.
- Support from heads of lab was crucial (to ping people multiple times if necessary)
- There is still a lot **more work**.

actions and discussions about harassment  
ment awareness and prevention

**oved a (mandatory) training.**  
**environment (e.g. lactation room)**

[ent.irisa.fr/en/](http://ent.irisa.fr/en/)



Inclusive  
workplace



and Michèle Basseville, Anne Buzaré, Karine Chatel, Nicolas Courty, Enora Denimal, Valérie Gouranton, Gwendal Patat, François Schwarzentruher, Geraldine, Valerie Viet Triem Tong.

# All actions are complementary and facilitate a not-directly targeted impact on women's careers

## Complementarity of actions

- **Communication** : make inclusivity actions visible.
- **100%-women lunches**
  - impostor syndrom debunking
  - collective awareness that carrier barriers are not explained by personal/individual reasons
- **Lab direction action** : make explicit and simple criteria for habilitation theses
- **Individual support** :
  - Ph.D. student application for prizes,
  - opportunities and application for research semesters
  - Mentoring program for promotions, habilitation thesis
- **Spill-over effect** : **women having their habilitation thesis/being promoted inspire other women**

**Visible results on promotions** : **9** women among **26** promoted in 2017-2022, vs. only **2/28** in 2008-2016

**(Still) so many things to do** : recruitment committees, incoming flow of women applicants...

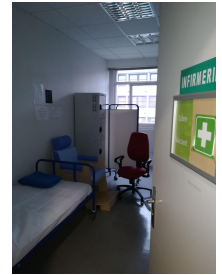


# The key of durability: group dynamics



- **Discuss - discuss - discuss** on both success and difficulties
- **Target concrete actions**
- **Regularly update the action plan** and validate it with the direction and lab council
- **Accept that new people join the group to change viewpoints:**
  - Either by direct solicitations on specific concrete actions to develop
  - Or by identifying and discussing with people who have a personal motivation/curiosity on this topic

# Whatever you do, the important thing is to talk about it



## Communication (website, mail, reporting, posters, quizz, special days...) is essential

- To provide a general overview/connection between all the actions
- To hold on the group dynamics
- To show that the group is open to new contributions

## Be aware that the topic is related to too many personal issues to be consensual

- It is normal that some people do not agree with gender-equality actions
- The group is also here to bypass personal attacks
- **Most of the lab members are positive with gender-equality actions !**

# Gender-equality and harassment-prevention committees

## at IRISA and Inria Rennes center, France

Thank you!

- To all gender-equality and harassment-prevention **committee members, lab members involved in our actions** and **support team** for their motivation and willingness.
- To the directors of IRISA and Inria center of Rennes for their continuous support;



[egalite-fh.irisa.fr](http://egalite-fh.irisa.fr)



[nonauharcelement.irisa.fr/en/](http://nonauharcelement.irisa.fr/en/)