

WELCOME TO GWB2024 !

An event by the Egal'ITI committee



IUPAC

Global Women's Breakfast

27 February 2024

Catalyzing Diversity in Science

Do bring along your friends and colleagues from all disciplines.

All genders are welcome!

- 08:30 Welcoming breakfast
- 09:15 Introduction by Egal'ITI
Stéphane Bellemin-Laponnaz (IPCMS)
- 09:30 Actions to promote quality of life at work
by the RREGAL
- Equal opportunities
Antonio Stocco (ICS) and Véronique Pierron-Bohnes (IPCMS)
 - Work-life balance
Olivier Bardagot and Valérie Caps (ICPEES)
 - Fight against sexual and gender-based violence
Elisabeth Davioud-Charvet (LIMA) and Anne Pallarès (ICube)
 - The 2024 CNRS QVCT project for the Cronenbourg Campus
- 10:50 Concluding words by Egal'ITI
Isabelle Kraus (VP égalité-parité-diversité, Unistra)

CREATE A
NETWORK

LEARN ABOUT
THE CNRS

SUPPORT WOMEN
PROFESSIONAL
ASPIRATIONS AND
DEVELOP
LEADERSHIP SKILLS

SHARE YOUR
EXPERIENCES

Hierarchical
& Functional Materials
for health, environment
& energy | HiFunMat

The **interdisciplinary thematic institutes**
of the University of Strasbourg | |

INSTITUT DE PHYSIQUE
ET CHIMIE DES MATERIAUX
DE STRASBOURG

Auditorium

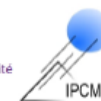
Cronenbourg campus

23 rue du Loess, bâtiment

67034 Strasbourg Cedex 2

<https://www.ipcms.fr/>

8:30 – 11:00



27 February

Egal'ITI committee

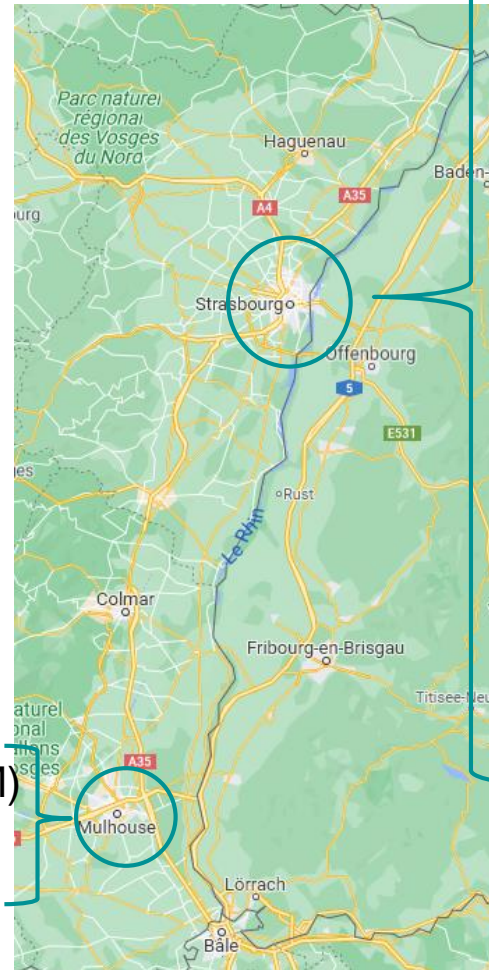
« For women in science, to support future generations »

**Matériaux hiérarchiques et fonctionnels pour la santé,
l'environnement et l'énergie | HiFunMat**

Instituts thématiques interdisciplinaires | ITI

Université de Strasbourg &  & 

Who are we?



Valérie CAPS (ICPEES)

Mélodie GALERNE (ITI)

Amparo RUIZ-CARRETERO (ICS)

Laure BINIEK (ICS)

Madeline VAUTHIER (ICS)

Morgan DONNARD (LIMA)

Aline MAISSE-FRANÇOIS (IPCMS)

Stéphane BELLEMIN-LAPONNAZ (IPCMS)

Isabelle KRAUS (IPCMS)

Emilie STEVELER (Icube)

Morgane RABINEAU (INSERM)

Béatrice HEURTAULT (LCAMB)

Arnaud SPANGENBERG (IS2M)

Karine MOUGIN (IS2M)

Egal'ITI committee

Promoting science

Coordination:
K. Mougín, M. Rabineau

Interventions in schools
ITI HiFunMat's promotion

Equal treatment for all

Coordination:
M. Donnard, M. Vauthier

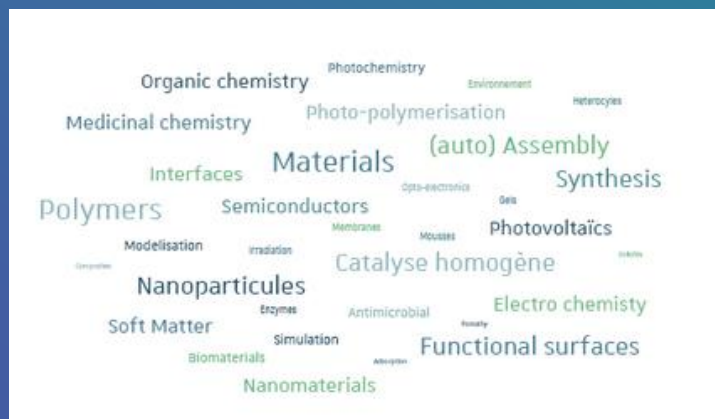
Mentoring
Career progression



Promoting science



Quizz “What is this material?”

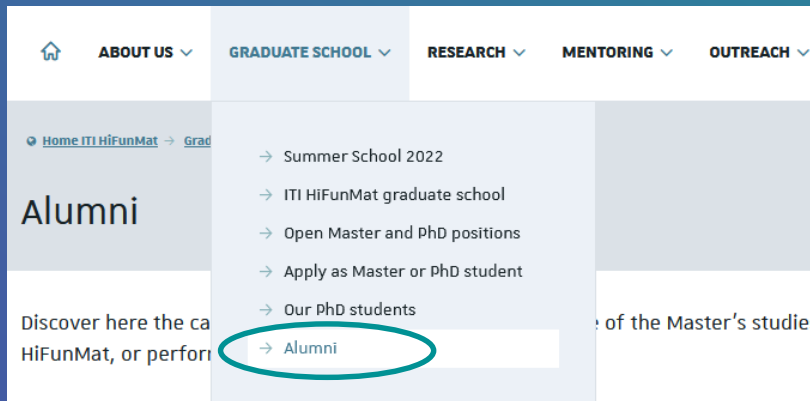


- Interventions in schools
- Fête de la Science (Strasbourg & Mulhouse)
- ITI's promotion
 - Videos: presentation of ITI HiFunMat and of the Egal'ITI committee

Promoting science



Quizz “What is this material?”



- Interventions in schools
- Fête de la Science (Strasbourg & Mulhouse)
- ITI's promotion
 - Videos: presentation of ITI HiFunMat and of the Egal'ITI committee
 - Alumni network

Alumni's careers and portraits
In different labs



Promoting science



Egal'ITI networking day



- Webinars / networking
- Mentoring
 - <https://hifunmat.unistra.fr/mentoring/egaliti-committee>
- Supporting diversity

Summer school in 2023
“Equality in science”

Egal'ITI committee

iti-hifunmat-egal@unistra.fr



Thank you!



CREATE A NETWORK

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SHARE YOUR EXPERIENCES

Hierarchical & Functional Materials for health, environment & energy | HiFunMat

The Interdisciplinary thematic Institutes of the University of Strasbourg | GDR & Inserm

INSTITUT DE PHYSIQUE ET CHIMIE DES MATERIAUX DE STRASBOURG

Auditorium

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67034 Strasbourg Cedex 2

<https://www.ipcms.fr/>

8:30 – 11:00

How does promoting quality of life at work catalyze diversity in science?

IUPAC

Global Women's Breakfast

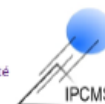
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FEMMES & SCIENCES ASSOCIATION



Quality of life at work (QWL)



- First appeared in 1972
- *Quality of life at work is first and foremost about **work, working conditions** and the possibility they open up or not to "do a good job" in a good atmosphere, within the framework of its organisation.*



Quality of life at work (QWL)

*Quality of life at work refers to (...) actions that make it possible to reconcile both the **improvement of working conditions for employees** and the **overall performance of companies**.*



Quality of life at work (QWL)

*Quality of life at work can be conceived as a feeling of well-being at work perceived **collectively** and **individually** which encompasses the **atmosphere**, the **company culture**, the **interest of the work**, the **working conditions**, the **feeling of involvement**, the **degree of autonomy and accountability**, **equality**, a **right to make mistakes** granted to everyone, **recognition** and **appreciation** of the work done.*

HOW?

- • • • •
- Connaissance de la stratégie, du projet d'entreprise
- Clarté des rôles
- Diffusion des procédures de travail
- Temps d'échanges sur le travail
- Transparence de la politique de rémunération
- Informations sur les changements

Transparency



- • • • •
- Relations au travail
- Organisation des réunions internes
- Diffusion des supports internes
- Rôle des instances
- Événements conviviaux
- Lieux de pause

Clarity



Autonomy

- • • • •
- Clarté au travail
- Autonomie dans le travail
- Moyens pour réaliser le travail
- Clarté des consignes
- Gestion de l'activité
- Répartition de la charge de travail

- • • • •
- Égalité professionnelle Femmes/Hommes
- Usage des outils de communication
- Conciliation vie perso/vie pro
- Aménagement des horaires
- Prise en compte du handicap
- Pyramide des âges

Equality



Health

- • • • •
- Prise en compte de la santé
- Diffusion du DUERP
- Mise en oeuvre du plan d'actions
- Aménagement des lieux et postes
- Optimisation des déplacements professionnels

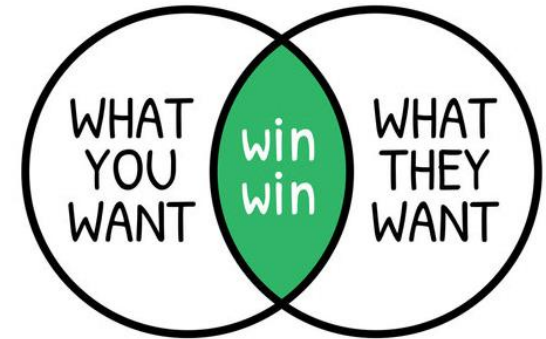


- • • • •
- Parcours d'intégration
- Entretiens individuels
- Gestion des compétences
- Plan de formation
- Adaptation des compétences
- Utilisations des dispositifs

Skills management and adjustment



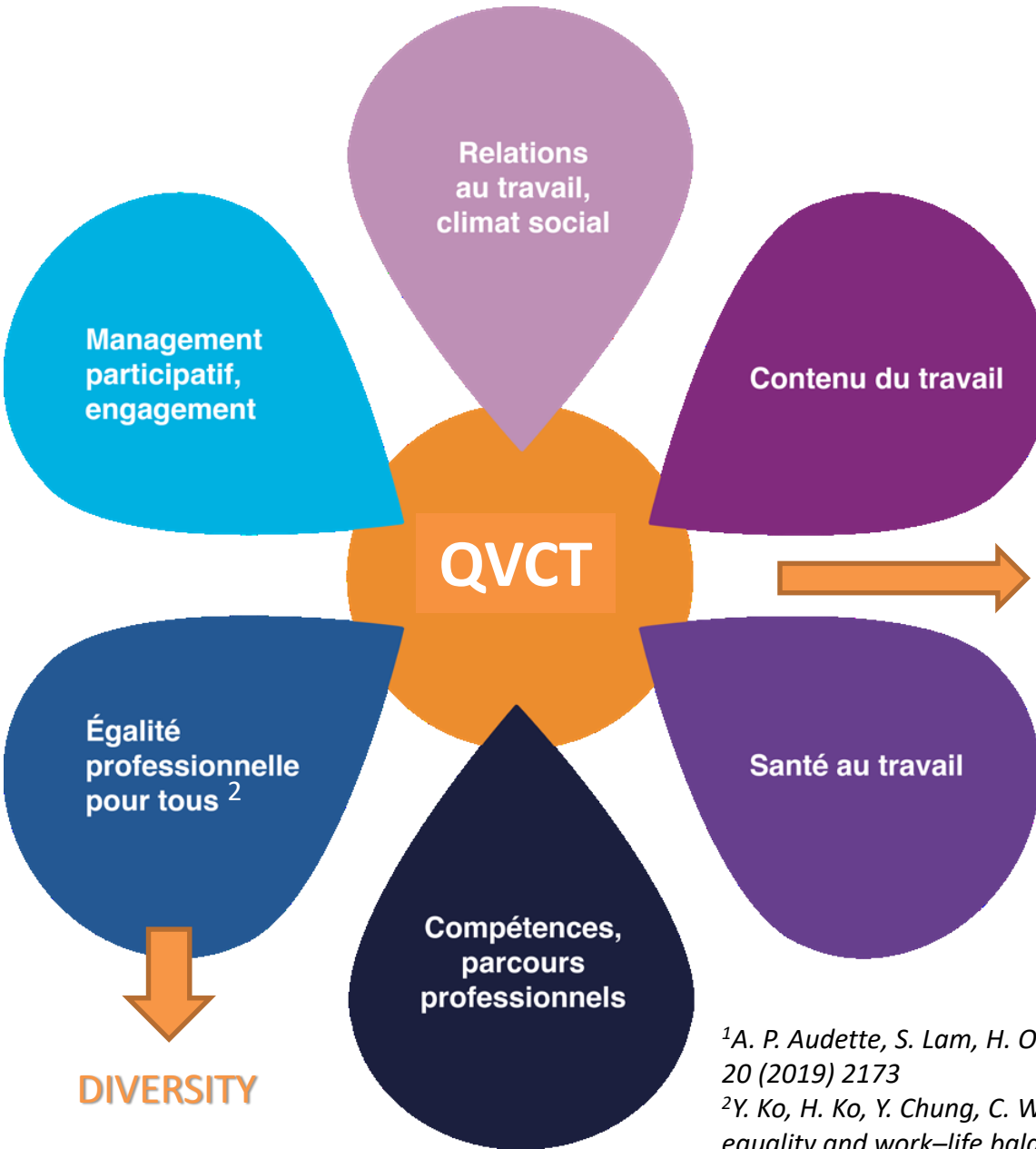
BENEFITS?



Win-Win Situation



Win-Lose Situation



¹A. P. Audette, S. Lam, H. O'Connor, B. Radcliff, (E)Quality of Life, J. Happiness Stud. 20 (2019) 2173

²Y. Ko, H. Ko, Y. Chung, C. Woo, Technol. Anal. and Strategic Management, Do gender equality and work-life balance matter for innovation performance? 33 (2021) 148.

³ Accenture, entreprise mondiale de conseil

Health at work and professional equality: employer's obligations

- The employer takes necessary measures to ensure safety and protect physical and mental health of workers/employees.
- These measures include:
 - 1° Actions of prevention of professional risks;
 - 2° Actions of information and training;
 - 3° Implementation of suitable organisation and means.
- The employer ensures that measures evolve with changing circumstances and tend to improve existing situations.

Equality in the workplace means **equal job opportunities** and **fairness for employees and job applicants**.

Principle of non-discrimination (Loi n° 2008-496 du 27 mai 2008) : *No one shall be excluded from a recruiting or nomination procedure, or from access to an internship, or a training period, no employees can be sanctioned, fired or be targetted with a direct or indirect discriminatory measure, in terms of wages, (...), working hours, (...), due to his origin, sex, manners, sexual orientation, gender identity, (...)*



RÉPUBLIQUE
FRANÇAISE

*Liberté
Égalité
Fraternité*

Gender Equality Plans

MANDATORY since 2019

4 mandatory axes

Axis 1: Evaluation, prevention and **treatment of pay gap**

Axis 2: Ensuring **equal access** for women and men **to positions and grades**

Axis 3: Work-life balance

Axis 4: Prevent and treat sexual and gender-based violence, harassment and discrimination

+ **Governance**, management and monitoring of gender equality policy

MINISTÈRE
DE L'ENSEIGNEMENT
SUPÉRIEUR,
DE LA RECHERCHE
ET DE L'INNOVATION
*Liberté
Égalité
Fraternité*

Référentiel
des plans d'action
relatifs à l'égalité
professionnelle
entre les femmes
et les hommes
dans l'enseignement
supérieur et
la recherche

Octobre — 2020

esr.gouv.fr

09:30 **Actions to promote quality of life at work
by the RREGAL**

- Equal opportunities
Antonio Stocco (ICS) and Véronique Pierron-Bohnes (IPCMS)
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Université
de Strasbourg



Isabelle
HOJNACKI



Doris
PFLUMIO



Claudine
GALLONE



Elisabeth
DAVIOUD-
CHARVET
LIMA



Véronique
PIERRON-
BOHNÉS
IPCMS



Valérie
CAPS



Olivier
BARDAGOT



Estelle
BRUNETTE



Antonio
STOCCO



Emilie
STEVELER

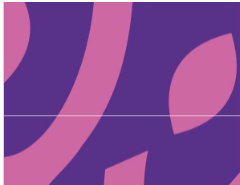


1 – Equal opportunities

Antonio Stocco (ICS), Isabelle Kraus (VP Egalité-Parité-Diversité Unistra) and Véronique Pierron Bohnes (IPCMS)



Évaluation des organismes nationaux de recherche



Version française du
RAPPORT D'ÉVALUATION DU CNRS
(CENTRE NATIONAL
DE LA RECHERCHE SCIENTIFIQUE)

November 2023

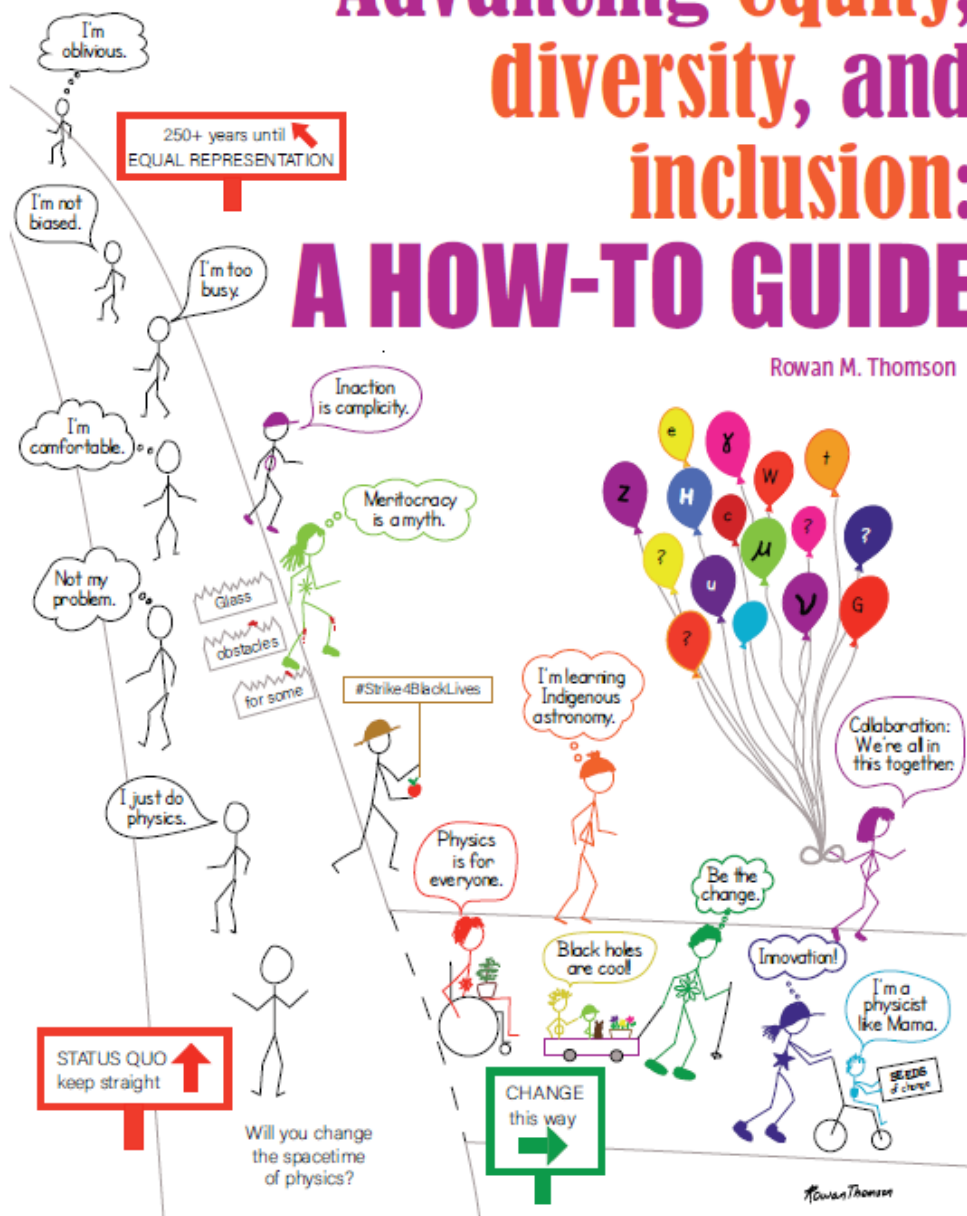
a/ Égalité, diversité et inclusion

Le CNRS s'efforce de plus en plus de suivre la proportion de femmes parmi son personnel, à différents niveaux. Une attention particulière est accordée au recrutement et à la promotion des chercheuses, et un effort particulier a également été fait pour augmenter la proportion de femmes directrices d'UMR. Ces actions commencent à porter leurs fruits mais les progrès semblent très lents, et le comité considère que la sensibilisation et les efforts en matière d'égalité doivent être intensifiés. Le comité exécutif du CNRS devrait montrer l'exemple : les quatre membres de la direction générale sont des hommes, et 9 des 10 Instituts étaient dirigés par des hommes en 2021¹⁹.

Tout en étant conscient que la collecte de statistiques sur la proportion de minorités ethniques est illégale en France, le comité considère que le CNRS devrait réfléchir aux opportunités qu'il offre aux membres de la société française ayant des origines diverses. Il devrait réfléchir à des politiques visant à encourager et à soutenir les chercheurs et le personnel issus de groupes historiquement marginalisés et à accroître leur représentation.

Advancing equity, diversity, and inclusion: A HOW-TO GUIDE

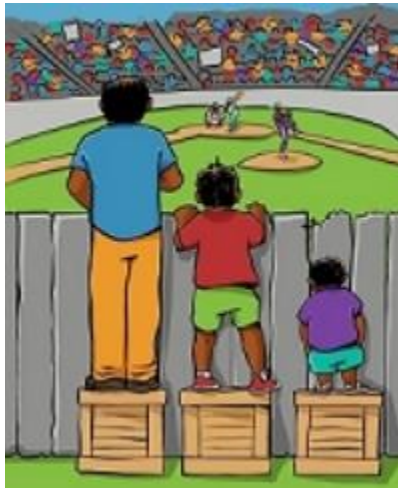
Rowan M. Thomson



CONCEPTS OF EQUITY, DIVERSITY, AND INCLUSION

- ▶ **EQUITY:** Treating people of all identities and backgrounds fairly and respectfully with regard to opportunities, access, treatment, power, outcomes, and resources.
- ▶ **DIVERSITY:** Embracing differences, which may include race, ethnicity, gender identity or expression, family status, disability status, sexual orientation, age, and socioeconomic situation.
- ▶ **INCLUSION:** Intentionally creating welcoming and respectful environments and systems in which inequities in power and privilege are addressed and everyone is given an opportunity to flourish.

Equal opportunities: An example



Equality



Equity



Matthew Effect

How many scenarios?

Who can change it?

What is the strategy?

Who is involved?

Perseverance

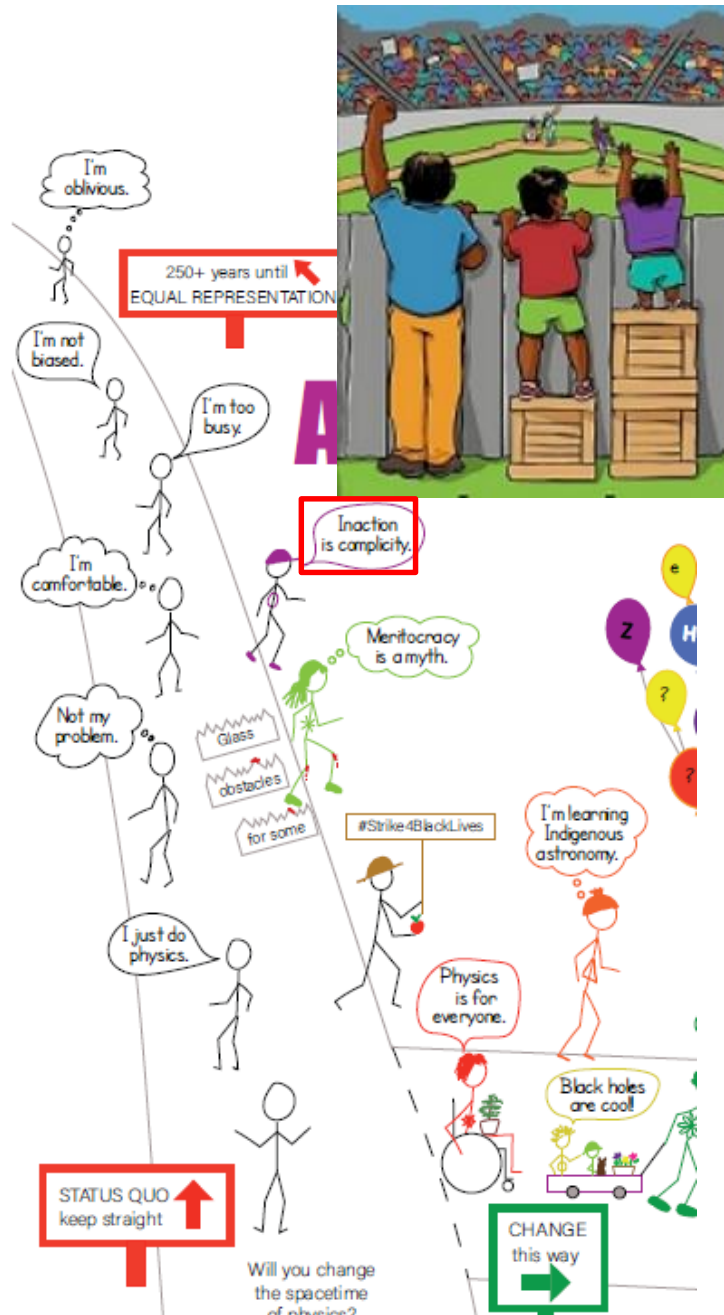
INDIVIDUAL PERSEVERANCE IS THE MAIN FACTOR WHICH ENABLED RESEARCHERS TO SUCCEED;
SUPPORT FROM FAMILY AND FRIENDS IS JUDGED MORE IMPORTANT BY WOMEN THAN MEN

Question : « Which of the following factors do you believe have most enabled you to succeed in your career? »
(base: On the whole) [6 answers possibles]



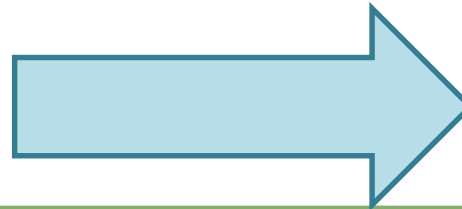
Some conclusions

- Everyone is involved. Need of collective efforts. Inaction is complicity
- Be aware of few role models, bias, stereotypes, inequitable hiring...
- Active participation! Lab council, non-permanent commissions, CNRS/Unistra equality networks
- **Perseverance!**
- **No self-censorship !**



Parity in scientific events

Recommandation du CS CNRS (2019)



Intégrée au PAE 2021-2023

Conseil scientifique du CNRS

Pour progresser en matière d'égalité entre les femmes et les hommes, le Conseil scientifique du CNRS demande que le CNRS, ses laboratoires et ses personnels, ne s'associent qu'aux manifestations scientifiques où les femmes sont présentes à tous les niveaux (comité scientifique, comité d'organisation, conférences invitées), dans une proportion atteignant, ou dépassant celle de la discipline.

GARANTIE DE L'ÉGAL ACCÈS DES FEMMES ET DES HOMMES AUX CORPS, GRADES ET EMPLOIS	
OBJECTIFS	ACTIONS
ATTIRER ET CONSERVER LE VIVIER	<p>Renforcer les actions et la communication visant à mettre en avant des parcours de femmes dans les métiers scientifiques, à destination d'un public scolaire, étudiant et grand public</p> <p>Développer des actions de mentorat à destination des post-doc</p>
RECRUTER SANS BIAIS DE GENRE	<p>Déployer au sein des sections du comité national et de l'ensemble des unités du CNRS le module d'auto-formation CNRS sur les biais de genre</p> <p>Renouveler la présence et le rôle des référentes et référents parité dans les sections et CID dans la prochaine mandature du CoNRS</p> <p>Désigner des référentes et référents parité parmi les membres des instances de recrutement et promotion IT et introduire un suivi de la proportion de femmes en temps réel à toutes les étapes de la procédure</p>
GARANTIR L'ÉGALITÉ DANS LES PROGRESSIONS DE CARRIÈRES	<p>Pérénniser le principe des "promotions en cascade" (proportion de chercheuses promues supérieure ou égale à la proportion parmi les promouvables)</p> <p>Instaurer des mesures pour augmenter le nombre de directrices d'unités et de femmes occupant des postes à responsabilités</p> <p>Veiller à avoir un équilibre femmes-hommes dans la répartition des fonctions d'encadrement, des tâches collectives, voire dans la composition des instances des unités</p> <p>Chiffrer et remédier aux écarts femmes-hommes dans les réponses aux appels à projet</p> <p>Diagnostiquer les écarts entre compétences requises et profil de poste IT</p>
ACCROÎTRE LA VISIBILITÉ DES FEMMES AU CNRS	<p>Maintenir la parité dans les distinctions du CNRS</p> <p>Vérifier que les femmes soient présentes dans les manifestations scientifiques. Ne s'associer qu'aux événements scientifiques où les femmes sont présentes à tous les niveaux et dans une proportion atteignant ou dépassant celle de la discipline</p> <p>Renforcer la présence des femmes expertes dans les médias</p>



ARTICLE



<https://doi.org/10.1057/s41599-022-01204-6>

OPEN

Gender diversity of research consortia contributes to funding decisions in a multi-stage grant peer-review process




Stefano Bianchini¹✉, Patrick Llerena¹, Sila Öcalan-Özel¹ & Emre Özel¹

nature
human behaviour

ARTICLES

<https://doi.org/10.1038/s41562-019-0686-3>

Committees with implicit biases promote fewer women when they do not believe gender bias exists

Isabelle Régner^{1*} , Catherine Thinus-Blanc¹, Agnès Netter², Toni Schmader^{3,5}  and Pascal Huguet^{4,5*} 

The F&S mentoring program for doctoral students

FEMMES & SCIENCES
a s s o c i a t i o n

Motto:

Promote science and technology among
women,

Promote women in science and
technology,

Build a support network for women.



- Question: have you heard about the mentoring program before?

What is mentoring?

In Greek mythology, Mentor is the person to whom Odysseus entrusts his son Telemachus when he goes to the Trojan War. **Mentor** becomes Telemachus' advisor and guides him in his choices.

The Adventures of Telemachus (1699) by Fénelon



Mentoring is a **voluntary** and **confidential interpersonal relationship** in which one **experienced** person (a mentor) guides and supports the development of another **less experienced** person (a mentee)

What is the value of mentoring?

Mentoring has been associated with greater **career progression** and **professional development** among mentees. Thus, being mentored is essential to reaching one's full potential at all career levels

Many scientific leaders attribute their success to having been supported by a mentor at key points in their career



The Compass Blog (<http://www.ascb.org/the-compass-blog/>)

Behind Every Successful Career is a Mentor

By Samarpita Sengupta (<http://www.ascb.org/author/samarpita-sengupta/>) | July 10, 2015

Benefits of mentoring

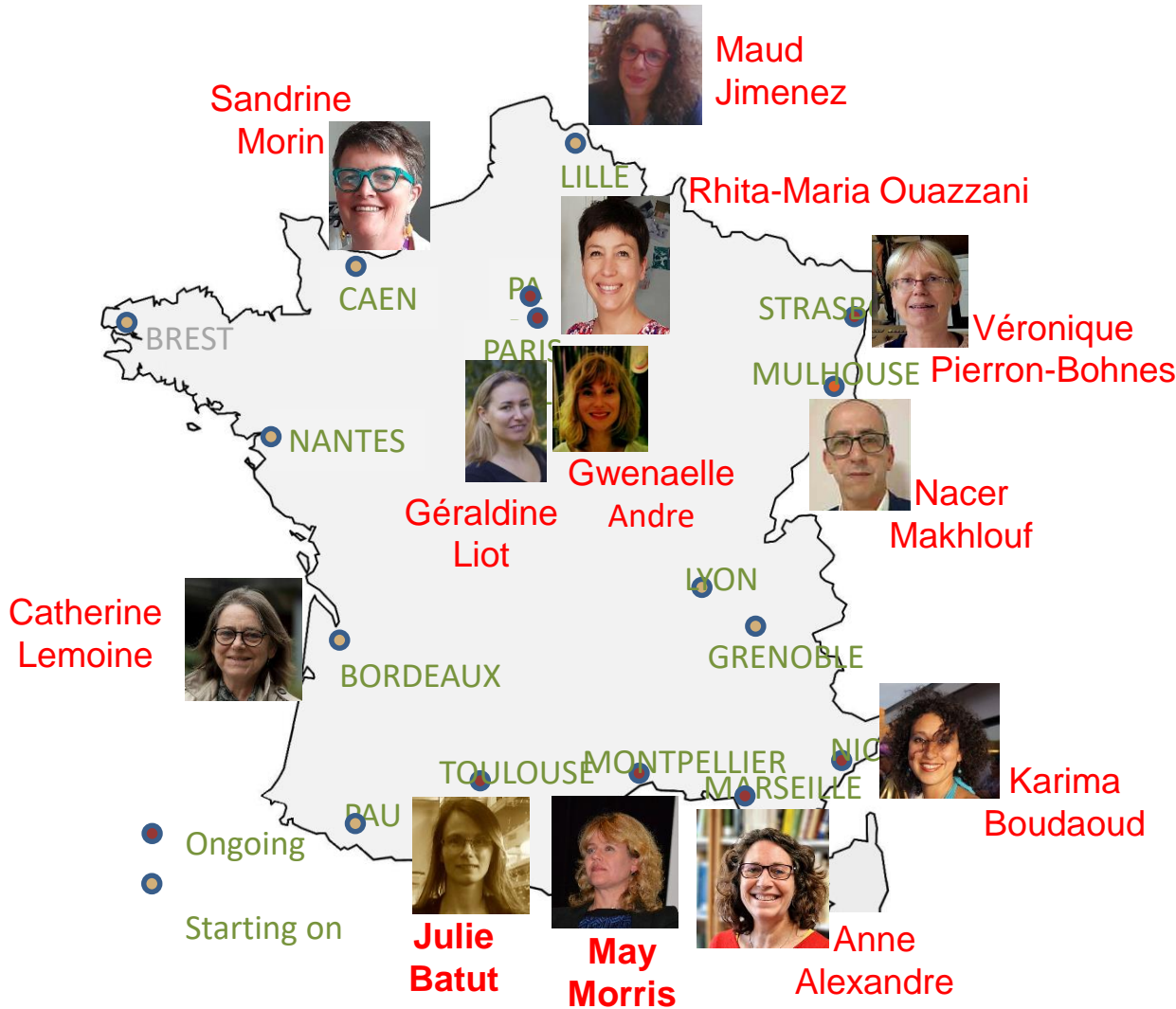


Areas of mentoring benefits for the **mentor**, **mentee**, and **both**, leading to benefits for the organization and future mentees.

Spreading of Femmes & Sciences mentoring programme



2014: Montpellier ... 2022: Strasbourg/Mulhouse
 70 binômes 15 binômes



Sponsors :





How?



- monthly **individual exchanges** with a mentor



- **training workshops**



- **testimonies of scientists**



- **group meetings:** thematic discussion circles

How?



10 & 18 Novembre : speed-meetings & matchings (2h)

2024

10 1h-monthly meetings

Mentoring
Circle NP
Life balance

Training CBR
Life plan

Mid-term
review (2h)
AP
May

Mentoring
Circle CMM Self
Confidence

Scientific
testimonies SF
in industry

testimonies AP-VPB
& reviews (2h)

January

March

Feedback

June

September

December



2023 / 2024

1.5 h workshops, testimonies and discussion circles (9)

February

Avril

June

July

October



Training VC
Sociology at
working place

Scientific
testimonies OL
commitment in
civil society

Mentoring Circle
VPB
Corporate human
resources/skills
development

Training AH
Engineering jobs

Scientific
testimonies AM
Math&computing

THE CHARTER

- Mentoring should be developed on a basis of **trust and respect**
- The **role and commitments** of each person should be clearly defined
- **Expectations and goals** should be clearly defined
- The **terms and conditions** of the programme are established
- **Regularity of meetings**: monthly (10 in all)
- Participation of the mentees in the **4 axes of the programme**
- **Validation of the programme**:
 - minimum 20h (1 h/monthly meeting)
 - maximum validated 27h

WOOCLAP

- Question: would you like to join the mentoring program?

Contact : vero@unistra.fr

Thank you for your attention
Merci pour votre attention

Questions ?

2 – Work-life balance

...and the related equality culture at ICPEES

Olivier Bardagot, Valérie Caps (ICPEES)

The perfect academic : genre, normes et rapport à la carrière

Charlyne Millet

I – Introduction : une profession « overload »

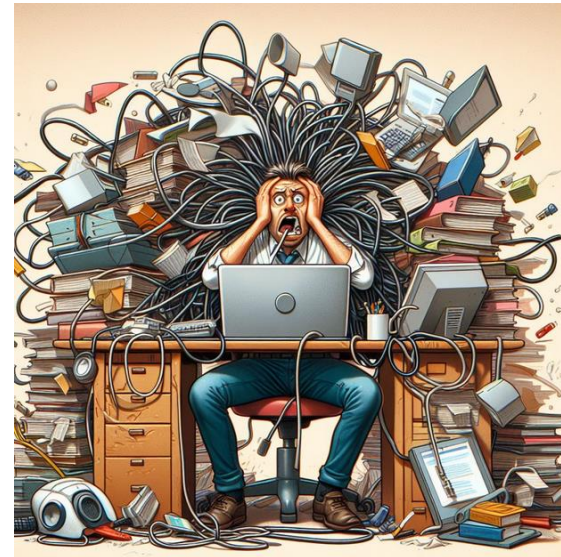
- 1 « The perfect academic is someone who gives total priority to work and has no outside interests and responsibilities » écrit Lotte Bailyn, professeure de management au Massachusetts Institute of Technology, dans un article paru en 2003¹. Reprenant la définition de Karl Weick² concernant les professions managériales, elle présente la profession académique comme étant à fort risque de « surcharge » (« overload »). Cette dernière serait générée par le poids psychologique des demandes professionnelles multiples auxquelles les professionnels doivent répondre dans les délais accordés. Selon l'auteure, la profession universitaire serait pleinement concernée par cette surcharge (« very high overload »), d'autant plus importante pour les femmes, qu'elles sont généralement socialement assignées à associer carrière et famille : « in some ways that may be the greatest inequity of all : the profession is set up in such a way that men academics routinely have families, while women, given current rules, find it much more difficult »³. Ce dernier point nous renvoie à la question de l'égalité entre les sexes dans le monde académique. Apparue aux Etats-Unis à la fin des années 1970, l'expression « plafond de verre » désigne « l'ensemble des obstacles que rencontrent les femmes pour accéder à des postes élevés dans les hiérarchies professionnelles ». Nous pouvons le définir « [...] comme un ensemble de barrières artificielles, créées par des préjugés d'ordre comportemental ou organisationnel qui empêchent des individus qualifiés d'avancer dans leur organisation »⁴. Cette expression est transversale à toutes les professions et fait l'objet depuis plusieurs années de plusieurs recherches.
- 2 L'objet de cet article est de présenter les résultats d'une recherche⁵ portant sur le « plafond de verre », les parcours professionnels et les développements de carrière d'universitaires français au prisme du genre. Ces résultats sont mis en relief avec une réflexion portant sur les normes que promeut l'institution universitaire. In fine, nous

The perfect academic is someone who gives total priority to work and has no outside interests and responsibilities.¹

➔ Risk of **very high overload**

Quantitative evaluation (scientific productivity, publish or perish).²

Pressure due to conflict between emergency posed by the production and psychological/maturation processes required by the research activity.³



¹ Lotte BAILYN, « Academic Careers and Gender Equity : Lessons Learned from MIT », *Gender, Work and Organization*, 10 (2003) 139.

² Luc BONNEVILLE , « Les pressions vécues et décrites par des professeurs d'une université canadienne », *Questions de Communication* 26 (2014) 200.

³Valérie Sacriste, « Le métier d'enseignant-chercheur au prisme de ses contradictions », *Sociologies pratiques*, 2014, p. 53-63.

Is there another way to do science?

“Scientists who believe that work–life balance is important, produce qualitatively superior research outcomes.”

Y. Ko, H. Ko, Y. Chung, C. Woo, *Do gender equality and work–life balance matter for innovation performance?*, *Technology Analysis & Strategic Management* **2021**, 33, 148–161.

Equality policy

Charte égalité

Annexe du règlement intérieur

Validé par les 2 tutelles

→ Appliqué depuis le 1^{er} juillet 2023

Préambule: Transparence, bienveillance, respect et équité

Art. 1: Dignité personnelle, respect du travail et des personnes

Art. 2: Communication inclusive

Art. 3: Fonctionnement égalitaire

Art. 4: Formation et sensibilisation

Art. 5: Alerter en cas d'actes proscrits

Art. 6: Définitions et textes réglementaires

Equality Charter

Appendix of internal regulations

Approved by both CNRS and Unistra

→ Effective from July 1, 2023

Preamble: Transparency, benevolence, respect and fairness

Art. 1: Personal dignity, respect for work and people

Art. 2: Inclusive communication

Art. 3: Egalitarian functioning

Art. 4: Training and awareness-raising

Art. 5: Alert in case of prohibited acts

Art. 6: Definitions and regulations

Towards work-life balance

- **Meeting times** must be set at times compatible with family responsibilities or other personal constraints, i.e. between 9.00 and 17.00, except in emergencies or specific circumstances;
- All members of the Institute have a **right to disconnect** (*cf.* L2242-17 of the French Labour Code, *i.e.* the right not to be contacted outside working hours or during holidays) which they are entitled to assert and which, where applicable, must be respected. In fact, sending emails outside working hours should be avoided or limited;
- **Absence on maternity, paternity or sick leave must not handicap a member of the institute in any way, e.g., in the context of support for an application for promotion, a project, a job opening or in the institute's internal selection processes, etc.** In addition, measures must be taken to facilitate the return to the workplace after the leave mentioned.



Needs context!

Preamble Equality Charter

Each member of the Institute must be treated in the context of his or her work according to the principles of **transparency, benevolence, respect and fairness**. Each and every one of us must be able to develop in the best possible environment where our **work is respected**. ICPEES aims to create a **safe environment** that encourages **equal opportunities** and is open to **diversity**, thereby promoting a workplace that is attractive to a wide variety of profiles. This charter details the principles designed to promote this environment.

Article 1. Personal dignity, respect for work and people

ICPEES **promotes a working environment that protects personal dignity** through a climate of trust and respect. **Article 1** thus aims to facilitate and improve working relations and to guarantee each and every person a caring working environment that is conducive to personal development and the expression of personal skills.

ICPEES **rejects** any behaviour or action, whether individual or group, that runs counter to the principle of respect and benevolence, including:

- Deliberate disruption of the speaker's speech;
- Attempts at personal intimidation;
- Any disparaging remarks or remarks that result in stereotypical disparagement, such as (i) inappropriate written or oral comments or jokes based on real or supposed discriminatory elements (private life, gender, origin, sexual orientation, etc.);
- In general terms, **any form of harassment aimed at worsening an individual's working conditions** and undermining their dignity, affecting their physical or mental health, or compromising their professional future.

Protection of personal dignity, trust and respect

Article 2. Inclusive communication

Constructive relationships must be established between all the members of the Institute, which will fuel our projects, help everyone to express themselves with confidence and naturally, commit us to common objectives and successes, but also help us to better accept difficulties and challenges. To this end, the ICPEES encourages **communication that is free of discrimination, stereotypes and prejudice**, based on the recommendations listed below:

- **Ensuring that all members of the institute receive a warm welcome.** New members must be welcomed into the Institute in a friendly atmosphere. They must be supported and guided in all aspects of their scientific and practical life, which will create the cohesion that gives meaning to the work;
- **Address people with respect, both orally and in writing.** All people must be approached, orally and in writing, with courtesy, respect and kindness. Marks of power based on gender or other discriminatory criteria will not be tolerated. Only the exercise of hierarchical authority is accepted, subject to the benevolence, respect and courtesy mentioned above;
- **Providing access to information.** All the resources inherent in their work must be made accessible to everyone. The communication of information must be adapted to the needs of all receivers, without discrimination.

1. Communication free of discrimination, stereotypes, prejudice
2. Providing access to information to all
3. Inclusion

Article 3. Egalitarian operation

The ICPEES operates in the most egalitarian way possible in terms of recruitment and operation. This is reflected in the various points listed below:

- **Recruitment:** all applications must be examined in complete fairness and without discrimination. In particular, this means recruiting on the basis of all professional skills, the richness of the profile and background, and the suitability of the position, avoiding any cognitive bias induced by stereotypes. In the case of equivalent applications, the recruiter is encouraged to favour the applicant who would increase the diversity of the staff;
- A balanced representation of **men and women on the**
- A **fair distribution of tasks is** expected. Tasks should not always be asked of members solely by their job

1. Fair distribution of tasks, material resources
2. Fair representation of women and men
3. Prevention of conflict of interest

responsibilities or other personal emergencies or specific circumstances;
right to disconnect (cf. L2242-17 of the French Labour Code, *i.e.* tasks requested outside working hours or during holidays) which they are entitled to assert, where applicable, must be respected. In fact, sending emails outside working hours should be avoided or limited;

- **Absence on maternity, paternity or sick leave must not handicap a member of the institute in any way, e.g., in the context of support for an application for promotion, a project, a job opening or in the institute's internal selection processes, etc.** In addition, measures must be taken to facilitate the return to the workplace after the leave mentioned.
- Institute members must avoid situations in which their personal interests could inappropriately influence their professional or hierarchical judgement (**prevention of conflict of interest**).


Article 4. Training and awareness-raising

The members of the ICPEES are committed to training in equality issues related to their professional activities. In addition, team and division heads and all managers play an important role and must act as relays for aspects relating to training and awareness-raising. In particular, this means:

- **attend the compulsory training courses** organised within the ICPEES concerning professional equality;
- **follow the training and awareness-raising courses** offered at ICPEES concerning professional equality;
- **apply the advice and good practice** learned during the training courses;
- **become familiar with equality issues** and the various ways in which professional equality is undermined;
- **ensure**, for team and division managers, **that their staff are aware of** the issues inherent in equality. This includes unconscious stereotypes.

Equality-related training courses/awareness-raising events organized by the Institute are compulsory for all staff.

Communicating about equality benefits



“

L'égalité des sexes n'est pas seulement un **droit fondamental** de l'être humain, mais également un **impératif moral** et **économique** pour les sociétés et les communautés du **monde entier**.

Gender equality is not only a fundamental human right, but also a moral and economic imperative for societies and communities around the world.


- Rapport de l'ONU 2022 -
Objectif 5 de développement durable :
Egalité des sexes

”



Scan me for more

Citation proposée par les référent.e.s égalité CNRS à l'ICPEES – Août 2023



« Plus les scientifiques estiment l'égalité de genre, meilleure est leur performance qualitative.»

- Y. Ko, H. Ko, Y. Chung, C. Woo, *Technology Analysis & Strategic Management* **2021**, 33, 148–161.

“The more important scientists value gender equality, the better the qualitative performance.”



Scan me for more

Citation proposée par Caps & Bardagot - Référent.e.s égalité ICPEES – Février 2024

Understanding the state of the art

CNRS
Equality Seminars

RREGAL
Réseau des
Réfèrent.e.s Egalité
d'Alsace



Mardi 23 mai 2023 à 10h30

Institut Charles Sadron, Amphi Henri Benoît

Patrick Llerena

Bureau d'économie théorique et appliquée (BETA)
Université de Strasbourg

Gender Biases and Peer-Review Funding Process

This study seeks to draw connections between the grant proposal peer-review and the gender representation in research consortia. We examined the implementation of a multi-disciplinary, pan-European funding scheme—EUROpean Collaborative RESearch Scheme (2003–2015)—and the reviewers' materials that this generated. EUROCORES promoted investigator-driven, multinational collaborative research in multiple scientific areas and brought together 9158 Principal Investigators (PI) who teamed up in 1347 international consortia that were sequentially evaluated by 467 expert panel members and 1862 external reviewers. We found systematically unfavourable evaluations for consortia with a higher proportion of female PIs. This gender effect was evident in the evaluation outcomes of both panel members and reviewers: applications from consortia with a higher share of female scientists were less successful in panel selection and received lower scores from external reviewers. Interestingly, we found a systematic discrepancy between the evaluative language of written review reports and the scores assigned by reviewers that works against consortia with a higher share of female participants. Reviewers did not perceive female scientists as being less competent in their comments, but they were negatively sensitive to a high female ratio within a consortium when scoring the proposed research project.

Les personnes souhaitant rencontrer P. Llerena sont priées de prendre contact avec Antonio Stocco.

- Conferences (in english) organized in the various research units of the Cronenbourg campus
- **Researchers** from the humanities specialized in gender studies

Informally discussing equality



“

Ceci n'est pas une citation

Mais bien une *invitation!*
Rejoignez-nous au **1^{er} café**
pour la promotion de
l'Égalité à l'ICPEES ce lundi 4
décembre de 13h à 14h, au R1N1.

Café et viennoiseries pour tout.e.s !

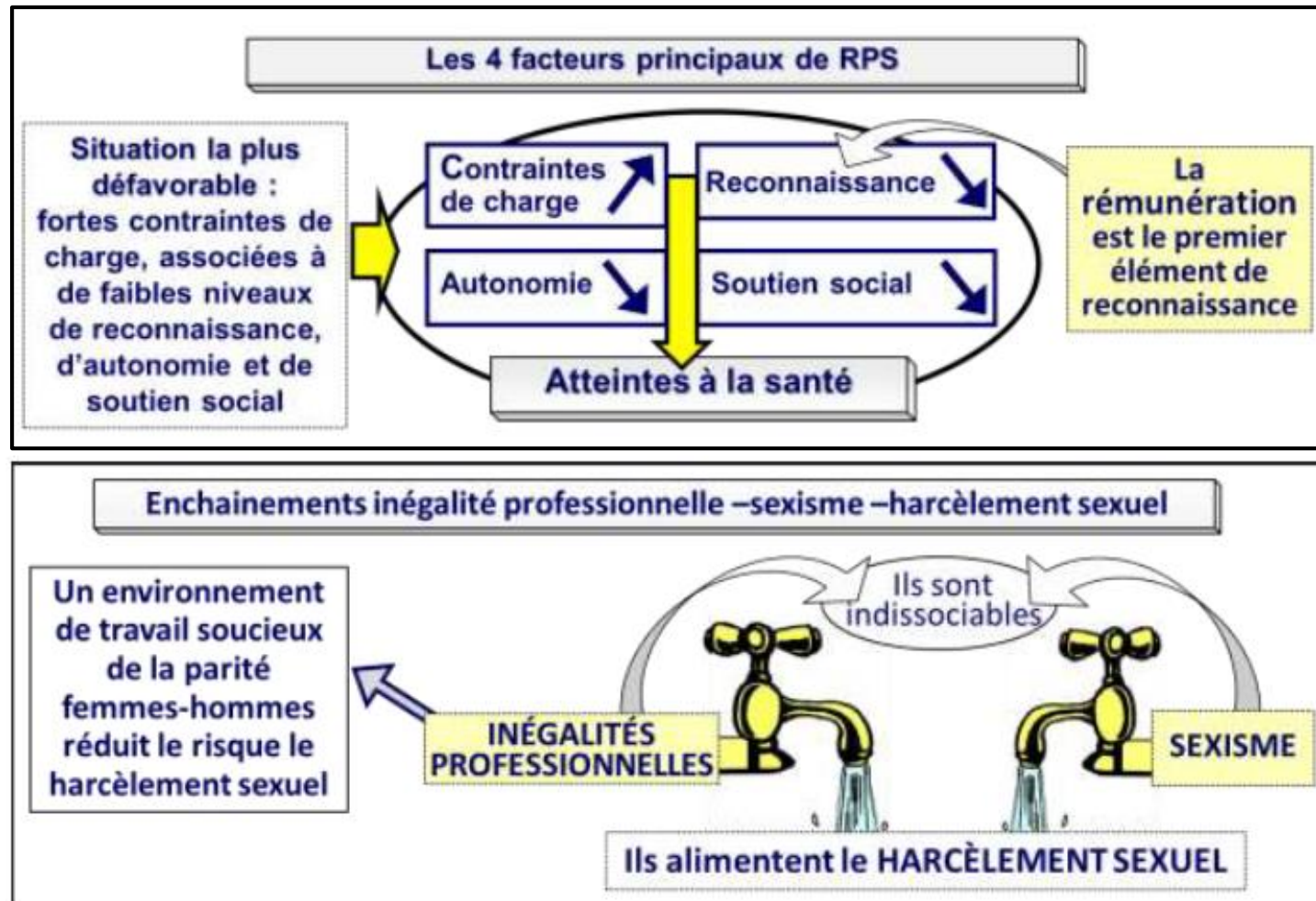


”

Café Egalité subventionné par la direction de l'ICPEES ! Merci à elle !
PS : Amenez votre tasse !

- Informal discussions in French within ICPEES to **include** staff members that do not attend scientific conferences, in particular technical staff.

An equality culture is known to decrease psycho-social risks (RPS)



Article 5. Alerting in the case of prohibited acts

9 octobre 2022

Dossier de presse

Un an du Plan national de lutte
contre les violences sexistes et sexuelles
dans l'enseignement supérieur et la recherche

**Renforcer
Ne rien laisser passer**

esr.gouv.fr

« Ces actes inacceptables nous concernent tous et qu'il est de notre responsabilité collective de rendre effectif le principe de « tolérance zéro » en matière de violences sexistes et sexuelles. »¹

« Toutes et tous mobilisés pour faire de la tolérance zéro une réalité. »²

“ Making universities and research organisations safe from gender-based violence”³

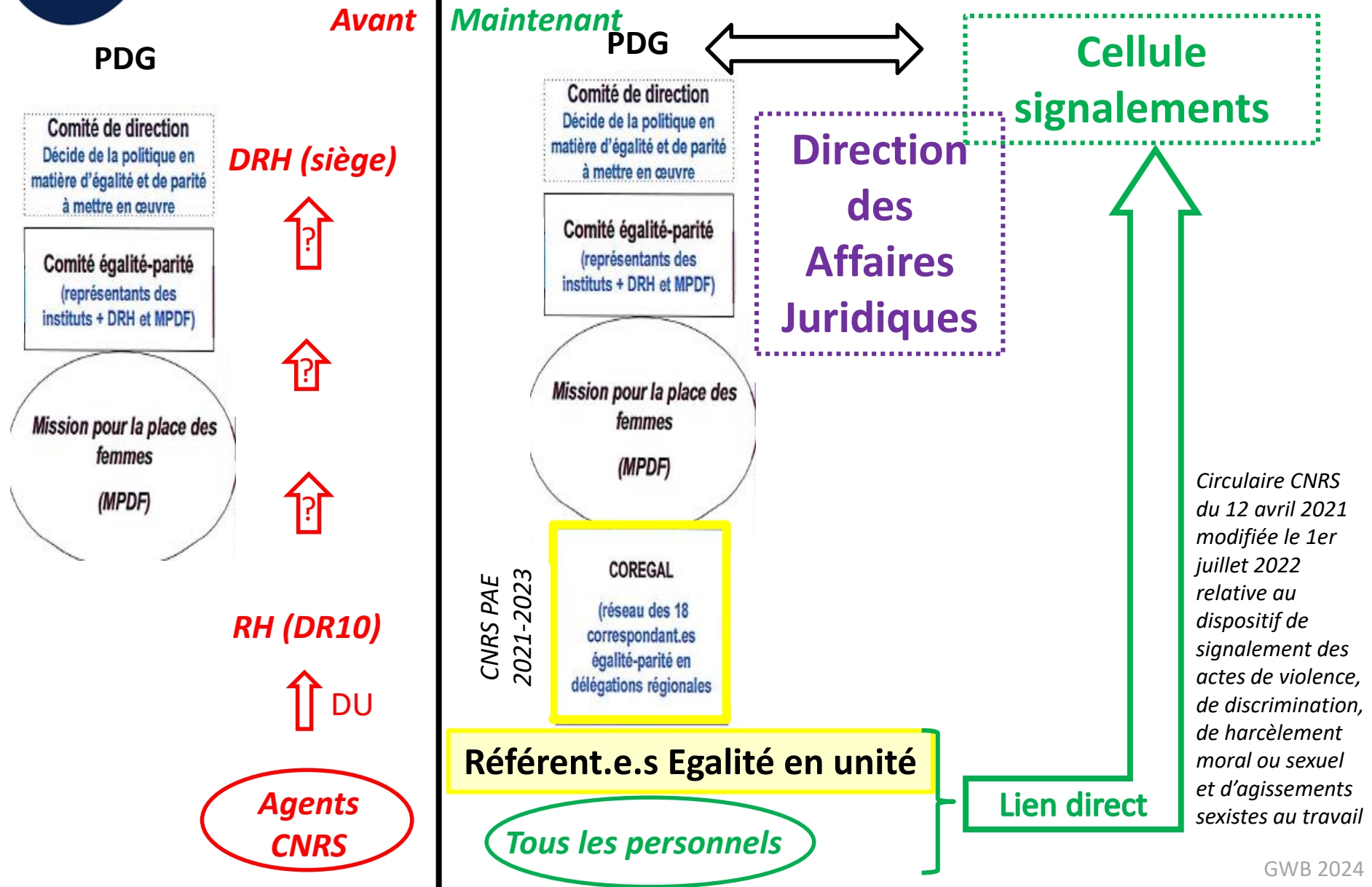
¹ <https://www.fonction-publique.gouv.fr/toutes-les-publications/lutter-contre-les-violences-sexistes-et-sexuelles-dans-la-fonction-publique-guide-des-outils-statutaires-et-disciplinaires>

² Synthèse plan national d'action 2021-2025 contre les violences sexistes et sexuelles dans l'ESR

³ UniSAFE project – ending gender-based violence, part of EU Gender Equality Strategy 2020-2025.



En cas d'actes de violence, de discrimination, de harcèlement et d'agissements sexistes



3 – Fight against sexual and gender-based violence

Elisabeth Davioud-Charvet (LIMA), Anne Pallarès (ICUBE)

Fight against sexual and gender-based violence

Elisabeth Davioud-Charvet (LIMA) and Anne Pallarès (ICube)



CREATE A NETWORK

LEARN ABOUT THE CNRS

SUPPORT WOMEN PROFESSIONAL ASPIRATIONS AND DEVELOP LEADERSHIP SKILLS

SHARE YOUR EXPERIENCES

Hierarchical & Functional Materials for health, environment & energy | HiFunMat

The interdisciplinary thematic institutes of the University of Strasbourg | ICMS | Inserm

INSTITUT DE PHYSIQUE ET CHIMIE DES MATERIAUX DE STRASBOURG

Auditorium Cronenbourg campus

23 rue du Loess, bâtiment

67034 Strasbourg Cedex 2

<https://www.ipcms.fr/>

8:30 – 11:00

IUPAC
Global Women's Breakfast
27 February 2024
Catalyzing Diversity in Science

...our friends and colleagues from all disciplines.

...welcome!

ITI
Ponnaz (IPCMS)

...quality of life at work

...de Pierron-Bohnes (IPCMS)

(ICPEES)

...er-based violence

...A) and Anne Pallarès (ICube)

...for the Cronenbourg Campus

...ords by Egal'ITI

...VP égalité-parité-diversité, Unistra)

Ga 31
Anne Pallarès



Physicienne

Le Gallium est un composé incontournable des diodes lasers

ICube

L. de sciences de l'ingénieur, de l'informatique et de l'imagerie

© Femmes & Sciences

Fe 26
Elisabeth Davioud-Charvet



Chimiste médicinale

L'hémoglobine du sang contient du fer et nourrit les parasites

Elisabeth Davioud-Charvet est directrice de recherche à l'ECP (école d'ingénieurs chimistes Strasbourg). Sa recherche s'inspire de la résistance au paludisme dans certaines populations africaines. Elle invente ainsi des molécules qui, en modifiant le fer de l'hémoglobine du sang, freinent la croissance des parasites dans le sang des patients et leur transmission aux moustiques. L'OMS (Organisation mondiale de la Santé) est intéressée par de tels médicaments qui soignent les moustiques sans polluer l'environnement.

LIMA

Laboratoire d'innovation moléculaire et appliquée

© Femmes & Sciences



Women in academia are being disproportionately affected by:



Funding structures
that create uncertainty
and unnecessary
pressure

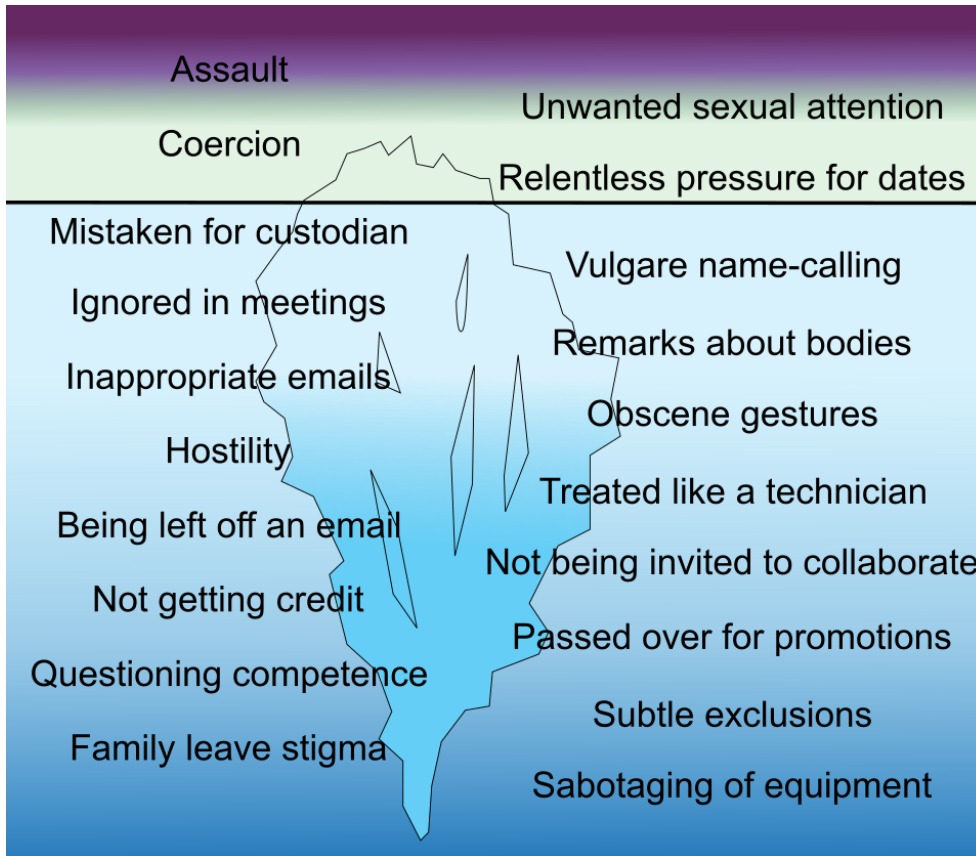


An inflexible and
unsupportive
academic culture



A need to **choose**
between a career and
other responsibilities

Concept of the Iceberg

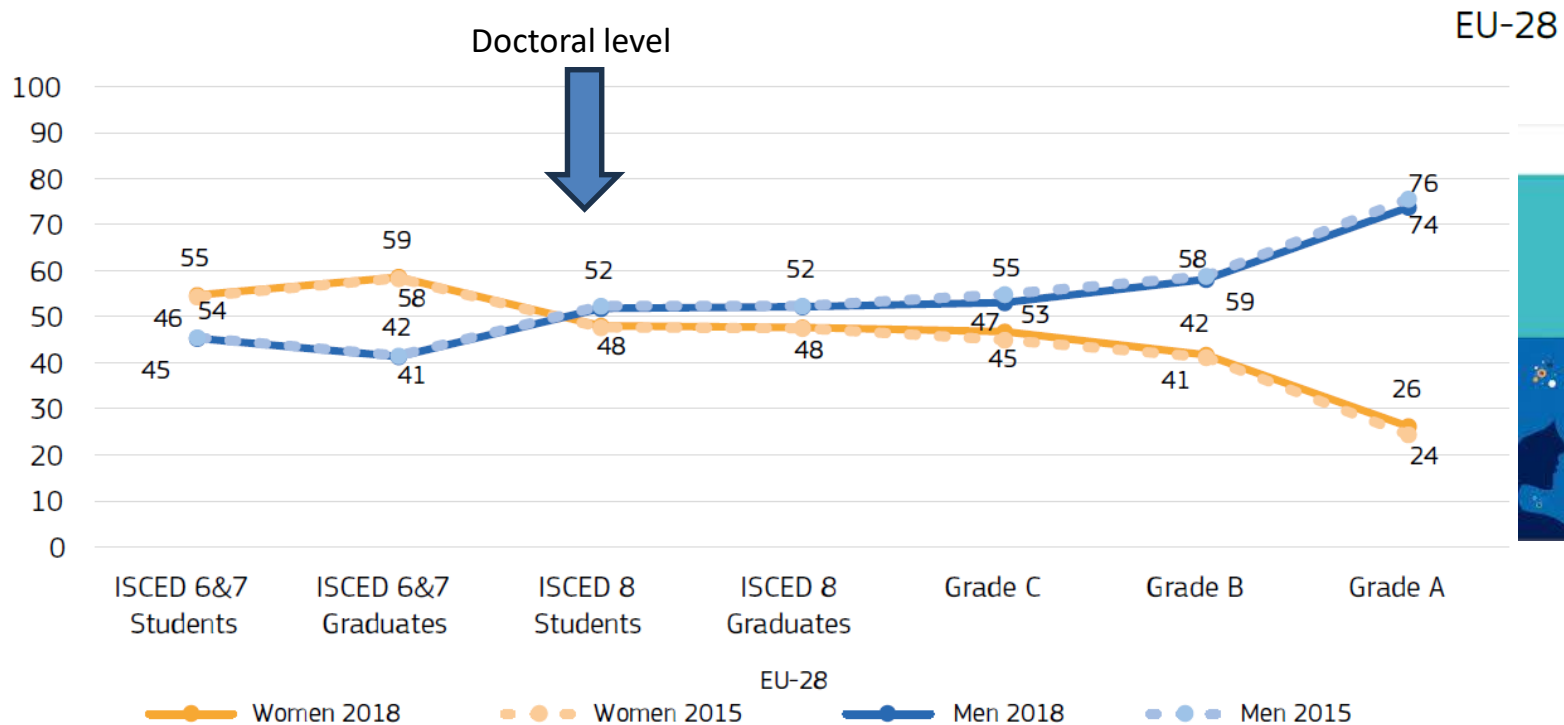


- **Inequality is invisible** → sexism is not outspoken but ambivalent
- Egalitarian speech but integrated unconscious know-hows control the behavior
- **Strong incidence** → most women leave the research world before their 1st post-doctoral contract

From the movie **Picture a scientist** directed by Sharon Shattuck & Ian Cheney

X. Clément (2022)

Women representation amongst students



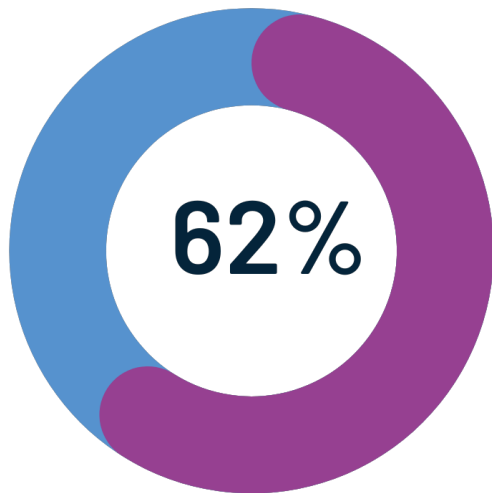
Source: Women in Science database, DG Research and Innovation - T1_questionnaires, Education Statistics (online data codes: educ_uoe_enrt03, educ_uoe_grad02)

She Figures, European Commission (2021)

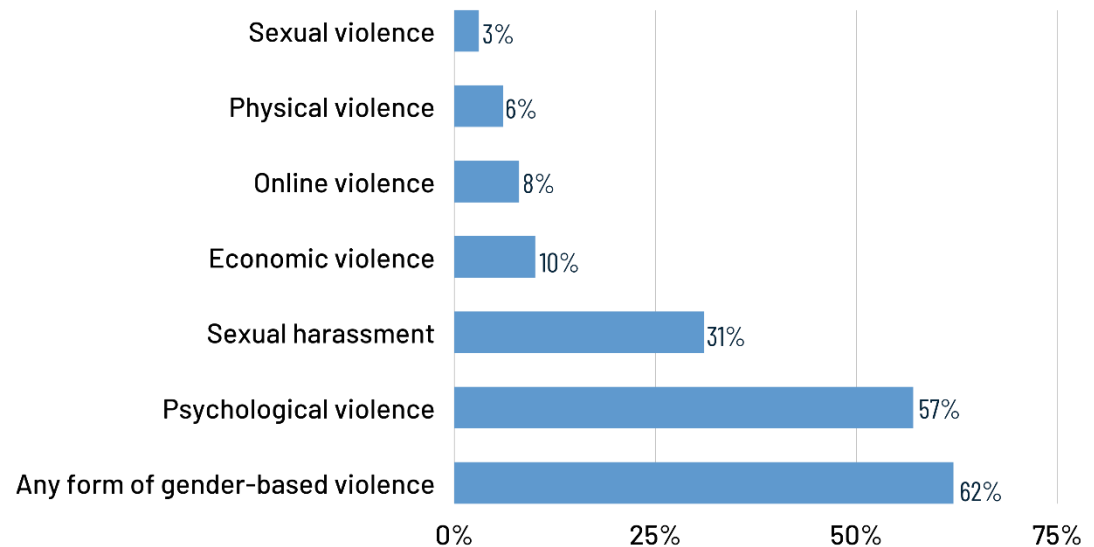
Many forms of gender-based violence



UniSAFE
ENDING GENDER-BASED VIOLENCE
IN RESEARCH AND ACADEMIA - TOOLKIT



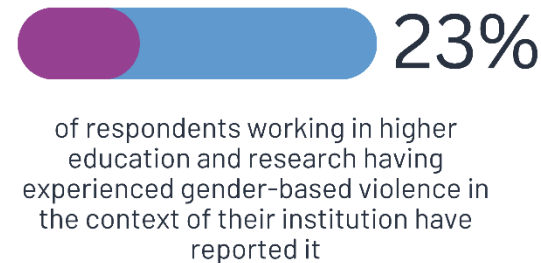
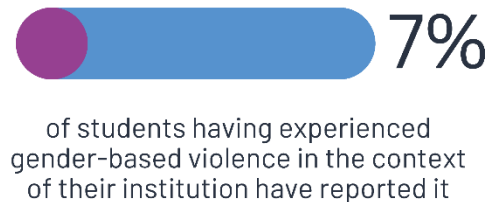
62% of respondents have experienced gender-based violence



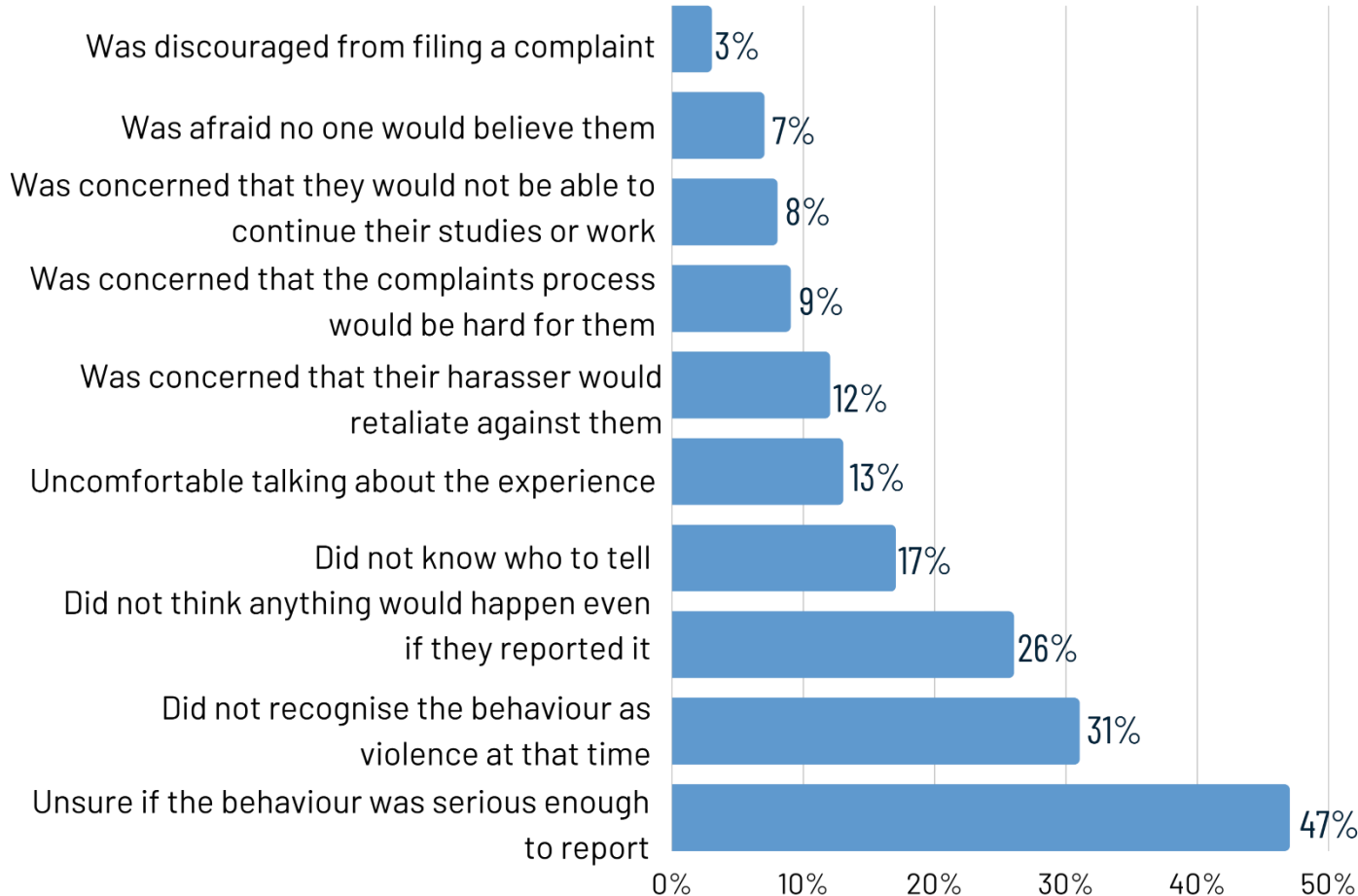
Prevalence of any form of gender-based violence and by form of gender-based violence

Source of data: Lipinsky, Anke; Schredl, Claudia; Baumann, Horst; Humbert, Anne Laure; Tanwar, Jagriti; Bondestam, Fredrik; Freund, Frederike; Lomazzi, Vera (2022). UniSAFE Survey – Gender-based violence and institutional responses. GESIS - Leibniz Institut für Sozialwissenschaften. Data file Version 1.0.0, <https://doi.org/10.7802/2475>

Low reporting of gender-based violence incidents

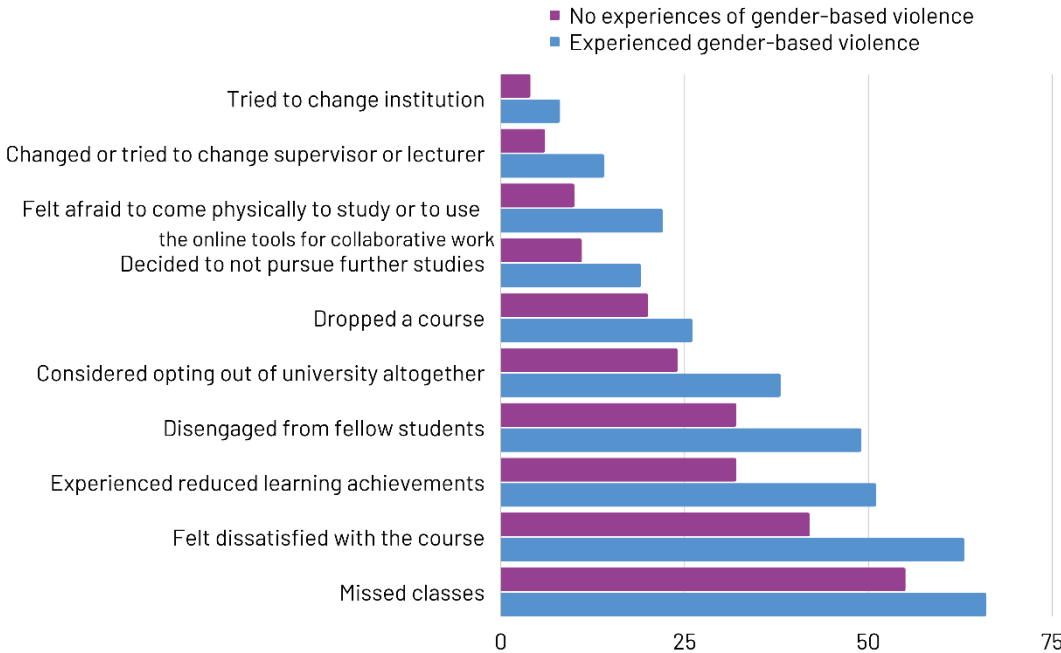


*Among respondents who had experienced gender-based violence, **only 13% reported it**. Almost half of the victims (47%) explained that they felt uncertain whether the behaviour was serious enough to be reported. Another frequent reason indicated by 31% of the victims is that at the time of the incident they did not identify the behaviour as an act of violence.*



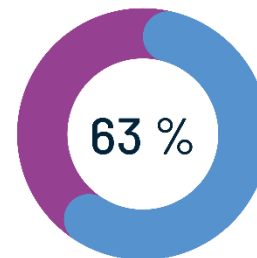
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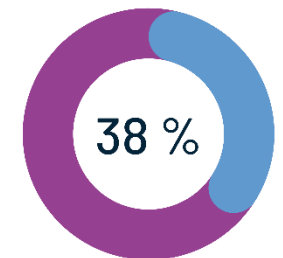


Source of data: Lipinsky, Anke; Schredl, Claudia; Baumann, Horst; Humbert, Anne Laure; Tanwar, Jagriti; Bondestam, Fredrik; Freund, Frederike; Lomazzi, Vera (2022). UniSAFE Survey – Gender-based violence and institutional responses. GESIS - Leibniz Institut für Sozialwissenschaften. Datenfile Version 1.0.0, <https://doi.org/10.7802/2475>

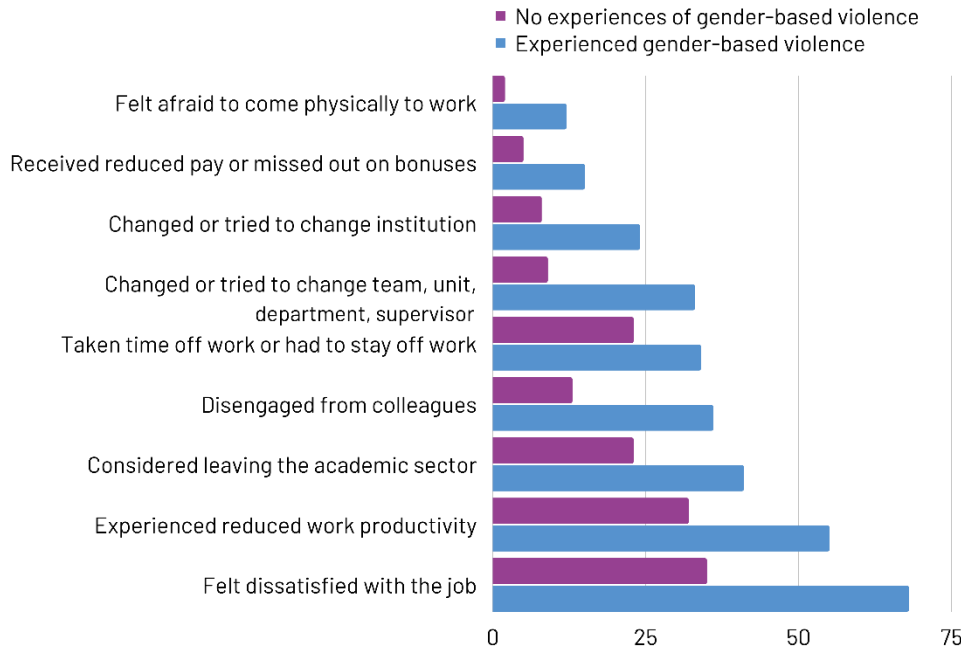
Consequences for students



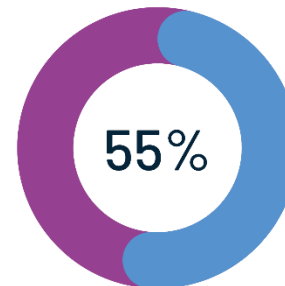
of students who had experienced gender-based violence **felt dissatisfied with the course of their studies** compared to 42% in the case of those who had not experienced gender-based violence.



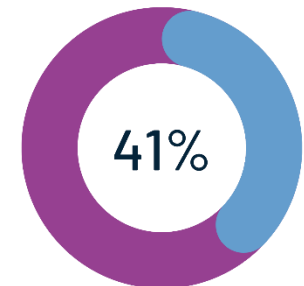
of students who had experienced gender-based violence **considered dropping out of university altogether** compared to 24% in the case of students who had not experienced gender-based violence.



Source of data: Lipinsky, Anke; Schredl, Claudia; Baumann, Horst; Humbert, Anne Laure; Tanwar, Jagriti; Bondestam, Fredrik; Freund, Frederike; Lomazzi, Vera (2022). UniSAFE Survey - Gender-based violence and institutional responses. GESIS - Leibniz Institut für Sozialwissenschaften. Datenfile Version 1.0.0. <https://doi.org/10.7802/2475>



Of staff who have experienced at least one incident of gender-based violence, **experienced reduced work productivity**



Of staff who have experienced at least one incident of gender-based violence, **considered leaving the academic sector**

Consequences for academic staff

How to fight against sexual and gender-based violence

 ICube Strasbourg
1,910 followers
3mo •

[Les #femmes et la #science à #ICube] 4/6

Notre portrait du jour : Caroline Essert, professeure des universités en ...see more

See translation



LinkedIn

“Leaving already?”

♀ ♂

“Such a great dad, going to pick up the kids from school...”


La libération des sciences de l'Informatique et de l'Énergie
Inspiré de JUMP (<http://jump.eu.com>)

You want to join the parity group?
parite@cube.unistra.fr
You want to report?
referent.parite@cube.unistra.fr
You want more information?
<http://parite.icube.cnrs.fr/>

Is my skirt
too long
too short
too colorful
too open
or do I have
the right
to work in
peace?




La libération des sciences de l'Informatique et de l'Énergie
Sur une idée de l'Université de Genève pour sa campagne #UNIUNIE en 2017

You want to join the parity group?
parite@cube.unistra.fr
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referent.parite@cube.unistra.fr
You want more information?
<http://parite.icube.cnrs.fr/>

We can build this system together if we act now.

In LIMA, we opted for a **monthly dynamic display** of punchy-catchy sentences (from the Université de Genève), in bilingual, with bright colors to attract readers, but also to provoke reactions, and discussions.



<p>Le pire ce n'est pas les remarques les pressions le malaise l'humiliation c'est que personne ne réagisse.</p>	<p>Je suis incapable de supporter une petite blague misogyne. Mon avocat non plus.</p>	<p>Et si au lieu de commenter mes jambes ma robe mon décolleté ma démarche vous commentiez ma recherche ?</p>	<p>Il se sentait très fort tout puissant irréprouvable dans son droit avant qu'un collègue lui demande d'arrêter.</p>
<p>Ma jupe est-elle trop longue trop courte trop colorée trop ouverte ou ai-je le droit d'étudier tranquille ?</p>	<p>Je n'ai pas besoin d'une main sur l'épaule de paternalisme de faveurs d'un type derrière moi pour réussir.</p>	<p>Si votre voisine est tellement belle que vous ne pouvez pas vous empêcher de la fixer durant des heures, nous pouvons vous aider à trouver une autre place.</p>	<p>Si vos blagues sont trop lourdes pour prendre cet ascenseur prière d'emprunter l'escalier.</p>
<p>Il semblait impossible de faire cesser ses intimidations humiliations blagues homophobes remarques déplacées mais il a suffi qu'une collègue intervienne.</p>	<p>Vos blagues misogynes sont si bien trouvées originales drôles hilarantes que je peux désormais les raconter au tribunal.</p>	<p>Pour vous c'est juste une blague, pour moi c'est du mal-être du dégoût de la peur de l'anxiété bref juste une raison de quitter l'Uni.</p>	<p>Une femme prof on lui parle de ses enfants. Un homme prof on lui parle de ses projets.</p>
<p>Vos blagues sexistes sont insupportables dégradantes méprisantes humiliantes même si je souris.</p>	<p>Parfois sourire être sympa porter une robe être une femme est un comportement à risque.</p>	<p>Your sexist jokes are so clever hilarious brilliant witty I'm going to tell them to my lawyer.</p>	<p>How about not mentioning my legs my dress my chest my walk and talking about my research instead?</p>

If you experience or witness gender-based violence



The CNRS has set up a reporting unit and a network of [equality referents](#).

We, the referents, can only act if [women in bullying situation speak to testify](#).

We, the referents, cannot act on gossips, but only on [direct reports made by victims](#).

All reports are kept [confidential](#).

If you are a victim or witness of harassment, violence, insults or sexist behaviour, contact France Victimes by free of charge phone on 01 80 52 33 77 (dedicated number for CNRS employees, permanent or non-permanent) from 9am to 9pm 7 days a week, or by e-mail cnrs@france-victimes.fr The call is anonymous.

If you wish to initiate an internal investigation procedure with a view to sanctions, please contact the CNRS unit at signalement@cnrs.fr who will handle your case confidentially



Everyone:

enforce a zero-tolerance approach to bullying and harassment

Freedom, the *sine qua non* of innovation in research.

**« There is no freedom without Equality ».
(Robert Badinter)**

« Je ne crois pas à la parité, mais bien à l'égalité réelle ».



The CNRS QVCT project for the Cronenbourg campus



Isabelle HOJNACKI Doris PFLUMIO Claudine GALLONE Elisabeth DAVIoud-CHARVET Véronique PIERRON-BOHNES Valérie CAPS Olivier BARDAGOT Estelle BRUNETTE Antonio STOCCO Emilie STEVELER





PLAN D' ACTIONS POUR L'AMÉLIORATION DES CONDITIONS DE TRAVAIL AU CNRS

2023-2027

DIRECTION DES RESSOURCES HUMAINES
SERVICE DU DÉVELOPPEMENT SOCIAL



CNRS conference "Qu'est-ce que la QVCT ?" by sociologist Michel Catlla (CERTOP-CNRS), introduced by the head of CNRS HR

<https://www.youtube.com/watch?v=5DOMzyxwWdY&t=35s>

Content

- Nurturing a culture of equality improves relation between colleagues and productivity at work.
- This suppose to put an end to discriminatory actions which rather create a hostile environment
- This requires collective awareness raising of all and to **empower managers and non-permanent staff with appropriate tools to efficiently deal with these situations**
- Suitable training workshops were designed to reach this objective; they will be available on the Cronenbourg campus in 2024

From inhibition to taking action

Les réactions face aux situations difficiles
(Source : « L'inhibition de l'action », ouvrage d'Henri Laborit)



How to take action?

Managers are in charge of (...) ensuring safety and protection of health of staff placed under their authority. (Décret n°82-453 du 28 mai 1982)

Prevent - Detect - Treat

Leads to health impairment of a magnitude/scale that is dependent on the duration

Olivier Sévénou, *Les risques psychosociaux en milieu professionnel*, GERESO ÉDITION, 2021.

From inhibition to taking action

Les réactions face aux situations difficiles
(Source : « L'inhibition de l'action », ouvrage d'Henri Laborit)



How to take action?

Leads to health impairment of a magnitude/scale that is dependent on the duration

Olivier Sévénon, *Les risques psychosociaux en milieu professionnel*, GERESO ÉDITION, 2021.



CNRS « Égalité/QVCT » training dates for **managers** of the Cronenbourg campus

*Collaboration with
Joëlle Braeuner*

Workshops (presential) led by sociologist J. Braeuner (A Part Entière)
3*2 h

1 cycle will be proposed to each group of managers

Cycle	Session 1	Session 2	Session 3
1	27 Septembre 10h	10 Octobre 13h	12 Décembre 15h
2	27 Septembre 13h	10 Octobre 15h	20 Janvier 10h
3	27 Septembre 15h	7 Novembre 10h	20 Janvier 13h
4	30 Septembre 10h	7 Novembre 13h	20 Janvier 15h
5	30 Septembre 13h	7 Novembre 15h	21 Janvier 10h
6	30 Septembre 15h	5 Décembre 10h	21 Janvier 13h
7	9 Octobre 10h	5 Décembre 13h	21 Janvier 15h
8	9 Octobre 13h	5 Décembre 15h	24 Janvier 10h
9	9 Octobre 15h	12 Décembre 10h	24 Janvier 13h
10	10 Octobre 10h	12 Décembre 13h	24 Janvier 15h



CNRS « Égalité/QVCT » training dates for **non-permanent staff** of the Cronenbourg campus

*Collaboration with
Joëlle Braeuner*

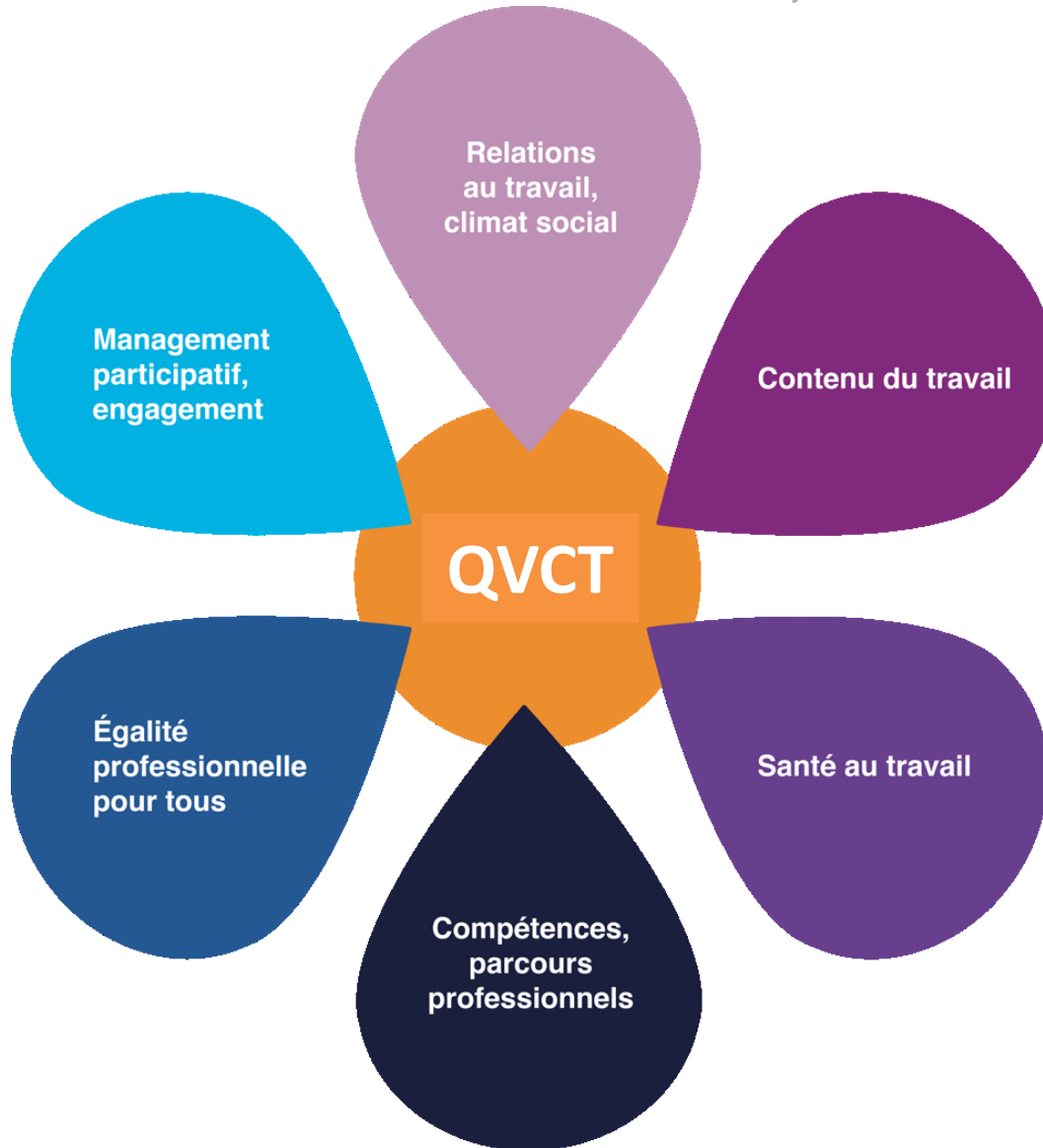
Workshops (presential) led by sociologist J. Braeuner (A Part Entière)
1*7 h (validated by EDs as transversal training)
5 dates to **choose** from

Workshop	Dates
1	19 Avril 2024
2	30 Mai 2024
3	31 Mai
4	3 Juin
5	4 Juin

Requirement: be fluent in French

Reducing unequal treatment between staff members contributes to improve work relations. Discriminatory actions and harassment are source of uneasiness and suffering at work, not only for the victim but also *in fine* for the whole service that often finds itself heavily destabilized.

Dealing with attacks and harassment requires specific managing abilities that allow to prevent, detect, treat these behaviours, on order to (contribute to) end them.



Situations of violence pollute the whole service and undermine its creativity/productivity.

Victims of discriminations, harassment or attacks often develop traumas and pathologies in response to the stress they are submitted to, that translate into repeated and longer period of sick leaves and general uneasiness/suffering at work.

Equality, and in particular gender equality, is at the heart of the project, since women are mostly subjected to the violence that the project is targeting to (contribute to) end.

Early detection of harassment and aggressions is the key to limit all resulting harmful effects which constitute major barriers to the expression/implementation of competencies/abilities and to career progress

Concluding remarks

