

GIRLS ONLY

Annual Meeting of Women in Computer Science at IRIF

10 January, 2023

Reminder of the rules to follow

- Listening
- Benevolence
- Confidentiality of exchanges



Meeting format

- Two hours
- At lunch time
- No obligation to intervene in the debate
- Possibility to speak in French or English, at your convenience. Participants who are able to do so will translate.



Ideas for a new name

- Women Time
- Women at Lunch
- Women Lunch
- Women's Lunches
- Lunchies W
- We Lunch



Facing various requests in the workplace:

How should we react?

What are the possible solutions to better manage them?



Framework of the discussion

- What do we mean by “requests”?
These are requests in a professional setting, to which you want to say no but where it is sometimes difficult for you to do so.
- Examples of requests at work
Taking part in a PhD thesis or HDR jury
Presenting a paper at a conference
Taking part in a peer review
- Examples of requests for administrative staff
A meeting late at the end of the day
Being interrupted in a middle of a task

Focus on one example of request



Being asked to participate to a peer review

Possible solutions to better manage these requests

- Identify which of these requests are acceptable
- Be prepared to respond to these kind of requests
- Expand your range of responses
- Set your availability for these requests
- Use a time management tool to measure your availability

Report on women’s requests

Comités de sélection : combien d’invitations accepter ?

Effectifs en section CNU 27, chez Inria et à l’INS2I

Rangs B (MCF et CR)

En 2019, 764 femmes et 2 301 hommes étaient chargé.es de recherche ou maître.ses de conférences en France en section 27 (CNU), chez Inria ou à l’INS2I (CNRS) :

Catégories	MCF section CNU 27	CR Inria	CR CNRS INS2I	Total (MCF et CR)
Femmes	622 (26,1%)	66 (19,6%)	76 (22,1%)	764 (24,9%)
Hommes	1 763	270	268	2 301
Sources	Source (année 2019) page 3	Source (année 2019) page 34	Source (année 2019) page 55	

Rangs A (Prof et DR)

En 2019, 297 femmes et 1 229 hommes étaient professeurs ou directeurs de recherche en section 27, chez Inria ou à l’INS2I :

Catégories	Prof section CNU 27	DR Inria	DR CNRS INS2I	Total (Prof et DR)
Femmes	192 (19,6%)	47 (16,7%)	58 (22,1%)	297 (19,5%)
Hommes	790	235	204	1 229
Sources	Source (année 2019) page 3	Source (année 2019) page 34	Source (année 2019) page 55	

Nombre de comités de sélection pour la section CNU 27 et Inria

Rangs B (MCF et CR)

En 2021, 95 comités de sélection ont été constitués (section CNU 27 et Inria) :

MCF section 27	CR Inria	Total
86 postes	9 jurys (1 par centre)	95 comités de sélection
Source (année 2021)	Source (année 2021)	

Rangs A (Prof et DR)

En 2021, 44 comités de sélection ont été constitués (section CNU 27 et Inria) :

Prof section 27	DR Inria	Total
43 postes	1 jury national	44 comités de sélection
Source (année 2021)	Source (année 2021)	

Conclusion

Your questions

- How do you react to these requests?
- Are you able to estimate how long would take traditional tasks to achieve?

Ressources & references

Your questions

- You've Been Invited to Review. Now What?
<https://plos.org/resource/youve-been-invited-to-review-now-what/>
- Les relations entre les scientifiques et la société.
Dans Sociologie 2010/1 (Vol. 1), Pages 45 à 60
<https://www.cairn.info/revue-sociologie-2010-1-page-45.htm>
- Open Reviewers - Reviewer Guide
https://zenodo.org/record/5484087/files/OpenReviewers_ReviewerGuide_v1.pdf?download=1

Ideas of discussions for the next meetings

- Taking on responsibilities in the lab:
how do we deal with it?
- Private/work life balance
- How can we help in the hiring process
of women?
- How to react to sexist behaviour in
meetings?

