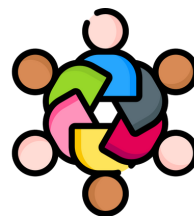


# IRIF'S NEWSLETTER

## ÉGALITÉS



N°3 / MARCH 2023

IRIF INSTITUT  
DE RECHERCHE  
EN INFORMATIQUE  
FONDAMENTALE



### EDITO

It is an honor to introduce **IRIF's third newsletter Égalités**, an initiative from our Gender Equality committee. I was pleased to accompany and support this committee since its first steps as Director of IRIF but also as a member. What an impressive work has been accomplished since 2019! I would like to highlight the positive and constructive reception of the lab to this work. The success of the committee and the model it has become for our partners would not have been achieved without this feedback.

Today, I am proud to be in a lab that, through its actions, offers to its members a **professional and safe environment open to diversity**. Preserving these values will still require a lot of effort. I hope many of you will join us.

This third edition follows the **International Women's Day** on March 8 and also marks the start of the recruitment session. I have no doubt that this letter will make you aware of new elements, tools and testimonies to erase bias and improve the attractiveness of the professions related to our discipline. Help us spread the word by sharing this information with those around you, whether they are at IRIF, at home or elsewhere.

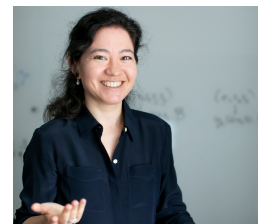
Have a good read!

*Frédéric Magniez, for the gender equality committee*

# **PORTRAITS OF WOMEN IN SCIENCE**

## **Lauren K. Williams (ADS, Combinatorics)**

Lauren K. Williams is on a **one-year visit at IRIF**. As a researcher in combinatorics, her work consists in finding connections between combinatorics, algebra and physics. Interview with this mathematician from Harvard.



**>> Read Lauren K. Williams's interview**

[https://www.irif.fr/portraits/lauren\\_williams\\_1er\\_octobre\\_2022](https://www.irif.fr/portraits/lauren_williams_1er_octobre_2022)



## **Mirna Džamonja (ASV, Automata and applications)**

Committed and international intellectual, she first visited France at the age of 17. Since then, she has dreamed of returning to settle down and have a career in France. Interview with Mirna Džamonja, **winner of a Marie CURIE individual grant** obtained within the framework of the H2020 program.



**>> Read Mirna Džamonja's interview**

[https://www.irif.fr/portraits/mirna\\_dzamonja\\_1er\\_avril\\_2021](https://www.irif.fr/portraits/mirna_dzamonja_1er_avril_2021)

## **Marie Albenque (ADS, Combinatorics)**

Marie Albenque is unstoppable when it comes to talking about subjects as varied as science, ecology or the place of women in the workplace.

Interview with this **CNRS research director**.



**>> Read Marie Albenque's interview**

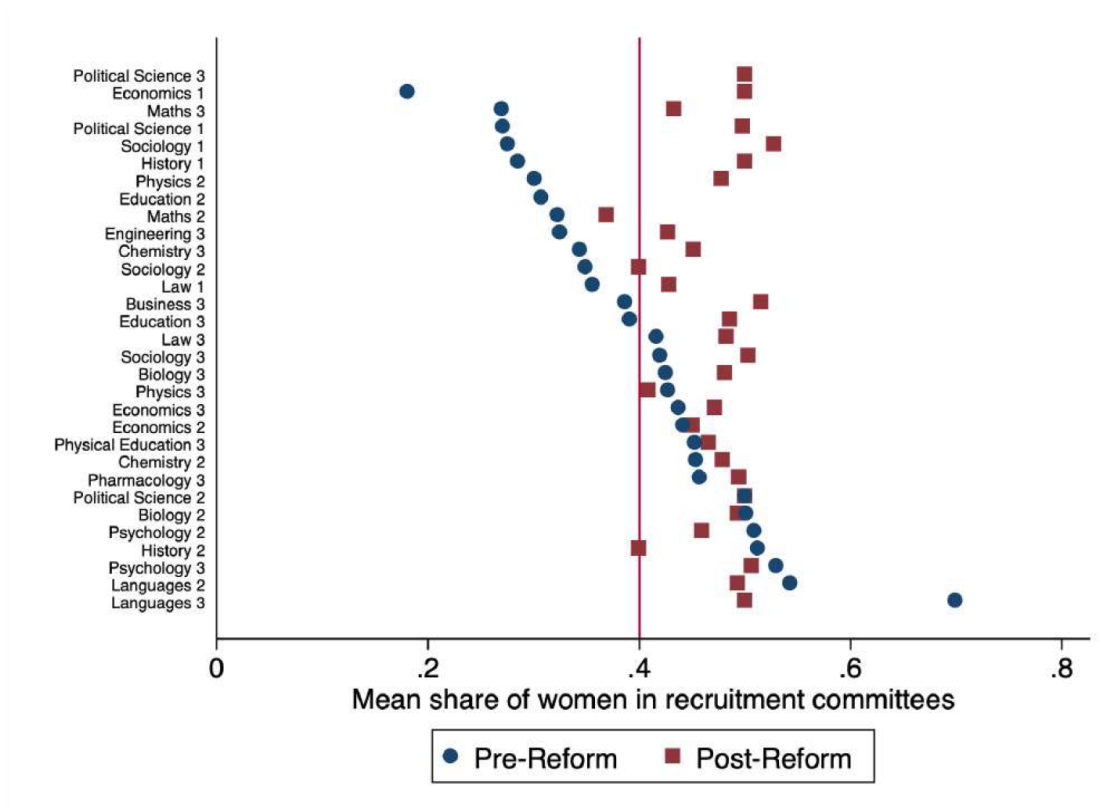
[https://www.irif.fr/portraits/marie\\_albenque\\_1er\\_octobre\\_2022](https://www.irif.fr/portraits/marie_albenque_1er_octobre_2022)



# STUDY ON GENDER BIAS IN SCIENCE

## Gender Quotas in Hiring Committees: a Boon or a Bane for Women?

In order to **reduce hiring discrimination**, the French government decided in 2015 on a **gender quota in university hiring committees**. Using a unique dataset provided by French universities, **Pierre Deschamps** estimates in this paper the casual effect of this reform on the probability of hiring women.



>> Read the article

<https://hal-sciencespo.archives-ouvertes.fr/hal-03393117/document>

## FURTHER READING

- Les quotas de genre dans le monde académique. Pierre Deschamps, Anne Revillard, Marie Sautier, Mathieu Arbogast



## DECONSTRUCTION OF STEREOTYPES AND PREJUDICES



*Why you won't attract and retain women in your tech teams!* is the title of the conference presented by **Marcy Ericka Charollois** social tech author, content strategist, founder of Merci Marcy and The Safe Place.

As of today, women represent only **30% of employees**, all professions combined. What happened in the tech sector, in which women were dominant at its beginning? Would women feel out of place? In addition to **raising many issues and awareness**, this video offers **tips for improving practices**.



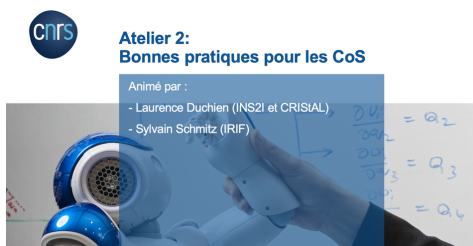
>> Watch video

<https://www.youtube.com/watch?v=6g0quTQqpr8>



## TRAINING AND AWARENESS TOOLS

### Workshop: Best practices for selection committees



Led by Laurence Duchien (INS2I et CRISTAL) and **Sylvain Schmitz (IRIF)**, this workshop aimed at **sharing experiences, exchanging good practices** and **identifying elements for action** during selection committees.

They suggest a **step-by-step procedure** that deals with the **issue of bias when recruiting** in a selection committee. The procedure can be adapted in each institution, laboratory, or department.



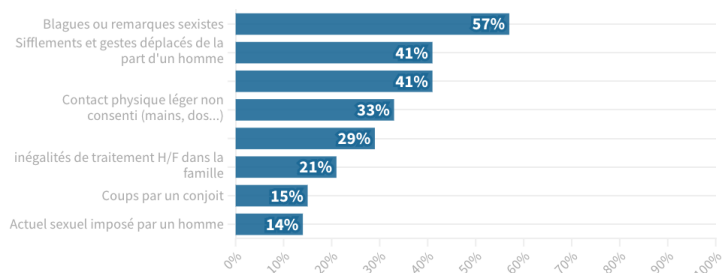
>> See the good practices

<https://mcusercontent.com/770cb0500784a4e6b9a356ed2/files/a6718495-fe97-b681-38ee-02cdbcb08059/Cos.pdf>

## Sexism Barometer 2nd edition. Viavoice - HCE. January 2023

### Situations sexistes vécues par les femmes

■ Taux de femmes concernées



Source: Baromètre Sexisme 2023 - Viavoice

A Flourish map



>> Full study

<https://www.institut-viavoice.com/barometre-sexisme-2e-edition-viavoice-hce-janvier-2023/>

The second edition of the "Sexism Barometer" conducted by **Viavoice institute** for the **High Council for Equality between Women and Men** makes it possible to report on **public perceptions of gender inequality**, to measure adherence to existing tools for combating sexism, and to report on the situations experienced by women.



## INSTITUTIONAL NEWS

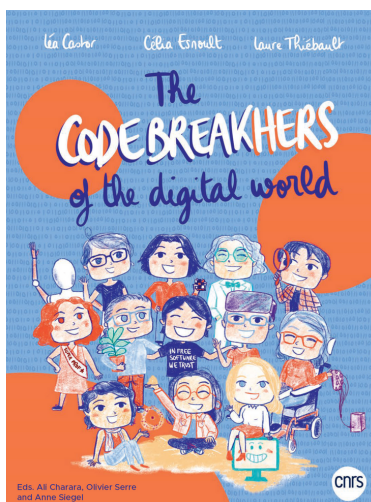
### Equality Month at UPCité

[Equality Month](#) comes back in March for a 3rd edition! During the entire month, visit the university's website and social networks to discover many **events and awareness-raising contents**: conferences, workshops, shows, film reviews, reading tips, portraits...



>> Full program of 2023 events

<https://u-paris.fr/mois-des-egalites-decouvrez-le-programme-2023/>



## The comic book *Les Décodeuses du numérique* now available in English

[The CodebreakHers of the digital world](https://www.ins2i.cnrs.fr/en/codebreakers-digital-world) is the English version of the comic book published by CNRS Éditions at the end of 2021 and putting the **spotlight on on 12 women working in computational science** as researchers, scholars and engineers.



>> Read the comic book

<https://www.ins2i.cnrs.fr/en/codebreakers-digital-world>

## FURTHER READING

- [Livret d'accompagnement pédagogique de la BD Les Décodeuses du numérique](#) : to facilitate the teaching of digital sciences in middle and high school!
- [Médaille CNRS de la médiation scientifique](#) received by the comic book *Les Décodeuses du numérique*



## HAPENING AT IRIF

### Parity in the lab in few numbers

Below are the updated **parity numbers of the lab**, as presented during **IRIF General Assembly in January 2023**.

	PR	MC	DR	CR	ITA	CDD C/EC	CDD ITA	PostD	Doc	Em	Total
<b>IRIF</b>	<b>17</b>	<b>32</b>	<b>16</b>	<b>17</b>	<b>7</b>	<b>8</b>	<b>3</b>	<b>6</b>	<b>58</b>	<b>8</b>	<b>172</b>
Parité (%F)	24%	20%	25%	18%	43%	25%	33%	17%	29%	13%	24%
<i>Mutualisé</i>					6		2				
Parité (%F)					50%		50%				
ALGORITHMES ET STRUCTURES DISCRÈTES	6	9,5	9,5	6,5				6	22	2	61,5
Parité (%F)	33%	42%	37%	0%				17%	36%	0%	30%
AUTOMATES, STRUCTURES ET VÉRIFICATION	7,5	9,3	2,8	3,5		5			11,8	4	44
Parité (%F)	27%	21%	18%	86%		20%			70%	25%	41%
PREUVES, PROGRAMMES ET SYSTÈMES	3,5	13,2	3,7	7	1	3	1		24,2	2	58,5
Parité (%F)	29%	4%	0%	14%	0%	33%	0%		25%	0%	16%

Postes permanents : PR, MC, DR, CR, ITA — CDD EC/CH incluent ATER, SRP – Em : Émérites

## We Lunch Meetings

After a long break due to the health situation, the **Girls Only meetings are back and with a new name: We Lunch Meetings!** Addressed exclusively to **all women of the lab**, these meetings are **informal, private** and last **2 hours** at lunch break. They aim at **exchanging, debating** and **sharing good practices** on a specific subject.

The most recent **We Lunch Meeting** happened at IRIF on January, 10 and was about **facing various requests in the workplace**.

# GIRLS ONLY

Annual Meeting of Women in Computer Science at IRIF

10 January, 2023



>> See the slides of the meeting

[https://mcusercontent.com/770cb0500784a4e6b9a356ed2/files/112ac988-a867-20bd-278e-d3c3930424ab/Girls\\_Only\\_2023\\_min.pdf](https://mcusercontent.com/770cb0500784a4e6b9a356ed2/files/112ac988-a867-20bd-278e-d3c3930424ab/Girls_Only_2023_min.pdf)

## FURTHER READING

- [You've Been Invited to Review. Now What?](#)
- [Les relations entre les scientifiques et la société](#). Sociologie 2010/1 (Vol. 1), Pages 45 to 60
- [Reviewer Guide](#). Open reviewers
- [Comité de sélection : combien d'invitations accepter ?](#)

Feel free to contact us  
to suggest new topics  
or to give us  
your feedback

[newsletteregalites@irif.fr](mailto:newsletteregalites@irif.fr)