

IRIF'S EQUALITY NEWSLETTER



N°4 / March 2024



EDITORIAL

In this third month of the year, we celebrated on March 8th the International Women's Rights Day, and within our universities, it now extends throughout the whole month, dedicated more broadly to equality. While the year 2023 saw significant progress on these issues at IRIF, we are aware that there is still much to accomplish.

In 2023, we were proud to announce the implementation of the [Childcare program](#), a parenting support program aimed at financially assisting parents so they can participate in national or international conferences. This initiative demonstrates the laboratory's commitment **to supporting the research of all its members, without parenthood being an obstacle.**

Furthermore, **encouraging women to engage in the field of fundamental computer science and ensuring a healthy environment** for them remains a priority for IRIF. With this in mind, the management expressed its desire for a woman to be part of the next laboratory management. WeLunch meetings, which bring together women from the laboratory for a meal, are essential and continue to be organized.

Moreover, thanks to the remarkable involvement and energy of [Alexander Koch](#), a recent member of the commission, **a queer committee (Queerif) has been established**, providing a gathering space for the LGBTQIA+ community, akin to the WeLunch meetings.

Finally, we are pleased to announce that the Computer Science UFR now has an **equality référent**, [Mickaël Rabie](#), and that [Marie Fortin](#) now **chairs IRIF's equality commission.**

In addition to the other subjects, there is the need to **work on disability issues** within the laboratory, a point that the commission would like to develop.

The purpose of this commission is to make IRIF a healthy and inclusive environment where all communities can come together and exchange ideas, in order to identify any issues and positively improve our laboratory. Our ambition for this month of equality and for the year 2024 is clear: **to continue this work with determination!**



Women-men inequalities



Discover the
booklet

Four years of gender equality actions at CNRS Computer Science

The gender equality points of contact from various CNRS laboratories have been conducting a study for four years on gender equality actions to improve gender equality in laboratories, to analyze the objectives put in place, the results, obstacles, and what remains to be done.

Safe ToC, or how to combat harassment

A collective of volunteers has been formed to combat and prevent harassment within the theoretical computer science community. The volunteers offer moral support to individuals who are victims of harassment. SafeToC also works with participating conferences by providing them with advice to ensure that their organization fosters a healthy and welcoming environment for all participants. As an example, ICALP is among the participating conferences.



Consult
the
actions



Study of the Gender Gap in the Academic World Globally

In the **academic world**, **women remain underrepresented** in most disciplines and countries. This column **traces the evolution of gender gaps** in academia throughout the 20th century and worldwide, using **the largest database of scholars ever assembled**.

At the end of the 20th century, women remained largely underrepresented in prestigious universities. However, by 2000, the gender gap in citations had almost disappeared, and the gap in promotions in the field of sciences no longer existed. In France, only 24% of active engineers are women, according to the latest national survey by IESF*, and it reaches 28% in promotions. While this percentage is increasing, it remains low, and especially unevenly distributed across sectors.

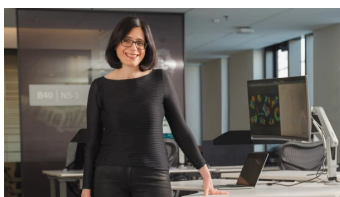
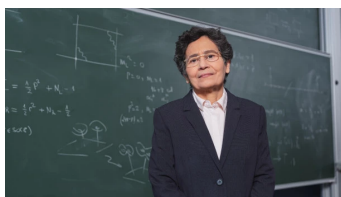
[Read the article](#)



International L'Oréal-UNESCO Prize for Women in Science - 2023

On June 15, 2023, the L'Oréal-UNESCO Foundation awarded five women with the L'Oréal-UNESCO Prize in recognition of their work's contribution to society in material sciences, mathematics, and computer sciences.

Below you will find portraits of the three women selected in 2023: a physicist, a bioinformatician, and a mathematician. The new laureates will be announced in July 2024.



Professor Anamaría
Font - Physic

Professor Anamaría Font is recognized for her work in theoretical physics, particularly in the study of string theory. Her research has contributed to a better understanding of the structure of matter, thereby explaining quantum gravity, the early moments after the big bang, and the relationship between space and time.

Professor Aviv
Regev -

Bioinformatics
Professor Regev is honored for her pioneering work in applying mathematics and computer science to revolutionize cellular biology. Her research enables scientists to discover and characterize the trillions of cells present in the body and has improved their ability to decipher and target the mechanisms underlying diseases, in order to develop better diagnostics and therapies.

Professor Frances
Kirwan -

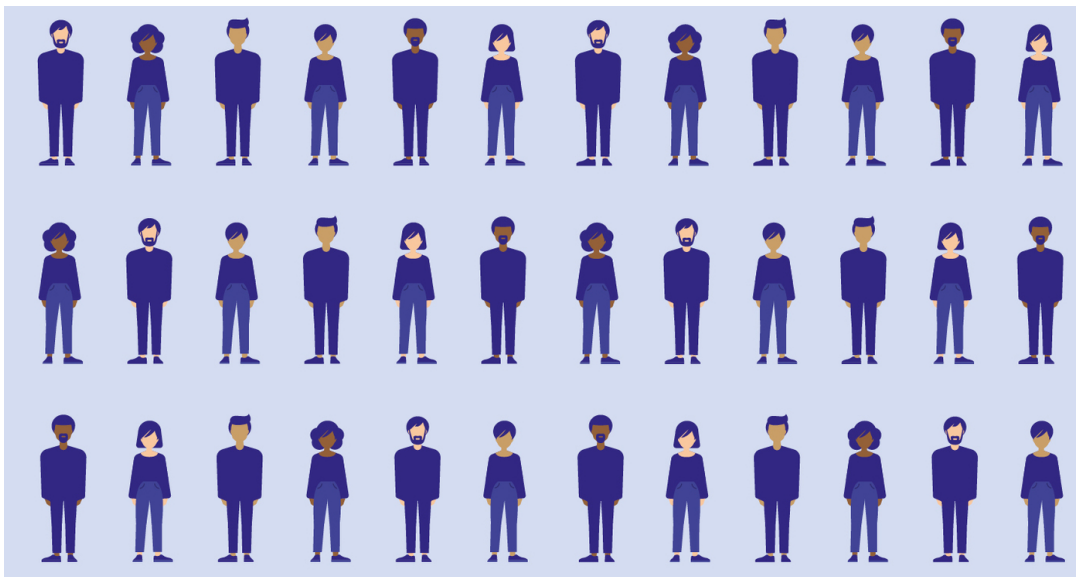
Mathematics
Professor Kirwan is honored for her exceptional work in mathematics, particularly in algebraic geometry, aimed at developing techniques to understand the classification of geometric objects. These techniques have been utilized by theoretical physicists in search of mathematical descriptions of our universe. Her recent work could assist scientists in extracting crucial information from large sets of complex data.

On July 1st, 2024, the final selection of candidates for the L'Oréal UNESCO Young Talent Award 2024 will take place: www.forwomeninscience.com.

To learn more



LGBTQIA+ Phobias: The Struggle



"The integration of gender dimension in research represents a significant challenge."

Coordinated by the CNRS and funded by Europe, the GENDER-NET Plus project promotes the **integration of gender in research to produce better science**. The interview below delves into its challenges with Elisabeth Kohler, Director of the Mission for Women's Place at CNRS, and Mathieu Arbogast, project manager.

[Read the interview](#)

"Transactivism - The Making of a Totalitarian Minority"

An opinion column from the french newspaper Médiapart, signed by numerous figures in research, laboratories, and universities, **denounces** "a campaign of disinformation and denigration with conspiracy overtones" **conducted against trans activism**. This opinion column highlights the difficulties faced, among others, by the transgender community, both in professional and personal settings.

In 2020, the European Union Agency for Fundamental Rights presented a study on LGBTQI rights and the long road ahead to make public spaces a healthy environment.

[Read the opinion column](#)[Consult the report](#)

To learn more and train yourself:

Collaborative Work on Women's Professional Issues in Higher Education and Research (ESR)

The *Femmes_et_ESR* mailing list is intended for discussion and exchange of information regarding the **role of women in higher education and research**. It aims to consider all dimensions of professional activity and institutional organization in order to contribute to the work and proposals necessary for better consideration of gender equality.

[Join the project](#)

Training on Sexist and Sexual Violence (SSV)

A SSV session intended for CNRS employees in hierarchical and functional management positions is scheduled for **Tuesday, June 11, 2024**. You can still register.

[Register](#)

Feel free to contact us to suggest topics or share your comments:
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