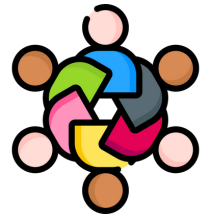


IRIF'S NEWSLETTER

ÉGALITÉS



N°1 / JANUARY 2022



INSTITUT
DE RECHERCHE
EN INFORMATIQUE
FONDAMENTALE



EDITO

It is with great pleasure that I present to you this **first IRIF newsletter on equalities**.

As many of you know, for some time now, IRIF has been addressing **issues related to equality**, particularly in light of the relatively low proportion of women among the members of the lab.

This has led to the creation of [IRIF's gender equality commission](#) in fall 2019. Since then, we have launched several **communication and support initiatives for gender equality** in the scientific community.

Building on this momentum, the commission has decided to continue its activities and to share with all IRIF members a **quarterly internal newsletter** discussing equality issues at large. With this newsletter, as with the other activities of the committee, we hope to spark your curiosity and to facilitate **conversations about concrete equality issues** that affect our daily lives as members of IRIF and the academic community.

In this first newsletter, we share a few **articles collected by different members of the commission**. In addition to short summaries, we provide **links to the original publications** for further reading. For future editions of this newsletter, we would be happy to welcome your **suggestions for publications and other relevant resources** to include at newsletteregalites@irif.fr.

Finally, I would like to thank Sandrine Cadet, Sam van Gool and Ada Vienot, who worked together to make this letter possible.

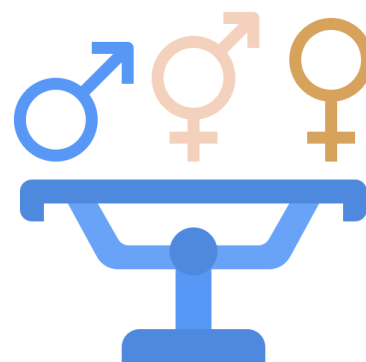
Have a good read!

Valérie Berthé, for the gender equality committee



STUDY ON GENDER BIAS IN SCIENCE

The article "**Committees with implicit biases promote fewer women when they do not believe gender bias exists**" written by Isabelle Régner and al. published in Nature Human Behavior in 2019 examines the interactive **effect of explicit and implicit gender bias** on promotion decisions made by scientific review panels representing the full spectrum of science during an annual national competition for elite research positions.



The striking results of this research underscore the importance of educating evaluation committees about gender bias.



DECONSTRUCTION OF STEREOTYPES AND PREJUDICES

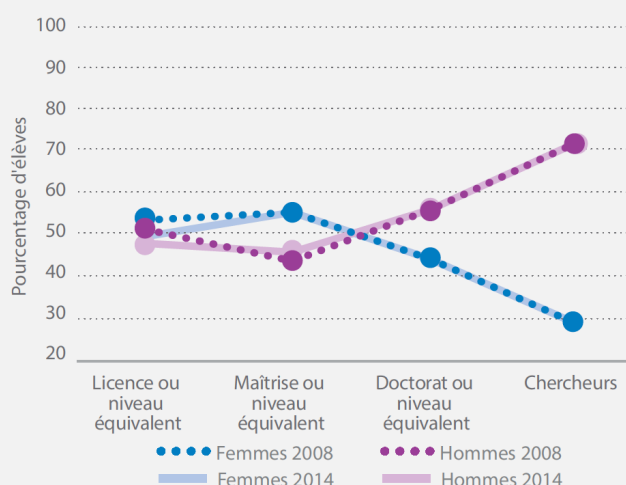


Figure 11: Proportion of women and men in higher education and research, world average

Cracking the code: science, technology, engineering and mathematics (STEM) education for girls and women, a Unesco report.

Despite some progress, too many girls are held back by **discrimination, prejudice, social norms**, and expectations that affect the quality of the education they receive and the subjects they study.

The further they advance in their careers, the more worrying this observation becomes: **today, only 28% of all researchers worldwide are women.**

At IRIF, this proportion represents **16 women permanent scientific members for 66 men** (parity statistics as of January 2022).

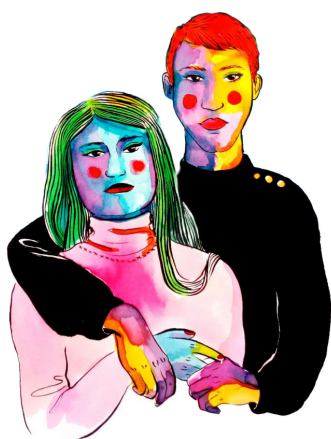
FOLLOW THIS LINK TO THE COMPLETE DOCUMENT PRODUCED BY UNESCO:

[HTTPS://UNESDOC.UNESCO.ORG/ARK:/48223/PF0000259816/PDF/259816FRE.PDF.MULTI](https://unesdoc.unesco.org/ark:/48223/pf0000259816/pdf/259816fre.pdf.multi)





TRAINING AND AWARENESS TOOLS



Report on LGBTphobia in higher education in France

The Collectif des associations étudiantes LGBTQ+ d'Île-de-France (Caélif) has conducted a survey between June and September 2020 on **LGBTphobia in higher education in France**.

The **specific situation of LGBT+ students in French higher education** remains **relatively undocumented**.

This report should be seen as a **training and awareness tool** and is intended to foster opportunities for growth in a **caring and inclusive environment**.

READ THE FULL REPORT ON:

<http://caelif-interasso.org/actions/barometre/>



INSTITUTIONAL NEWS

Université de Paris Equality Barometer

The professional equality plan of the Université de Paris includes the development of an **equality barometer** that is updated periodically.

The **results of this survey will be shared shortly!**

Recommendations from CNRS Gender Equality Committee

Considering the **low proportion of women in the recruitment process**, the **CNRS parity-equality committee** has put in place **recommendations** to achieve parity in recruitment.

See the recommendations on:

<https://mpdf.cnrs.fr/comite-parite-egalite/recommandation/>





HAPPENING AT IRIF

Parenting training

Through the gender equality commission, IRIF has proposed a training session to **make young parents aware of the challenges of parenthood and work-life balance**. This training was held in the lab on **November 29 and 30, 2021**.

A **special webpage on parenting** is in the process of being implemented. **Important information and contacts will be shared** on this page, as well as some practical tools.

2021 DECLICS session



Dialogues Entre Chercheurs et Lycéens pour les Intéresser à la Construction des Savoirs (**DECLICS**) is a mediation effort that allows research staff to **meet with highschool students** in order to **defend, explain and promote theoretical research**.

The **next session will be held in March 2022** with the participation of Sylvain Perifel for IRIF.
<http://www.cerclefer.org/en/>

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

newsletteregalites@irif.fr