

# IRIF'S NEWSLETTER

## ÉGALITÉS



N°2 / JULY 2022

IRIF INSTITUT  
DE RECHERCHE  
EN INFORMATIQUE  
FONDAMENTALE



### EDITO

I am very honoured to write the editorial for this **second IRIF newsletter on equalities**.

First of all, I would like to underline all the work that has been done by the gender equality commission over the last two and a half years, and which places IRIF as one of the **leading laboratories on equality issues in the national landscape**. I think it was really important that our laboratory, which is one of the driving forces in computer science research, should also be one of those leading the reflection on (in)equality in the academic world.

As a man, I have **learned a great deal by being involved at IRIF in the commission** but also in the INS2I gender equality cell, the idea of which was born in the institute's team in June 2019 during our annual seminar. At the time, I thought I knew quite well about the subject, but I quickly realised that **my vision was completely biased by my membership of the strong majority group in our milieu**, namely that of white cis heterosexual men. Through contact with the various committees I have attended and their members (in particular Valérie on the IRIF side and Anne Siegel on the INS2I side), I have been able to discover some **great classics**: Matilda effect, studies on recruitment bias, objective statistics on the realities of women's careers in our circles, the invisibility of women's research, the frequency of harassment, etc. So many injustices of which I had only a rather superficial idea.

Realising my **ignorance**, combined with the idea that **I was not an isolated case**, persuade me that it is important, in order to act effectively on inequalities in our field, to convince as many of our colleagues as possible of **the objective existence of these inequalities**. This is, I think, an important prerequisite for joining a set of actions that need to be carried out in parallel: the latter will be all the more supported if their necessity is recognised, and the hard core of those involved in actions around equality will only grow.

This newsletter, but also the **numerous actions carried out locally**, are in line with this objective by **raising awareness through the dissemination of scientifically supported information**.

A huge thanks to those who keep this commission alive and feed its reflections: you have spent a lot of energy but the results are visible and I think that you have already succeeded in changing the vision of many members (especially men) of the IRIF.

Have a good read!

*Olivier Serre, for the gender equality committee*



## PORTRAIT OF WOMAN IN SCIENCE

Laure Daviaud, lecturer at the City University of London has agreed to [answer our questions in this interview](#) highlighting her career as a female scientist and her experience regarding (in)equality in the academic world.



>> **Read full interview**

[https://www.irif.fr/en/egalite-fh/interview\\_laure\\_daviaud](https://www.irif.fr/en/egalite-fh/interview_laure_daviaud)

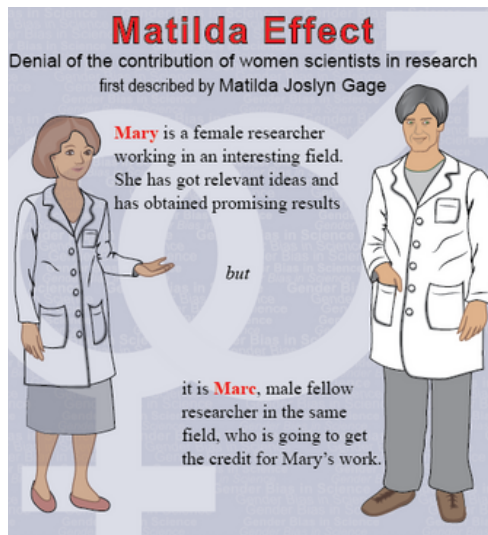


*"I think this has been a question for a few years now, but it is true that we are seeing more and more initiatives on this topic. That said, I'm still shocked by the lack of awareness among some colleagues."*



## DECONSTRUCTION OF STEREOTYPES AND PREJUDICES

### The Matilda Effect in Science



Initially developed by the **sociologist Robert King Merton** in the 1960s, the theory of the inequitable sharing of fame, or the **Mathieu effect**, is concerned with the way in which certain great figures are recognized to the detriment of those close to them who often also participated in the work that gave rise to this fame.

In the early 1980s, **historian Margaret W. Rossiter** took this concept and pushed it further when she found that the Mathieu effect was increased tenfold when applied to women scientists.

She deepens the research conducted by Robert King Merton and completes it with her own research to theorize what she calls the **Matilda effect**, in a tribute to the **feminist activist Matilda Joslyn Gage** who, at the end of the 19th century, had noticed that a minority of men had a tendency to monopolize women's intellectual thought.



**Read the article by Margaret W. Rossiter**

[http://garciaproject.eu/wp-content/uploads/2014/10/Rossiter-1993\\_The-Matilda-Effect-in-Science.pdf](http://garciaproject.eu/wp-content/uploads/2014/10/Rossiter-1993_The-Matilda-Effect-in-Science.pdf)



# TRAINING AND AWARENESS TOOLS

## Video on gender bias in recruitment processes

In France, women are still in a minority in most senior research and higher education groups. During hiring procedures, what are the implicit biases and gender stereotypes that come into play when choosing between candidates? [Théâtre de la Ville - Paris](#) and [Sorbonne University](#) produced a **short film highlighting gender bias in universities**, focusing in particular on the recruitment of teaching and research staff in scientific fields.



>> Watch video

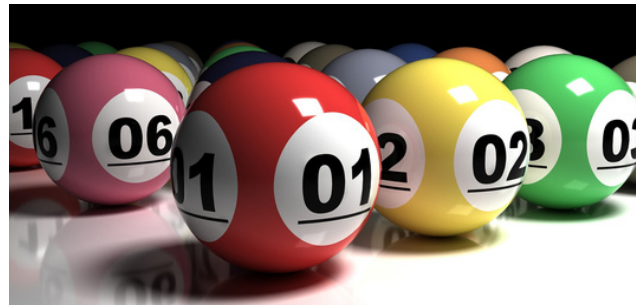
<https://www.youtube.com/watch?v=l4rCUxIBZnw&t=444s>

## GO FURTHER (documents in French only)

- **Toolbox for recruiting professors** (Université de Lausanne)  
<https://www.unil.ch/egalite/fr/home/menuinst/egalite-femmes-hommes/recrutement-egalitaire/boite-a-outils.html>
- **Motion to promote parity and diversity** (Conférence des Présidents de sections du Comité National, CPCN)  
[https://www.cnrs.fr/comitenational/struc\\_coord/cpcn/motions/2021/Motion-CPCN\\_pour\\_favoriser\\_la\\_parity\\_la\\_diversite\\_et\\_une\\_evaluation\\_non-discriminatoire.pdf](https://www.cnrs.fr/comitenational/struc_coord/cpcn/motions/2021/Motion-CPCN_pour_favoriser_la_parity_la_diversite_et_une_evaluation_non-discriminatoire.pdf)
- **Special care to letters of recommendation** (Gouvernement du Canada)  
<https://www.chairs-chaires.gc.ca/program-programme/referees-repondants-fra.aspx#prejuge>
- **Equality-equal opportunity charter** (Inria)  
<https://www.inria.fr/sites/default/files/2019-12/13878.pdf>
- **Parity and equal opportunities in selection committees** (UFR d'Informatique/IRIF)  
[https://www.irif.fr/\\_media/postes/recommandations-parite.pdf](https://www.irif.fr/_media/postes/recommandations-parite.pdf)

## Partial lottery can make grant allocation more fair, more efficient and more diverse

An article published in [Science and Public Policy journal](#) explains why adding a **random element in the selection process** for research grants could make their allocation more fair, **more efficient and more diverse** while reducing the workload of researchers and committees.



>> Read the article

[https://pure.au.dk/portal/files/258287885/Manuscript\\_partial\\_lottery\\_to\\_distribute\\_funding.pdf](https://pure.au.dk/portal/files/258287885/Manuscript_partial_lottery_to_distribute_funding.pdf)



## INSTITUTIONAL NEWS

### Université Paris Cité: March, equality month

Université Paris Cité made **March "Equality Month"**. On this occasion, many events and **awareness-raising contents** were offered: conferences, workshops, exhibition, film reviews, reading tips, portraits, game contest.



>> All details on the Equality Month webpage

<https://u-paris.fr/mois-des-egalites/>

### Highlighting great female figures in Computer Science

**IP7, the students Computer Science association** of Université Paris Cité has created, in partnership with the graphic designer Marion Villette, a **series of portraits** of great female figures in Computer Science.



>> View portraits (in French only)

[https://www.irif.fr/media/egalite-fh/6\\_portraits\\_ip7.pdf](https://www.irif.fr/media/egalite-fh/6_portraits_ip7.pdf)



## HAPENING AT IRIF

### "Theatrical debate"



Initiated by [IRIF's gender equality commission](#), the **theatrical debate on discrimination and inequality** in the laboratory **took place on June 10** on the Grands Moulins campus of Université Paris Cité. The experience was a success. The spectators were able to **create constructive discussions**, moments of sharing which nourished the reflection around discriminations and inequalities in this discipline.

### International Day of Women and Girls in Science

To celebrate this event, IRIF asked to three of its PhD and post-docs students to discuss their career in science.



>> Read the interviews

<https://www.irif.fr/egalite-fh/jfs22>



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

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