

And now what?

- I – Inclusion policies in a broad sense. Christine N Meynard
- II – Focus fonction publique Laure Benoit & Julien Pradel

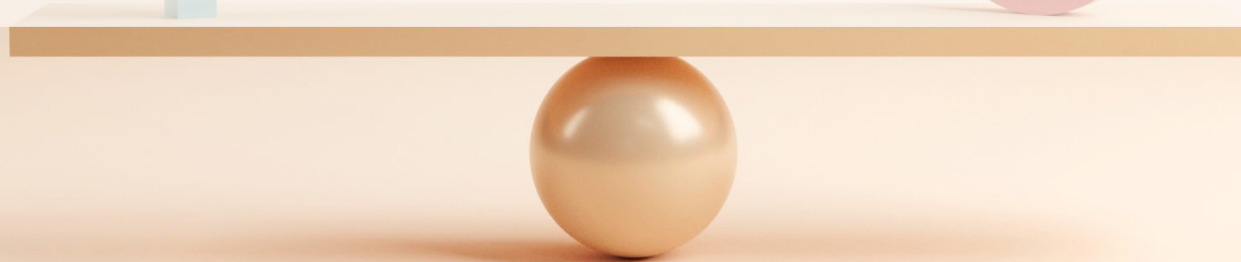
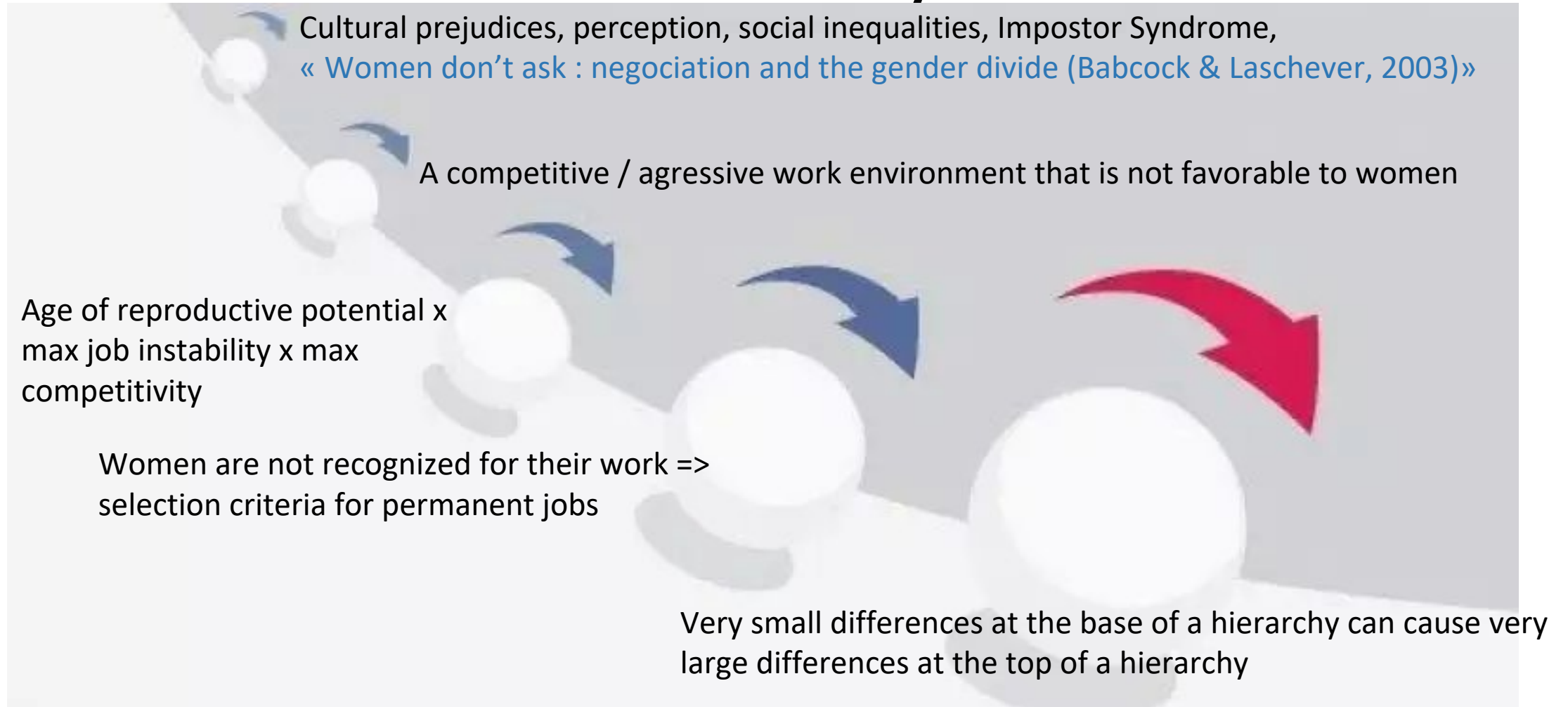


Image from <https://www.edf-feph.org/gender-equality-index-2021-what-does-it-say-on-disability/>

Multiple snow ball effects accumulate in the hierarchy



Gender issues do not just happen in isolation

Intersectionality

désigne la situation de personnes subissant simultanément plusieurs formes de discrimination



Gender issues do not just happen in isolation

Intersectionality

MDPH = Maison Départementale pour les Personnes Handicapées

=> Définition limitée à un handicap fonctionnel important

Rapport Pelazzo et al 2013 (INSERM)

65% des français adultes ont une maladie chronique

Les maladie psychiatriques sont au premier rang pour les adultes de moins de 40 ans

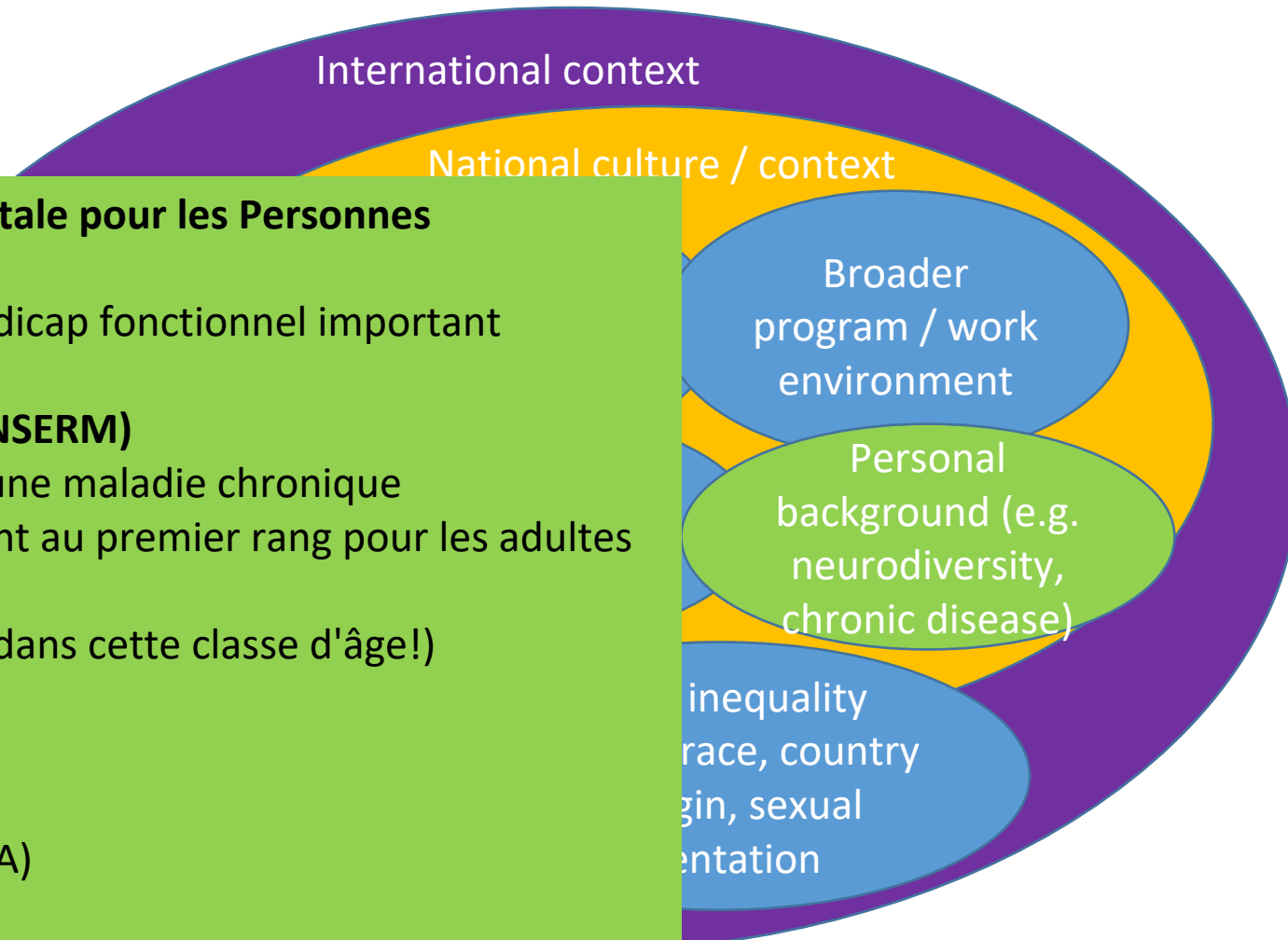
(40% des handicapés sévères dans cette classe d'âge!)

Neurodiversité

5% de la population est TDAH

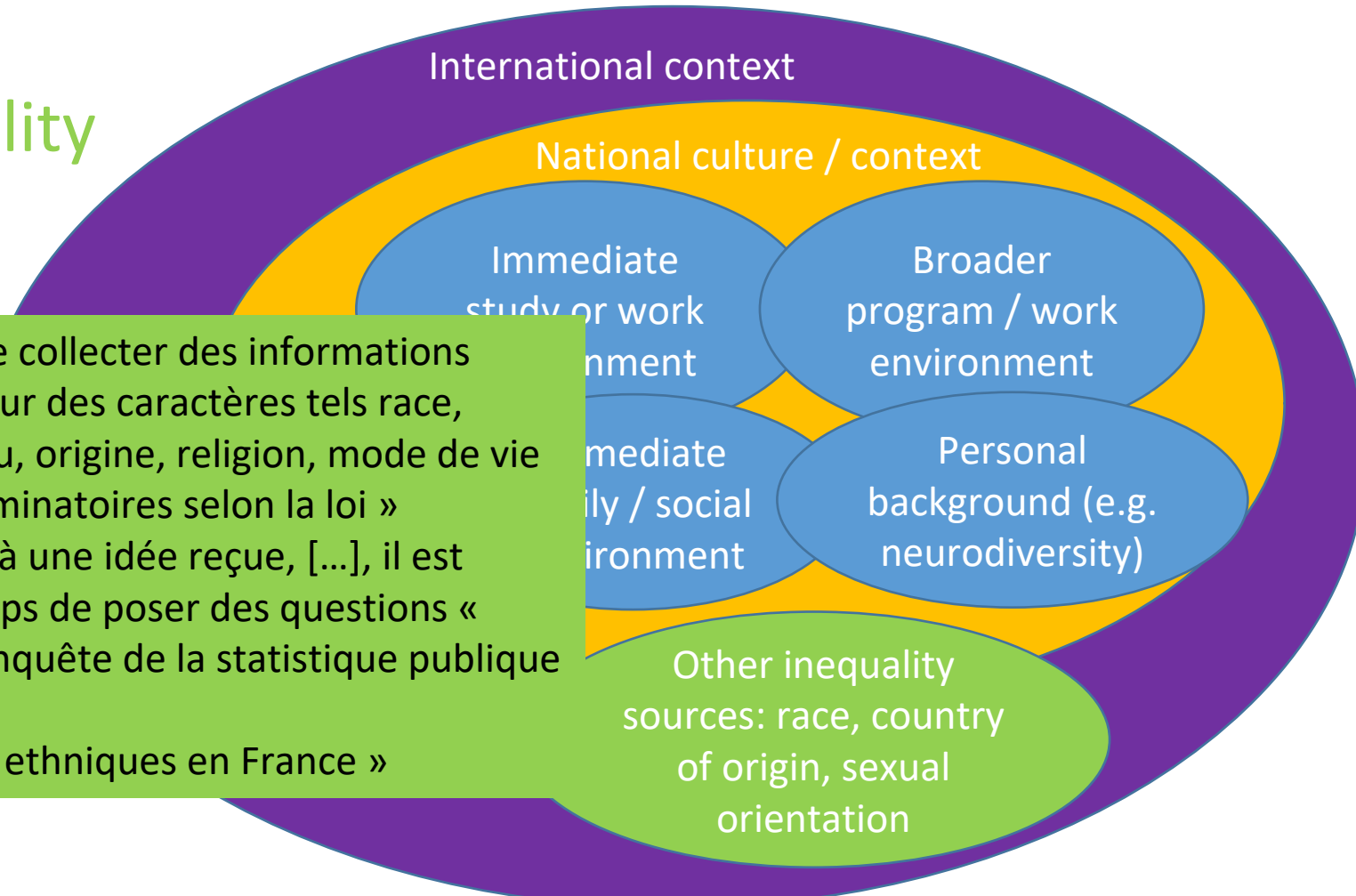
1% dans le spectre autiste (TSA)

⇒ Troubles dys associés



Gender issues do not just happen in isolation

Intersectionality

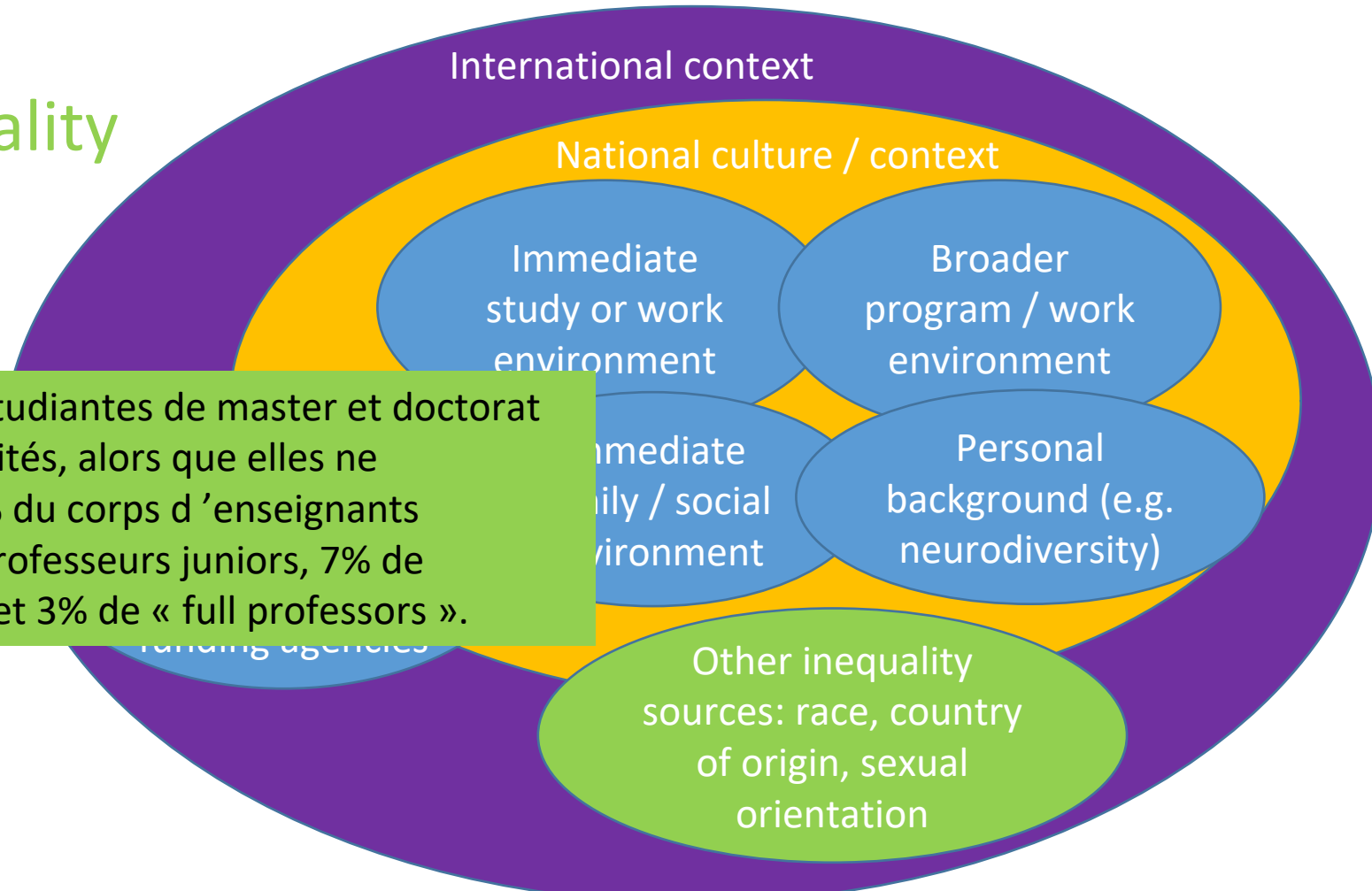


« la France s'interdit de collecter des informations personnelles fondées sur des caractères tels race, ethnique, couleur de peau, origine, religion, mode de vie ou sexe, critères discriminatoires selon la loi »
« Ainsi, contrairement à une idée reçue, [...], il est permis depuis longtemps de poser des questions « sensibles » dans une enquête de la statistique publique [...]»

Wikipedia – « Groupes ethniques en France »

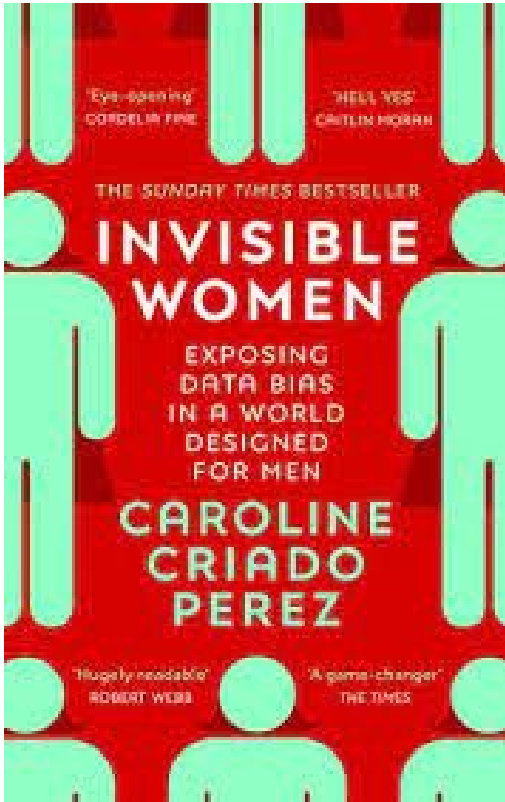
Gender issues do not just happen in isolation

Intersectionality



Aux EEUU, ~1/3 des étudiantes de master et doctorat proviennent de minorités, alors que elles ne représentent que 10% du corps d'enseignants (lecturers), 10% des professeurs juniors, 7% de professeurs associés, et 3% de « full professors ».

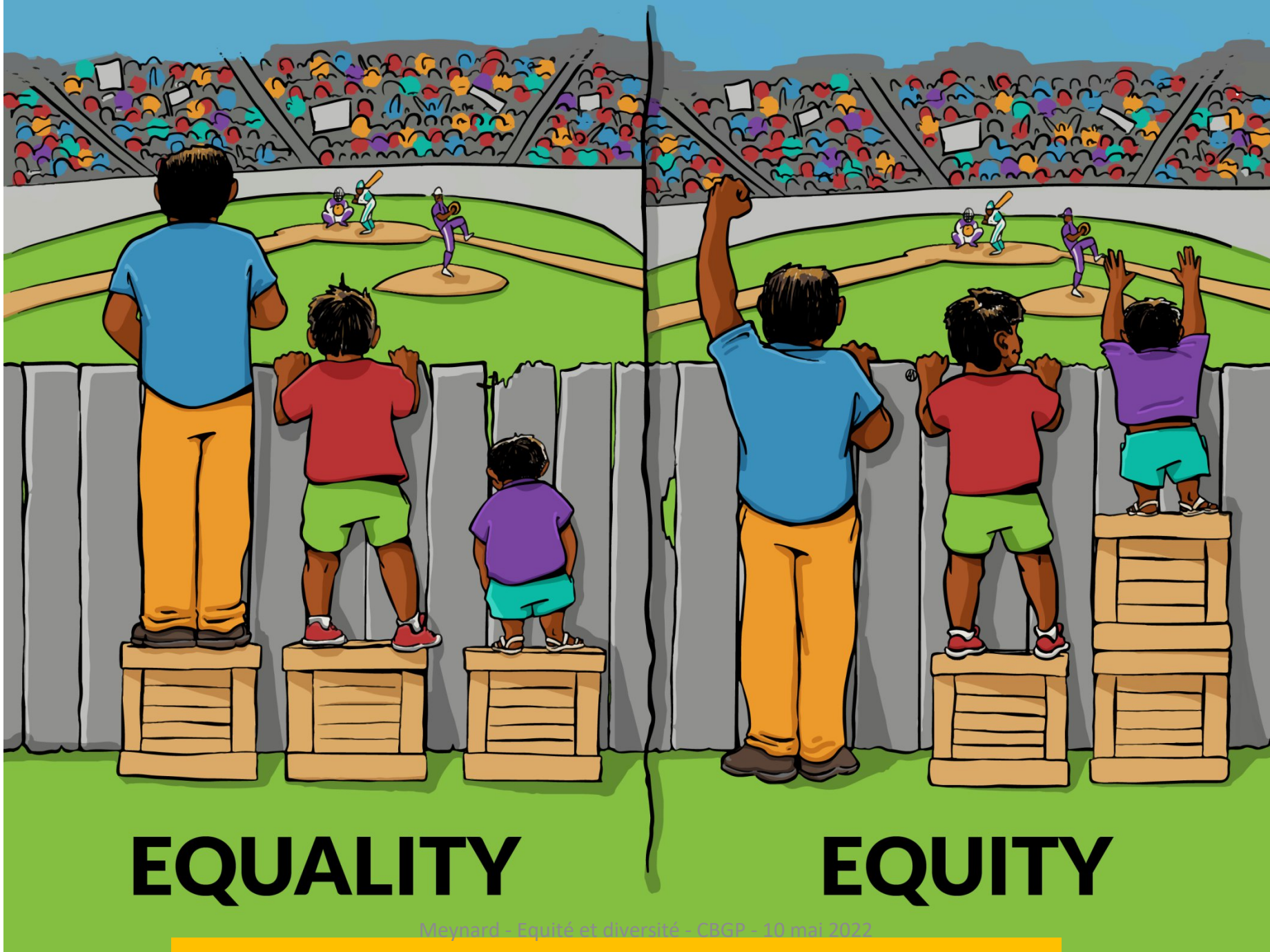
Data gap



« Representation of the world, like the world itself, is the work of men; they describe it from their own point of view, which they confuse with the absolute truth. »

Simone de Beauvoir, in *The second sex*

The **data gap** introduces huge problems in terms of identifying and solving issues at all levels

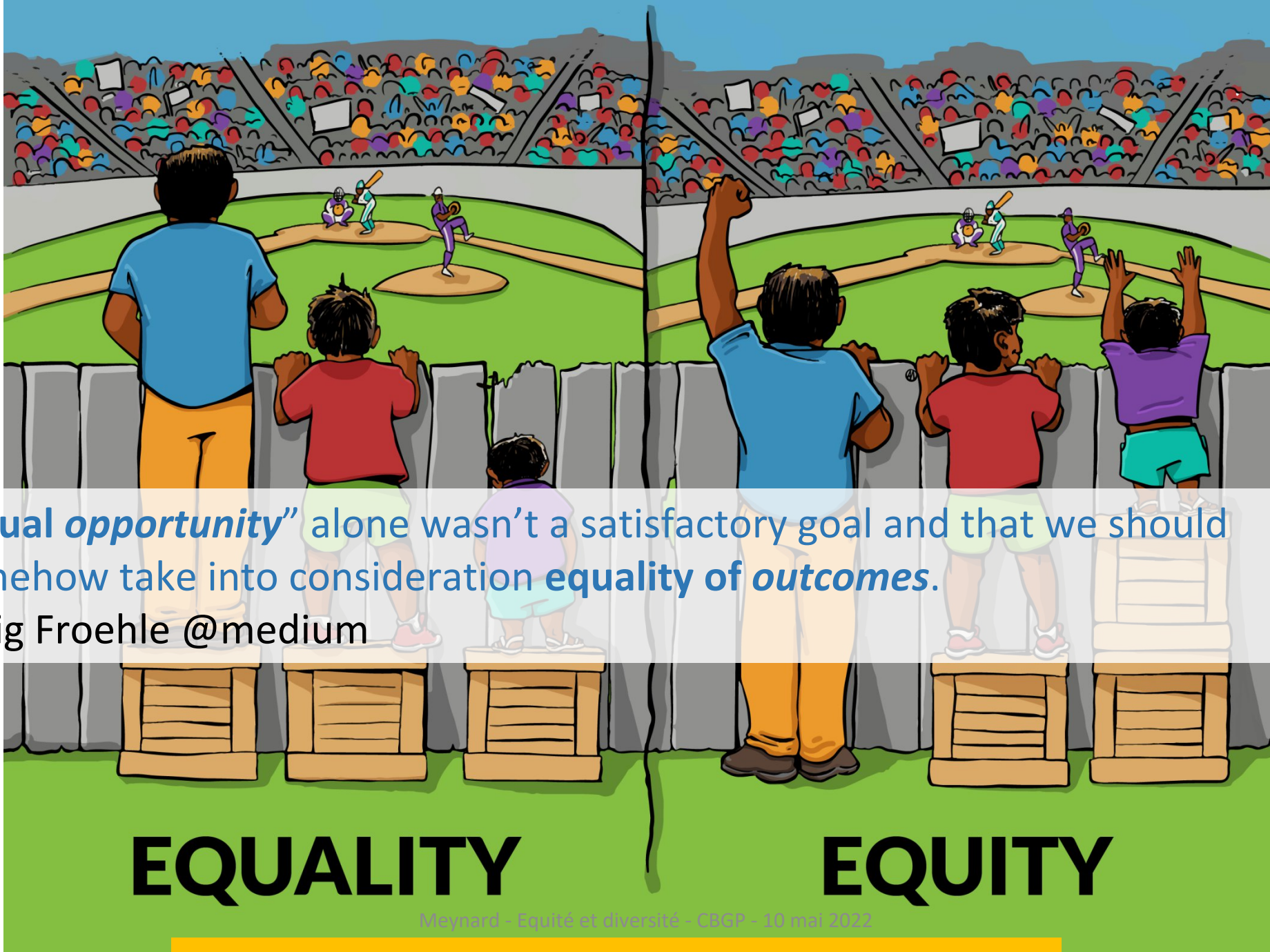


EQUALITY

EQUITY

Meynard - Equité et diversité - CBGP - 10 mai 2022

Interaction Institute for Social Change | Artist: Angus Maguire.



“*equal opportunity*” alone wasn’t a satisfactory goal and that we should somehow take into consideration *equality of outcomes*.

Craig Froehle @medium

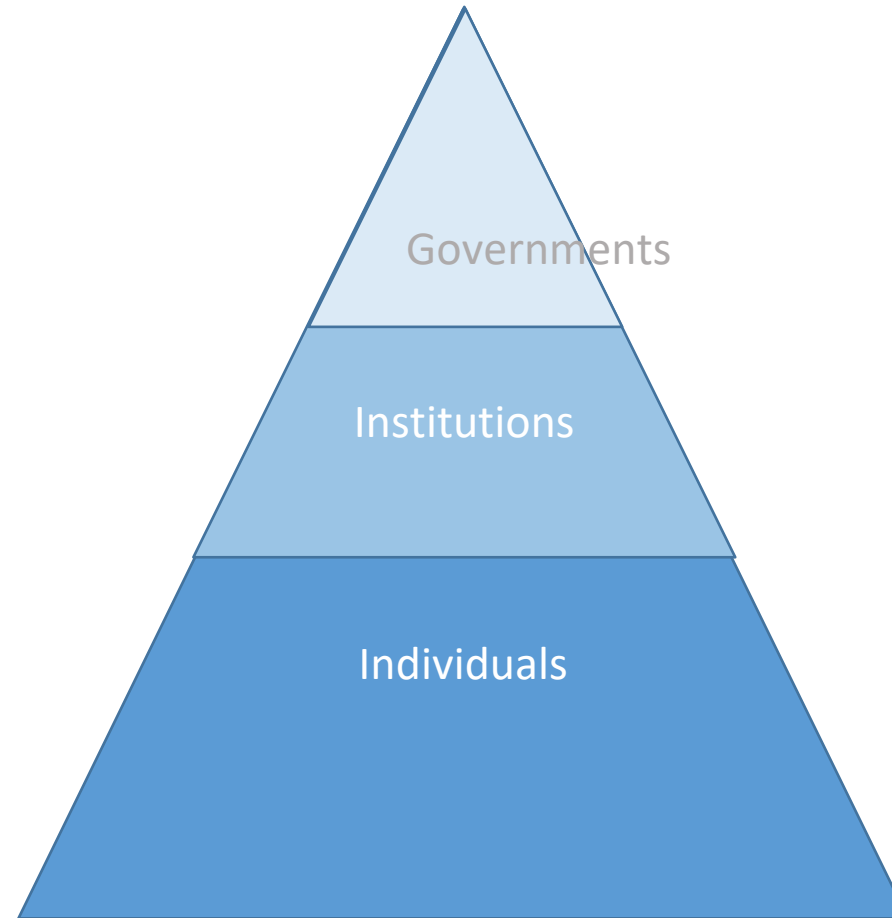
EQUALITY

EQUITY

Meynard - Équité et diversité - CBGP - 10 mai 2022

Solutions at different hierarchical levels

- Individual
- Institutional
- National and international government institutions



At the individual level

- **Be a positive example** in your personal sphere of influence
- Understand that **life is not only science**, and be flexible, supportive and understanding as much as possible
- Chose a **supportive partner** / social context ; be a supportive partner / colleague / professor
- **Understand your own biases**
- Use positively **your influence in your position of power** (however small that might be)

At the individual level

- **If you hire students / postdocs / other technical staff:**
 - Prepare standardized questions
 - Standardize an evaluation grid
 - If possible, have at least 2 people participate in the selection process
 - Clearly state that you want candidates to comply with diversity and inclusion principles
- If you are part of an **organising committee**, ensure everyone considers candidates outside of their immediate sphere of interaction, including men/women, geographic representation, etc
- If you are **invited to be part of a panel/workgroup**, etc, inquire about its composition before accepting, refuse if MANEL
- If you see an injustice, **publicly acknowledge your support**

Use your influence in a positive way

Journal of Biogeography

- **3 new initiatives** with the goal of advancing in equality, diversity and inclusion
 - Editorial Academy
 - Small grants for global colloquia in biogeography
 - JBI awards for innovation

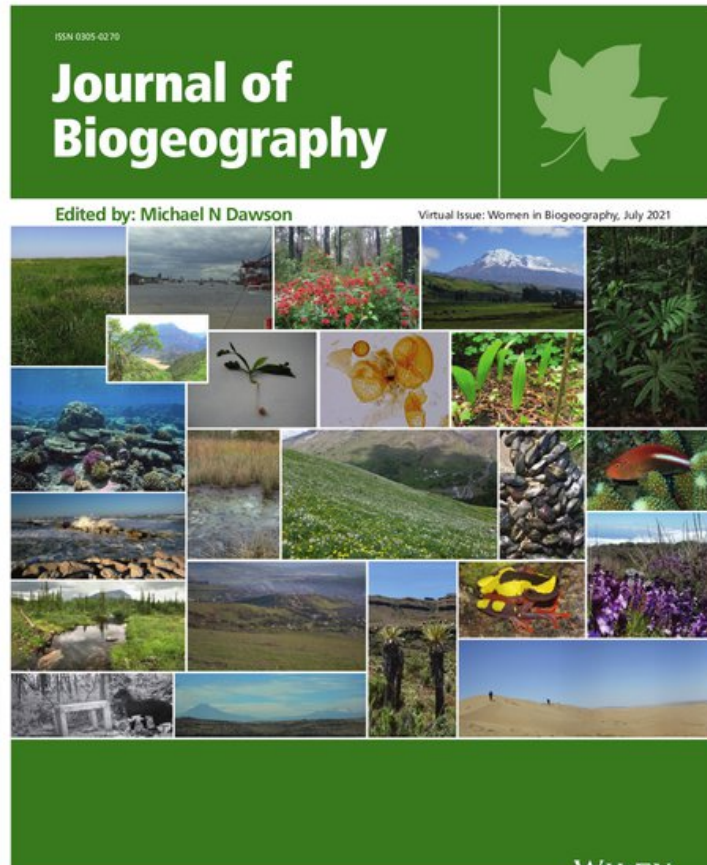
See <https://journalofbiogeographynews.org/2020/07/04/three-new-initiatives-at-jbi/>

- **virtual issue highlighting the work of women**

Highlighting women in biogeography

Women in Biogeography

First published: 27 July 2021



Despite increasing awareness of issues affecting inclusivity, equity and diversity, change has been slow in science and academia, and gender disparities remain significant. Biogeography does not escape this pattern. In this virtual issue, we compiled some of the most cited papers led by women in the *Journal of Biogeography* between 2009 and 2020. Published papers were grouped by 3-year blocks so that more recent ones, which have received fewer citations, were put on more equal footing with older ones. We hope this virtual issue contributes in a small way to create a greater sense of belonging for women biogeographers and to equalize visibility across genders by highlighting recent influential contributions by women biogeographers. The virtual issue includes an editorial where we summarized leading gender disparities and their potential underlying causes. The editorial is followed by the selection of 24 papers spanning with a variety of

Highlighting women in biogeography

Women

Navigation bar with browser address: <https://journalofbiogeographynews.org/2021/07/27/women-in-biogeography-1/>

Browser tabs: Wikis, GIS data, General Science and P..., Modelling, Journals, Funding agencies, Work Admin, Kids and Family, News and Entertainm...

Browser icons: Home, Back, Forward, Refresh, Star, Mail, Download, ABP, 4, Menu

Autres marque-pages

First publ



Journal of Biogeography

Blog points to lab websites, current research, social media

Women in Biogeography

by jbiogeography | July 27, 2021 | Highlighted Papers



At an institutional level

LETTERS TO YOUNG SCIENTISTS



Leah Somerville & June Gruber, *Science*, October 2020

- **A sense of belonging:** make our work visible
- **Women face harassment and bullying:** gather the stats, create clear rules, institutes must provide strong messages
- **Women are compensated less than men:** review compensation policies, train women to negotiation strategies

At an institutional level

« It is not women who need fixing, but entrenched systems of inequality. »
Michelle Ryan, Nature, April 21 2022.

Three common mistakes:

- Emphasis on quantity rather than quality
- Emphasis on individual training, rather than reforming the system
- Avoid over-optimism: it impedes further improvements

Three concrete recommendations:

- “systematic changes that improve the visibility and voice of women” (e.g. prohibit manels)
- “making senior leaders accountable for progress towards gender equality”
- “making research funding contingent on having a transparent and appropriately resourced gender-equality plan in place”

At an institutional level

- Have **clear, explicit, best practice guidelines** for employees, students, and professors at all levels
- Provide a **standard scale of salaries** as clear and objective as possible
- **Avoid shortcuts to fund part-time positions** or other tricks to do more with your research funding (e.g. part time positions that are not really part time)
- Provide **stability and security, access to psychological health care**
- Provide **work flexibility** and **child care facilities**
- Include **selection criteria** that are based on **quality** more than quantity or ranking

At an institutional level

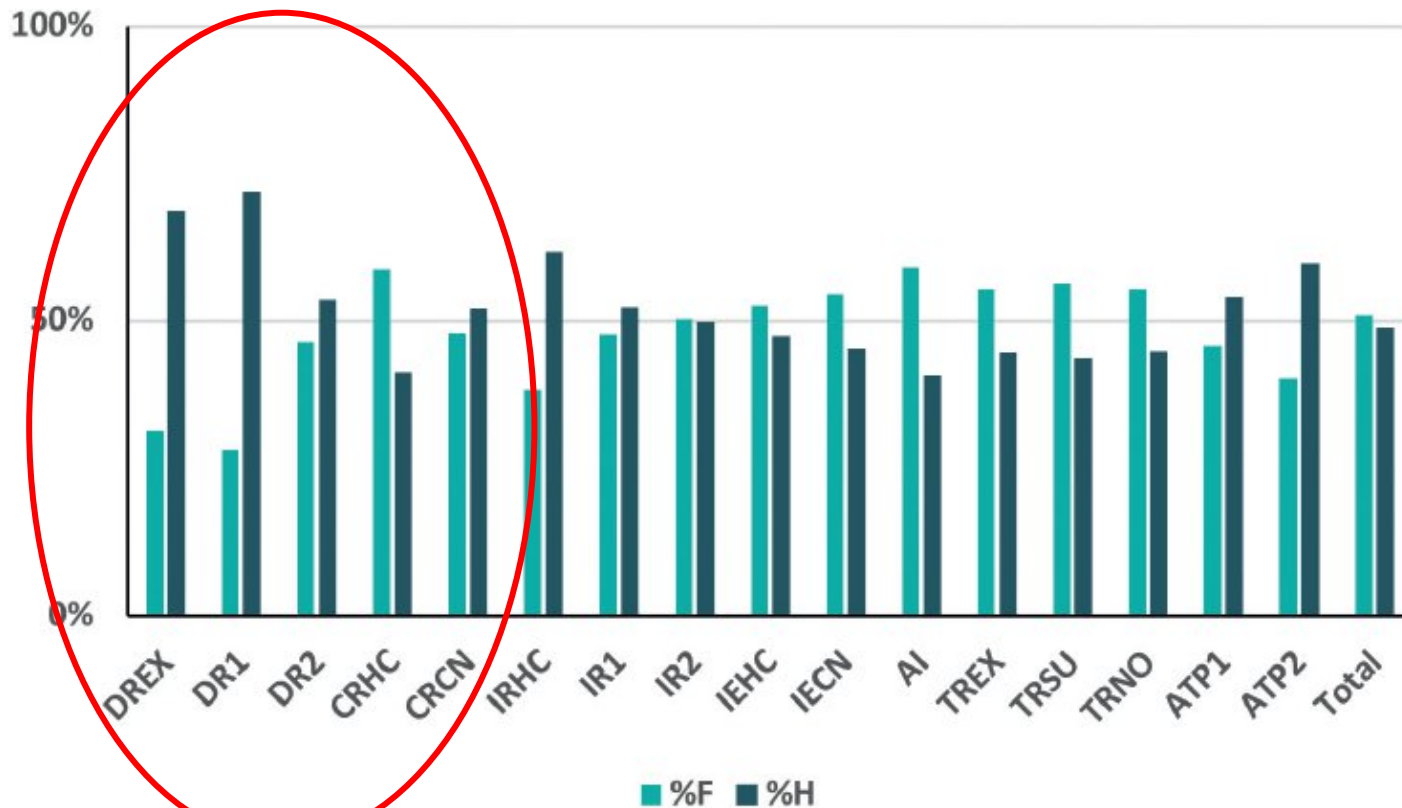
- Gender blind is not gender neutral

Example of parenting support, e.g. give an extra year per child to all parents, regardless of gender, to apply for funding

- Levels the field between parents and researchers without children but
- Men take better advantage of that extra year, why?
 - Men do not live through the physical burdens of pregnancy (nausea, fatigue, loss of memory, back issues...), recovery after pregnancy, treatments to become pregnant, or unexpected pregnancy interruptions
 - Cultural expectations are still on women, even if they are evolving; e.g. in France (INSEE 2020) 1 out of 4 families is monoparental, in 82% of those monoparental families the children live with the mother.
- While these measures may help encourage further involvement of the fathers (and they are needed), the gender gap requires measures that are specifically targetted to women
- See European Institute for Gender Equality: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

At an institutional level

Figure 3 Pourcentage de femmes et d'hommes (en personnes physiques) parmi les titulaires, s



Egalité femmes hommes

8 MARS

à INRAE

1 Égalité, diversité : une réalité à INRAE

51%

de femmes titulaires tous corps confondus

47% dans les EPST

45,4%

de femmes parmi les scientifiques INRAE

30% dans le monde

A noter
52,6% dans le corps des ingénieurs
53,4% dans le corps des techniciens
54,4% chez les doctorants

49,8%

de femmes en catégorie A

Moins parisi
55,4% en catégorie B
43% en catégorie C

1^{er} EPST
à obtenir le double label Égalité/Diversité avec des référents et référentes Égalité/Diversité dans les centres

2 Des marges de progression

40,4%

de directrices de recherche (DR)

à noter que les femmes sont plus nombreuses dans les corps de CR (43,6%) que de DR

38,3%

de femmes directrices d'unité (40,3% de directrices adjointes)

tendance positive toutefois sur ces dernières années (47% de DU femmes en 2016, chiffre à venir)

52,7%

les femmes toujours majoritaires parmi les non titulaires

Données 2020 INRAE

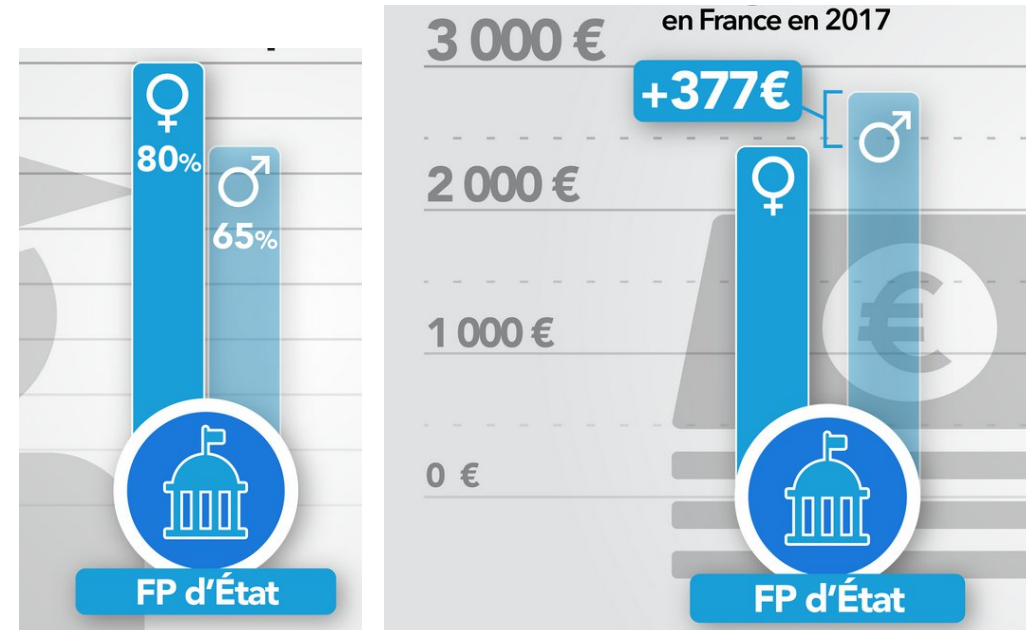
Focus fonction publique

2017 : rapport de la mission égalité femmes-hommes.

- 20% de l'emploi en France
- 62% sont des femmes
- Salaires des femmes : - 19%

Mesures prioritaires préconisées :

- Revalorisation des métiers féminisés sous rémunérés à contraintes égales
- Évaluations plus standardisées
- Recueil systématique de données sexuées dans la durée



<https://www.fonction-publique.gouv.fr/legalite-entre-femmes-et-hommes-dans-la-fonction-publique-infographies#infographies>

Focus fonction publique

Depuis 2019,
la fonction publique de l'État
doit se doter de référents Égalité



Chaque référent dispose d'une lettre
de mission précisant son champ d'action

Quelles sont ses missions ? →



Focus fonction publique



Les référents Égalité ont pour mission de :

- Informer sur les engagements pour l'égalité professionnelle et les actions menées / sensibiliser aux questions d'égalité, stéréotypes, biais
- Animer
- Écouter & alerter en cas de harcèlement, agissement sexiste, discrimination, violence
- Proposer des pistes d'amélioration
- Participer au réseau « Égalité » des tutelles

Temps d'échanges

