

Equality and diversity in physics: survey and recommendations

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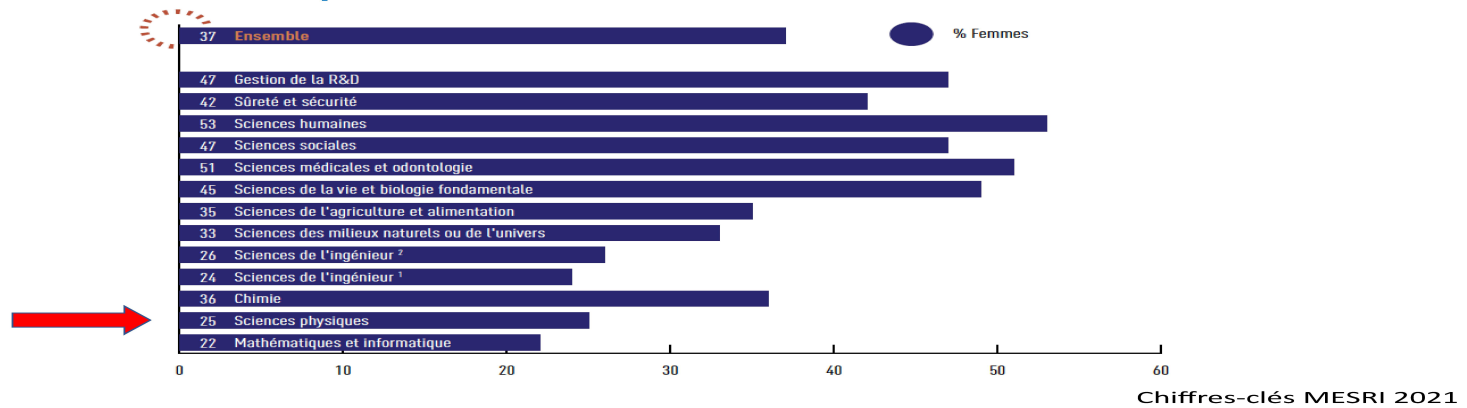
Work performed in the framework of 2030 prospectives at CNRS Institut de Physique (INP)

- Preparatory survey
- Main results
- Recommendations

Working group “Parité et diversité(s)” of INP prospectives: B. B., Rayann Bouheddou, Xavier Chaud, Nadine Halberstadt, Nathalie Lidgi-Guigui, Sophie Marbach, Thierry Mora

Present status

Part des femmes chercheuses dans les organismes de recherche / discipline: 2019



One estimates that 10% of CNRS staff is with disabilities.

Estimated rate of 4-5% declared to the administration (RQTH) in the DR and CRCN groups.

1-2% declare themselves on the CRAC form [S. Tricard *et al*, CoNRS, '21].

At CNRS, numerous researchers of different nationalities.

People coming from lower class families probably under-represented.

“Social reports” published by CNRS give very interesting information about human resources.

	% W researchers INP	% W researchers IN2P3
2017	21.7%	26.2%
2021	24.6%	27%

Staff ITA: very heterogeneous balance in function of the “branche d’activité professionnelle”

BAP C (science de l’ingénieur, instrumentation scientifique): % W = 12.7%

BAP J (gestion, pilotage): % W = 84.4%

Preparatory survey

Survey with closed questions: marks to appreciate concrete proposals for equality, diversity and inclusion in physics. Space left for comments and additional proposals.

- Questions about the person who is filling the survey, so that building correlations is possible: professional status, career, characteristics of the person and her/his laboratory
- Questions about feeling and life at work: day-to-day climate and any difficulties, career development and any obstacles,
- Practical measures
- Measures to support career
- Measures to make people agents of changes
- Measures to improve visibility for underrepresented people in physics, and their research
- Training measures
- Measures against sexist and sexual violence
- Measures to make physics-related professions in research laboratories more attractive to under-represented people

Main results

252 answers

women	men	staff ITA	staff declaring from a minority	staff declaring with a disability
113	127	41	69	14

Any difficulties at work?

women	men	minority	≠ minority
53%	35%	63%	37%

CNRS researchers	universities researchers	staff ITA
43%	52%	39%

Imposture feeling?

women	men	minority	≠ minority
86%	54%	92%	57%

Career development seen as satisfactory?

women	men	minority	≠ minority
55%	74%	52%	71%

CNRS researchers	universities researchers	staff ITA
66%	63%	54%

Is there anyone with whom you can discuss in case of difficulty?

CNRS researchers	universities researchers	staff ITA
63%	58%	85%

Difficulties to apply to grants, promotions, due to personal circumstances?

disability	≠ disability	minority	≠ minority
83%	52%	58%	50%

Do you feel easy at work?

disability	≠ disability	minority	≠ minority
57%	81%	62%	87%

Do you feel free to express yourself at work?

disability	≠ disability	minority	≠ minority
78%	80%	64%	86%

41% of people claim they have been confronted with an inappropriate situation in the normal course of their work. (verbal aggression, inappropriate gestures)

Some comments

Woman, 51 to 60 years old, at CNRS since 30 years:

“It is not possible for the CNRS to report situations of moral harassment, particularly when the reprehensible behavior emanates from people high up in the hierarchy”.

Woman over 61 years old, researcher at university since 17 years

“Currently, the management of my lab has a very competitive vision of research, with elements of aggressive communication that I find particularly uncomfortable. Sexist expressions are used. In the current situation, I don't feel supported or respected as a woman.”

Man, 51 to 60 years old, at CNRS since 22 years:

“Difficulties faced with colleagues' lack of comprehension of the impact of disability”

Man, under 30 years old, PhD student:

“Overall, supervision by permanent staff is often a little disconnected from how we feel. Our emotions, moral state, etc are rarely taken into account. And there's a latent sexism, with general remarks.”

Recommendations

Institute policy: zero tolerance towards SSV and all forms of harassment

- apply zero tolerance and make it known
- appoint a project manager for each institute and make her or him known.
- require the help of correspondents in CoNRS sections
- take victims to safety immediately
- detect signs of a "toxic" atmosphere (numerous departures from a laboratory)
- train staff, in proportion to their responsibility in governance
- inform new recruits about what is and isn't acceptable (CLASCHEs guide, Newcomers' Day, etc.).
- punish harassers and publicize it
- make it clear that most men behave well and are not targeted by this combat!

Working conditions

- apply mandatory management training to all CNRS staff taking up management positions (loi de transformation de la fonction publique), including PhDs supervision
- sensitize all staff against stereotypes (gender, ethnic origin, social condition, handicap), cf safety training
- nominate a person in charge of disability questions in each laboratory where a disabled person works
- facilitate childcare by generalizing negotiations with universities and research institutions to create shared crèches
- facilitate missions by finding funding for accompanying persons (handicap), or for childcare
- deal with practical issues and problems linked to long breaks, facilitating the return with a specific budget
- pay particular attention to the gender balance of PIs for requests (budget, positions...) submitted by laboratories

More fairness in careers

- modulate the number of positions per section according to the efforts made: be consistent with the % of those eligible for promotion, raising DUs' awareness, creation of "search committees".
- clarify recommendations for applications, well in advance of the opening of competitions.
- in partnership with the SGCN, systematize an annual presentation by the Institute's management to reiterate objectives, and by the Mission pour la Place des Femmes to raise awareness of evaluation biases
- taking disability into account in promotions
- continue to move towards the inclusion of more qualitative criteria to appoint staff
- set a multi-year objective to increase the percentage of women, and of people with more diverse profiles, in positions of responsibility: DUs, DAS, technical division managers. Promote Human Resources training criteria for access to these positions
- require respect for parity and diversity in all activities funded by the Institutes (GdR, scientific conferences, etc.)
- organize structured mentoring (cf. IRISA, Femmes & Sciences) for permanent staff or postdocs or PhD students who are interested
- in the absence of progress, consider quotas

Better appeal

- encourage women and people with diverse profiles to present their activities in front of young people (strong evaluation criteria, financial and logistical support)
- develop communication about physics research on young people's media (social networks, YouTube, comics...), after selection of "good" messages/presentations
- publish the Institutes' recruitment and promotion strategy (by section, by BAP, by level) for women and minorities, and its results, so that under-represented people can see they have opportunities. Measure the mid-term impact
- widely publicize CNRS parenting support measures
- ensure that each laboratory has a parity referent

In laboratories: promoting “bottom-up” actions

Relying on parity referents:

- develop a list of best practice exchanges: working conditions, promoting recruitment and careers, creating a friendly atmosphere for everyone
- create a fund to finance up to several k€ for actions at the laboratory level
- ask for statistics (% of women on internships, theses, postdocs, candidates, permanent staff (by level))