

# GdR QCD :

## Diversity, Equality, Inclusion at IPHC Strasbourg

*Antonin Maire, on behalf of*

***Claudine Gallone***, référente Egalité Parité à l'IPHC Strasbourg (2023-08 - ...)

# I.1 – Summary : framework actions

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→ Belonging to the Network of “Equality Referents”

- Participation in such network meetings, 2x/year
- Informal “breakfast meetings”, at the Esplanade Campus (Strasbourg), each as 1<sup>st</sup> fridays every month

Goal : encourage exchanges and discuss future actions.

- At IPHC, ∃ a “welcome circuit” for new entrants

→ I meet all:

- new permanent staff
- fixed-term contracts
- doctoral students
- interns

Goal : inform them of my role + the existence of the CNRS reporting unit as well as the reporting unit *France-victims*

*Note* : Flyers, available in my office

# II.1 – Events/Actions : recently done

2023-06-21 : I organized a training/presentation  
on Equality-Parity + VSSH (sexist, sexual and homophobic violences).

Presentation done in a lecture hall, by :

- Isabelle KRAUS, Vice President *Equality-Parity, Diversity* of UNISTRA,
- Coline PICHOT, Legal expert at the VSSH unit of UNISTRA.

## Programme

- Gender equality, UniStra **action plan**.
- Sexist, sexual and homophobic violence. **What are we talking about ?**  
*General context of the subject + specifically in higher education and research*
- **Legal notions** and definition of offenses (briefly mentioned)

→ *Exchange time*

Coffee break around a photo exhibition

“*Mots et maux de femmes*” (Words and woes of women).



- The effects of violence **on the victim**
- **Measures** against sexist, sexual and homophobic violence proposed by the Unistra  
+ the support of the dedicated VSSH unit.

*Path and process, when a situation is brought to the attention of the establishment*

- **Other resources** within the UMRs and establishments :

- CNRS, INSERM, Unistra,
- National Univ Library (BNU), CROUS, place of passage and life for students

→ *Exchange time*

## II.2 – Events/Actions : to come

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- IPHC participating in a call for projects on QVCT, “quality of life and working conditions”,

### Project Goal :

“train and inform on equality to create working conditions favorable to research”.  
→ Project application file submitted 2023-03, to the AAP QVT 2023

### Content :

finance training sessions on Equality for research staff units of the Cronenbourg Campus.  
Training planned at 2 levels,  
1. raising awareness among the entire set of staff  
2.1 dedicated to managers + 2.2 non-permanent staff.

## II.2 – Events/Actions : to come

- MATILDA exhibition (*Quai des Savoirs*), coming up,  
Still to be prepared, together with Isabelle HOJNACKI (DR10 CNRS)  
To happen on the Cronenbourg Campus.

Content : about the denial or recurring minimization of the contribution of women scientists to research, their work often being attributed to their male colleagues.

→ Focus on 8 women



See [Wikipedia - Effet\\_Matilda](#)

e.g. Lise Meitner (nuclear fission),  
Rosalind Franklin (X ray diffraction on DNA), →  
Jocelyn Bell Burnell (radio pulsar)  
Chien-Shiung Wu (parity conservation with  $K^+$ )

...

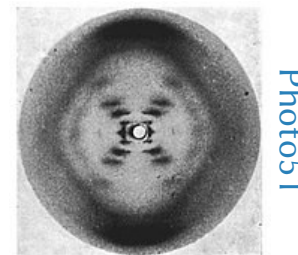


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