

# Equality Diversity Inclusion committee

LSST France - Paris - June 12, 2025

Madeleine Ginolin (she/her), Marina Ricci (she/her), Gabriele Mainetti (he/him)


# Outline

- The EDI Committee
  - The Code of Conduct
- The EDI survey
- US Government attack to transgender people and DEI programs and ...

EDI Committee

# EDI Committee

## Main missions

- To raise awareness among members of the Rubin-LSST France coordination to EDI issues through presentations, communications, participation to specific campaigns
- To maintain the code of conduct of the Rubin-LSST France coordination  
[www.lsst.fr/wp-content/uploads/2023/04/Code-de-Conduite-Rubin-LSST-France.pdf](http://www.lsst.fr/wp-content/uploads/2023/04/Code-de-Conduite-Rubin-LSST-France.pdf) 
- To ensure that the code of conduct is enforced in all interactions (Slack, email, meetings, etc.)
- To collect reports of incidents related to EDI.
- To ensure that anyone should feel safe to seek advice, report, or voice some concerns to any of the members of the EDI group, regarding possible inappropriate situations or behaviours.



# EDI Committee



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Marina Ricci (she/her), researcher  
(CR CNRS) at APC

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- In charge for 2 years from 07/06/24
- If you are interested to join the EDIM Committee, please contact us
- Via the email alias [\*\*lsst-fr-edim@in2p3.fr\*\*](mailto:lsst-fr-edim@in2p3.fr), which reaches all members of the committee
- Via an anonymous form at

[\*\*https://framaforms.org/anonym-form-to-contact-lsst-france-edim-committee-1719906074\*\*](https://framaforms.org/anonym-form-to-contact-lsst-france-edim-committee-1719906074)



- Via the LSST France Slack in the public channel **#discussion-edi** to read or post about EDI-related topics
- If you prefer, you can contact one of the members individually, via email, Slack or in person

# Code of Conduct

# Code of Conduct [1]

The organizers are committed to making this meeting productive and enjoyable for everyone, regardless of gender, sexual orientation, disability, physical appearance, race, nationality or religion.

Questioning assumptions, methods and results is an important part of the scientific process and is encouraged at meetings, but should always be done in a respectful way.

**We will not tolerate harassment of participants in any form.**

Contact persons for this meeting : Julien Peloton & Benjamin Racine

# Code of Conduct [2]

## Guidelines

**Behave professionally.** Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, race or religion.

**All communication should be appropriate for a professional audience** including people of many different backgrounds. Sexual or sexist language and imagery is not appropriate.

**Be kind to others.** Do not insult or put down other attendees, be it publicly or privately. Feedback should always be provided in a positive and constructive manner.

**Only take pictures of attendees if you have explicit prior consent.** Publicizing/posting photos to social media sites of individuals without explicit and prior consent is not permitted, even if the individual is giving a talk. This includes screenshots that may be taken during virtual meetings.

**Participants asked to stop any inappropriate behaviour are expected to comply immediately.** Attendees violating these rules may be asked to leave the meeting at the sole discretion of the organizers. Any participant who wishes to report a violation of this policy can contact the meeting contact persons (during the meeting), or to any member of the EDI committee (at any time, including anonymously).



# Equity, diversity and inclusion survey

# Equity, diversity and inclusion survey [1]

A social study of EDI policies and practices

- Made by Clara Deplantes between November 2024 and February 2025
- To evaluate EDI policies and the institutional framework to shed light on the specific steps needed to implement them.
- Reinforce EDI activities in the French collaboration to align with the initiatives launched more broadly in the Rubin LSST collaboration.
- Based on quantitative data (survey + LSST France data) & qualitative data (11 interviews)
- Webinaire recording available at <https://box.in2p3.fr/s/Z2xGppTfezoeWcx>

(Passwd : 7rLcLq6JYy)



# Equity, diversity and inclusion survey [2]

## Ideas for action and reflection

- **Communication**

- Posters against gender-based violence, sexual violence, and harassment in higher education and research
- Newsletter (covering current topics, international days, disability issues...)
- Organize speaking groups that are not mixed, regardless of the type of non-mixing: (based on gender, age, permanent/non-permanent, etc.) to make it easier to share and discuss.

- **Training/awareness**

- Organize awareness campaigns on equality, diversity, and inclusion open to everyone
- Make existing procedures for cases of violence and discrimination known (practical sheet)

# Equity, diversity and inclusion survey [3]

## Ideas for action and reflection

- **Gender parity**

- Don't necessarily enforce strict parity to avoid overburdening women, but make sure that the distribution of speaking time and responsibilities remains proportionally equal.
- Set up a communication channel between the different laboratories that are part of LSST France regarding recruitment, aiming to achieve as much gender parity as possible in the hiring process (also for people with disabilities!).

- **Disability**

- Ensure that the work environment is adapted for people with disabilities, especially for meetings, gatherings, and discussions...



# Equity, diversity and inclusion survey [4]

## Ideas for action and reflection

- **Work-life balance**

- Avoid late afternoon meetings as much as possible. If that's not possible due to time zone differences, appoint a person responsible for representing or sharing a meeting summary with those who can't attend.
- Think about how to take care of children during LSST France meetings that require travel

- **EDI Committee**

- Removing the "M" in "EDIM": mediation should not be applied to cases of discrimination, harassment, or sexual violence.

- ***Join the committee!***

US Government attacks on  
transgender people/immigrants/DEI  
programs etc ...

# Brief timeline [1]

- Trump's presidency begins on January 20
- Several executive orders are issued on the same day to target the transgender community and DEI programs
- In the following weeks, some states also align themselves with the federal government by introducing very tough laws
- Added to this is a frontal attack on universities and the freedom of protest
- All in a context of restriction of access to the right to abortion and reproduction for women already applied by several states.

# Brief timeline [2]

January 20

- **Executive Order 14148 : Initial Rescissions of Harmful Executive Orders and Actions**

*The injection of “diversity, equity, and inclusion” (DEI) into our institutions **has corrupted** them by replacing hard work, merit, and equality with a divisive and dangerous preferential hierarchy.*

- **Executive Order 14151 : Ending Radical And Wasteful Government DEI Programs And Preferencing**

*Terminate, to the maximum extent allowed by law, all DEI, DEIA, and “environmental justice” offices and positions (including but not limited to “Chief Diversity Officer” positions); all “equity action plans,” “equity” actions, initiatives, or programs, “equity-related” grants or contracts; and all DEI or DEIA performance requirements for employees, contractors, or grantees.*

- **Executive Order 14183: Prioritizing Military Excellence and Readiness**

*Beyond the hormonal and surgical medical interventions involved, adoption of a gender identity inconsistent with an individual's sex conflicts with a soldier's commitment to an honorable, truthful, and disciplined lifestyle, even in one's personal life. **A man's assertion that he is a woman, and his requirement that others honor this falsehood, is not consistent with the humility and selflessness required of a service member.***

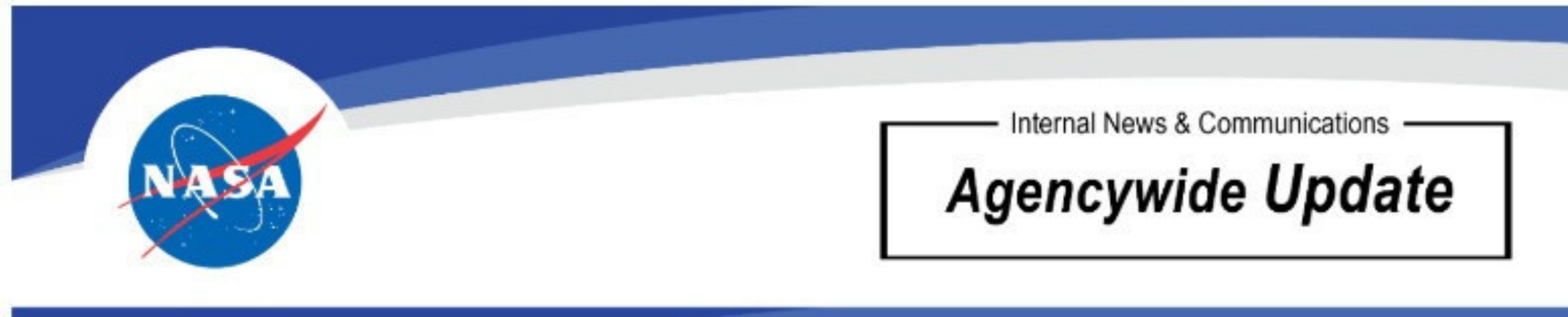
- **Executive Order 14168 : Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government**

*Across the country, ideologues who deny the biological reality of sex have increasingly used legal and other socially coercive means to permit men to self-identify as women and gain access to intimate single-sex spaces and activities designed for women, from women's domestic abuse shelters to women's workplace showers.*



# Brief timeline [3]

January 22/27



Dear agency employees,

We are taking steps to close all agency DEIA offices and end all DEIA-related contracts in accordance with President Trump's executive orders titled Ending Radical and Wasteful Government DEI Programs and Preferencing and Initial Rescissions of Harmful Executive Orders and Actions.

These programs divided Americans by race, wasted taxpayer dollars, and resulted in shameful discrimination.

We are aware of efforts by some in government to disguise these programs by using coded or imprecise language. If you are aware of a change in any contract description or personnel position description since November 5, 2024 to obscure the connection between the contract and DEIA or similar ideologies, please report all facts and circumstances to [DEIAtruth@opm.gov](mailto:DEIAtruth@opm.gov) within 10 days.

There will be no adverse consequences for timely reporting this information. However, failure to report this information within 10 days may result in adverse consequences.

Thank you for your attention to this important matter.


**Janet Petro**

The use of Federal resources to advance Marxist equity, transgenderism, and green new deal social engineering policies is a waste of taxpayer dollars that does not improve the day-to-day lives of those we serve.

January 27, 2025

M-25-13

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Matthew J. Vaeth, Acting Director, Office of Management and Budget 

SUBJECT: Temporary Pause of Agency Grant, Loan, and Other Financial Assistance Programs

The American people elected Donald J. Trump to be President of the United States and gave him a mandate to increase the impact of every federal taxpayer dollar. In Fiscal Year 2024, of the nearly \$10 trillion that the Federal Government spent, more than \$3 trillion was Federal financial assistance, such as grants and loans. Career and political appointees in the Executive Branch have a duty to align Federal spending and action with the will of the American people as expressed through Presidential priorities. Financial assistance should be dedicated to advancing Administration priorities, focusing taxpayer dollars to advance a stronger and safer America, eliminating the financial burden of inflation for citizens, unleashing American energy and manufacturing, ending “wokeness” and the weaponization of government, promoting efficiency in government, and Making America Healthy Again. The use of Federal resources to advance Marxist equity, transgenderism, and green new deal social engineering policies is a waste of taxpayer dollars that does not improve the day-to-day lives of those we serve.

This memorandum requires Federal agencies to identify and review all Federal financial assistance<sup>1</sup> programs and supporting activities consistent with the President's policies and requirements.<sup>2</sup> For example, during the initial days of his Administration, President Donald J. Trump issued a series of executive orders to protect the American people and safeguard valuable taxpayer resources, including *Protecting the American People Against Invasion* (Jan. 20, 2025), *Reevaluating and Realigning United States Foreign Aid* (Jan. 20, 2025), *Putting America First in International Environmental Agreements* (Jan. 20, 2025), *Unleashing American Energy* (Jan. 20, 2025), *Ending Radical and Wasteful Government DEI Programs and Preferencing* (Jan. 20,



# Brief timeline [4]

Mars 1st

**Iowa's governor signs a bill removing gender identity protections from the state's civil rights code**



*The bill eliminates gender identity, as a protected category of the Civil Rights Act of the State.*

*It also creates explicit legal definitions of female and male based on their reproductive organs at birth, rejecting the idea that a person can transition to another gender.*

<https://apnews.com/article/iowa-transgender-identity-bill-governor-reynolds-signs-267c2932e9e1ed62992868d3caa6126d>



# Brief timeline [5]

## ***These Words Are Disappearing in the New Trump Administration***

accessible	biases	cultural heritage	gender	injustice
activism	biases towards	cultural sensitivity	gender based	institutional
activists	biologically female	culturally appropriate	gender based violence	intersectional
advocacy	biologically male	culturally responsive	gender diversity	intersectionality
advocate	BIPOC	DEI	gender identity	key groups
advocates	Black	DEIA	gender ideology	key people
affirming care	breastfeed + people	DEIAB	gender-affirming care	key populations
all-inclusive	breastfeed + person	DEIJ	genders	Latinx
allyship	chestfeed + people	disabilities	Gulf of Mexico	LGBT
anti-racism	chestfeed + person	disability	hate speech	LGBTQ
antiracist	clean energy	discriminated	health disparity	marginalize
assigned at birth	climate crisis	discrimination	health equity	marginalized
assigned female at birth	climate science	discriminatory	hispanic minority	men who have sex with men
assigned male at birth	commercial sex worker	disparity	historically	mental health
at risk	community diversity	diverse	identity	minorities
barrier	community equity	diverse backgrounds	immigrants	minority
barriers	confirmation bias	diverse communities	implicit bias	most risk
belong	cultural competence	diverse community	implicit biases	MSM
bias	cultural differences	diverse group	inclusion	multicultural
biased	cultural heritage	diverse groups	inclusive	Mx



# Brief timeline [6]

Stonewall

National Monument  
New York

INFO

ALERTS

MAPS

CALENDAR

“By the time of Stonewall...we had 50 to 60 gay groups in the country. A year later...1500.”

Before the 1960s, almost everything about living openly as a lesbian, gay, bisexual, transgender, or queer (LGBTQ+) person was illegal. The Stonewall Uprising on June 28, 1969 is a milestone in the quest for LGBTQ+ civil rights and provided momentum for a movement.

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MARINES

The Corps News Photos Marines Family Community Initiatives

CONTENT NOT FOUND

Sorry, the page you are looking for cannot be found and might have been removed, had its name changed, or is temporarily unavailable. Please try locating it via our [Search Center](#).

ABOUT

CONNECT

LINKS

CDC

HIV

EXPLORE TOPICS

SEARCH

MARCH 28, 2024

Per a court order, HHS is required to restore this website as of 11:59PM ET, February 14, 2025. Any information on this page promoting gender ideology is extremely inaccurate and disconnected from the immutable biological reality that there are two sexes, male and female. The Trump Administration rejects gender ideology and condemns the harms it causes to children, by promoting their chemical and surgical mutilation, and to women, by depriving them of their dignity, safety, well-being, and opportunities. This page does not reflect biological reality and therefore the Administration and this Department rejects it.

## Fast Facts: HIV and Transgender People

### AT A GLANCE

Nearly 1 million people (.3%) identify as transgender in the United States (US), and transgender people made up 2% (671) of new HIV diagnoses in the US and dependent areas in 2019. Get the latest data on HIV among transgender people.

### She advocated for women in science

Vera Rubin, whose career began in the 1960s, faced a lot of barriers simply because she was a woman. She balanced her work with raising children at a time when most women just didn't do that. She persisted in studying science when her male advisors told her she shouldn't. And she insisted on observing at facilities that had never allowed women to observe there before. Her strength in overcoming these challenges is admirable on its own, but Vera worked even harder to help other women navigate what was, during her career, a very male-dominated field.

Science is still a male-dominated field, but Rubin Observatory is working to increase participation from women and other people who have historically been excluded from science. Rubin Observatory welcomes everyone who wants to contribute to science, and takes steps to lower or eliminate barriers that exclude those with less privilege.

Vera herself offers an excellent example of what can happen when more minds participate in science, and we're proud to honor her legacy with our name: Vera C. Rubin Observatory.

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<https://rubinobservatory.org/about/vera-rubin>



Germany issues warning for transgender & nonbinary people traveling to the U.S.

Etats-Unis : un chercheur français refoulé pour avoir exprimé « une opinion personnelle sur la politique menée par l'administration Trump »

**Government Commission Halts Investigations of LGBTQ+ Workplace Discrimination**

**White House Plans to Pause \$175 Million for Penn Over Transgender Policy**

DHS Scraps Ban on Surveillance Based on Sexual Orientation (1)

*University of California Will Stop Requiring Diversity Statements in Hiring*

**Texas bill would make identifying as transgender a felony punishable by jail**

The bill, while unlikely to pass, highlights the increasing extremism of legislation targeting trans people, especially in Texas, in recent years.

✓ Fact Check

**Yes, Trump posted link that included Nazi symbol for gay men in concentration camps**

**US threatens permanent visa bans on trans athletes based on sex markers**

Exclusive: state department memo directs officers to bar those deemed to misrepresent birth sex on applications



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# Trump suspends foreign student visas at Harvard



⌵ PRESIDENTIAL ACTIONS

RESTRICTING THE ENTRY OF FOREIGN  
NATIONALS TO PROTECT THE UNITED  
STATES FROM FOREIGN TERRORISTS  
AND OTHER NATIONAL SECURITY AND  
PUBLIC SAFETY THREATS





I've been telling people outside the US that they need to start planning ASAP for how to help vulnerable people evacuate the US.

+ 3



If you are outside the US, start having conversations with your people about how you will help people, especially trans folks, leave.

# Safe Place For Science

## Aix Marseille Université

<https://www.univ-amu.fr/en/public/actualites/safe-place-science-aix-marseille-universite-ready-welcome-american-scientists>

Join us !