

Equality and Parity

Missions
Activities in 2021

Equality Parity missions



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For an INS2I laboratory with a strong emphasis on fundamental and experimental sciences, the laboratory can pride itself on having a strong female component. The reinforcement of the laboratory's human resources is very good and is constantly evolving with a rate of about 33% of women in the unit.

ETIS also has an internationally recognized team of Télécom Girls in the ICI team. This parity policy is the result of constant work initiated several years ago to raise awareness, promote and support female colleagues in science. Our actions are perfectly in line with the CNRS and INS2I policy on gender equality, and must be supported because there is still considerable room for improvement

The ETIS laboratory has been pursuing a policy of gender equality for several years, in close collaboration with our supervisory bodies and the INS2I Institute, that including:

- Raise awareness about parity problems in science-related professions, about biases, stereotypes, etc.
- Promote a spirit of collaboration, respect and tolerance among its members.
- Develop measures to encourage female students to continue in STEM related domains.
- Accompany and support female researchers after a maternity leave.
- Reward and promote the work of female researchers.

Main activities in 2021

- The Equality-Parity Charter of the ETIS members, written in French, English and Chinese.
- The book "Femme Scientifiques d'ETIS" (Women in Science at ETIS), and video (to be delivered in October 2022).
- Participation in events that aim to attract and inspire young girls in digital sciences (e.g., Femmes en Sciences organized by AFNEUS, Fête de la Science).
- Organizing girls-only outings for the Master IISC-SIC students, and permanent and non-permanent members of ETIS (e.g., to the theatrical play: La machine de Turing).
- Supporting the Prix 2021 des Femmes et des Sciences pour CY Alliance <https://www.cyu.fr/cy-alliance-remise-du-prix-2021-%C2%AB-des-femmes-et-des-sciences-%C2%BB>