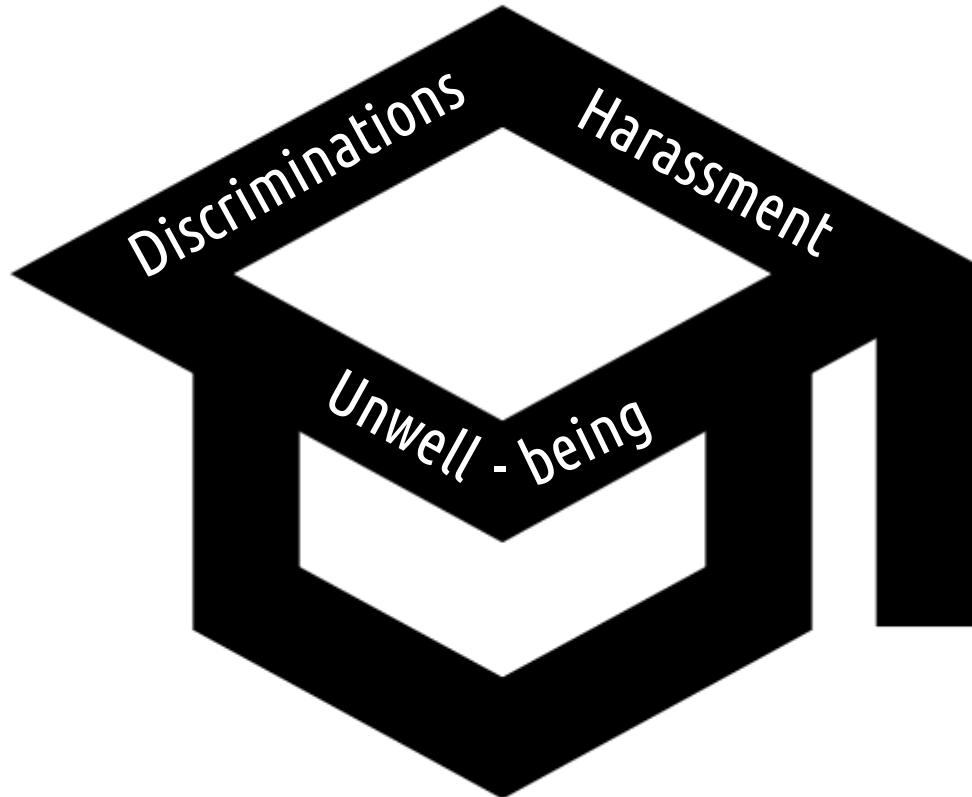




How to do good research?

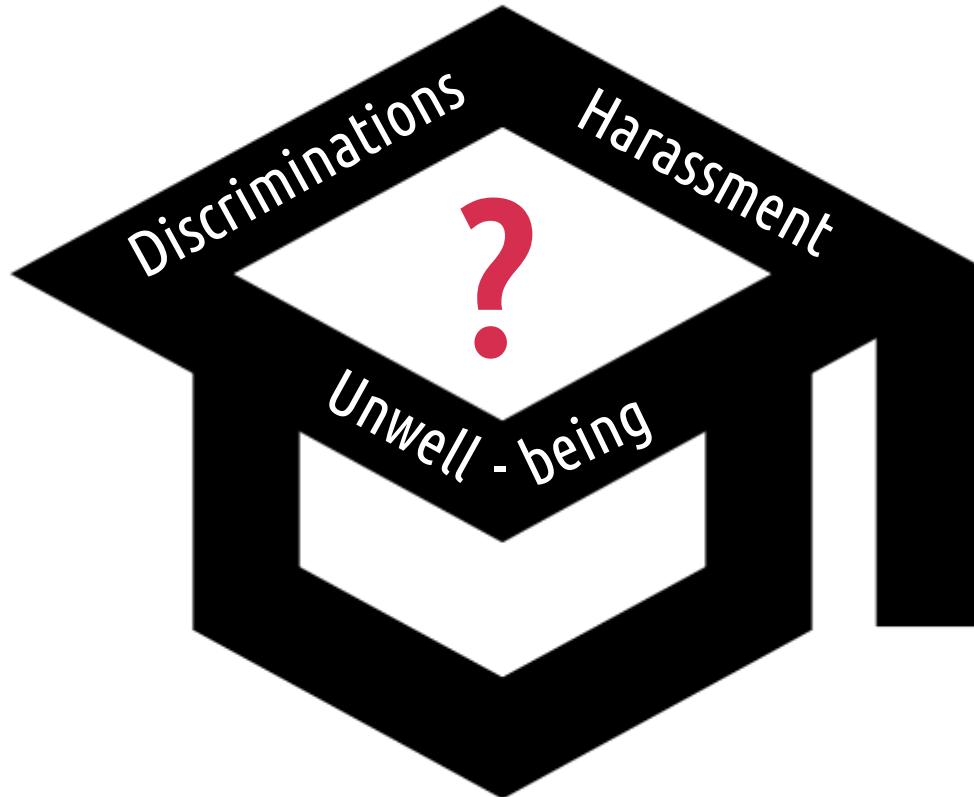


Introduction

Understand
Prevent
React



How to do good research?



Introduction

Understand
Prevent
React



How to do good research ?

BUT...

Introduction



How to do good research ?

We are researchers !

BUT...

Introduction



How to do good research ?

We are researchers !

BUT...

A problem ? —————> Hypothesis

Introduction



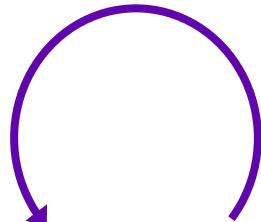
How to do good research ?

BUT...

We are researchers !

Be wrong, do better !

A problem ? → Hypothesis



Introduction



How to do good research ?

BUT...

We are researchers !

Be wrong, do better !



Introduction



How to do good research ?

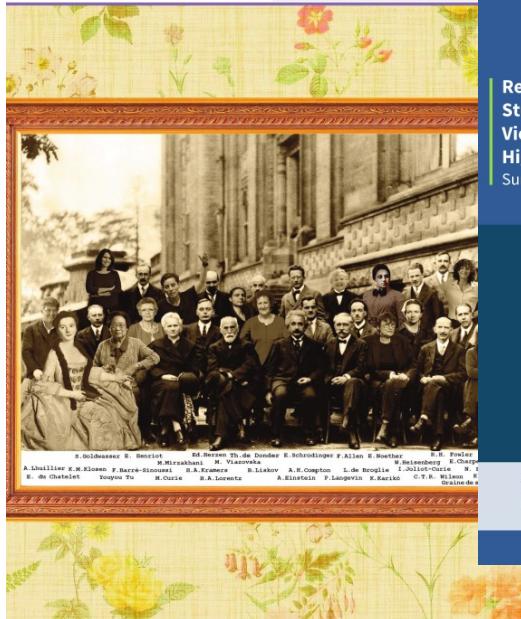
We are researchers ?

Introduction

How to do good research ?

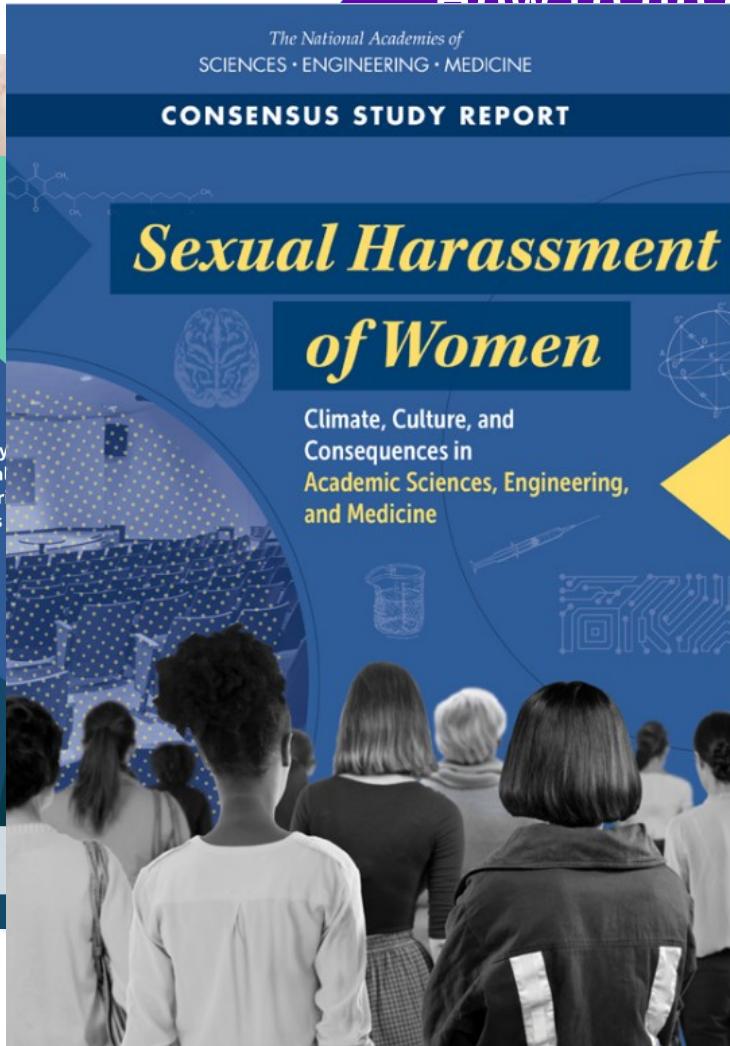


ACADEMIE
DES SCIENCES
INSTITUT DE FRANCE



Report on the National Survey
Student Experiences of Sexual
Violence and Harassment in
Higher Education Institutions
Summary of Survey Findings

Authors | Pádraig MacNeela, Kate Dawson,
Theresa O'Rourke, Siobhán Healy-Cullen,
Lorraine Burke, William F. Flack



ÉCLAIRAGES
ET CRITIQUES

DISCRIMINATIONS VÉCUES À L'UNIVERSITÉ :
SILENCE, RÉVÉLATION ET SIGNALLEMENT

BLASSEL, C. RODRIGUES, L. SCHUFT, C. HAMEL,
J.-O. WEISS, L. MORAND, M. COGNET, F. DHUME

AVRIL 2024

ÉDITION
FEMMES

Introduction



Lots of sources, from reports and research papers:

- <https://not-in-our-labs.github.io/ressources.html>
- [Https://not-in-our-labs.github.io/presentation.html](https://not-in-our-labs.github.io/presentation.html)



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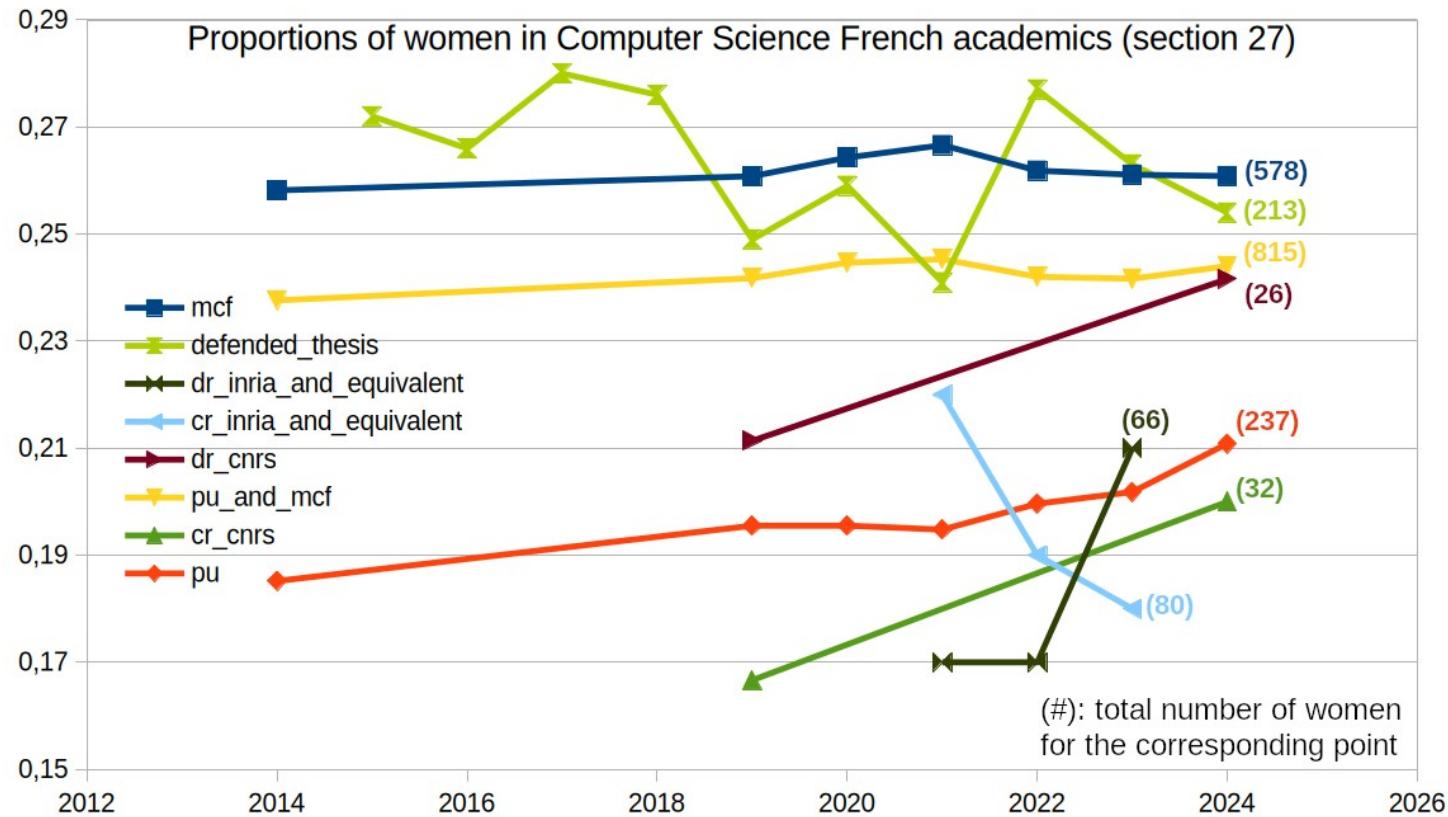
Feedback welcome !



Investigation - part I

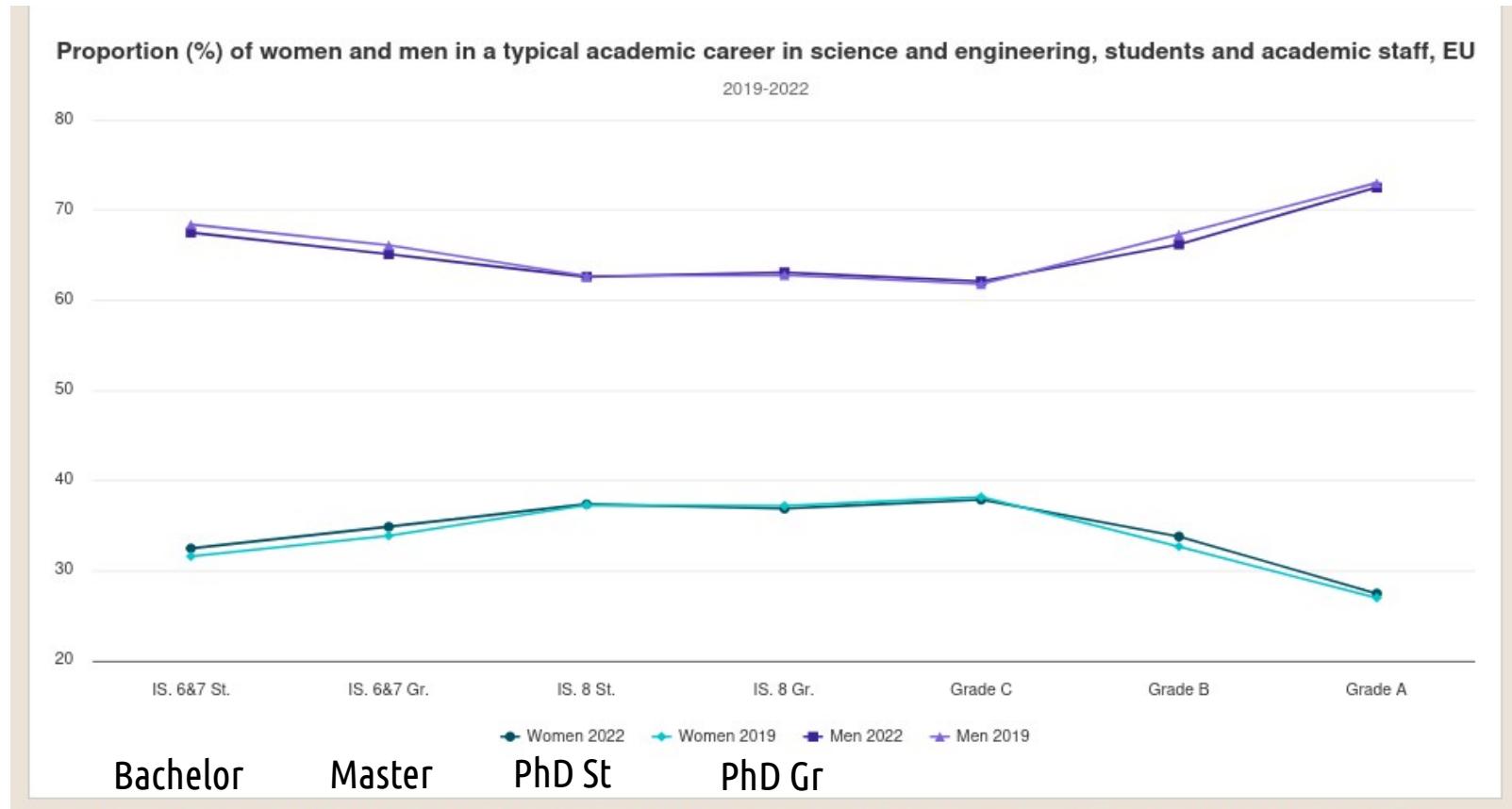


Evidence 1: a stable lack of women in CS





Evidence 2: a leaky pipeline the higher we go



Parity in computer science ?

Hypothesis 1: stereotypes and biases ?





How to do good research ?

Hypothesis 1: stereotypes and biases ?



Big lying belief sponge !



How to do good research ?

Hypothesis 1: stereotypes and biases ?



Big lying belief sponge !

Creates a « coherent »
view of the world
from incomplete facts

Hypothesis 1: stereotypes and biases ?



Change Blindness (using flicker)
(from J. Kevin O'Regan -- <http://nivea.psycho.univ-paris5.fr>)



Hypothesis 1: stereotypes and biases ?

"by age 6, children already think that boys are better than girls at computer science and engineering" (Miller et al. 2024)

Hypothesis 1: stereotypes and biases ?

"by age 6, children already think that boys are better than girls at computer science and engineering" (Miller et al. 2024)

Laura
a trouvé le poste de ses rêves.

C'est l'avenir qu'elle a toujours envisagé. Et pour elle, c'est de faire vivre et partager sa passion, transmettre des savoirs et des valeurs, se consacrer à la réussite de chacun de ses élèves. C'est pour cela qu'elle a décidé de devenir enseignante.

Julien
a trouvé un poste à la hauteur de ses ambitions.

C'est la concrétisation de son projet professionnel. Et ce projet, pour lui, c'est de faire vivre et partager sa passion, transmettre des savoirs et des valeurs, se consacrer à la réussite de chacun de ses élèves. C'est pour cela qu'il a décidé de devenir enseignant.

L'ÉDUCATION NATIONALE RECRUTE 17 000 PERSONNES

Pourquoi pas vous ? 17 000 postes d'enseignants, d'infirmier(e)s et de médecins scolaires sont à pourvoir en 2011.

RENSEIGNEMENTS ET INSCRIPTIONS DU 31 MAI AU 12 JUILLET 2011 SUR WWW.LEDUCATIONRECRUTE.FR

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Master MEEF 1^{er} degré à l'Inspé
2022/2023

inspe-univ-marcq.fr
NSPE Institut supérieur de l'enseignement et de la formation professionnelle
Nantes Université



Master Métiers de l'Enseignement de l'Education et de la Formation 2nd degré à l'Inspé
2022/2023

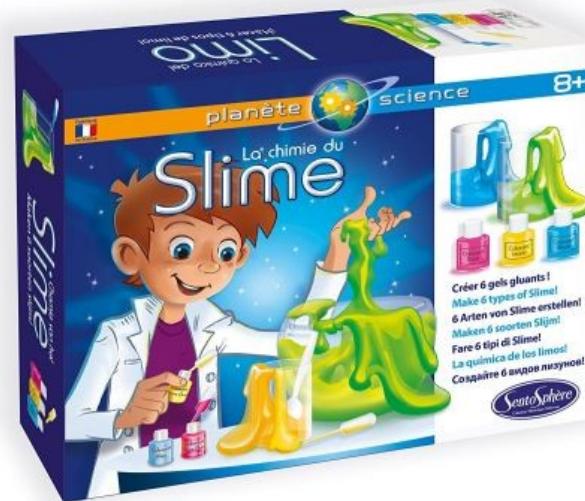
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How to do good research ?

Hypothesis 1: stereotypes and biases ?

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Parity in computer science ?



Hypothesis 1: stereotypes and biases ?

So, let's just solve the gendered stereotype of science. Job's done.

Hypothesis 1: stereotypes and biases ?

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The End



How to do good research ?

Hypothesis 1: stereotypes and biases ?

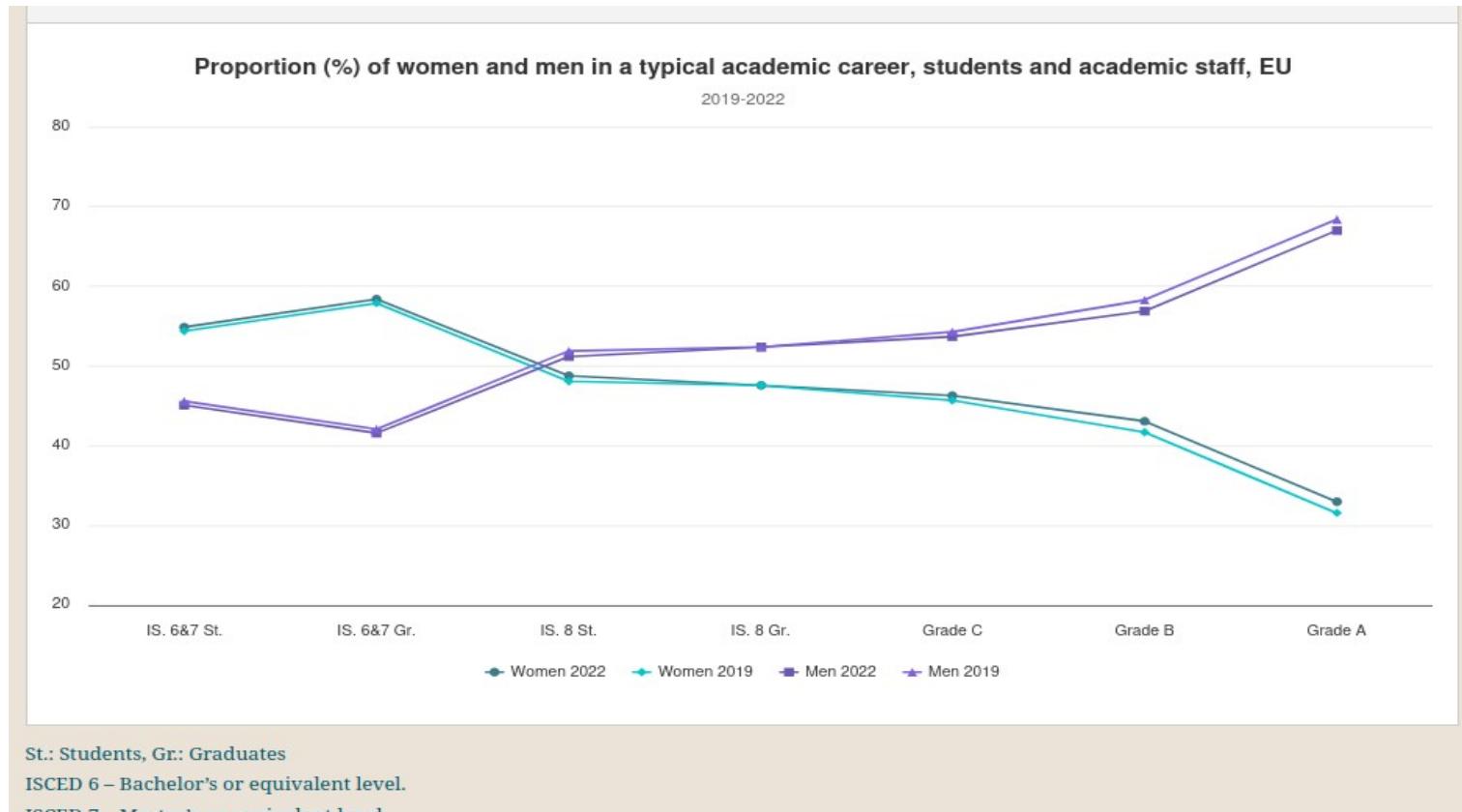
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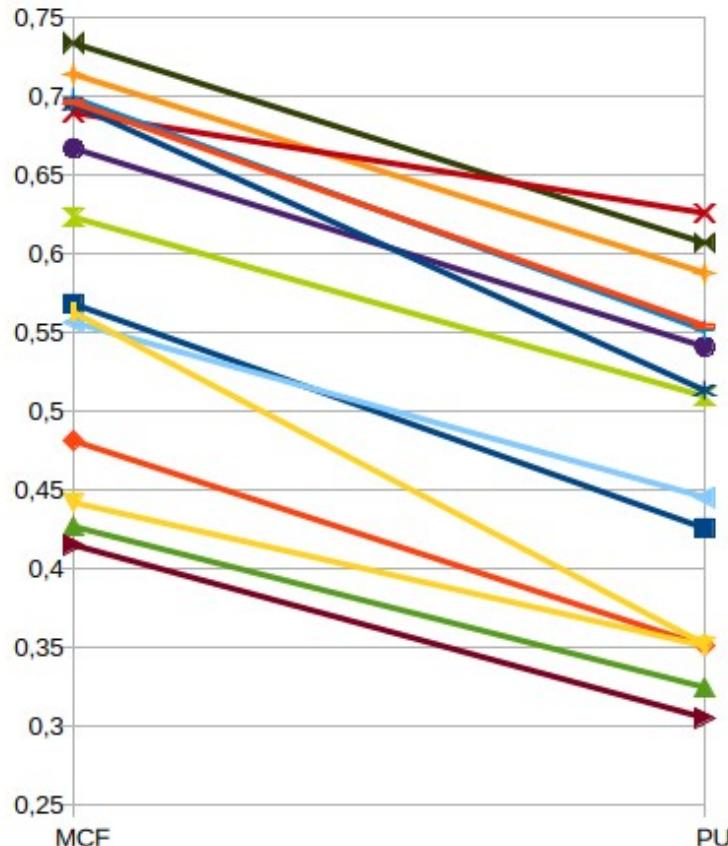
*Thank
you!*

Parity in computer science ?

Counter-evidence: the leaky pipeline is everywhere, not just CS



Counter-evidence: the leaky pipeline is everywhere, not just CS



Share of women at the MCF and PU level in france, 2024

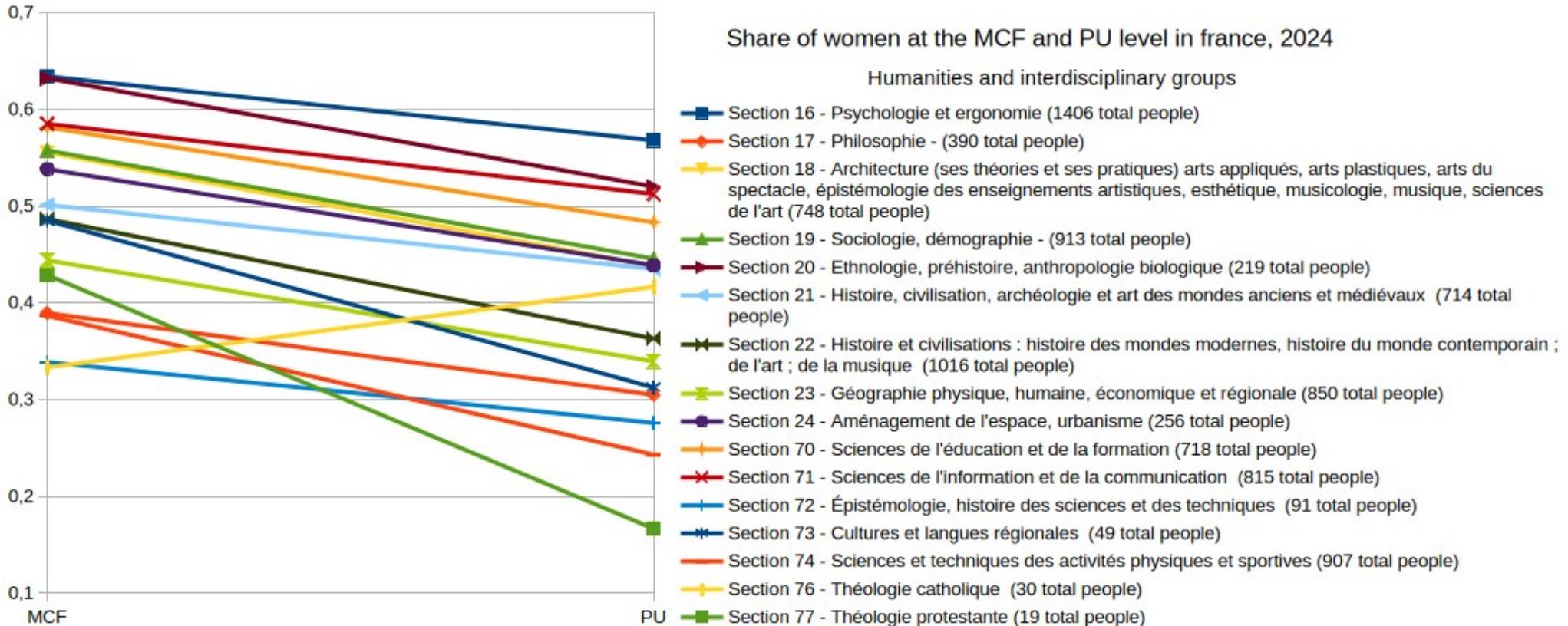
Right, Political sciences, language and litterature

- Section 1 - Droit privé et sciences criminelles - (1870 total people)
- Section 2 - Droit public (1324 total people)
- Section 3 - Histoire du droit et des institutions (272 total people)
- Section 4 - Science politique (448 total people)
- Section 5 - Sciences économiques (1741 total people)
- Section 6 - Science de gestion et du management - (2246 total people)
- Section 7 - Sciences du langage - (767 total people)
- Section 8 - Langues et littératures anciennes (272 total people)
- Section 9 - Langue et littérature française - (823 total people)
- Section 10 - Littératures comparées (204 total people)
- Section 11 - Études anglophones (1568 total people)
- Section 12 - Études germaniques et scandinaves (323 total people)
- Section 13 - Études slaves et baltes (119 total people)
- Section 14 - Études romanes (905 total people)
- Section 15 - Langues, littératures et culture africaines, asiatiques et d'autres aires linguistiques (421 total people)



How to do good research ?

Counter-evidence: the leaky pipeline is everywhere, not just CS



Parity in computer science ?

How to do good research ?



We need
more facts !

Parity in computer science ?



How to do good research ?

Investigation - part 2

Unwell-being in academia ?

Evidence 3: PhD students are way too depressed



*Worldwide, we have 24% of depression
among PhD students (Satinsky et al. 2021)*

Consistently above :
• general population (~5%)
• young adults (~15%)



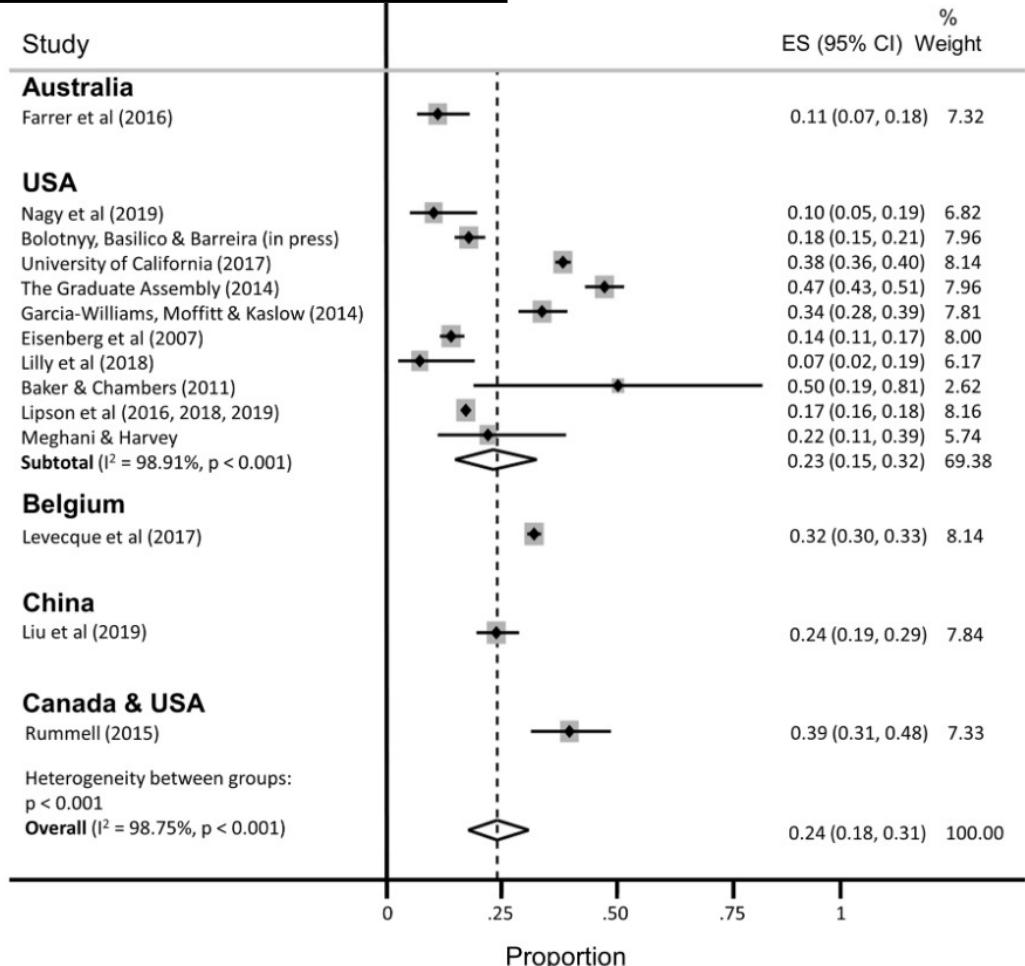
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Unwell-being in academia ?

Figure 2. Pooled estimate of the proportion of Ph.D. students with clinically significant symptoms of depression.

How to do good research ?

Evidence 3: PhD students are way too depressed



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of French PhD
doctorates suffer from stress

Unwell-being in academia ?

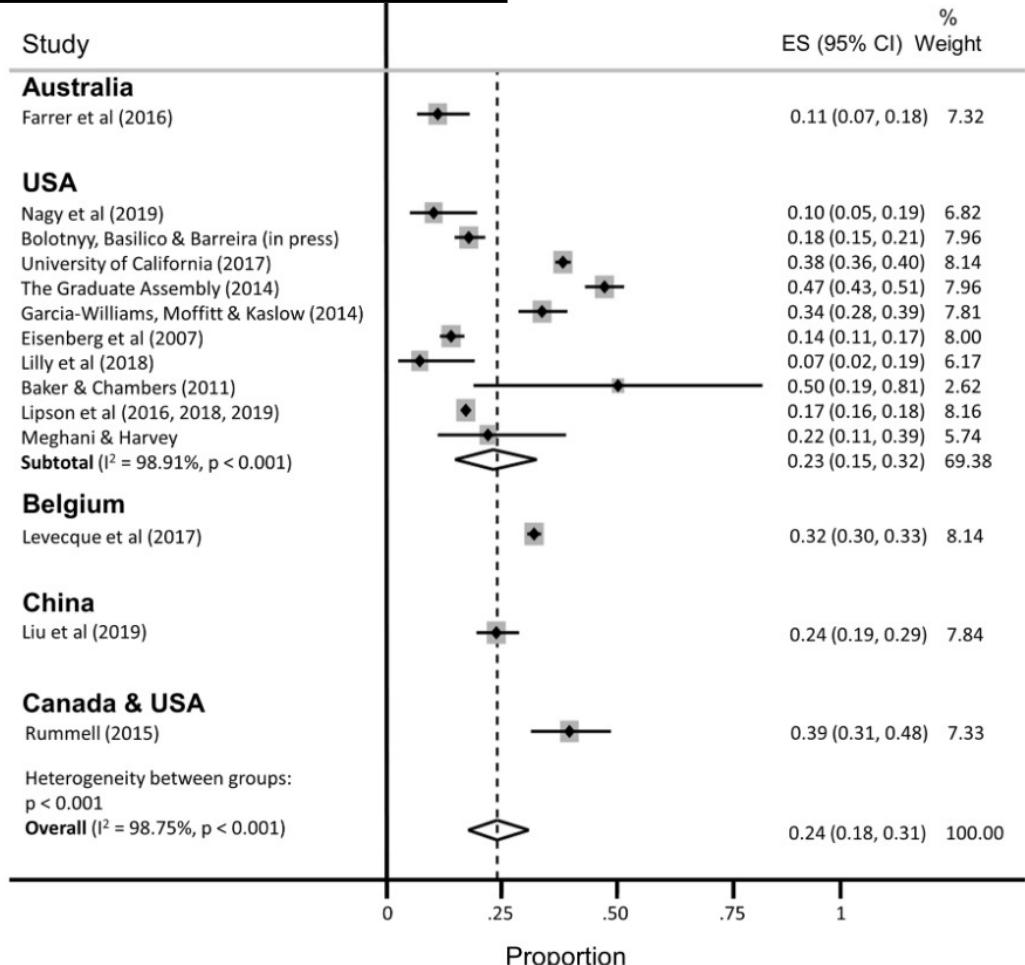


Figure 2. Pooled estimate of the proportion of Ph.D. students with clinically significant symptoms of depression.

Evidence 4: PhD students are overworked



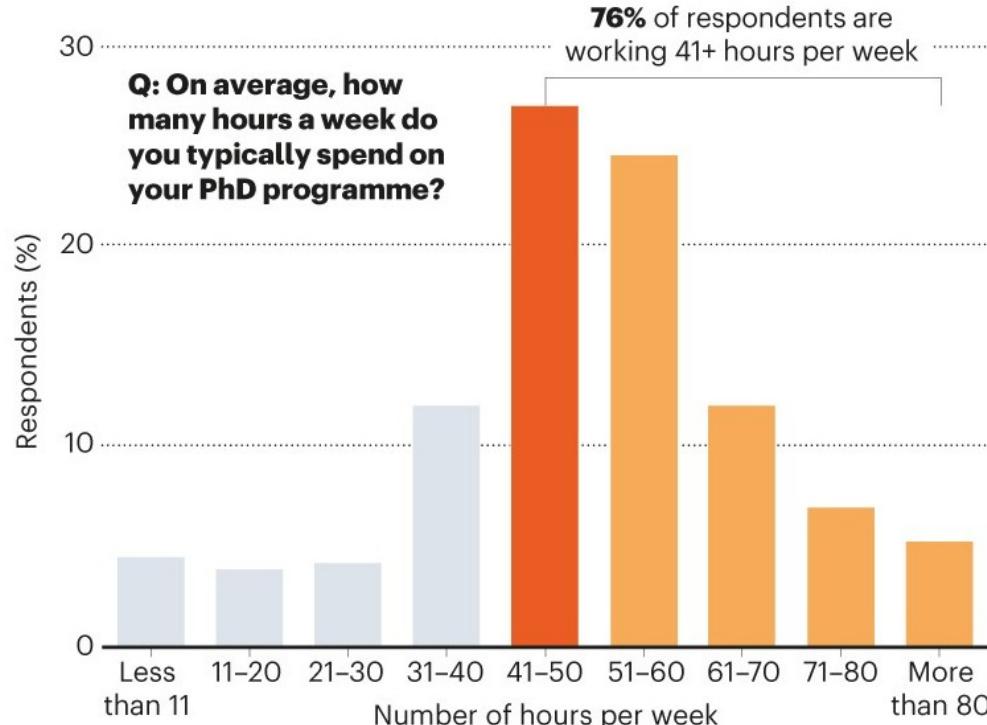
*From a 6000 PhD student survey
by nature. (Woolston 2019)*

Evidence 4: PhD students are overworked



OVEREXTENDED AND STRESSED

Long hours in the laboratory and other demands have taken a toll on PhD students' well-being and mental health.



From a 6000 PhD student survey by nature. (Woolston 2019)

Evidence 5: everybody is overwhelmed

From a worldwide survey (Cerejo, Awati, and Hayward 2020)

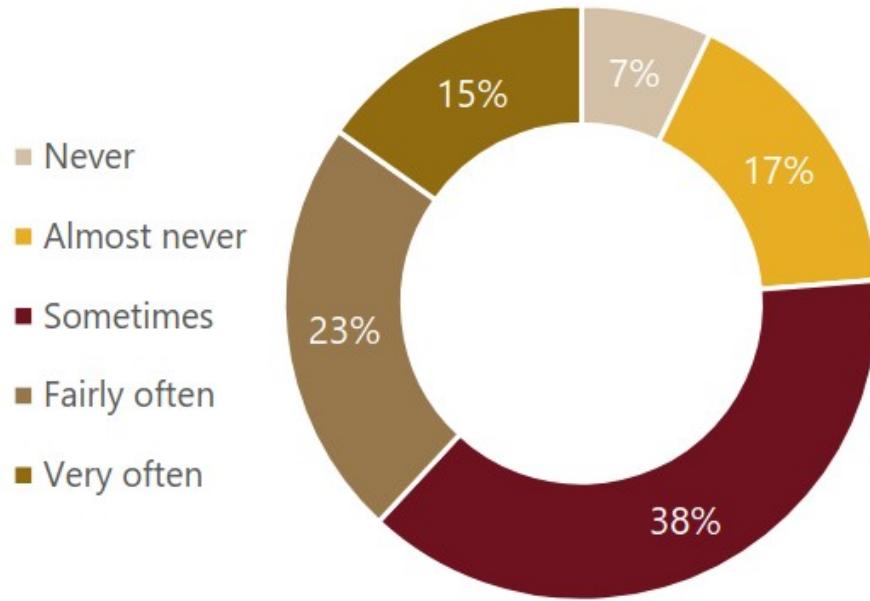




Evidence 5: everybody is overwhelmed

From a worldwide survey (Cerejo, Awati, and Hayward 2020)

In the last month, how often have you felt overwhelmed by your situation at work?



n = 10,765

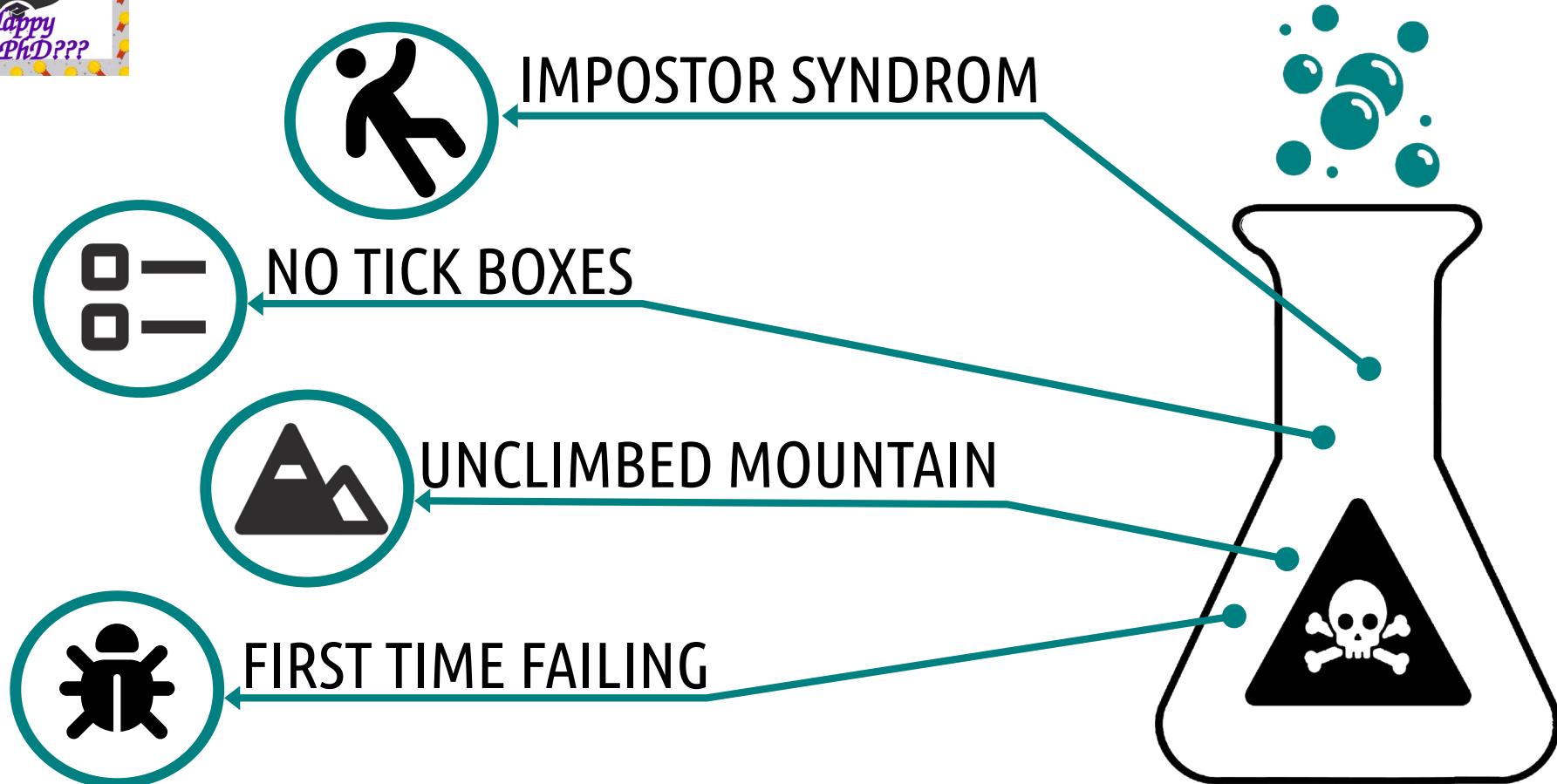
38% stated that they had felt overwhelmed by their work situation fairly or very often in the previous month

Hypothesis 2: research is by essence hard



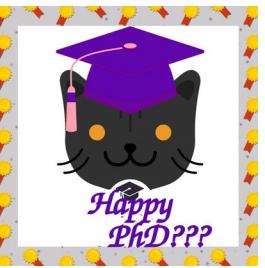
How to do good research ?

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Unwell-being in academia ?

Hypothesis 2: research is by essence hard



Ok, fair point, but...

How to do good research ?

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Harder than most
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Unwell-being in academia ?

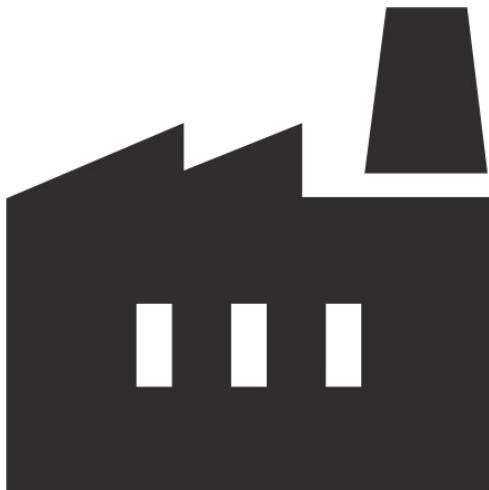
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Unwell-being in academia ?



How to do good research ?

The missing link

In all academia:

- **too much unwell being**
- **a leaky pipeline**

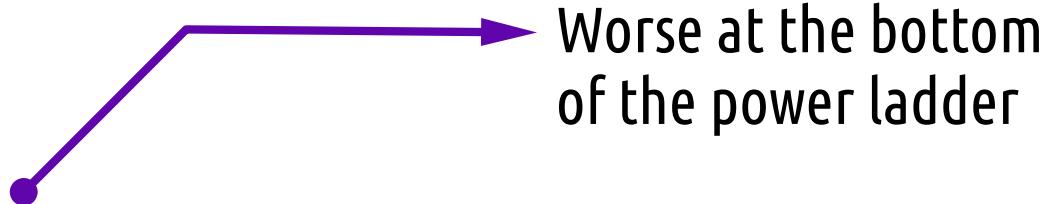
Starting to tie things up ?



The missing link

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The missing link

In all academia:

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Worse at the bottom
of the power ladder

Less women the
higher we go in
the power ladder



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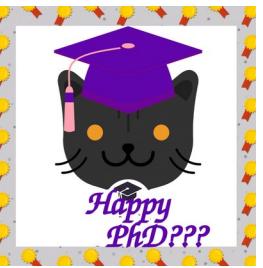


We need
more facts !

Parity in computer science ?



Investigation - part 3



Evidence 6: strong inequalities in the access to a higher status

It is
more likely



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2.4x

to get a PhD if a close
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2.6x

to become a professor if male

4.6x

to become uni staff without a declared disability

Omnipresent discriminations



Evidence 6: strong inequalities in the access to a higher status

2.4x

6.2x

It is

more likely

to get a PhD if a close relative has one

to become a professor if white-skinned instead of black

2.6x

4.6x

to become a professor if male

to become uni staff without a declared disability

Omnipresent discriminations



Evidence of ongoing inequalities in the access to a higher status

- + Weight-related discrimination
- + LGBTQIA+ related discrimination
- + Beliefs related discrimination
- + ...

4.6X

Omnipresent discriminations

to become uni staff without
a declared disability



It is

4.6

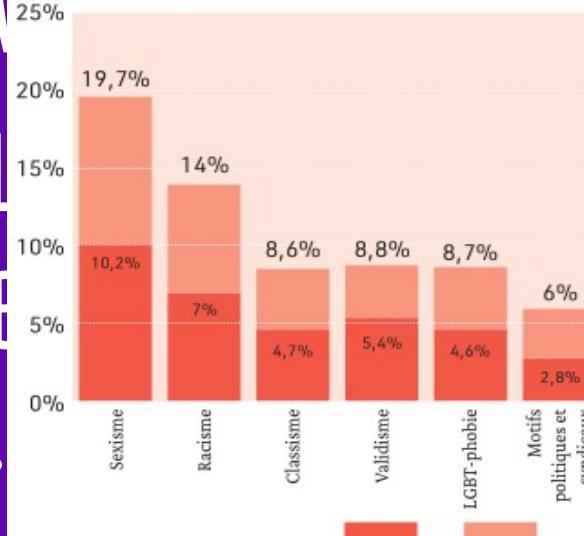
Omnipresent discriminations

Evide

DES CHIFFRES / L'expérience de traitements inégalitaires par motif discriminatoire à l'université en France

POURCENTAGE DE PERSONNES DÉCLARANT AVOIR ÉTÉ VICTIME DE TRAITEMENTS INÉGALITAIRES PAR MOTIF DISCRIMINATOIRE

ÉTUDIANT·ES

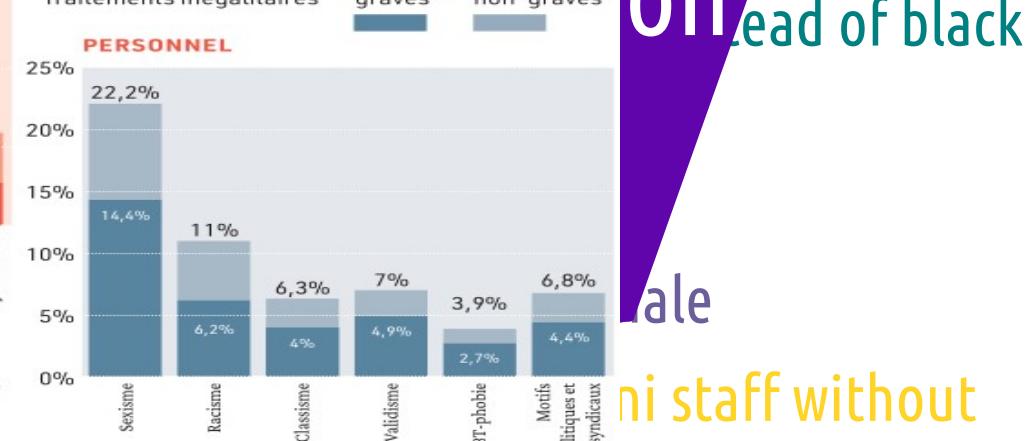
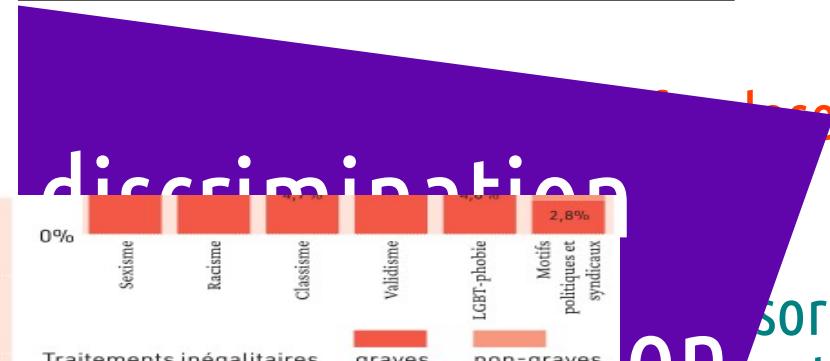


PERSONNEL



How to do good research ?

in the access to a higher status



ni staff without a declared disability

on lead of black

ale



Evidence 7: men are not competing fairly



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- *Men spend more time doing research, and leave the less rewarding work to women. (Winslow 2010, O'Meara et al. 2017)*



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- *Parenthood leads to a significant decline in the number of publications by women, while not for men. (Lutter and Schröder 2020)*



Evidence 8: evaluations are highly biased



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- *Career breaks are discriminated against in CVs. (Kristal et al. 2023)*



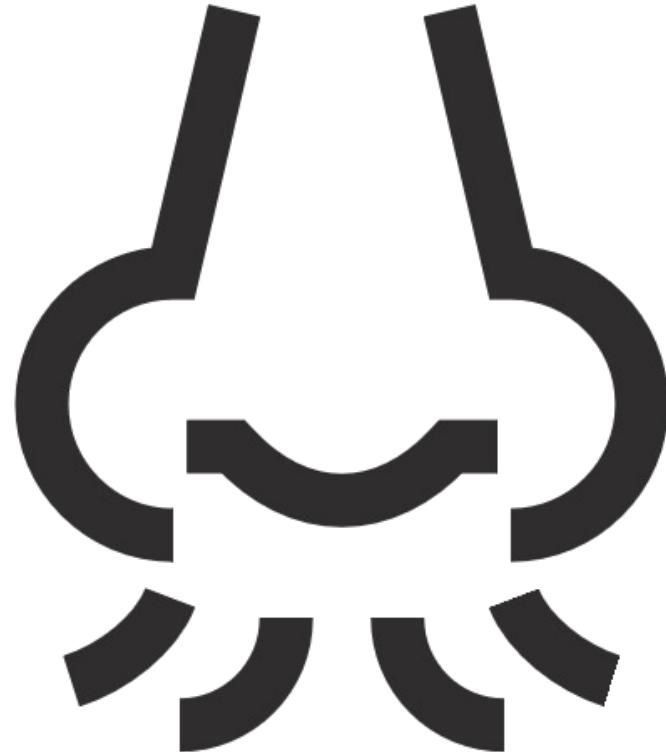
PAUSE !

Omnipresent discriminations



How to do good research ?

PAUSE !



Omnipresent discriminations



How to do good research ?

PAUSE !



It is only getting
worse from here :(

Omnipresent discriminations



Evidence 9: men are ACTIVELY gate keeping

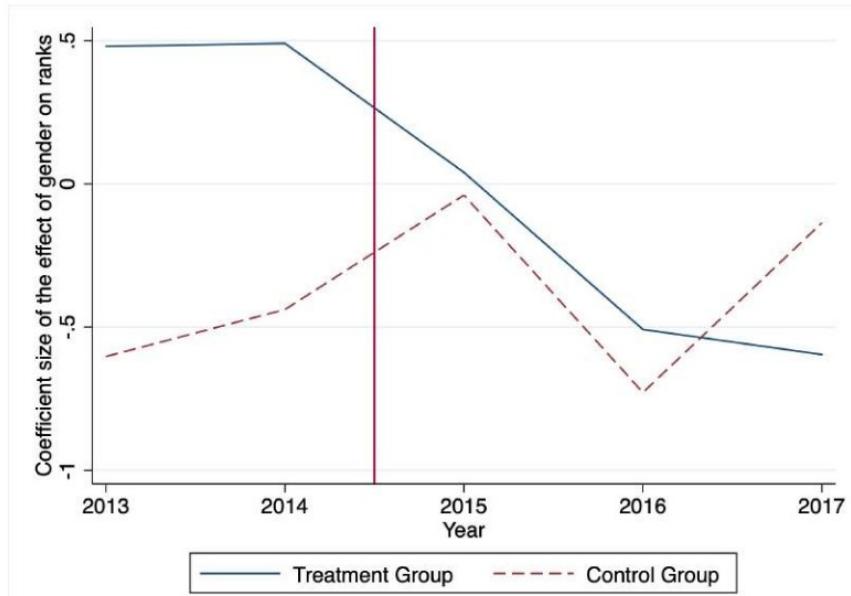
Consequences of the french 2015 reform « 40 % ratio » in committees on STEM fields



Evidence 9: men are ACTIVELY gate keeping

Consequences of the french 2015 reform « 40 % ratio » in committees on STEM fields

Figure 3: The effect of gender on ranks from a rank-ordered logit, controlling for publications

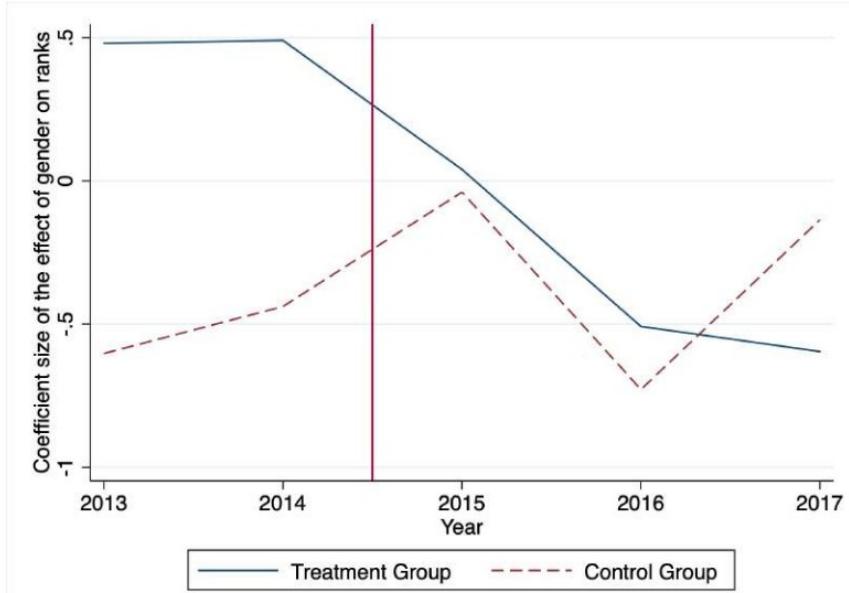




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« the negative effect of the reform is concentrated in committees headed by men, this result seems driven by the reaction of men to the reform »

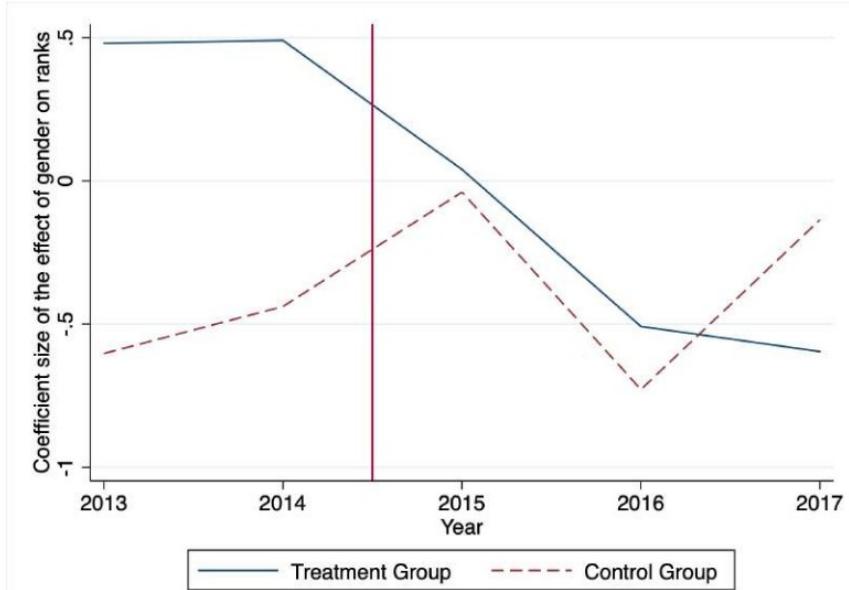
(Deschamps 2024)



Evidence 9: men are ACTIVELY gate keeping

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Figure 3: The effect of gender on ranks from a rank-ordered logit, controlling for publications



« the negative effect of the reform is concentrated in committees headed by men, this result seems driven by the reaction of men to the reform »

(Deschamps 2024)

« male evaluators become less favorable toward female candidates as soon as a female evaluator joins the committee »

(Bagues, Sylos-Labini, and Zinovyeva 2017)



Fun (?) Fact 1:

*you are more likely to disbelieve
the previous facts if you are a man!*

(Handley et al. 2015)



Fun (?) Fact 1:

*you are more likely to disbelieve
the previous facts if you are a man!*

(Handley et al. 2015)

In fact, it is often that our brains don't see some things (remember the previous illusion), and it can be very hard to finally see them. But, we need to see more things to unlock the final piece of the puzzle.



How to do good research ?

Investigation - part 4

The final piece of the puzzle



How to do good research?

The magical hiding glasses? (by Privileged Inc™)



The final piece of the puzzle



How to do good research ?



The magical hiding glasses ? (by Privileged Inc™)



The final piece of the puzzle



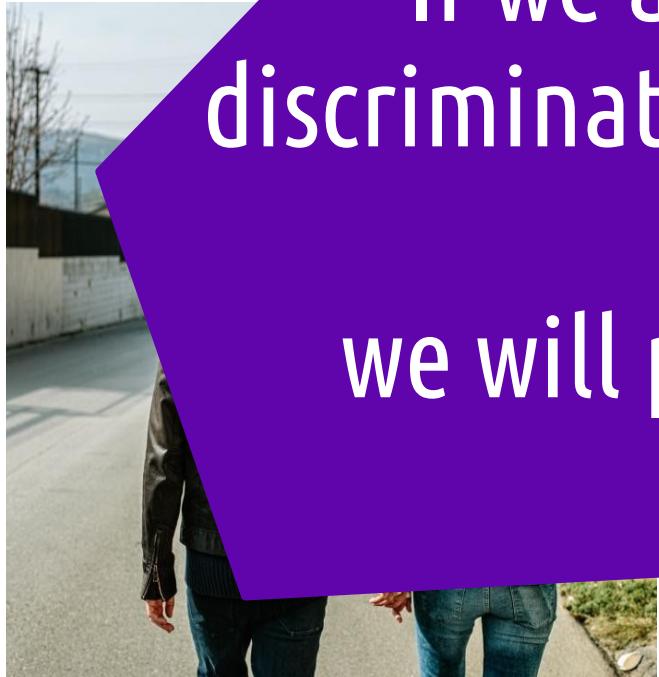
How to do good research ?



The magical hiding glasses ? (by Privileged Inc™)

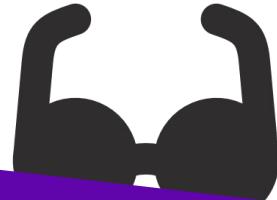


The final piece of the puzzle



The final piece of the puzzle

If we are not the target of a
discriminating or harassing behaviour
we will probably **not even see it**





Evidence 10: the omnipresent « invisible » phenomenon



Evidence 10: the omnipresent « invisible » phenomenon

49%
DES FEMMES SCIENTIFIQUES

déclarent avoir été personnellement confrontées à une situation de harcèlement sexuel sur leur lieu de travail, soit

1 femme scientifique sur 2

Pourtant,

seule la moitié des victimes de harcèlement sexuel en a parlé, dont seulement 1 sur 5 au sein de son institution

7 SCIENTIFIQUES sur 10

estiment qu'on ne parle pas assez des **violences sexistes et sexuelles** dans la recherche

pour 65%
D'ENTRE ELLES,

ce qu'elles ont vécu a eu un **IMPACT NÉGATIF** sur leur engagement dans la science et leur carrière.

1 victime sur 4 s'est sentie en danger sur son lieu de travail

2/3

DES PERSONNES INTERROGÉES regrettent

l'insuffisance ou l'inefficacité des actions

pour prévenir ou lutter contre le harcèlement sexuel au travail



Evidence 10: the omnipresent « invisible » phenomenon

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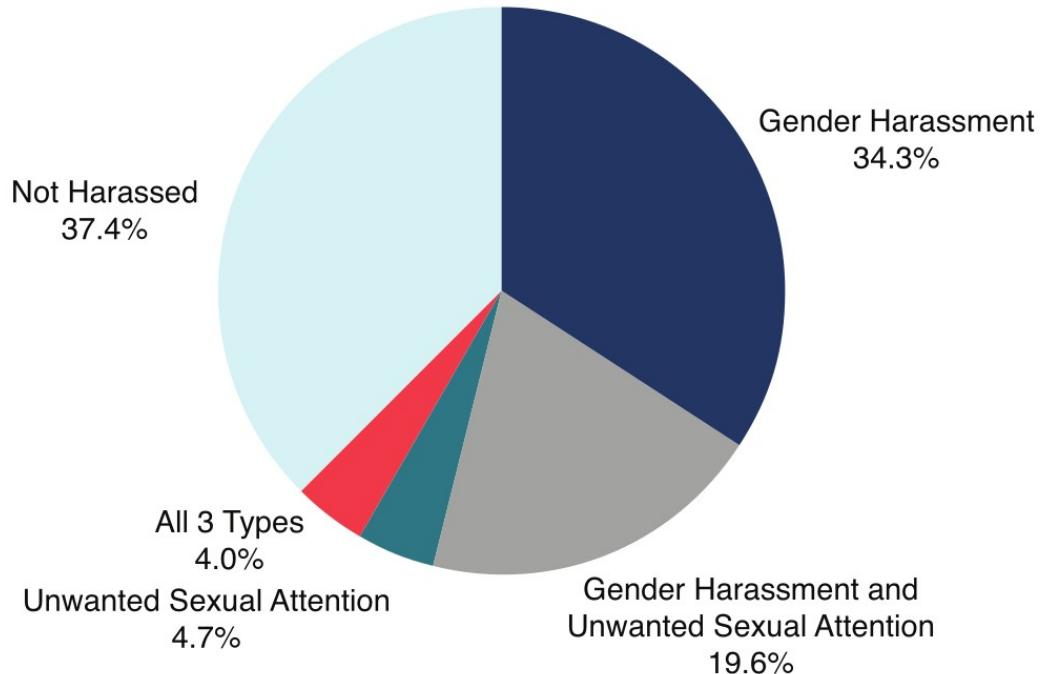
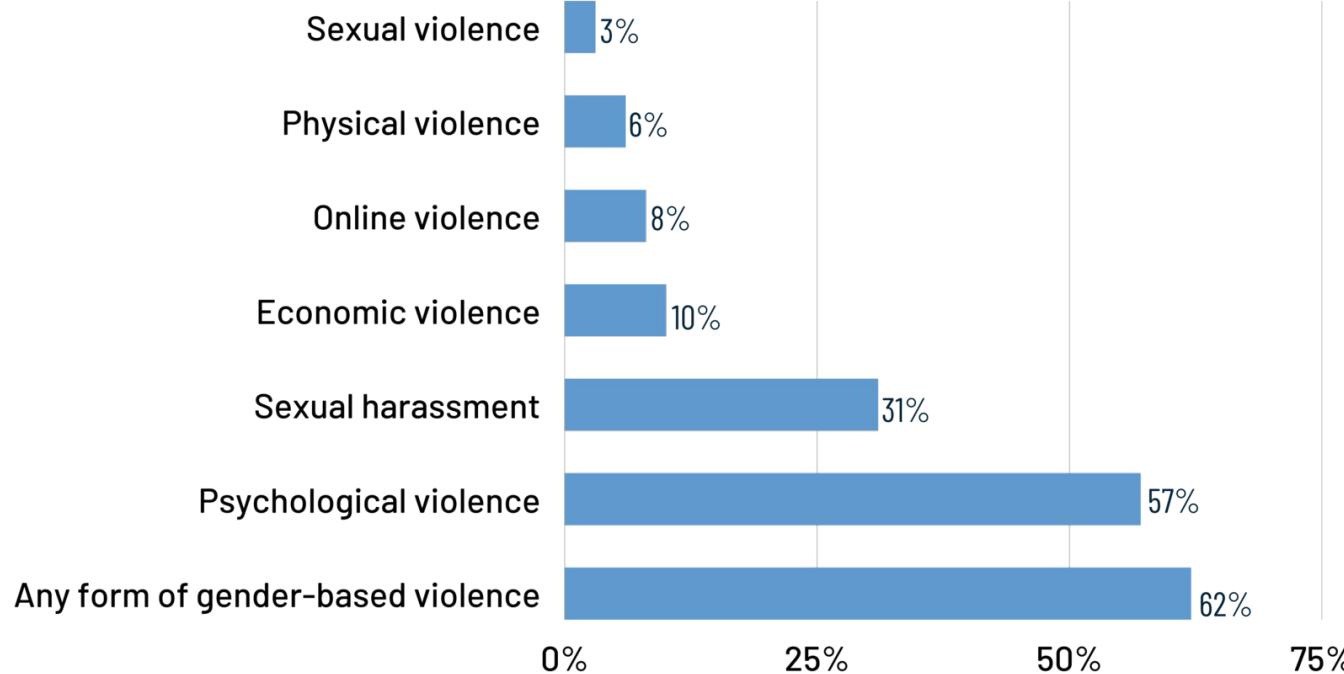


FIGURE 3-1 Percentage of types of sexual harassment experiences among female university employees.



Prevalence of any form of gender-based violence and by form of gender-based violence

Source of data: Lipinsky, Anke; Schredl, Claudia; Baumann, Horst; Humbert, Anne Laure; Tanwar, Jagriti; Bondestam, Fredrik; Freund, Frederike; Lomazzi, Vera (2022). UniSAFE Survey – Gender-based violence and institutional responses. GESIS - Leibniz Institut für Sozialwissenschaften. Data file Version 1.0.0, <https://doi.org/10.7802/2475>

Evidence 11: it targets many groups at all levels

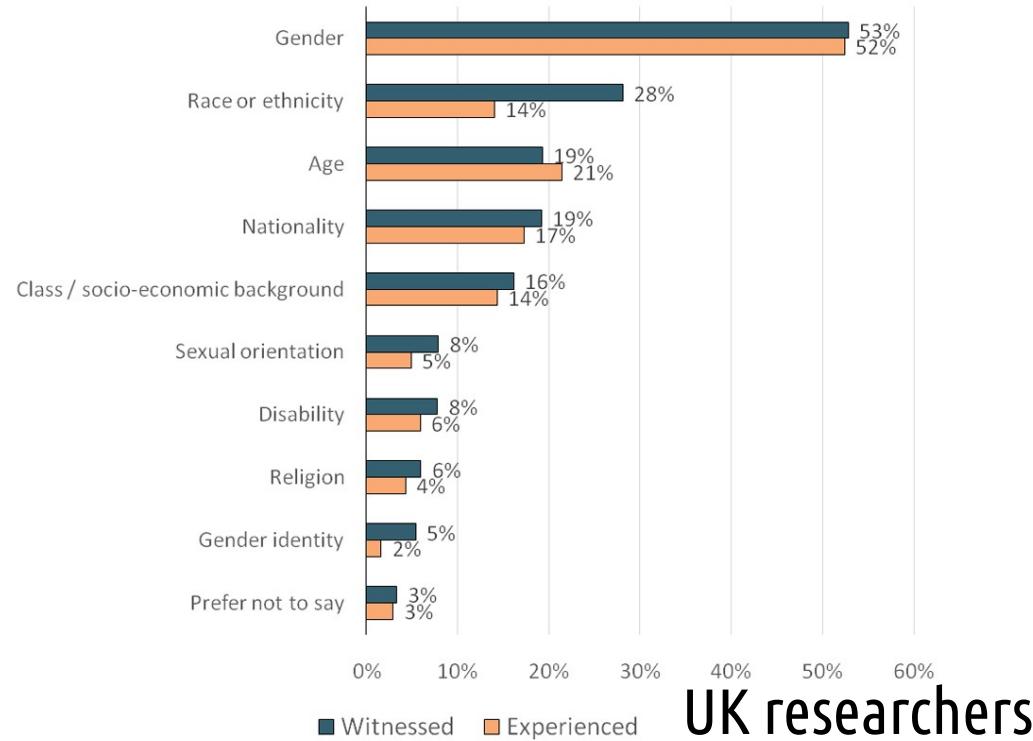


The final piece of the puzzle



Evidence 11: it targets many groups at all levels

Q: In cases where you have witnessed or experienced bullying and harassment or discrimination, was this behaviour related to...



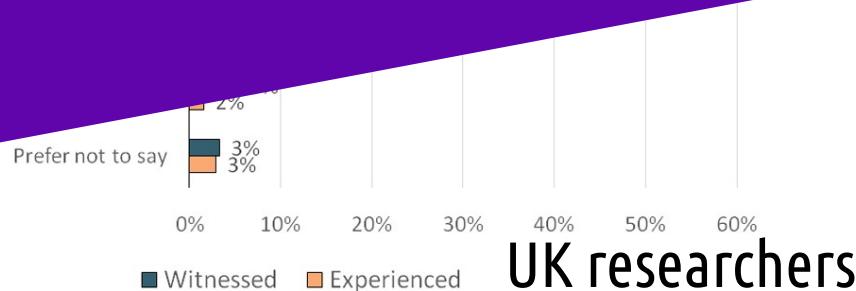


Evidence 11: it targets many groups at all levels

Q: In cases where you have witnessed or experienced bullying and harassment, in what proportion of cases was this behaviour related to...

Since their arrivals in french higher education, the share of students target of a sexual assault or rape, often reiterated, is :

- 24% of women
- 9% of men
- 33% of transgenders/non binaries/queers



The final piece of the puzzle

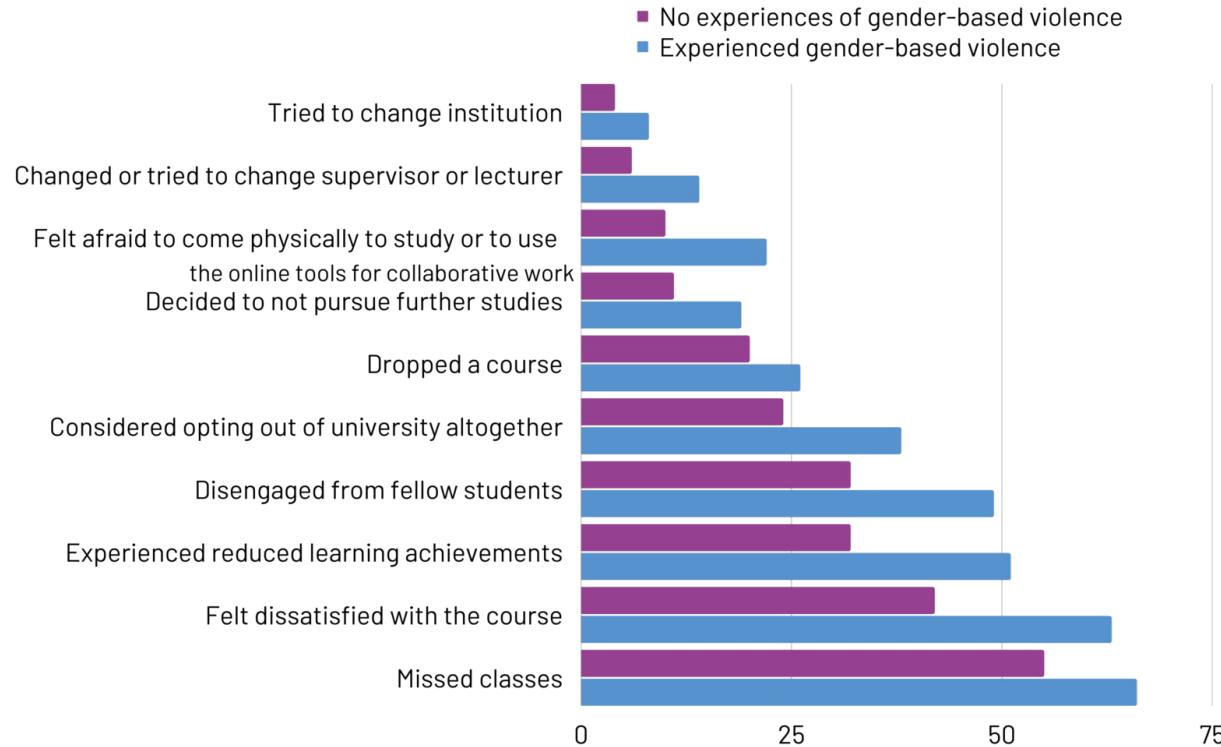
Evidence 12: it has consequences



The final piece of the puzzle



Evidence 12: it has consequences



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The missing link (part 2)

**Harassment and bullying is widespread
against women and URM**

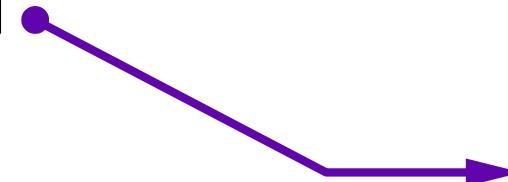
- It actively makes them run away
- It actively depresses them



The missing link (part 2)

**Harassment and bullying is widespread
against women and URM**

- It actively makes them run away
- It actively depresses them



Worse at the bottom
of the power ladder



The missing link

Power imbalances foster and sustain sexual-harassment (Benya, Widnall, and Johnson 2018) (Zara et al. 2024) (Bergeron et al. 2025), and in fact other form of harassments and discriminations (Dhume and Roberti-Lintermans 2024)

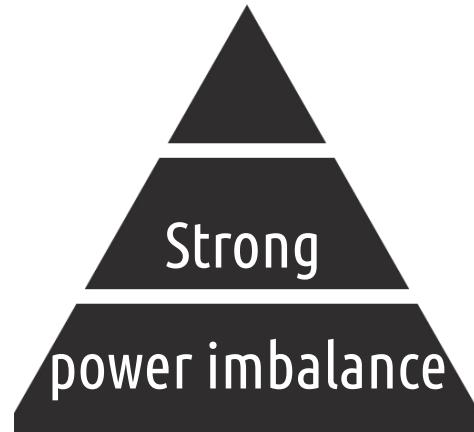


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« The academic workplace has the second highest rate of sexual harassment at 58 percent (the military has the high-est rate at 69 percent) when comparing it with military, private sector, and the government »(Benya, Widnall, and Johnson 2018)

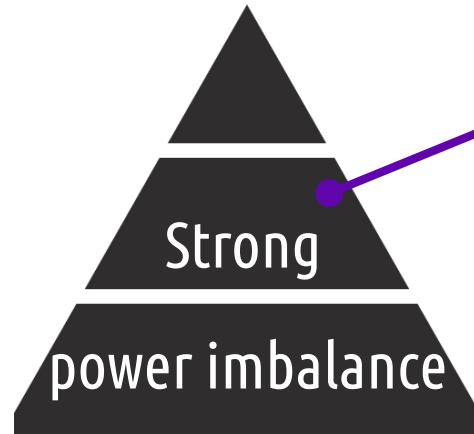
How to do good research ?



The final piece of the puzzle



How to do good research ?



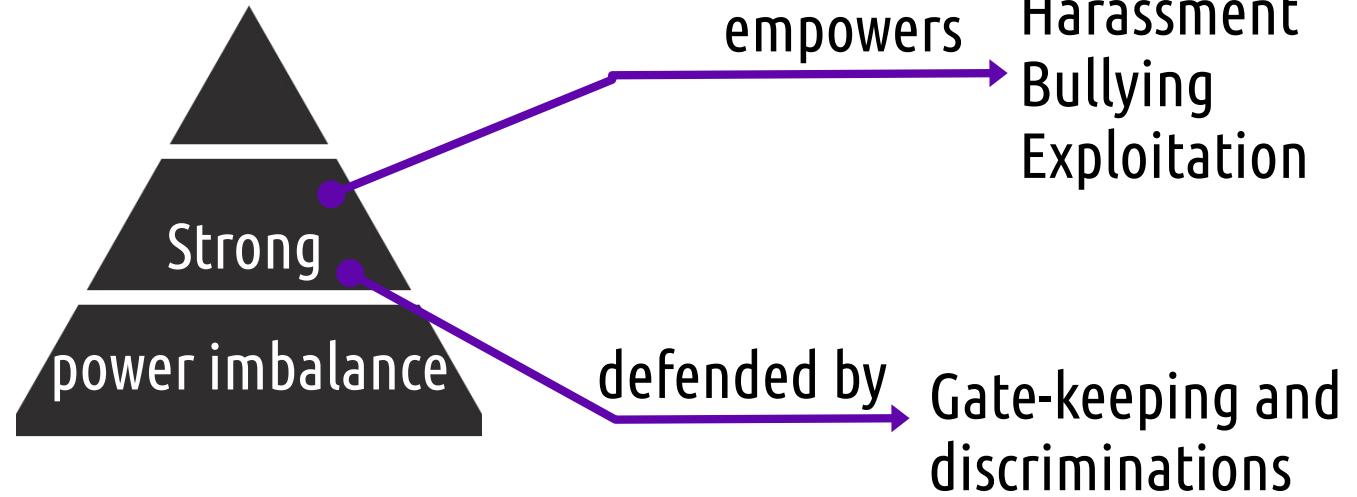
empowers →

Harassment
Bullying
Exploitation

The final piece of the puzzle

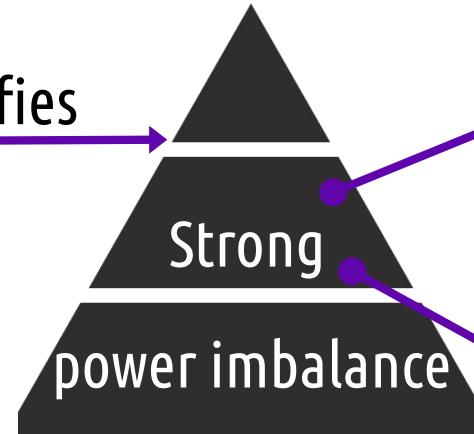


How to do good research ?



The final piece of the puzzle

How to do good research ?



justifies

empowers

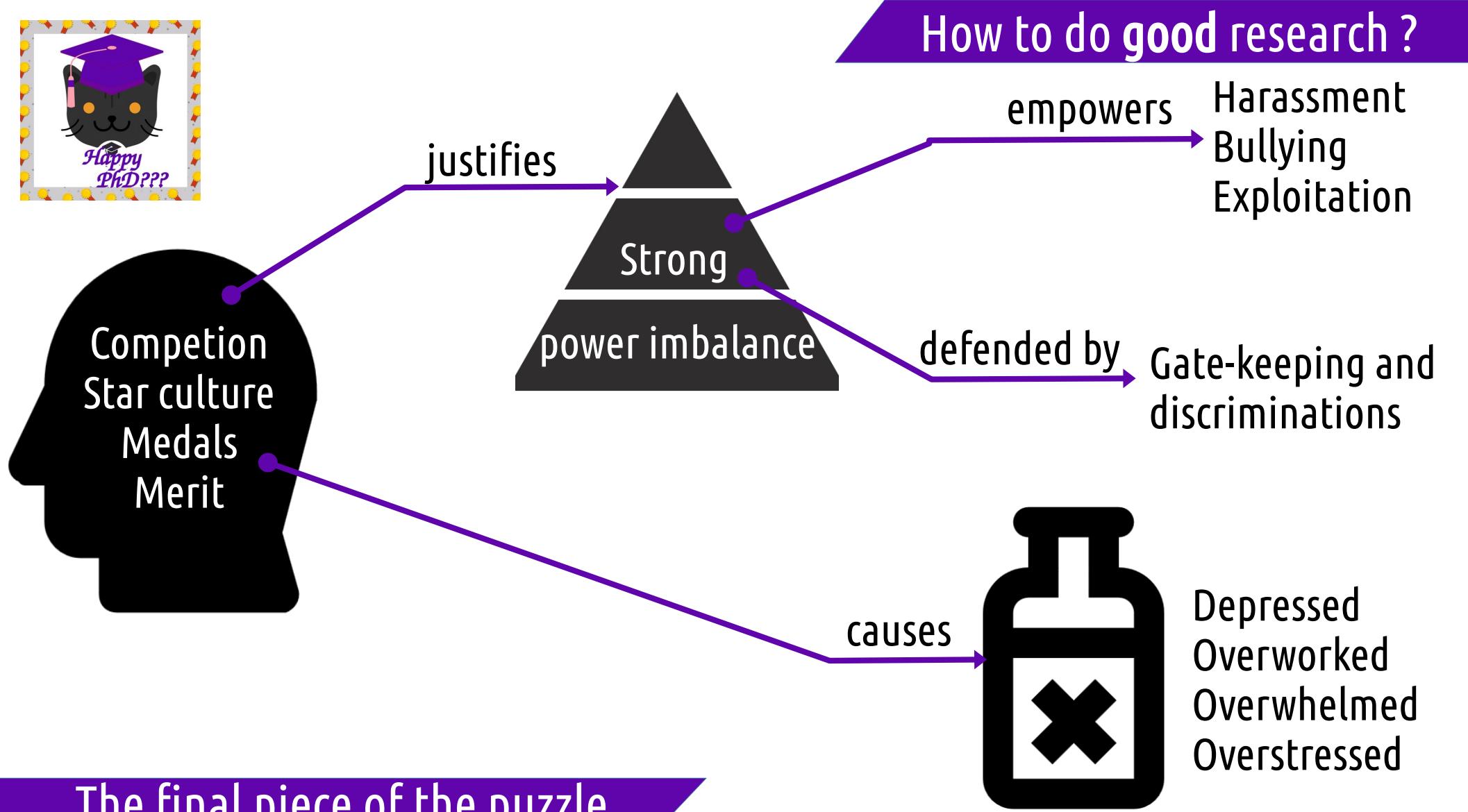
defended by

Harassment
Bullying
Exploitation

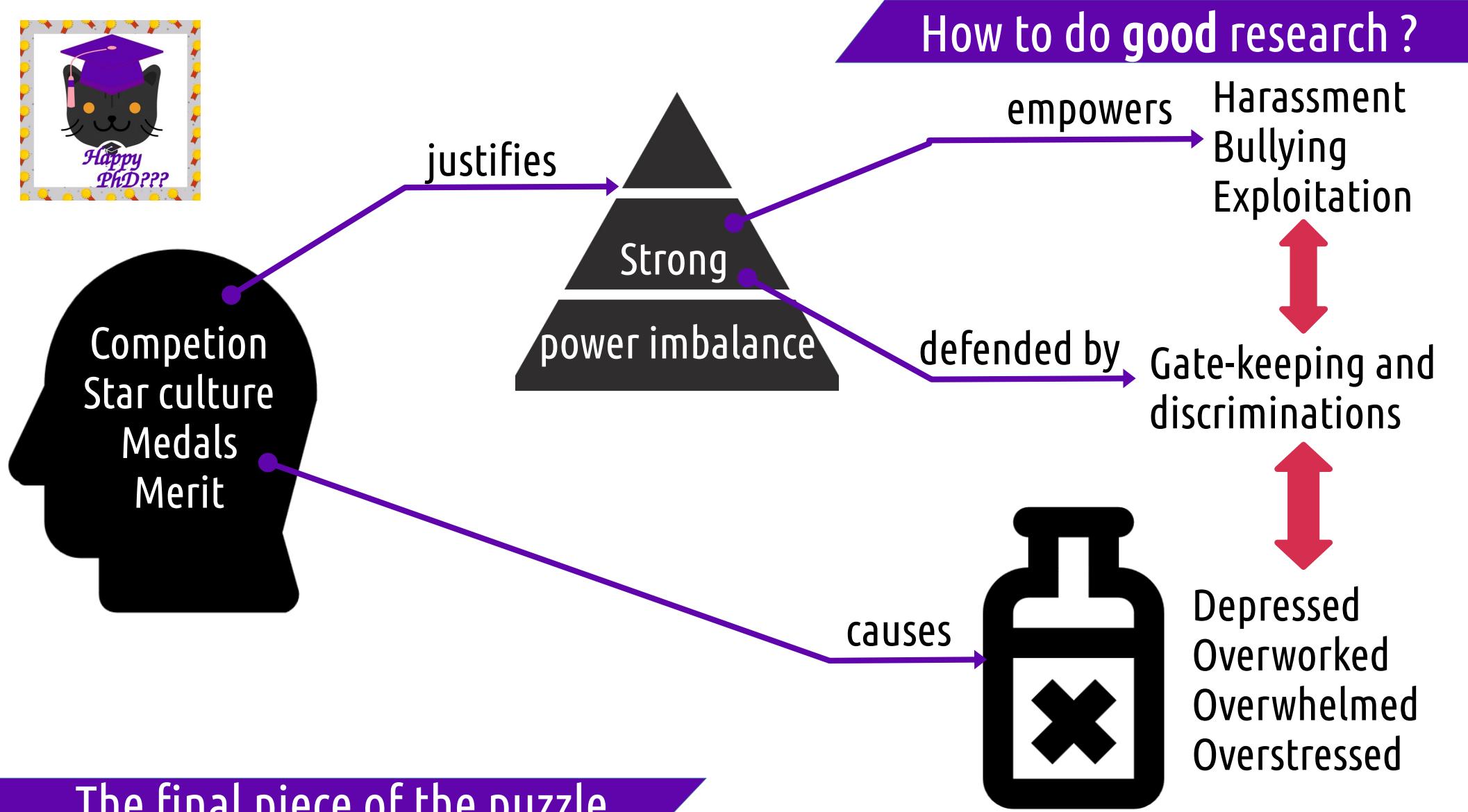
Gate-keeping and
discriminations

The final piece of the puzzle

How to do good research ?



How to do good research ?



How to do good research ?



Ok, all this sounds bad...

Is it an issue ?



Ok, all this sounds bad...
but it is only individual consequences,
and maybe « SCIENCE » and « PROGRESS » needs all this!



Ok, all this sounds bad...
but it is only individual consequences,
and maybe « SCIENCE » and « PROGRESS » needs all this!

First off, I find you morally dubious if you believe this, but ok, let's still be thorough.

Is it an issue ?



Moral answer:

It is widely accepted that science with experiments that involve **misstreating human beings** is **unethical** and should not be done.



Moral answer:

It is widely accepted that science ~~with experiments~~ that involve **misstreating human beings** is **unethical** and should not be done.



Practical answer:

A lack of diversity leads to biased and dangerous science :

- airbags systems have been designed historically for men body shapes, leading to **less chances for women to survive car crashes**
- **medicine is dosed for men**, with few women in cohorts (19% for antiviral, 38% for vaccines, 11% for aids)
- women have distinct symptoms sometimes – e.g. yentl syndrom for cardiovascular diseases, **women with such conditions have 10% more chances of dying** when arriving at the hospital.
- **LLM with racist or sexist bias**, now deployed in companies to filter CVs.



An answer accepting the bad « progress » premise:

Diversity breads inovation!

- publications by mixed-gender teams are more cited (Campbell et al. 2013)
- science by mixed-gender teams is significantly more novel and impactfull (Yang et al. 2022)
- diversity in inputs by author ethnicity, location, and references leads to greater contributions to science as measured by impact factors and citations. (Freeman and Huang 2015)
- piverse scholars are more innovative, but their work is taken up by others less than it should be (Hofstra et al. 2020)

How to do good research ?



We have many issues and we understand them and their roots.



We have many issues and we understand them and their roots.

TIME TO ACT

How to do good research ?

What exists and what beliefs are behind it



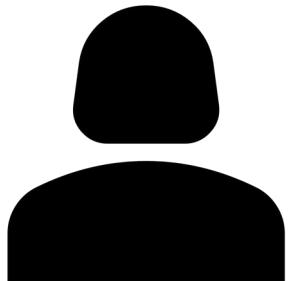
Act

How to do good research ?



What exists and what beliefs are behind it

Individual



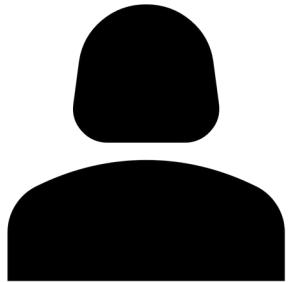
Mentoring
Networking

Act



What exists and what beliefs are behind it

Individual



Mentoring
Networking

Societal



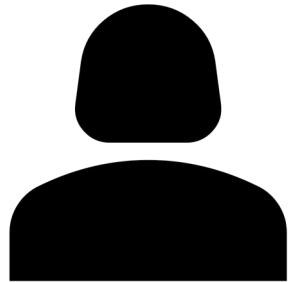
Child-care
Part-time
Bias training

How to do good research ?



What exists and what beliefs are behind it

Individual



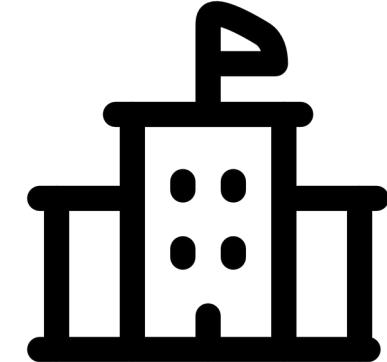
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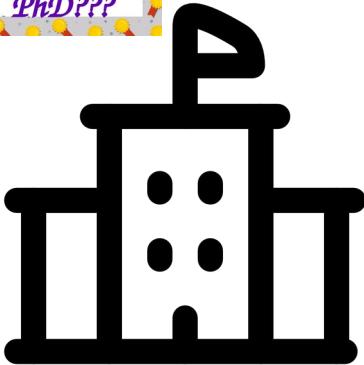
Institutional/Cultural



Fight harassment
Train employees
Improve the culture

Act

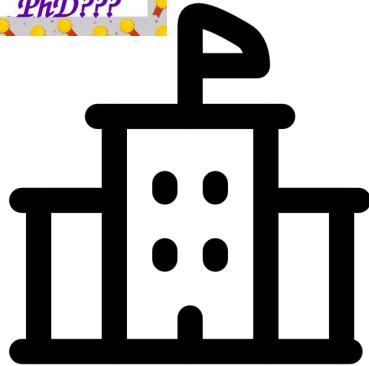
Are institutions doing enough ?



often focus on solutions from the individual or societal point of view, it is either women who are missing something or society to blame, but never our academic culture which is blamed.



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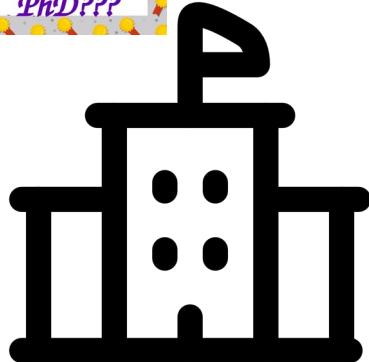


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They **do not address** the most common form of harassment (**gender-harassment**), provide **opaque and inefficient report procedures** (**He et al. 2024**) leading to a feeling of betrayal (**Bergeron et al. 2025**).



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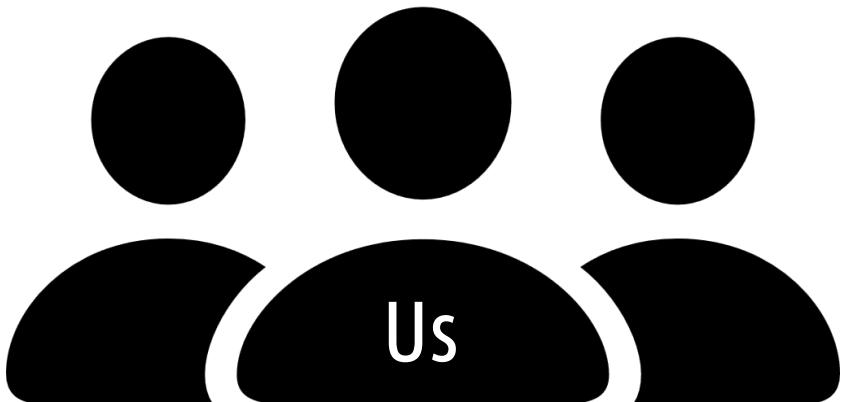
They **do not address** the most common form of harassment (**gender-harassment**), provide **opaque and inefficient report procedures** (He et al. 2024) leading to a feeling of betrayal (Bergeron et al. 2025).

They often focus on **protecting the image of the institution** (Faniko et al. 2021), and on just aiming for **legal compliance**, which had little impact on harassment, (Benya, Widnall, and Johnson 2018), notably as most targets of harassment don't report issues. (Lipinsky et al. 2022)

A fourth point of view ?

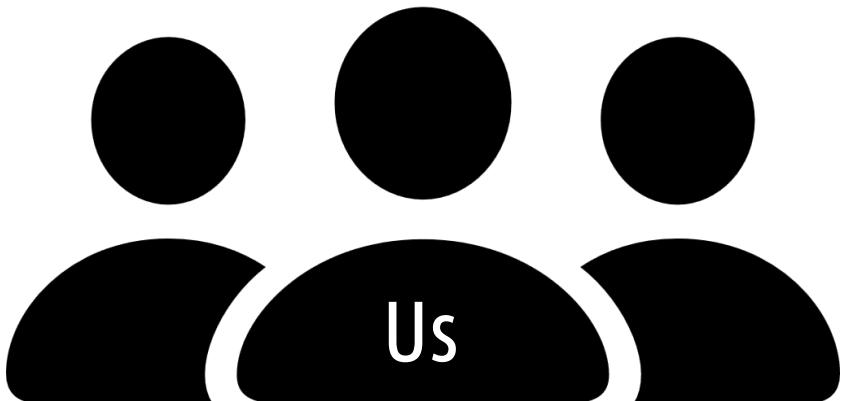


A fourth point of view ?





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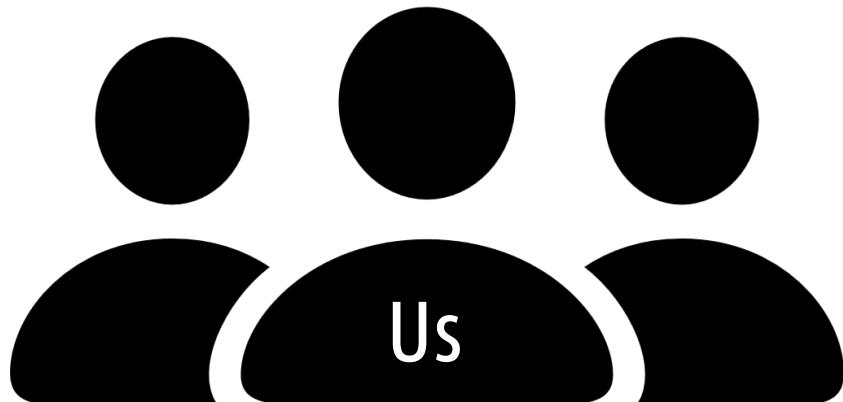


How to do good research ?

We do the research, we are part of this toxic culture, and we have power over it.



A fourth point of view ?



How to do good research ?

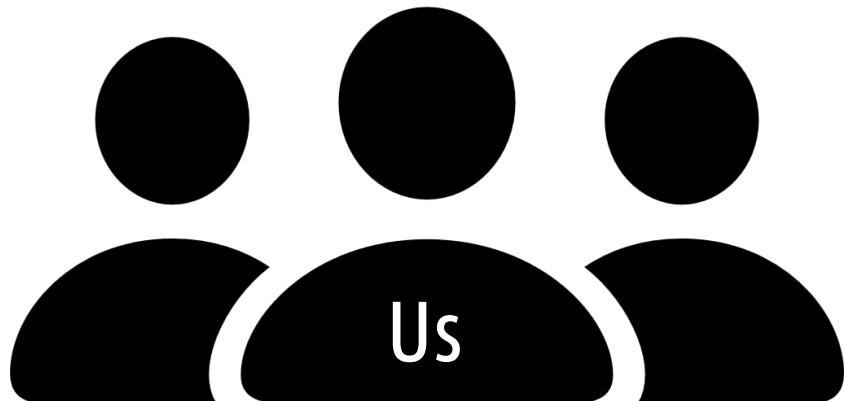
We do the research, we are part of this toxic culture, and we have power over it.

« A systemwide change to the culture and climate in higher education is required to prevent and effectively address all three forms of sexual harassment. » (Benya, Widnall, and Johnson 2018)



How to do good research ?

A fourth point of view ?



We do the research, we are part of this toxic culture, and we have power over it.

« A systemwide change to the culture and climate in higher education is required to prevent and effectively address all three forms of sexual harassment. » (Benya, Widnall, and Johnson 2018)

« We need to focus on broad cultural change » (Johnson and Hoover 2015)



Step 1: be the bare minimal of reasonable human beings

The basics:

- As a general rule, don't touch or be very close to people at the workplace
- Don't comment on the physical appearance of people
- Avoid one on one meetings with subordinates outside of the workplace
- Don't try to date your students
- Don't ever say somebody does not belong here because of X or Y
- Don't make general comments about some group X having some supposed characteristics
- ...

How to do good research ?

Step 2: question the toxic culture, spread a better mentality



42% of PhD students think it's normal to suffer mentally.

50% don't feel they can talk about not pursuing academia



Step 2: question the toxic culture, spread a better mentality

Relieve the pressure :

- It's normal to not work outside of the office.
- It's normal if research is not my whole life.
- It's ok if I don't publish one more paper this year.
- It's ok if I go on long vacations.
- It's ok if I don't want to pursue research after my PhD.
- It's ok if I am not doing a permanent crunch.
- It's especially important not to be « brilliant »

42% of PhD students think it's normal to suffer mentally.

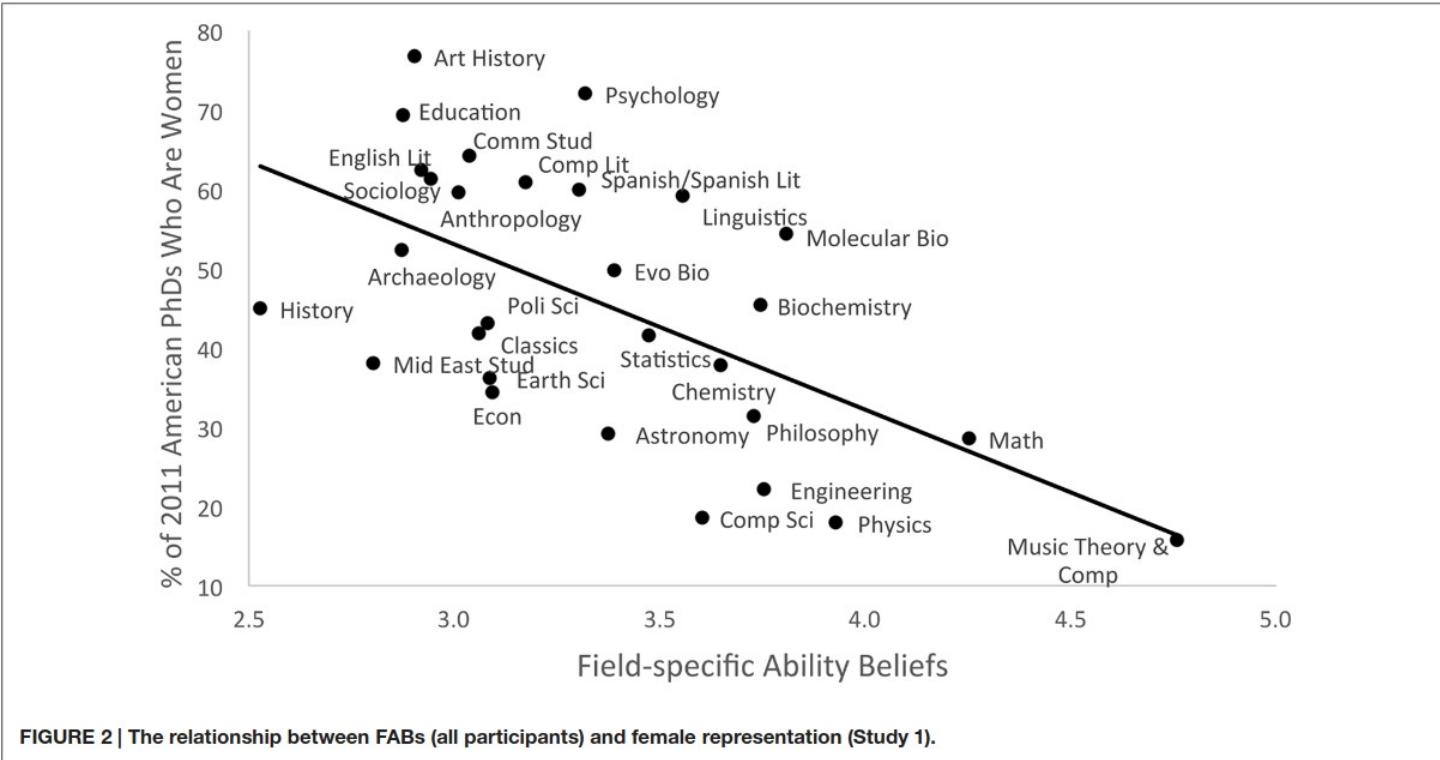
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Step 2: question the toxic culture, spread a better mentality

Believe the following statements are true:

- It's normal for women to be less interested in science
- It's normal for women to be less interested in math
- It's ok if women are less interested in science
- It's ok if women are less interested in math
- It's ok if women are less interested in engineering
- It's ok if women are less interested in physics
- It's especially ok if women are less interested in computer science



think it's
ally.

They can talk
cademia

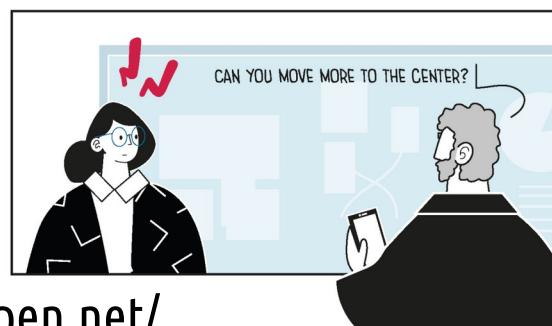
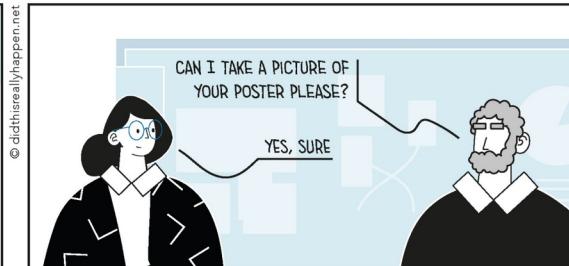


Step 3: face the facts, see what's happening

“The interview responses demonstrate that the **behavior of male colleagues**, whom higher-ranking faculty or administrators perceived as “superstars” in their particular substantive area, **was often minimized or ignored.**” (Benya, Widnall, and Johnson 2018)



Step 4: recognize what is not acceptable



<https://didthisreallyhappen.net/>



Step 4: recognize what



<https://didthisreallyhappen.net/>

Act

FIGHT AGAINST GENDER VIOLENCE IN ACADEMIA

The violence meter



IT'S NOT NORMAL, TALK ABOUT IT

PROTECT YOURSELF, ASK FOR HELP



TO KNOW MORE



Step 5: don't be a passive bystander



Step 5: don't be a

FIVE WAYS TO BE AN

2 DISTRACT



Interrupt by asking a question or starting a conversation. Try asking for directions or the time.

Best used when: You're unsure what the reaction might be to intervening directly.

4 DELAY



Check they're okay or if they need any help afterwards.

Best used when: You feel uncomfortable intervening at the time.



Only intervene if it's safe.

ACTIVE BYSTANDER

1 DIRECT



Call the person out for their behaviour and let them know it's not okay.

Best used when: Among friends or people you know.

3 DELEGATE



Ask someone else to help. This could be someone with authority or someone nearby.

Best used when: You need extra support.

5 DISAPPROVE



Send a clear signal you don't like what they're saying or doing. Try shaking your head or walking away.

Best used when: Among friends or people you know.

5Ds taken from Brook's Active Bystander Course for universities.
Find out more at brook.org.uk/bystander-training/

Act

brook

STAND
& STEP IN

to good research?

Step 7: break the myths





Step 7: break the myths

« There is risk of false accusations »

2 to 10 % at the most most

vs

60 % of gender-harassment?



Step 7: break the myths

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« We are discriminating white men »

No, we are making things fair!
(did the french revolution
« discriminate » noblemen?)



Step 7: break the myths

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It is the converse.
Most of « we » were never
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and can finally speak.



How to do good research ?

Step 7: break the myths

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It is the converse.
Most of « we » were never
able to say anything,
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« Quotas are unfair and break merit based hiring »

There is not merit currently...
(yeah, I won a race against people
carrying a 50kg backpack...)

Step 7: break the myths



« It is just a joke »



Step 7: break the myths





Step 7: break the myths

It is NEVER just a joke :

« sexual coercion never took place without unwanted sexual attention and gender harassment. »

(Benya, Widnall, and Johnson 2018)

Act





Step 7: break the myths

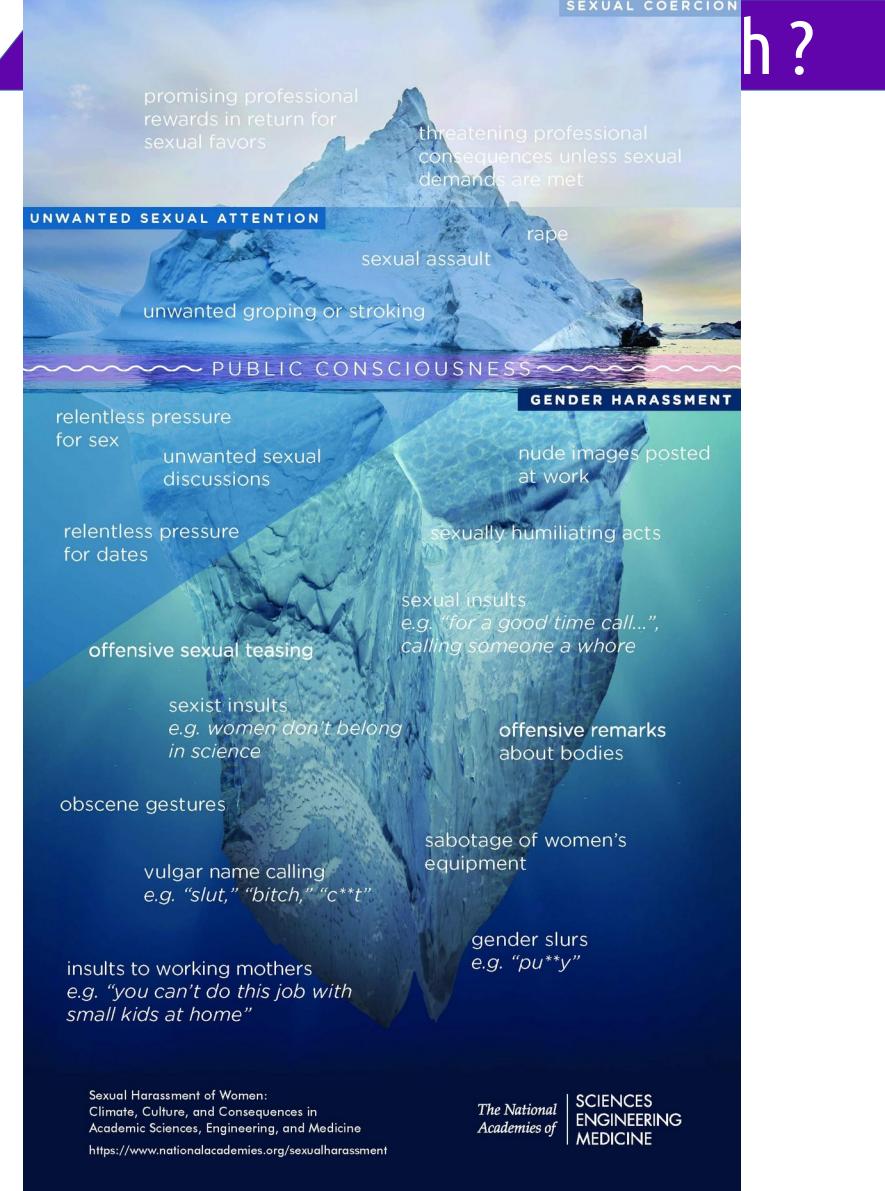
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(Benya, Widnall, and Johnson 2018)

Each layer enables the people doing worse at the next level.

Act





Step 7: break the myths

It is NEVER just a joke :

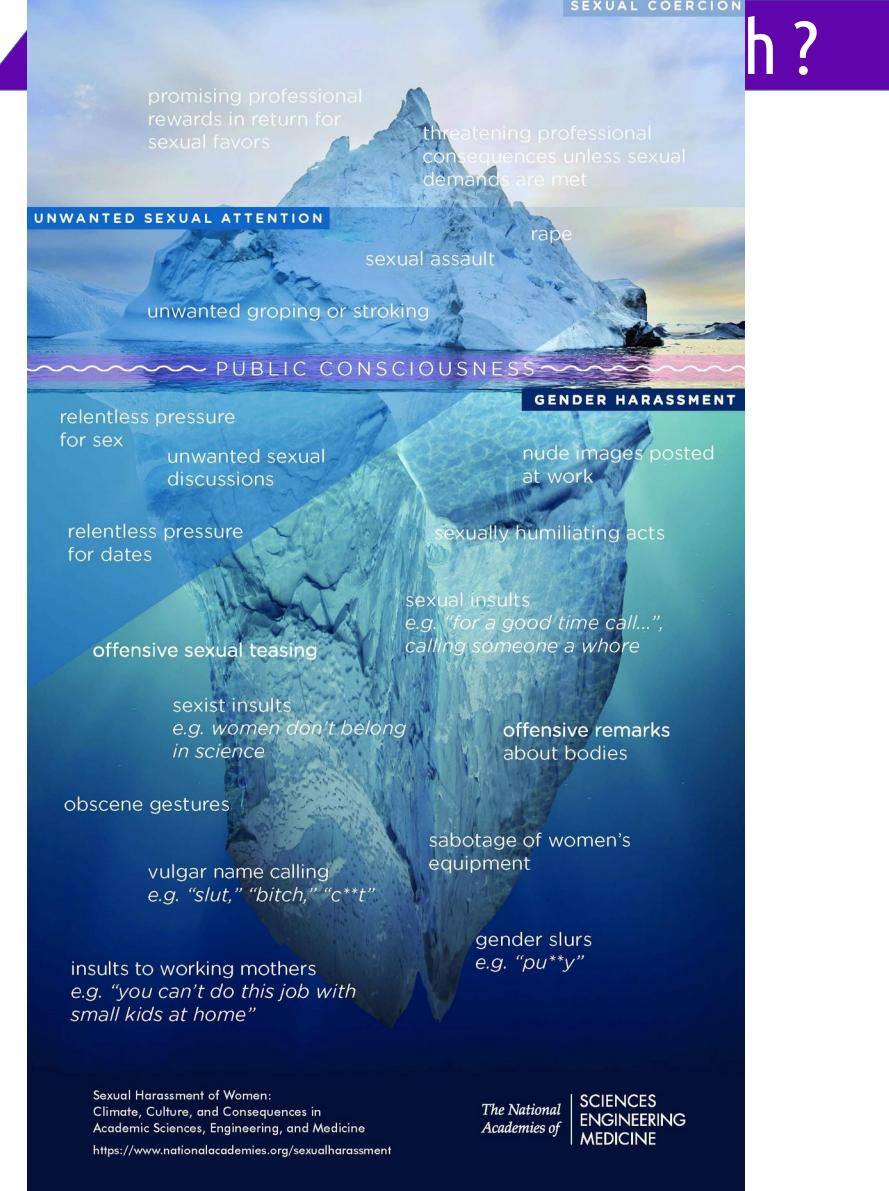
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(Benya, Widnall, and Johnson 2018)

Each layer enables the people doing worse at the next level.

Who are you laughing with???

Act





How to do good research ?

Going further
at all levels, we can act, question, investigate, and do better

Move things forward



When advising

- Follow **mentoring trainings**, that do take into account power imbalance.
- Favor **co-supervision** rather than one-to-one.
- **Give ressources** to your students, on possible careers, local listeners.
- Be early on feedback and **don't impose any crunch**.
- **Feel responsible** (wich you legally are) for the wellbeing of your students.
- **Emancipate students, don't exploit them**.
- **Never forget the factual and huge power imbalance**

→ read the booklet from <https://not-in-our-labs.github.io/>

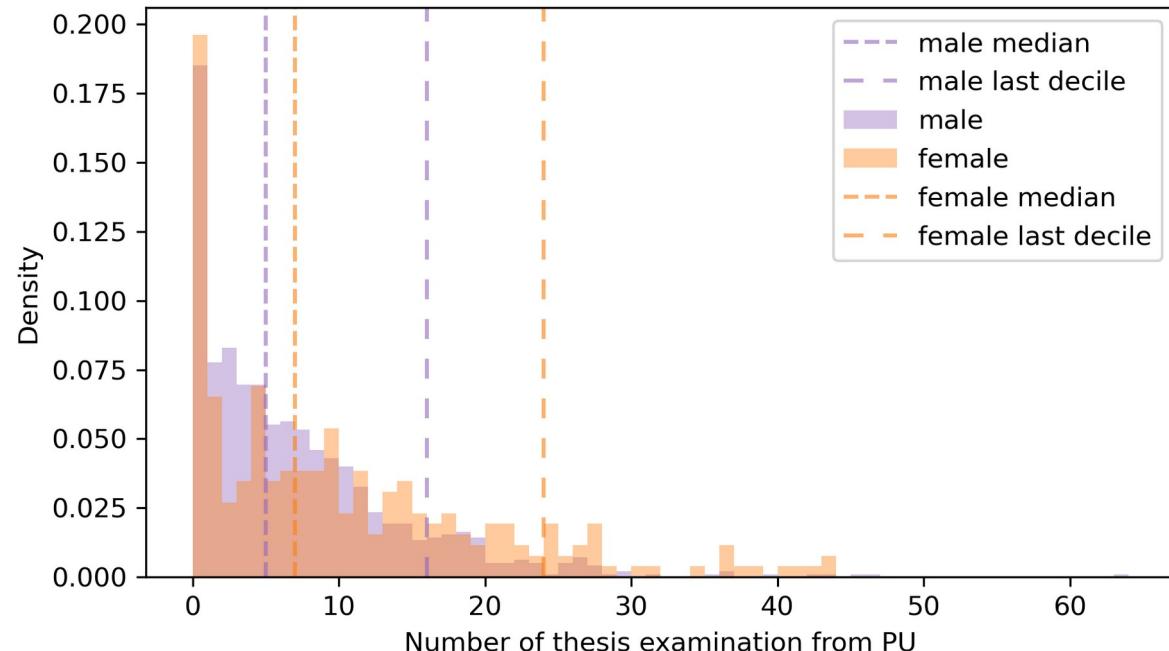


How to do good research ?

When advising

Density function for number of thesis examination from PU per person
Section cnu (27)

Dataset of 977 male vs 260 female (21% females), France, 2015 to 2025
Total of 6569 male thesis examination from PU vs 2577 female (28% females)
Anderson-Darling test with pvalue 0.00100
Female average 9.91, male average 6.72, f-h normalized difference : 43.1%



**When it is time to make a
PhD thesis committee**

Move things forward



How to do good research ?

When advising

Don't pressure women, see mails to avoid:

<https://egalite-fh.irisa.fr/presentation-recommandations/comites-de-selection-combien-dinvitations-accepter/>

**When it is time to make a
PhD thesis committee**

Move things forward



How to do good research ?

When advising

**When it is time to make a
PhD thesis committee**

Don't pressure women, see mails to avoid:

<https://egalite-fh.irisa.fr/presentation-recommandations/comites-de-selection-combien-dinvitations-accepter/>

Idea? - always include in your invitation mails for women : « If you have more than 2 or 3 thesis committees already planned this year, please decline this invitation. »



When having responsibilities - department/lab heads

- Frequent **climate surveys** update
- Include **within** the usual scientific seminar talks on this
(if in need of inspiration
<https://egalite-fh.irisa.fr/animation/seminaire-fifty-fifty/>)
- Impose mentoring training, diversity workshop, bystander training
- Reduce hierarchical structures, **diffuse power**
- Encourage **dedicated discussion groups** (women-only, LGBT groups,...)



When hiring

Basic bias training with
implicit-association training
impact is not enough!

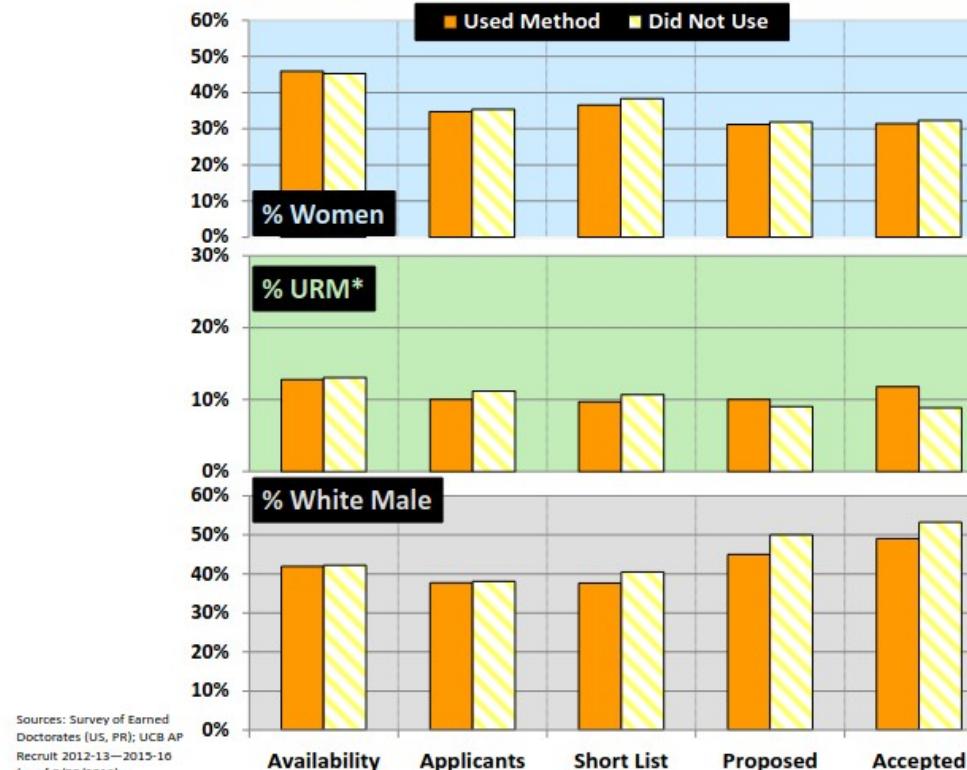


How to do good research?

When hiring

Basic bias training with implicit-association training impact is not enough!

Figure 20a: Supported faculty peer presentations...and discussions with hiring committees regarding faculty diversity and mitigating implicit associations.



Sources: Survey of Earned Doctorates (US, PR); UCB AP Recruit 2012-13—2015-16 (as of 9/28/2016).

of job searches: used meth., N=70; partial use, N=20; Did not use, N=130.

Move things forward



How to do good research ?

When hiring



2017 → 2022
38% → 50%

Move things forward



When hiring

Recruitment measures:

- clear goals in terms of diversity
- diversification of team leaders
- 2 day training on diversity for everybody, every year.
- minimal quota of 50% of women in postdoc hiring committees
- minimal quota of 50% of women on final postdoc listings



2017 → 2022
38% → 50%

How to do good research?



W

Recru

-
-
- m
lis



2

0%

Move things forward

How to do good research?



A cascading effect:

more leader women → more postdoc women → more PhD women

Recruit

- more women in leadership roles
- more women in postdoc positions



22
0%

Move things forward



A cascading effect:

more leader women → more postdoc women → more PhD women

Recruit

It is important to recruit AND keep people, and women stay more in women lead teams.

-
- no
- no

Toxic culture vs inclusive culture

2
0%



When hiring – so many things to try and explore !

- have a women for president, but a men for the administrative part (to fight against Deschamps 2024)
- have clear goals and general agreement on diversity and discriminations. (Goulden et al. 2019)
- when possible, shape the job description to target diversity (Goulden et al. 2019)
- ask for CVs without dates, only experience lengths (Kristal et al. 2023) (Behavioural Insights Team 2021)
- agree before hands on criterion and use rubrics (but be careful, a rubric can in itself discriminate, if based on something unequally easy to do) (Culpepper et al. 2023) (Behavioural Insights Team 2021)
- have a jury member be responsible for highlightings whenever a new criterion appears or disappear.
- evaluate speech time repartition in jurys? (<http://arementalkingtoomuch.com/>) It is an objective feedback that everybody can take home and reflect on, but also a lacking data point.
- for people who will be teaching, include a question on what they would do in front of a discrimination: 'A bachelor male student does not want to do a group project with a female, stating that women are bad at computer science, how do you answer them?' (aiming for skill-based evaluation and awareness of those issue (Behavioural Insights Team 2021))

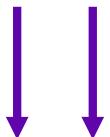


How to do good research ?

Time to conclude

Terrible things are here, all around us.

Competition, Star Culture, Power imbalance
Masculinist culture



Harassment, Unwell-being, Discriminations

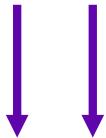
Move things forward



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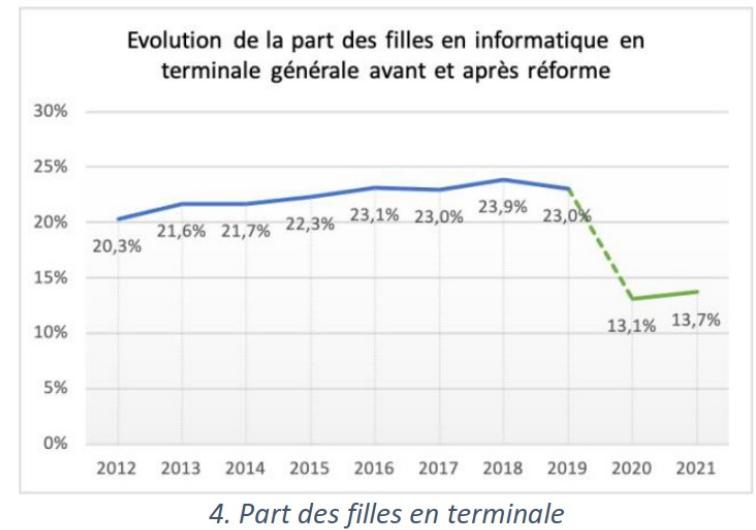


Harassment, Unwell-being, Discriminations

Move things forward

How to do good research ?

It will probably worsen if we don't act

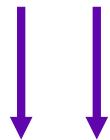




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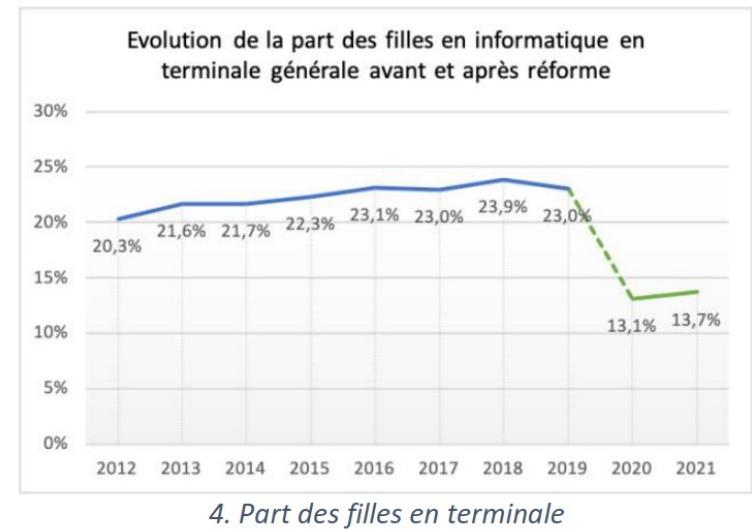
Competition, Star Culture, Power imbalance
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Harassment, Unwell-being, Discriminations

How to do good research ?

It will probably worsen if we don't act



But, we are researchers. So, let's be researchers. Let's solve this problem!

Move things forward