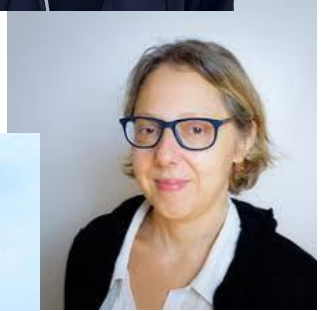
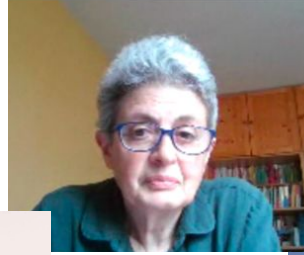




*Journée du département
7 juillet 2023*

DIVERSITÉ & ÉGALITÉ

The 2022-2023 D&E Group



DECEMBER 2022 SURVEY

- Survey prepared with *Framaforms* by **the D&E working group**
→ monitor the situation within our walls following the first survey carried out in 2021.
- Sent to all@geosciences **on December 1st 2022 by L.Bopp**
- Opened for ~2 months
→ Reminder sent early January 2023

Framaforms

Créez rapidement et simplement des formulaires en ligne

Equality and Diversity 2022 Questionnaire of the Geosciences Department of the ENS

Welcome to the 2022 Geosciences Department Equality and Diversity questionnaire,

The questionnaire you are about to fill is dedicated to identifying situations of discrimination, harassment or violence at work that you may have experienced.

DECEMBER 2022 SURVEY - RESULTS

- **Nb responses = 48:** 43 (fr) + 5 (eng)
 - On ~160 people = 30% (vs. 50% in 2020)
 - LMD questionnaire: *"I did not understand it was another"*
- 46% women, 44% men (10% NA)

→ gendered under-representation by sub-group:

- Students: 3 men / 15 rep.
- Permanents/CDI: 2 women / 14 rep.
- CDD: 5 men + 10 women

→ under-representation of the permanents:

- 30% students (n=15)
- 35% CDD (PhD & ITA incl.)
- 15% Permanents/CDI

DECEMBER 2022 SURVEY - RESULTS

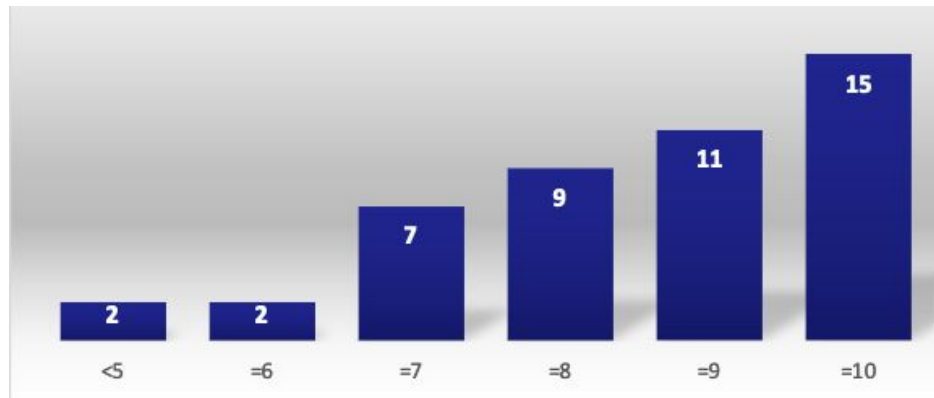
Do you think you belong to a minority?

- “yes”: n = 5
- “no”: 73 % (n = 35)
- Question forgotten in English... (n=5)
- Minorities exist at the department, they may be visible (e.g. visible disability, surname, skin colour...) or invisible (e.g. diabetes, neurodivergence...) minorities

DECEMBER 2022 SURVEY - RESULTS

**On a scale of 1 (very bad) to 10 (very good),
how do you feel about the dept?**

- Generally good scores, skewed toward 10
- Median score = 9
(50% gave a score of at least 9)
- Two scores below 5 (scores of 3)

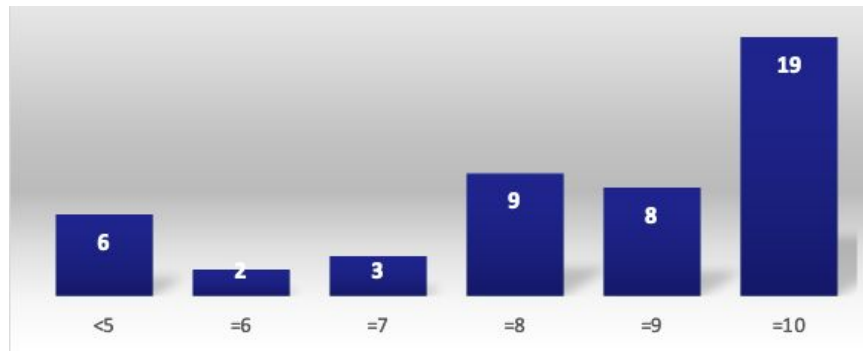


DECEMBER 2022 SURVEY - RESULTS

**On a scale of 1 to 10,
do you feel you can be yourself within the dpt?**



- Scores shift for this question, with more “perfect” or “low” scores
- 39.5% give a perfect 10
- Six scores (12.5%) are equal or below 5

Some people feel that they cannot be themselves at work/in their studies. Why?



DECEMBER 2022 SURVEY - RESULTS

Are you aware of any mechanisms for reporting discrimination, harassment, sexual, gender-based or moral violence at the ENS?

- 3 out of 4 responses are positive  
- In 2020, only 30% of the responses to this question were positive (10% for students, 60% for permanent staff)
- Only 27/37 “yes” respondents gave at least one example

DECEMBER 2022 SURVEY - RESULTS

During your career, have you experienced discrimination, harassment, physical or moral violence for reasons other than sex/gender identity?

N = 5 victims, N = 5 witnesses, N = 2 “have been aware of such events”

(2 people still mentioned VSS here)

DECEMBER 2022 SURVEY - RESULTS

In the past year, have you experienced discrimination, harassment, sexual, gender-based or moral violence?

N = 5 victims, N = 5 witnesses, N = 7 “aware of such events”

DECEMBER 2022 SURVEY - RESULTS

In the past year, have you experienced discrimination, harassment, sexual, gender-based or moral violence?

100% of witnesses and victims in the past year (n=10) talk about events **in the geosciences dpt or at the ENS** outside the geosciences

4/5 victims said they intervened

only 2 said they reported the incident to their manager

6 / 7 of those who were aware of such events talk about events **at the ENS or in the geosciences dept**
(+1 person: research internship, thesis in another lab)

DECEMBER 2022 SURVEY - RESULTS

• In the past year:

- 4 reports of racism/discrimination based on language or origin in the **department**
- 2 reports of sexist “jokes” in the **department**
(+1 which does not understand/minimises the fight against sexist discriminations)
- 2 reports of sexual harassment at the ENS (outside and **inside Geosciences**)
- 4 from VSS- sexual or sexist violence (outside Geosciences but at ENS)
- 5 reports of harassment at work in **Geosciences** (+1 outside ENS)

DECEMBER 2022 SURVEY - RESULTS

In the past year -

*4 reports of racism/discrimination based on language or origin
in the department*

→ Integration of non-French-speaking students

DECEMBER 2022 SURVEY - RESULTS

In the past year -

2 reports of sexual harassment at the ENS

→ *(1 outside and 1 "in" Geosciences - unclear settings)*

4 from VSS (outside Geosciences but at ENS),

→ *most have been reported and all are testimonies or knowledge of these facts
(no victim).*

DECEMBER 2022 SURVEY - RESULTS

In the past year

5 report of harassment at work in geosciences

(+1 outside ENS) + victims in previous years

*Organisational problems leading to work overload and
a feeling of being unwell at work*

Hierarchical relationship problems

Other useful comments about feelings regarding the Department:

*Some respondents feel they have to erase who they are to be accepted
(minority groups, e.g., trans people)*

DECEMBER 2022 SURVEY - RESULTS

- **Other useful comments** about feelings in the Department:

Some occasional sexist remarks, or denial that sexism exists

Make sanitary protections available for field trips

Some positive comments about the general friendliness of the department

→ Given the high scores for the question “how do you feel about the dpt”,
positive comments are most likely underrepresented
(people only commented to express "negative" things)

Scripps Institution of Oceanography study

SCIENCEINSIDER | SCIENTIFIC COMMUNITY

Women scientists at famed oceanography institute have half the lab space of men

The gap can't be "explained away" by funding or seniority, says Scripps Institution of Oceanography report

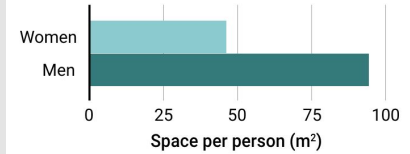
23 JAN 2023 · 5:10 PM · BY [MEREDITH WADMAN](#)

<https://www.science.org/content/article/women-scientists-famed-oceanography-institute-have-half-lab-space-men>

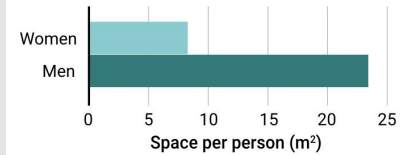
Women constitute 26% of the scientists at the prestigious Scripps Institution of Oceanography (SIO) at the University of California, San Diego (UCSD), but only hold 17% of the space, according to an unprecedented report released last week.

<https://diversity.ucsd.edu/accountability/2023-01-18-SIO-space-allocation-report-edits.pdf>

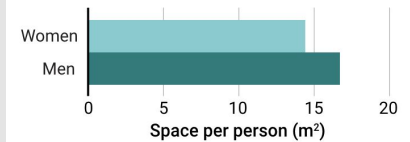
Research space



Research storage space

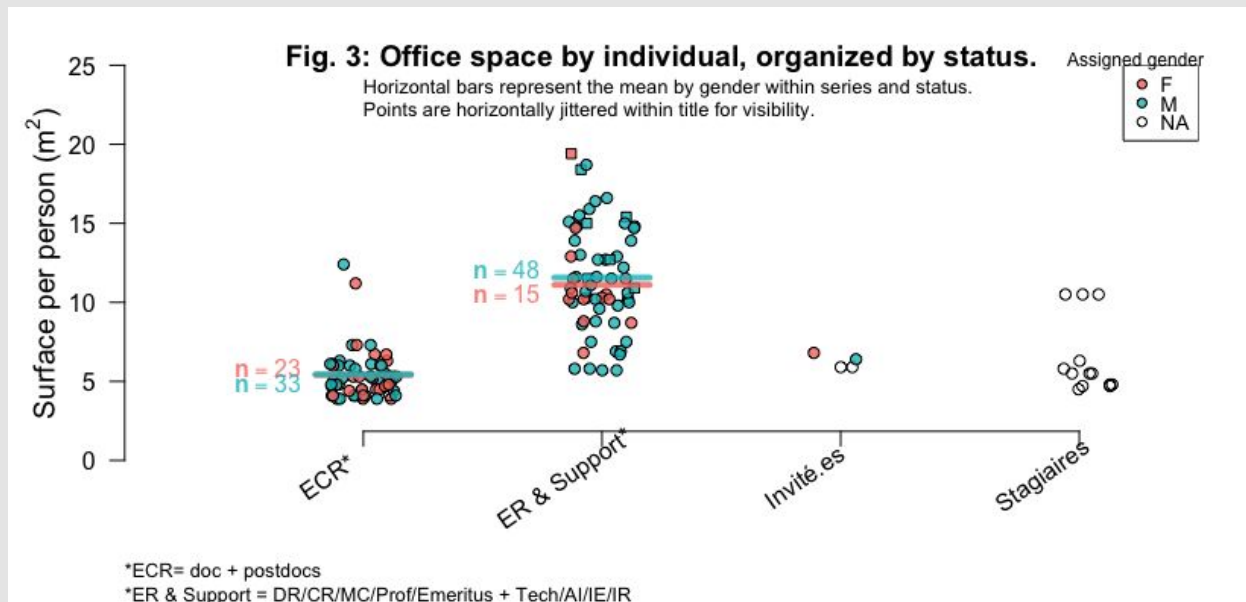


Academic office space



(GRAPHIC) K. FRANKLIN/SCIENCE; (DATA) SCRIPPS INSTITUTION OF OCEANOGRAPHY SPACE ALLOCATION REPORT

SCRIPPS study - replicated at the Department (March 2023)



In Geosciences we saw no difference in office space allocation
due to gender within each “status” group
(ECR = postdocs, PhD students vs. ER and support= Experienced Researchers)

Few reminders...

*Adoption of the **Code of Conduct** since 2022 at the Department*

- Engages:
 - the individual behaviors and actions of each member of the department
 - the commitments and actions to be carried out at the levels of team, lab and department management.
- Tackles:

Working conditions

Recruitment

**Fighting against
stereotypes and biases**

Field trips

You can find this code of conduct on the D&E group web page !

Few reminders...

Adoption of the **Code of Conduct** since 2022 at the Department

Implicit respect of

The code of conduct relative to the fight against sexual and sexist violences from PSL-ENS

The French code of conduct of ethics for Research.

*“Respect in working relationships is a behavior to be promoted.
Discrimination, harassment and abuse of authority are professional misconduct.”*

Charte française de déontologie des
métiers de la recherche

Janvier 2015 (raffraichissements au 13 juin 2019)



Prevention against Sexist and sexual violence (VSS)

Sessions organized by ENS - **mandatory** for students and ENS agents, **strongly recommended** for other agents.

Fall 2022 : 4 sessions (in addition to others sessions dedicated to students/docs/postdocs)

Winter 2023 : 3 sessions (1 in english)

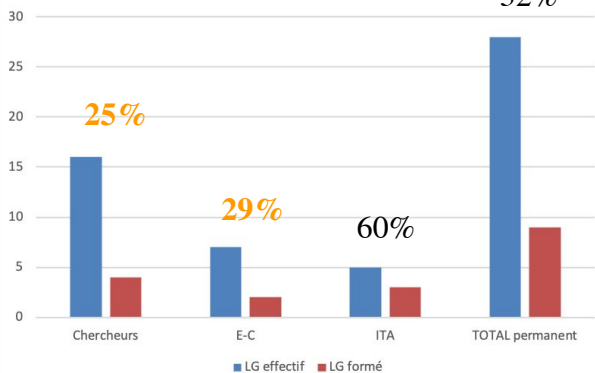
Prevention against Sexist and sexual violence (VSS)

Sessions organized by ENS - **mandatory** for students and ENS agents, **strongly recommended** for other agents.

LG-ENS

Formation VSS au LGENS

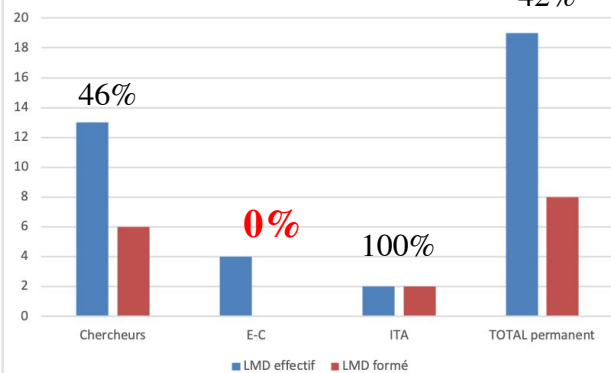
32%



LMD-ENS

Formation VSS au LMD-ENS

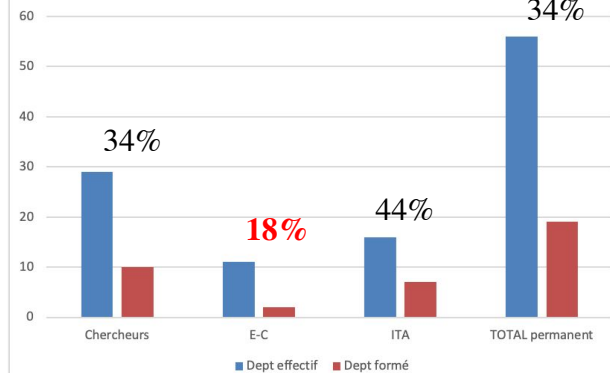
42%



Department Geosciences

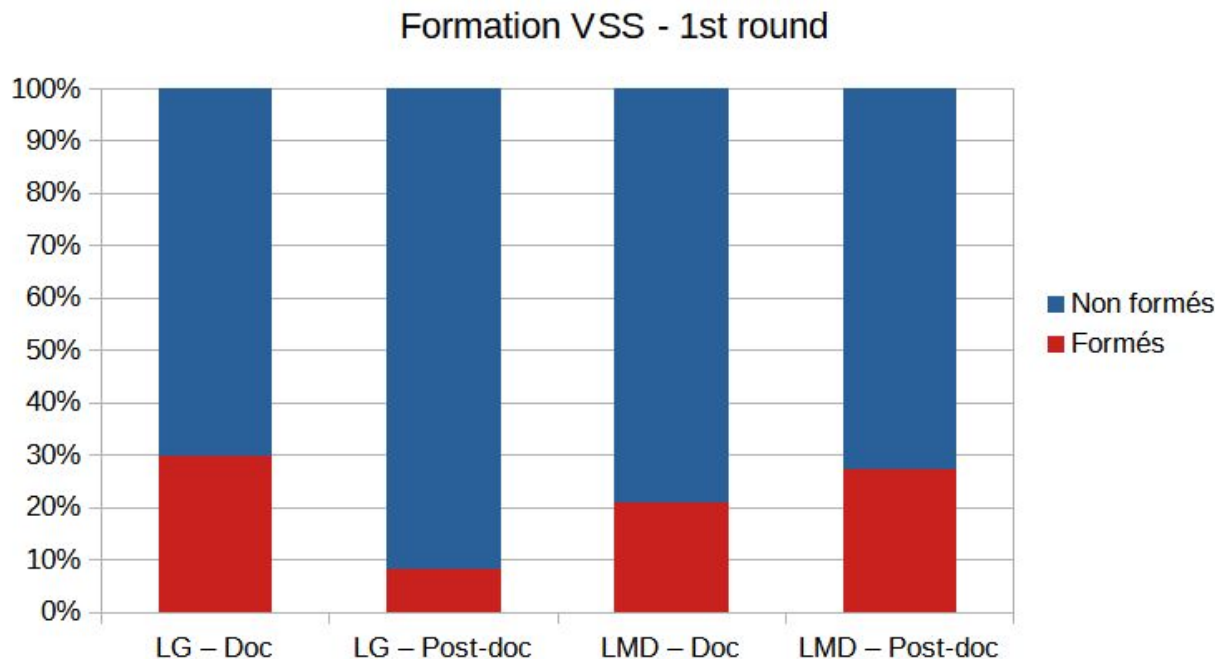
Formation VSS au Département Geosciences

34%



Prevention against Sexist and sexual violence (VSS)

Sessions organized by ENS - **mandatory** for students and ENS agents, **strongly recommended** for other agents.



Prevention against Sexist and sexual violence (VSS)

More sessions to come in Autumn 2023, organised by ENS

→ watch your e-mails for announcement!

Trainings organized by [IFSeM-CNRS](#) “[Sensibilisation pour tous et toutes sur les violences sexistes et sexuelles \(VSS\)](#)” (*connection to SYGEFOR with JANUS*)

→ 1 session in october (deadline in 2 months)

→ more sessions to come depending on demands - **accessible to all** but CNRS agent priority
see with your Correspondante Formation: I.Ricordel (LMD) and E.Klein (LGENS)

Trainings organized by [PSL- Ecole interne](#) “[Appréhender les violences sexistes et sexuelles en tant qu'encadrant](#)” (*connection with ENT ids.*)

→ 1 session on July 4, probable new sessions to come

→ **accessible to all**

Management Trainings

Other trainings organized by IFSeM-CNRS (*connection to SYGEFOR with JANUS*)

- *Being a manager and a researcher*
- *Project management*
- *Leadership for women*
- *Sensitive HR situation*
- *How to welcome and integrate a new agent*
- ...

Go and check on SYGEFOR !

Trainings organized by PSL- Ecole interne “Les fondamentaux du management”
(*connection with ENT ids.*)

Supervising a doctoral project

Trainings organized by [IFSeM-CNRS](#) “[Encadrement d'un projet doctoral](#)“ (*connection to SYGEFOR with JANUS*)

→ 2 sessions, in october and in december

Trainings organized by Doctoral Schools ?

Should we organise a collective session at the scale of the department ?

French as a foreign language

Trainings organized by [IFSeM-CNRS](#) (*connection to SYGEFOR with JANUS*)

Trainings organized by [PSL- Ecole interne](#) (*connection with ENT ids.*)

Come and find your COFO for advise.

Last reminder - Who to contact :

The department's Quality of Life at Work and Psychosocial Risks referents:



Aglaé

aglae.jezequel@lmd.ipsl.fr, office E406



Emilie

klein@geologie.ens.fr, office E335



Matthias

delescluse@geologie.ens.fr, office E303



Nicolas


rochetin@lmd.ens.fr, office E305


*Referent for gender equality &
transidentity at PSL:*
ref-egalite@ens.psl.eu


*PSL Helpline against harassment and
violences:*
<https://psl.eu/cellule-ecoute>


More contacts and resources on the group page:


- <https://www.geosciences.ens.fr/en/diversity-equality#links>














Département de

GÉOSCIENCES

Nous contacter - Site de l'ENS


DÉPARTEMENT

ENSEIGNEMENT

LA RECHERCHE

VIE DE LABO

ACTUALITÉS



DIVERSITÉ & ÉGALITÉ

Accueil > Diversité & Égalité

Le groupe **bientôt** sur Twitter...

PRÉSENTATION

ENQUÊTE


CHARTRE DE BONNE CONDUITE

LIENS UTILES


Référénts QVTRPS au département

Quelques soient les circonstances, si vous avez besoin d'aide ou de conseil, n'hésitez pas à solliciter les référents Qualité de Vie au Travail et Risques PsychoSociaux du département :


- Aglaé Jézéquel (aglae.jezequel@lmd.ipsl.fr, bureau E406)
- Émilie Klein (klein@geologie.ens.fr, bureau E335)
- Matthias Delescluse (delescluse@geologie.ens.fr, bureau E303)
- Nicolas Rochetin (nicolas.rochetin@lmd.ipsl.fr, bureau E305)



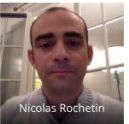
Aglaé Jézéquel



Émilie Klein





Matthias Delescluse




Nicolas Rochetin


Afficher en mode plein écran










1 sur 1






Zoom automatique







PSL

CONTACTS ET NUMÉROS UTILES

NUMÉROS D'URGENCE INTERNES

SERVICES DE SECOURS

PSL resources

- PSL welcome desk
<https://www.psl.eu/en/life/psl/welcome-desk>
- Helpline against harassment and violences
<https://psl.eu/en/helpline-against-harassment-and-violences>

ENS Intranet resources

I am a student
<https://intranet.ens.psl.fr/jetudie/sante-prevention-et-securite-handicap-risques-psychosociaux>

I am a professional
<https://intranet.ens.psl.eu/fr/services-administratifs/recources-humaines/risques-psychosociaux-cellule-decoute>

- Association of Victims of Harassment at Work (A.V.H.T)
Tél. 06 15 72 30 55 every first and third Friday of each month from 2 p.m. to 6 p.m
contact@avht.org
- ENS medico-socio-professional watch unit
vms@ens.fr

CNRS contacts

- CNRS reporting unit
signalement@cnrs.fr
- Free and anonymous listening and support unit of the France Victims association
01 80 52 33 77 - 7/7d - 9am/5pm
cnrs.fr/france-victimes.fr

Student health

- Health Center ENS
Bénédicte Raut, nurse (for all)
Dr Maryse Salou, occupational and prevention physician (for students)
Tél. 01 44 32 36 46 ou 01 44 32 31 49, pole.sante@ens.psl.eu
Open Monday to Friday from 9am to 5pm
45 Rue d'Ulm, first floor of the Rataud building
- PSL student health center
Doctor (for students in the broadest sense)
Psychological service (PPOP - prevention and psychological guidance centre)
Nurses
Tél. 07 76 08 63 28, santeetudiante@psl.eu
<https://psl.eu/en/life/psl/student-health-service>
In the 5th: INJS, 254, rue Saint-Jacques
In the 16th: Dauphine - PSL, bureau BO3
Consultations are free for PSL students

Occupational health contacts

- Health Center ENS
Tél. 01 44 32 36 46 ou 01 44 32 31 49, pole.sante@ens.psl.eu
Open Monday to Friday from 9am to 5pm
45 Rue d'Ulm, first floor of the Rataud building

Données

04 44 33 37 77

S&M I

16

30

Join us !

Mental health

More challenges to tackle...

Racial discriminations

Moral harassment

LGBTQIA+ discriminations



contact-DiversityEqualityGeos@geosciences.ens.fr