WOMEN AND SCIENCE

Equality awareness month

Seminar Series

June 3-30, 2021

Via Microsoft Teams

To receive the links for the event please complete the « online form »
or contact the organizing committee at equality_orga@pasteur.fr.
To join the Teams channel: « Women and Science : equality awareness month »

INSTITUT PASTEUR

Institut Pasteur - June 2021

Women and sciences: equality awareness month

Femmes et Science : mois de sensibilisation à l'égalité

June 2021

PROGRAM AND ABSTRACTS

Welcome words

Welcome to this inaugural "Equality awareness month", brought to you by the Women in Science taskforce. We intend to be as inclusive as possible, everybody is welcome from the director down and your participation is key to making our efforts worthwhile. The awareness we can raise through this series of lectures and events, will shine a light on how women are key in shaping the cutting edge of science. I hope what we all learn during this month will empower women, cause us all to reflect, and foster an environment where achievement is only limited by our dreams.

Carla Saleh, Institut Pasteur.

Practical details

- All the talks will happen through Microsoft Teams.
- Once you enter in the meeting, be sure that your microphone is off. The camera can be on or off at your convenience.
- Never interrupt the person who is talking.
- The meetings are recorded (excepted the sessions on June 24th).
- Be respectful of all the participants.
- Presentations will be in English (excepted on June 24th afternoon). You may ask questions in French or in English.
- You may ask questions in written form using the chat or in oral form. In this later case, use the "raise the hand" function to ask to talk, wait the moderator allows you to talk, and switch on manually your microphone (and camera if you want).
- Contact info: equality_orga@pasteur.fr

Organisation committee

Gizem Altay, Virginie Ambelouis-Hachard, Caroline Demangel, Ilana Gabanyi, Hajar Guedira, Marion Guessoum, Odile Hermabessiere, Nadia Izadi-Pruneyre, Hanna Julienne, Marta Mansos-Lourenço, Alexis Matamoro-Vidal, Claire Maudet-Crepin, Sarah Hélène Merkling, Mariana Mesel-Lemoine, Amélie Leclercq, Sara Ortica, Florence Percie du Sert, Rachel Torchet.

Program Overview

Opening

Thursday, June 3

13:30 - 13:35: Introduction by **Stewart Cole**
13:35 - 13:55: Always remember who you are. **Carla Saleh**
13:55 - 14:05: Presentation of the month by the organization committee
14:05 - 14:35: Addressing Gender Inequities in Biological Sciences. **Arturo Casadevall**
14:35 - 14:45: Discussion

Overcoming prejudices to strengthen our scientific activities

Session 1: Monday, June 7

11:00 - 11:20: The hidden bias of sex-specific data in biomedical research. **Maria Ermolaeva.**
11:20 - 11:40: Sex bias in experimental design: historical data and perspectives for improvement. **Emeline Perthame & Marion Bérard**
11:40 - 12:00: Discussion

Session 2: Friday, June 11

13:30 - 13:50: Sex and gender bias in research: from the test tube to career path. **Aude Bernheim & Flora Vincent**
13:50 - 14:10: Consideration of sex in the mucosal immune response to infection. **Molly Ingersoll.**
14:10 - 14:30: Discussion

Gender equality in sciences: where are we?

Session 1: Monday, June 14

11:00 - 11:20 The (in)visibility of women in Sciences **Barbara de Micheli**
11:20 - 11:40: The gender gap in Science: how to measure it? How to reduce it? **Colette Guillopé**
11:40 - 12:00: Discussion

Session 2: Tuesday, June 15

11:00 - 11:20: Measure Gender Equity **Claudia Chica & Natalia Pietrosemoli**
11:20 - 11:40: Gender inequality in STEM in Uruguay. The experience at the Institut Pasteur de Montevideo. **Victoria Prieto Echagüe**
11:40 - 12:00: Discussion

Fostering professional wellness and women scientific careers

Session 1: Tuesday, June 22

10:00 - 10:30: Gender equality in academia: how to ensure science is built by men and women. **Stephen Curry.**
10:30 - 11:30: Round table on gender biases in recruitment and funding. **Alessandra Quadrelli, Javier Pizarro-Cerda, Vania Rosas Magallanes**

Session 2: Thursday, June 24

11-12 am (**English**) and 2-3 pm (**French**)
Sexist behavior : prevention, identification and action / Agissements sexistes : prévenir, identifier et agir. **Odile Hermabessière & Sandrine Daniel**

Closing

Wednesday, June 30
17:00 - 17:40: Gendered Innovations in Health & Medicine. **Londa Schiebinger**
17:40 - 18:00: Discussion
18:00 - 18:10: Concluding remarks. **Odile Hermabessière, Christophe D'Enfert**

Abstracts

By chronological order

Opening

Thursday, June 3

Always remember who you are

Carla Saleh

Head of the "Viruses and RNAi" Unit, Institut Pasteur, Paris, France.
carla.saleh@pasteur.fr
@SalehLabParis
Mantra: Mujer Mujer Libérate!

Abstract

I am convinced that leadership requires action that dares to take necessary steps that challenge entrenched patterns and, most of all, leadership needs examples that we can look to and be inspired by. I am committed to prove that not only is it possible to pursue a scientific path as a woman from an underrepresented minority, but that the relentless pursuit of knowledge and application of oneself can have a significant and positive impact on the world at large. I am aware that my high profile and the quality of my achievements has put me in a role model position, which is one that I accept with profound gratitude and great pride.

Addressing Gender Inequities in Biological Sciences.

Arturo Casadevall

Bloomberg Distinguished Professor and Alfred and Jill Sommer Chair of the Molecular Microbiology and Immunology at Johns Hopkins Bloomberg School of Public Health, Baltimore, USA.
acasade1@jhu.edu
@acasadevall1

Abstract

The talk will focus on gender inequities in the biological sciences and possible interventions including: 1) representation of women in scientific meetings; 2) imbalances in the gender author order among first authors in the author by line of published papers; and 3) success in grant funding. With regards to the representation of women at scientific meetings the talk will cover the experience with the American Society of Microbiology general meeting which managed to achieve gender equity and eliminate all men panels by making changes to the way symposia were organized[1,2]. This experience provides a roadmap for addressing similar problems in other types of meetings. With regards to author order the talk will present results of our study showing that males are over-represented in first author positions when more than one person of different gender shares the first authorship position[3]. Based on that study, several journals are now asking for explanations how author order is determined when more than one person shares first or last authorship[4,5]. Lastly, I will discuss the proposal of using modified lotteries to make grant funding fairer in the hope of reducing inequities in the funding of women scientists[6].

1.Casadevall A, Handelsman J. The presence of female conveners correlates with a higher proportion of female speakers at scientific symposia. mBio. 2014;5(1):e00846-00813.
2.Casadevall A. Achieving Speaker Gender Equity at the American Society for Microbiology General Meeting. MBio. 2015;6(4):e01146.
3.Broderick NA, Casadevall A. Gender inequalities among authors who contributed equally. Elife. 2019;8.
4.Casadevall A, Schloss P. Explaining Order among Those Who Share Positions in the Author Byline. mBio. 2019;10(5).
5.Casadevall A, Semenza GL, Jackson S, Tomaselli G, Ahima RS. Reducing bias: accounting for the order of co-first authors. The Journal of clinical investigation. 2019;130:2167-2168.
6.Fang FC, Casadevall A. Research Funding: the Case for a Modified Lottery. MBio. 2016;7(2).

Overcoming prejudices to strengthen our scientific activities

Session 1: Monday, June 7

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622140884801?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

The hidden bias of sex-specific data in biomedical research

Maria Ermolaeva

Group Leader at the Leibniz Institute on Aging
Fritz Lipmann Institute (FLI), Jena, Germany.
maria.Ermolaeva@leibniz-fli.de

Abstract

A. Martirosyan*, M. Baumgart*, S. Matz, A. Cellerino# and M. Ermolaeva#.
*- equal contribution, #- corresponding authors

While gender disparity among human STEM leaders is a known concern, a more hidden bias lays in testing mainly male or mainly female animals in specific areas of pre-clinical research. For example, male rodents were historically preferred in pre-clinical tests of medications under false presumption that responses of males are less variable due to lack of the estrous cycle. At the same time, the screens for potential anti-aging treatments that are conducted in the short-lived nematode C. elegans traditionally use females (hermaphrodites) and neglect the males completely. This talk will demonstrate that both sex-biased approaches are suboptimal and may lead to faulty pre-clinical conclusions. Specifically, many drugs that have entered the market in the past were evaluated mostly in males both during animal studies and during human clinical trials. This means that data on their potential side effects in females is lacking. Similarly, interventions discovered in nematodes for their anti-aging efficacy often fail in follow up studies conducted in male rodents leading to loss of funds and scientific credibility. I will use our work on the diabetes drug metformin to make an example. Metformin is utilized in the clinic for over 60 years and it is among top 10 most frequently prescribed drugs worldwide. While addressing the potential use of metformin as a longevity intervention in non-diabetic organisms, we discovered that its metabolic effects are sex specific with higher potential of adverse outcomes in old female organisms. Importantly, such female-specific adversity of metformin was neglected by previous studies that were conducted mostly in male mice and rats. By investigating the molecular basis of metformin effects, we uncovered that other drugs such as the common antibiotic doxycycline may share the same sex-specific adversity. Our findings suggest that female-specific side effects may be unknown for many existing drugs requiring thorough re-testing of such compounds in female model organisms.

Sex bias in experimental design : historical data and perspectives for improvement.

Marion Berard
Veterinarian, Deputy head of the central animal facility of the Institut Pasteur, Paris, France.
marion.berard@pasteur.fr

Emeline Perthame
Statistician, Research engineer at the Hub of Bioinformatics and Biostatistics. Institut Pasteur, Paris, France.
emeline.perthame@pasteur.fr

Abstract

This seminar will review historical and current practices of the use of females and males in projects using animals.
Results of a survey done with the animal users on campus will be presented as well as data collected from the breeders.
Finally, perspectives will be discussed especially what could be done in Pasteur (impacts of sex on measurements and basic tool to analyse them …).

Overcoming prejudices to strengthen our scientific activities

Session 2: Friday, June 11

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141061548?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Sex and gender bias in research : from the test tube to career path.

Aude Bernheim

Researcher at Infection, Antimicrobials, Modelling, Evolution unit (INSERM), Paris, France.
aude.bernheim@inserm.fr
@AudeBer
https://audebernheim.fr/

Flora Vincent

Researcher at the Weizmann Institute of Science (Rehovot, Israel), specialized in marine microbiology.
flora.j.vincent@gmail.com

Abstract

The underrepresentation of women in science is a major concern for the scientific community, and its causes (stereotypes, self-censorship, sexism etc) are being actively addressed in order to guarantee equal opportunities in reaching those positions. Yet, one of the much less debated issue is its consequence on the type of scientific knowledge we produce. Significant case studies reveal pervasive sex and gender biases in research itself, with incorrectly formulated hypothesis, bad experimental design and biased data analysis and interpretation. Thankfully, solutions exist, such as affirmative actions and awareness, in order to make both scientific knowledge and environments more inclusive.

Consideration of sex in the mucosal immune response to infection.

Molly Ingersoll
Research Director. Head of Mucosal Inflammation and Immunity Group.
Institut Pasteur and Institut Cochin, Paris, France.
molly.ingersoll@pasteur.fr

Abstract

Diseases of the bladder have markedly different incidence and prevalence between women and men. This is particularly true of urinary tract infection (UTI), in which healthy adult women are 40 times more likely to experience infection, however men experience more complicated UTI with increased morbidity. This discrepancy has long been attributed to differences in anatomy, including urethra length, between women and men. Importantly, however, this is an untested, and potentially untestable, hypothesis. We developed models to test whether sex influences the immune response to infection, as an explanation for the differences in outcome, and have uncovered that sex impacts host-pathogen interactions as many levels.

Gender equality in Science: where are we?

Session 1: Monday, June 14

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141228781?context=%7b%22Tid%22%3a%2209681 5dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

The (in)visibility of women in Sciences.

Barbara de Micheli
Head of Social Justice Unit, Fondazione Giacomo Brodolini, Rome, Italy.
demicheli@fondazionebrodolini.eu
@barbaradmicheli

Abstract

Male is seen as the human default in the structure of human society. The so called "male-unless-other-wise indicated" thinking is applied to all fields of society and analysis and affects the formulation of research questions as well as the definition of research programs and, in a wider perspective, of policies of intervention. Although their bodies are often the object of an excess of visual attention, women in many fields are invisible.

Women are invisible when it comes to recognize their contributions to findings and innovations: there is a long list of "errors" which ascribe to men findings which have been mainly made by women, let's think of Thomas Hunt Morgan who is frequently mentioned as the person who discovered that sex is determined by chromosomes while it was Nettie Stevens with her experiments which established it or of Rosalind Franklin whose X -Ray experiments and unit cells measurements brought to the identification of the two DNA chains while the Nobel prize for the discover was given to two men James Watson and Francis Crick – who forget to mention her.

Women are invisible when it comes to the recognition of reputation: citation is often a metric in determining a research impact and women not only are systematically citated less than men but the widespread academic practice of using initials instead of full names (which makes the gender of the academics not obvious) brings most of us to think that the author is a male, unless otherwise indicated.

Women are even more invisible when it comes to data gathering and investigations: in a data driven society in many fields gender disaggregated data are still not collected. We rely on data from studies done on men as if they apply also to women, the "Reference Man" is presented as gender neutral when he is gender blind; artificial intelligence and big data are biased by women's invisibility.

This invisibility/blindness has crucial consequences on women daily life: standard measures for many daily use objects are designed around a male body (eg: standard size of a bag of cement, standard level of tolerance to chemical components, military and personal protective equipment) with a scarce acknowledgment of the consequences their use may have for female bodies. The *one-size fits men* approach to supposedly gender-neutral products is disadvantaging women; women face difficulties in using daily devices and products. Smart phones are too big for women hands, although women are major smart phones users; voice recognition facilities do not recognize women voices since they are tested on men's, cars are safer for male bodies than for women's, and mainly for pregnant ones; several drugs are not effective or even dangerous for women since women have been excluded from testing trials.

The gender data gap affects women's life as well as the quality of research. In the last decades the European Commission has been setting gender equality as a crosscutting principle and aims to eliminate gender inequality and intersecting socio- economic inequalities throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers, as a way to promote excellence in science.

The Gender Gap in Science: How to Measure it? How to Reduce it

Colette Guillopé

Professeur émérite, Équipe Équations aux dérivées partielles. Laboratoire d'Analyse et de Mathématiques Appliquées. Université Paris-Est - Créteil Val-de-Marne, France.

Abstract

Our aim is to present the achievements of a three-year project (2017-2019) [1,2] funded by the International Science Council, including eleven partners working together, precisely eight international unions in all disciplines of Mathematical, Computing, and Natural Sciences, UNESCO, and two non-governmental organizations in gender. This is the first study of this amplitude ever done. Three different methodologies have been used: a global survey of women and men scientists with more than 32,000 responses; an investigation of gender patterns in millions of scientific publications; and the setting-up of a best-practice database of initiatives that address the gender gap in STEM at various levels. As a whole, we observed that the gender gap is very real in mathematics and science. Women's experiences are consistently less positive, regardless of discipline, geographical zone, and level of development. Furthermore, women remain underrepresented as authors in the most renowned journals. On a positive note, the gender productivity gap has been closing since 1970. We have also provided a set of recommendations for different audiences: instructors and parents; scientific and educational organizations of all kinds; scientific unions and other worldwide organizations which are members of the project. The partners are the following: the International Mathematical Union; the International Union of Pure and Applied Chemistry; the International Union of Pure and Applied Physics, the International Astronomical Union; the International Union of Biological Sciences; the International Council for Industrial and Applied Mathematics; the International Union of History and Philosophy of Science and Technology; the United Nations Educational, Scientific and Cultural Organization (via its project SAGA); GenderInSITE; the Organization of Women in Science for the Developing World; and the Association for Computing Machinery.

1. Gender Gap in Science Project, 2017-2019. https://gender-gap-in-science.org/
2. A Global Approach to the Gender Gap in Mathematical, Computing, and Natural Sciences: How to Measure It, How to Reduce It? (Colette Guillopé, Marie-Françoise Roy eds.),
2020. https://zenodo.org/record/3882609#.X0Q0ClDgo_U

Gender equality in Science: where are we?

Session 2: Tuesday, June 15

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141445638?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Measure Gender Equity

Claudia Chica

Research engineer at the Bioinformatics and Biostatistics Hub,
Head of Expertise group : Gore – Genome Organization Regulation and Expression, Institut Pasteur, Paris, France.
claudia.chica@pasteur.fr

Natalia Pietrosemoli

Research engineer at the Bioinformatics and Biostatistics Hub,
Head of Expertise group : Sysbio – System Bioinformatics, Institut Pasteur, Paris, France.
natalia.pietrosemoli@pasteur.fr

Abstract

Gender equality (GE) metrics are useful to present a global view of the status of both women and men within an institution. These metrics provide an averaged vision and are based on several dependent variables. We present a global panorama in the Institut Pasteur of Paris based on the yearly social report of the Institut.

Measuring equality is far from trivial, yet it represents a crucial step to achieve the ultimate goal of guaranteeing women's fair access to tools, opportunities and empowerment at the Institut Pasteur

Gender inequality in STEM in Uruguay. The experience at the Institut Pasteur de Montevideo.

Victoria Prieto-Echagüe
Research Associate, Molecular and Human Genetics lab, Institut Pasteur de Montevideo, Uruguay.
vprieto@pasteur.edu.uy
@Vicprietoechag

Abstract

Alicia Bentancor, Andrés Kamaid, Maria Teresa Lamaison, María Noel Musso, Sergio Pantano, Claudia Vanesa Piattoni, Victoria Prieto-Echagüe

In Uruguay, global participation of women in research is nearly equal. However, inequality persists in the participation in leadership, prestige and decision-making spaces.
Here, we discuss indicators that show a gap in women participation and underscore the gender inequality problem in science and academia as a public problem. In addition, we report the results from an organizational diagnostic study performed at the Institut Pasteur de Montevideo (IPMon), as well as some of the initial actions taken at the IPMon to tackle the issue of inequality.
The consequences and causes of this problem are analyzed highlighting both the evidence for a glass ceiling effect attributed to gender discrimination as well as other factors that reflect barriers present in academia that affect women's career development. This means that in addition to discrimination and very importantly, inequality of outcomes for women in STEM are also due to observable factors which impact in the productivity indicators that underlie the evaluation of excellence and merits in academia.
Since the evidence of inequality is a call for action, we propose an outline to serve as guidelines for policymakers in order to design public policies for equality focused on addressing the strategic gender needs. These include actions to incorporate gender mainstreaming throughout the entire educational and career pathway defining the aim group as the entire scientific community rather than focusing in women and girls and empowering the public policies by giving them legal, institutional and financial support.
Finally, we describe the experience of a research institute in Latin America with the application of a gender equality public policy tool designed to promote and bring about cultural changes in organizations. This or a similar auditable tool could become a fundamental pillar for a public policy of equality in science.
In conclusion, addressing the gender gaps in STEM will require a gender mainstreaming and intersectional approach to design public policies in order to overcome both discrimination and barriers that occur during career development.

Fostering professional wellness and women scientific careers

Session 1: Tuesday, June 22

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141602972?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Gender equality in academia: how to ensure science is built by men and women.

Stephen Curry
Professor of Structural Biology, Assistant Provost for Equality, Diversity and Inclusion
Imperial College London, UK
s.curry@imperial.ac.uk
@Stephen_Curry
https://www. imperial.ac.uk/equality/

Abstract

One view of science, and of physics, is that it was “invented and built by men, it's not by invitation". There is some truth in this – the history of science is dominated by men. But the claim also conceals another truth: the historical exclusion of women from many roles in society. That historical inequity persists today, even in our centres of learning. Are universities, which have long been extremely hierarchical organisations, therefore destined to be centres of inequality? For many women academics, that is precisely their experience.
Does this matter for science? What do molecules or the laws of physics care for the machinations of human society? To the extent that science matters for society, society should matter for science. That means that as influential and progressive civic institutions, universities and research institutions must strive to represent the societies they serve and to challenge, rather than to mirror or exacerbate, the structural inequalities that degrade the daily experiences of so many. This is a difficult task but one that should be seen a central to discourses about research culture. The whole scientific academy needs to grapple with the question of why women are still systematically excluded. In my talk, I will discuss how we are attempting to tackling inequalities at Imperial College London.

Round table on gender biases in recruitment and funding

Alessandra Quadrelli

Researcher at CNRS, lab C2P2 Chemistry, Catalysis, Polymers and Processes (UMR 5265), Lyon, France.
Parity referent for the section 14 of the National Committee of the CNRS.
alessandra.quadrelli@cpe.fr
www.cnrs.fr/comitenational/evaluation/CritEval.htm
https://evalequit-cn.sciencesconf.org/

Javier Pizarro-Cerda

Research director, Head of the Yersinia Unit, Institut Pasteur, Paris, France.
President of the COMESP (committee in charge of the recruitment of staff scientists at Pasteur).
Member of the working group at Pasteur to obtain the European label “Human Resources Strategy for Researchers”.
javier.pizarro-cerda@pasteur.fr

Vania Rosas Magallanes

PhD, microbiology.
Project officer of the LABEX Revive consortium.
Member of the Institutional Review Board at the Institut Pasteur, Paris, France.
Manager at the Institut Pasteur Grants Office
vania.rosas-magallanes@pasteur.fr

Abstract

At Pasteur, 54% of the post-docs are women but they represent only 47% of the researchers and 25% of the research directors (Bilan social, 2019).
With our guests, we will discuss about how to avoid this leaky pipeline. In particular, we will talk about the current criteria for scientific excellence and what do we need to change in those criteria to reach a better representation of the society. We will also talk about implicit bias and how we can act on the composition and/or on the training of the selection committees to reduce those bias. We will also discuss if quotas are a necessary solution to reach equality. We will also talk about how to take into account motherhood in job/grant application, with a particular focus on the consequences of the covid pandemic.

Fostering professional wellness and women scientific careers

Session 2: Thursday, June 24

To follow this session (in English):
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141770139?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Pour suivre cette session (en Français) :
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141839525?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Sexist behavior: prevention, identification and action
Agissements sexistes : prévenir, identifier et agir.

Odile Hermabessiere

Director of Human Resources, Institut Pasteur, Paris, France.

Sandrine Daniel

Head of Human Resources Legal Affairs, Institut Pasteur, Paris, France

Abstract

Sexism can take many forms; it can be experienced in different ways by those who are victims of it and can have repercussions for our professional and personal lives. **The Institut Pasteur is determined to remain vigilant on this issue and is resolutely committed to preventing sexist behavior and harassment.**

The aim of this information session is to go over the basics, outline the legal definitions of sexist behavior and harassment and look at the consequences for the different parties.

It will also present the procedures in place at the Institut Pasteur to prevent and investigate sensitive situations – who to talk to, who to contact, and what action will be taken depending on the context and the facts, if proven.

This session is an opportunity to change mentalities and strengthen the Institut Pasteur principle of "working more effectively together."

Résumé

Les manifestations du sexisme peuvent recouvrir de multiples formes, être ressenties de façon différente par les personnes qui en sont victimes et avoir des répercussions sur les vies professionnelles et personnelles. **L'Institut Pasteur tient à rappeler sa volonté de se montrer vigilant et d'afficher un engagement déterminé dans la prévention contre les agissements sexistes et le harcèlement.**

Cette session d'information vise à redonner les fondamentaux, rappeler les définitions des agissements sexistes et du harcèlement au sens de la loi, ainsi que les conséquences pour les différents acteurs.

Elle entend également représenter le dispositif de prévention et d'instruction des situations sensibles (avec qui en parler, qui contacter, quelles suites seront données en fonction du contexte et des faits, si avérés)

Cette session constitue une opportunité pour faire évoluer les mentalités et ainsi renforcer l'enjeu pasteurien du « mieux vivre ensemble ».

Closing

Wednesday, June 30

To follow this session:
https://teams.microsoft.com/l/meetup-join/19%3ahwsxabdOIRQuzFyOGIcDdFRy-NiaUsoeus99dDXbvRw1%40thread.tacv2/1622141985174?context=%7b%22Tid%22%3a%22096815dc-d9eb-4bc3-a5a3-53c77e7d34e2%22%2c%22Oid%22%3a%2284f3289b-383b-489e-bae9-d32c2dddd2b9%22%7d

Gendered innovations in Health & Medicine.

Londa Schiebinger

John L. Hinds Professor of History of Science.
Director, Gendered Innovations in Science, Health & Medicine, Engineering and Environment, Stanford University, USA.
schiebinger@stanford.edu

Abstract

How can we harness the creative power of gender analysis for discovery and innovation? In this talk I identify three strategic approaches to gender in research, policy, and practice: 1) "Fix the Numbers " focuses on increasing women's participation; 2) "Fix the Institutions" promotes gender equality in careers through structural change in research organizations; and 3) "Fix the Knowledge," or "Gendered Innovations," stimulates excellence in science and technology by integrating sex, gender, and intersectional analysis into research. This talk focuses on the third approach. I will discuss several case studies, including basic biomedical and, health research. To match the global reach of science and technology, Gendered Innovations was developed through a collaboration of over 200 experts from across the United States, Europe, Canada, and Asia. Major funders include the European Commission, the U.S. National Science Foundation, and Stanford University.

See AI can be Sexist and Racist–It's Time to Make it Fair Nature, 559.7714 (2018), 324-326; Sex and Gender Analysis Improves Science and Engineering Nature, 575.7781 (2019), 137-146; and Ensuring that Biomedical AI Benefits Diverse Populations eBioMedicine (2021). For late-breaking news on Gendered Innovations, join our listserv.