

GENDER EQUALITY PLAN (GEP)

Presentation

The Fondation Sciences mathématiques de Paris (FSMP) is a network of excellence that brings together the main laboratories of mathematics and fundamental computer science in central and northern Paris. It is the largest concentration of mathematicians in the world, bringing together a community of more than 1800 mathematicians. At the pedagogical level, the FSMP relies on the richest network of mathematics training courses in the world, bringing together courses from the largest Parisian universities. Its scientific spectrum encompasses all mathematics, from the most fundamental to the most applied, including fundamental computer science. The FSMP

- proposes and finances programmes for research and training in mathematics and fundamental computer science,
- organises scientific events,
- works to disseminate mathematics to the media, the general public, the economic and industrial world.

Gender issues are present at all levels of the FSMP's work, including

- Gender balance in management and decision-making positions: attention to the issue of parity in the decision-making bodies of the FSMP, in the various evaluation bodies of the FSMP (scientific council, hiring committees), but also among the speakers at our events
- Gender equality in recruitment and career progression: attention to the issue of parity in the candidates selected for all our different programmes (from master students to senior professorships), and consideration of bias in recruitment decisions.
- Work-life balance: taking into account family/personal constraints when organising our programmes.
- Integration of the gender dimension into research and teaching content: attention to gender issues in our programmes, including events for young mathematicians.
- internal management.

The management of the FSMP, together with its team, has long been attentive to gender issues. The aim of this document is to transform this implicit caring into an explicit action plan for the coming years with clear and public objectives and commitments.

Management, governance

The **management** of FSMP is made up of five people: currently (in 2022) an administrative and financial director, and four scientific personalities, three of whom are chosen from the Parisian mathematical community (including the director of the FSMP) and are renewed every four years. In 2022, the director and one deputy director are women.

The management of the FSMP will ensure that the gender issue is taken into account in all aspects of the team's work, in a global approach including all the objectives listed in this document, and going beyond.

Actions :

- The FSMP will ensure that at successive renewals, particular attention is paid to the parity of the management team.
- The **management of the FSMP will be responsible for taking gender issues into account** in all the actions of the foundation, and for setting up this GEP. One of the members of the **deputy management will be designated as the person in charge of gender issues** and will be responsible for this follow-up.
- A specific item on "gender issues" will be **added to all weekly team meetings** of the FSMP, in order to ensure that the GEP is making progress and that these issues are taken into account in **each of the items on the agenda**.

The main scientific body of the FSMP is its **Scientific Council**, which is made up of personalities from outside the FSMP network. It is responsible for the recruitment of post-doctoral researchers and junior and senior professorships.

The FSMP also relies on a **Steering Committee** made up of scientists from its network, and other committees set up ad hoc for other programmes, in particular for the selection jury of PGSM master students.

Actions :

- **a parity rule of at least 30% of each gender** in the constitution of the Scientific Council will be put in place for the next renewals.
- **the FSMP Steering Committee** (the FSMP management team, and about eight male and female researchers representing the laboratories) will implement a progressive rule of parity in its next renewals, with the objective of approaching **at least 30% of each gender** by 2025.
- the recruitment committee for PGSM students is chaired by two members of the FSMP (in 2022, equally) and **this pairing will remain equal** in future renewals.

→ Finally, the FSMP will apply a **parity rule of at least 30%** on all groups of external experts called upon for our various programmes (in particular on doctoral and postdoctoral cofund programmes).

Follow-up :

→ An **annual report** of all actions carried out, signed by the management of the FSMP, will be made public on the foundation's website.

Recruitment biases

Action :

Two of the three main recruitment activities of the FSMP are the professorial chairs and the postdoctoral programme, which are selected by the Scientific Council. Particular attention will be paid to female candidates, in order to avoid any recruitment bias. In particular

→ Before each meeting of the Scientific Council, **a member of the FSMP management will be designated as the gender referent**. At the Scientific Council meeting, this person **will have the task of monitoring the gender balance**, in particular by proposing statistics to the members of the jury at each stage of the classification process and by pointing out situations where bias has been identified.

→ **a specific page on the FSMP website** will be dedicated to the issue of recruitment bias, including **links to videos that raise awareness of gender bias in selection committee evaluations**. The link to this page will be sent to the members of the Scientific Committee before each of its meetings, who will be encouraged to view them.

→ Quantitative criteria such as **maternity leave** will be explicitly taken into account according to the rules applied for European HorizonEurope projects (e.g. **18 months of maternity leave** from the beginning of the thesis will be taken into account in the evaluation of the application).

Follow-up :

→ An **annual report** of all actions carried out, signed by the management of the FSMP, will be made public on the foundation's website.

Statistical monitoring

The FSMP has always kept gender statistics on all its programmes.

Actions and follow-up :

The FSMP will retain the relevant statistics for each of its recruitment actions, including

- number and proportion of eligible female candidates
 - number and proportion of female candidates on the main and complementary lists
 - number and proportion of female candidates actually recruited.
- **these statistics, annualised and possibly aggregated to preserve anonymity issues, will be available** on the FSMP website and integrated into the annual plan monitoring report.

Actions and conferences organised, specific actions

The FSMP organises numerous actions for young women mathematicians, from undergraduate to post-doctoral level. It is a partner in events such as the Journée Parité.

Actions :

- During the events organised by the FSMP, and in particular "Horizon Maths" and "Mathématiques en Mouvement", attention will be paid to gender balance in the choice of speakers.
- During the welcome days for our laureates (PGSM masters, doctoral students, postdocs), **a presentation on the problem of gender issues in mathematics** will be systematically proposed. The issue of bias will be presented, as well as the **procedures for alerting** us in the event of discrimination or harassment (see below).

Follow-up :

- An **annual report** of all actions carried out, signed by the management of the FSMP, will be made public on the foundation's website.

Internal management

- The FSMP will pay particular attention to requests from its employees to adjust their working hours in connection with parenthood.
- In addition, special attention will be given to the issue of gender bias in the career progression of FSMP employees.
- The return from maternity or parental leave will be taken into consideration in order to facilitate the resumption of work, taking into account the evolution of the team during these absences but also the expectations and constraints of those returning from leave.

Discriminations, harassment

Actions :

The issue of discrimination and harassment, particularly sexist and sexual harassment, will be addressed in the introductory meetings of all students and post-doctoral fellows recruited through our programmes.

→ A **brief guide**, including contact information in French and English for obtaining **help, and possible courses of action** for victims and/or witnesses, will be prepared by the FSMP with the help of partner laboratories, in the form of a web page, and made available to all students and researchers concerned by our programmes.

→ In the longer term, the FSMP will consider commissioning a study by sociologists on gender issues in the Parisian mathematics community.