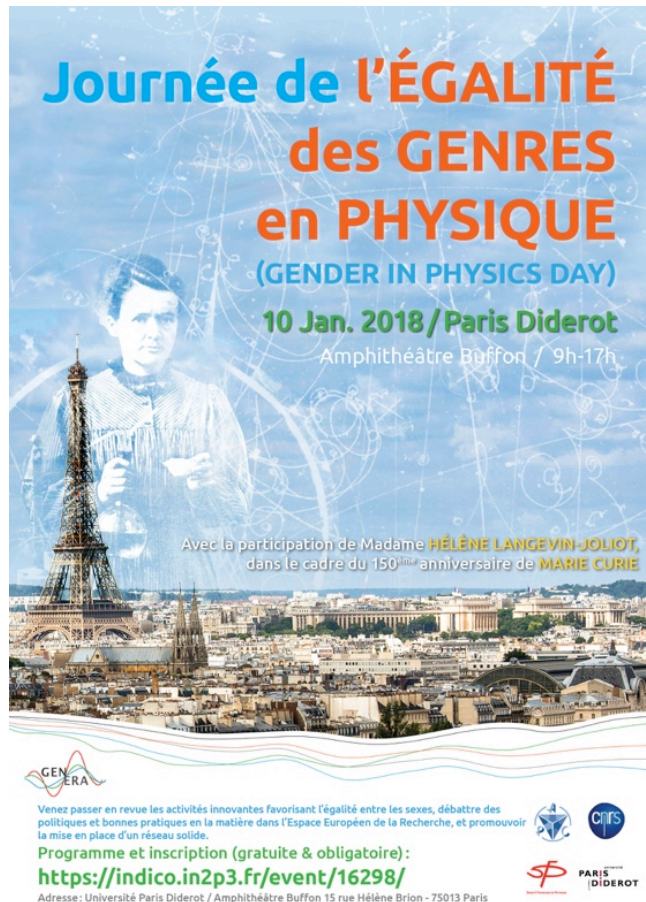


GENDER IN PHYSICS DAY - FRANCE



The French Gender in Physics Day took place on January 10th, 2018 in Paris.

It gathered about 130 participants.

The agenda is available at <https://indico.in2p3.fr/event/16298/overview> together with pictures and a full video recording of the day and the present summary document.

You can also find a video report made during the day by the university Paris Diderot: "Where are women physicists?"

Tour de France de l'égalité femmes/hommes.

 **Égalité femmes/hommes.**
Une bonne fois pour toutes.

The event was included in the "Tour de France de l'Égalité" of the National Ministry for Higher Education, Research and Innovation (MESRI) <http://www.egalite-femmes-hommes.gouv.fr/franceegalite/> and in the celebrations for the 150th anniversary of Marie Curie's birth.

It was the occasion for launching a new booklet on "40 remarkable women in Science" ("40 femmes scientifiques remarquables"), prepared by the "Femmes et Sciences" Association.

The agenda proposed presentations on past and present actions towards gender equality in Physics. The round table discussion was focused on identifying problems and proposing innovative solutions. The theme of "role models" occurred in several ways, in presentations and during the round table discussion.

"The past":

- **Yves Langevin**, grand-grand-son of Marie Curie, showed an overview of the history of a family of remarkable women physicists.
- **Michela Petrini** from Laboratoire de Physique Théorique des Hautes Énergies gave a report on actions and ideas for the future from the COST project "String Theory and Gender".
- **Valérie Reita** from Institut Néel summarized the EU-FP7 INTEGER project.



"The present":

- **Thomas Berghoefer** from DESY, coordinator of GENERA, gave a general overview of the project.
- **Clémence Epitalon**, GENERA Implementation Manager at CNRS, focused on the actions realized in France with CNRS and Université Paris-Diderot.
- **Michel Spiro**, president of the French Physics Society (SFP, "Société Française de Physique") presented actions and proposals brought forward by his organization.
- **Sylvaine Turck-Chièze**, president of the Association "Women and Science" ("Femmes et Sciences") summarised their actions towards gender parity in physics.
- **Mathieu Abrogast** from the "Mission pour la Place des Femmes" presented the Gender Equality Plans and the status of gender balance in Physics at CNRS.
- **Sophie Lhenry** from Université Paris-Diderot gave an overview of the actions of the "Pole Égalité Homme Femme" and the status of gender balance in the Physics Department (on behalf of Julien Browaeys, Department representative).



"The future":

In addition to the perspective presented in the different intervention, the round table discussion brought a focus on specific themes.

The participants were "role models" with different backgrounds and levels of experience in physics research and coordination:

- **Claire Auteber**, Post-doctoral researcher at the University of Geneva, Laureate of the L'Oreal-Unesco Prize for Women in Science in 2016;

- **Ursula Bassler**, Deputy Director of the Institute for Nuclear and Particle Physics (IN2P3) of the National Center for Scientific Research (CNRS);
- **Eleonora Capocasa**, Post-doctoral researcher at the Tokyo Observatory, Laureate of the L'Oreal-Unesco Prize for Women in Science in 2016;
- **Anne-Isabelle Etievre**, Director of the Institute for Research on Fundamental Laws (IRFU) of the Commissariat à l'Énergie Atomique (CEA);
- **Alba Marcellan**, Lecturer at Université Pierre et Marie Curie, Laureate of the University Institute of France (IUF).

After a short presentation of each participant, with their scientific achievements and current responsibilities, the discussion focused on three questions:

- what are the main difficulties that women have to face for a career in physics?
- what is the importance of role models to encourage young women toward physics?
- what new ideas can be proposed to improve gender parity in physics research?

A summary of the key points of the discussion, merged with ideas presented in the interventions, is provided in the "recommendations" below.



Recommendations

- 1) Actions and Gender Equality plans for Physics should focus on attempting to face the main difficulties encountered by women in physics research, which are the following:
 - Work-life balance, a major question especially for women with children;
 - Sexual harassment, under many different facets;
 - Stereotypes, affecting the professional choices of the young since the early age;

- Self-censorship, often preventing women from proposing themselves for leadership roles.
- 2) The following actions can be identified as a priority:
- **Fight against stereotypes**, with actions already in primary schools or even before. This means not only encouraging women towards scientific and technical careers, but also encouraging males towards jobs that are traditionally taken by women but have an important impact on future generations, such as teaching. Make science communication more **inclusive** of gender balance.
 - Explain to children / young students and share with them the difficulties of finding a **balance** between professional and private life.
 - Propose positive "**role models**" for the job of physicists. This needs caution: man, as well as women, can be role models for the young, as long as they are positive and enthusiastic. Some women, on the contrary, may end up being negative models. Parents are important role models and examples of work/life balance.
 - Promote **mentoring** for young researches, where the mentor can be a female or a male.
 - Promote **networks** and associations to share and exchange on difficulties of being a minority.
 - Encourage **vigilance** in everyday life to identify, report and share problematic situations.

Some actions can be undertaken as a personal initiative or locally, in research laboratories or department; others need a coordination at a more global level, national or international. Our role is not only to take actions at a local level, but also to provide feedback to the top hierarchy