

Survey Harassment & Discriminations in the Geosciences Department of ENS



Journée du département 23 Juin 2021

Working group Diversity & Equality



Survey respondents

2 methodologies

Gender discriminations affect more women

People mostly do not know how to react

Reactivity and responsiveness depends on status

Survey respondents

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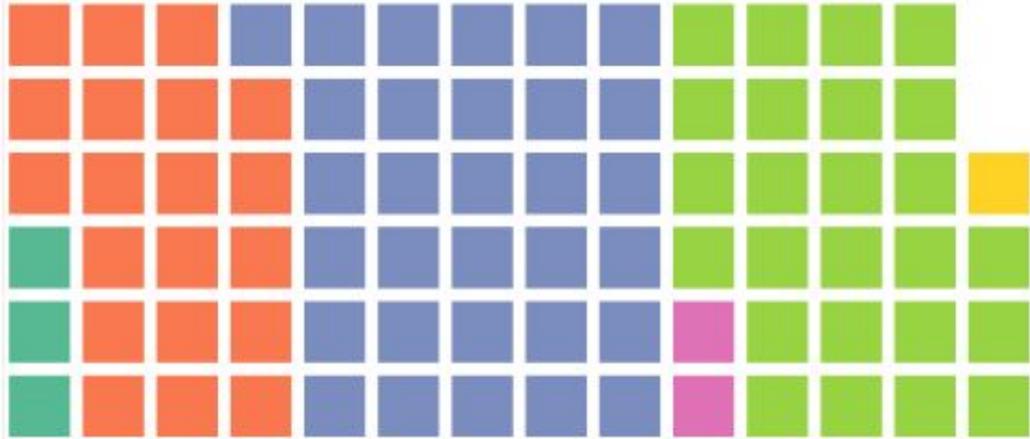
People mostly do not know how to react

Reactivity and responsiveness depends on status

60 % of the department population took the survey

82 answers (74 Fr; 8 En.)

Status declared by the respondents

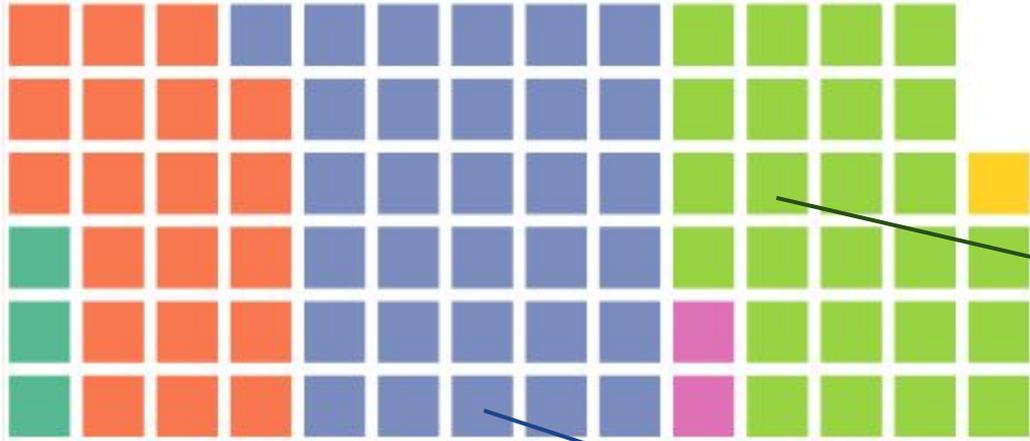


82 boxes = 82 persons

- Contractuel
- Intern_PhD_postdoc
- Permanent
- Retired_Emeritus
- Student
- NA's

Gender declared by the respondents

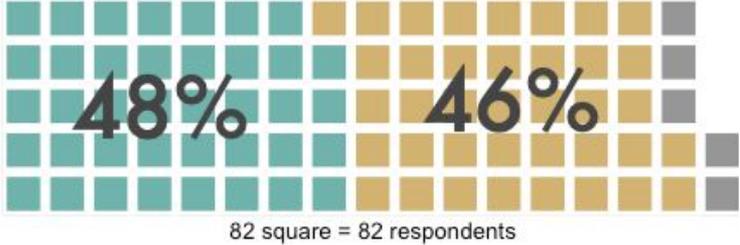
Status declared by the respondents



82 boxes = 82 persons

- Contractuel
- Retired_Emeritus
- Intern_PhD_postdoc
- Student
- Permanent
- NA's

Gender declared by all respondents



Gender declared by the students



...by the interns/PhDs/postdocs



...by the permanent



- F
- M
- Not available or self defined

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Methods used for the analyses

Pooling French (n=74) and English (8) survey answers

- Due to small sample size, we did not investigate a possible effect of the language used to answer the survey

- **3 Gender categories:** Female (F), Male (M) or Not stated/self-defined (5)

- **6 Status categories:** Not stated (1), Contractuel (3), Retired/Emeritus (2),

Interns/PhDs/postdocs ("**PhDs et al.**"), Permanents, Students --> *Only 3 status represented in graphics and % (n>3)*

To perform the statistical tests some questions/answers were slightly rephrased

(e.g. "A l'ENS je ne sais pas mais..." -> "no")

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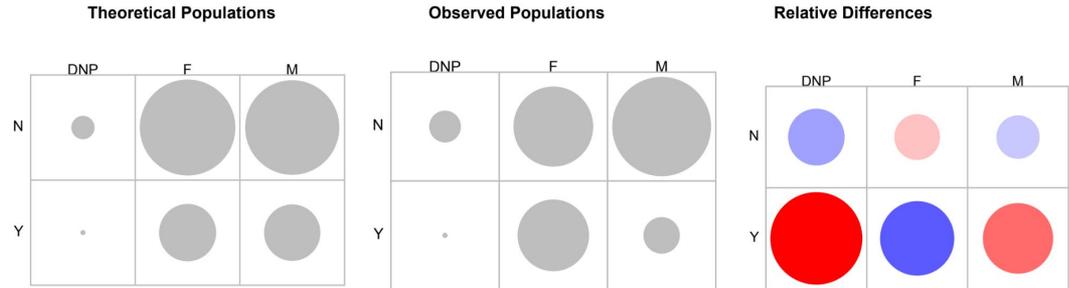
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Method 1

- Based on **Fisher's exact test:**

1. On a double entry matrix we put the answer in line and in column the gender / status
2. We calculate a theoretical distribution and compare it with our real distribution
3. If the p-value of the test is <0.05 then the two matrices are different



P=0,003

Obs > Theo

Obs < Theo

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Method 2

$y \sim x_1 + x_2$ (and a link function)

factors



Reply ~ Status + Gender ?

Reply ~ Status ?

Reply ~ Gender ?

Reply ~ (nothing) ?

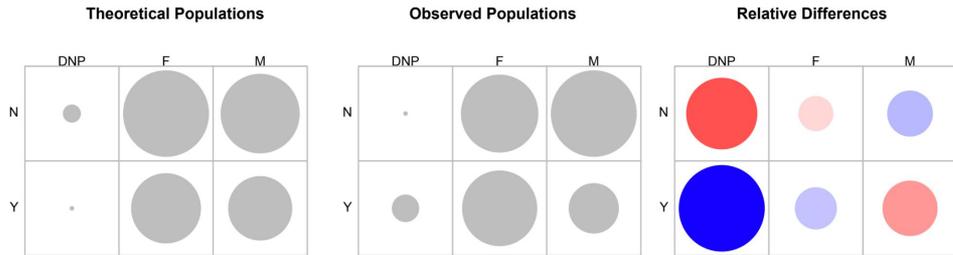
- Based on **Generalized linear models with Binomial distribution:**

1. The **effect of gender (2 categories) and status (5 categories)** on yes/no answers were tested using **model comparison**
2. **GLM with these predictors** were compared to similar GLM without gender and/or without status using ANOVA (based on F-test), to test for statistical difference between models ($\alpha = 0.05$)
3. If models were significantly different, the **model representing best the data** (with or without gender/status) was selected by using the **Akaike Information Criterion**
4. This is similar to a 2-way ANOVA but is recommended for comparing yes/no count data or non-normal data

* *When gender or status were not available, data entries were excluded from statistical analyses*

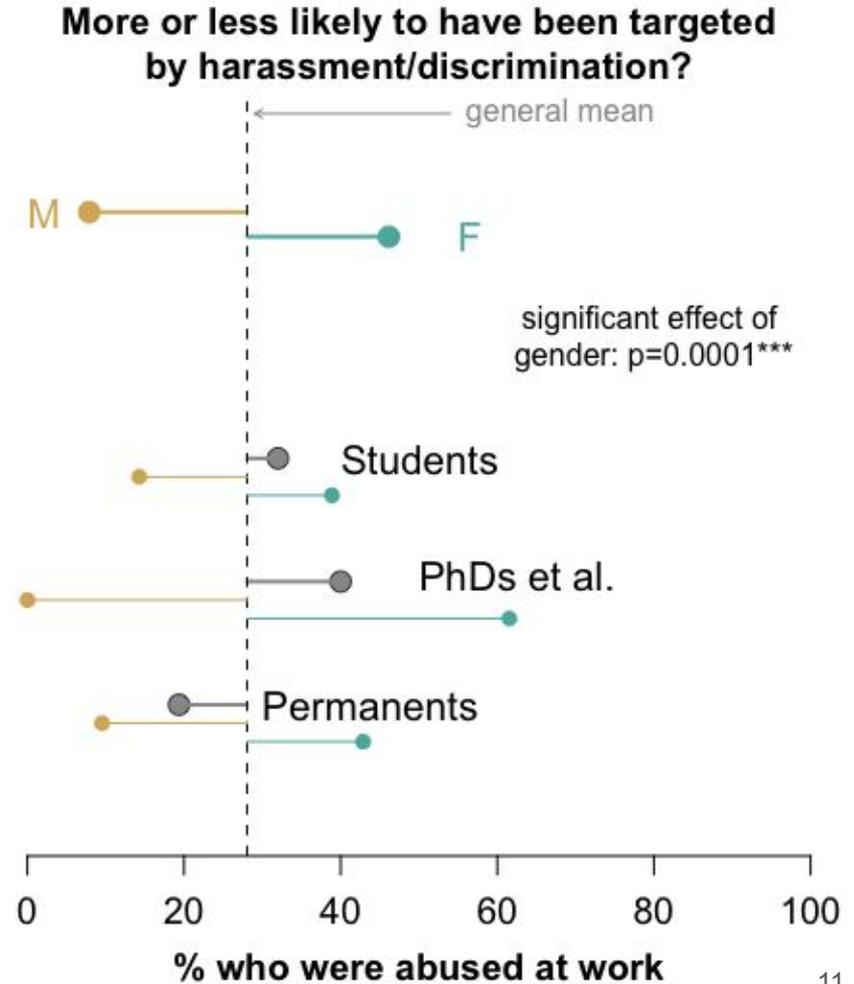
Methods used for the analyses

Comparison of results of the question
 “Have you ever been targeted ? “



Obs > Theo
 Obs < Theo

P=0,07



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Have you ever been....

- a witness
- a target

... of situations of discrimination, harassment, sexual, gender-based or moral violence ?

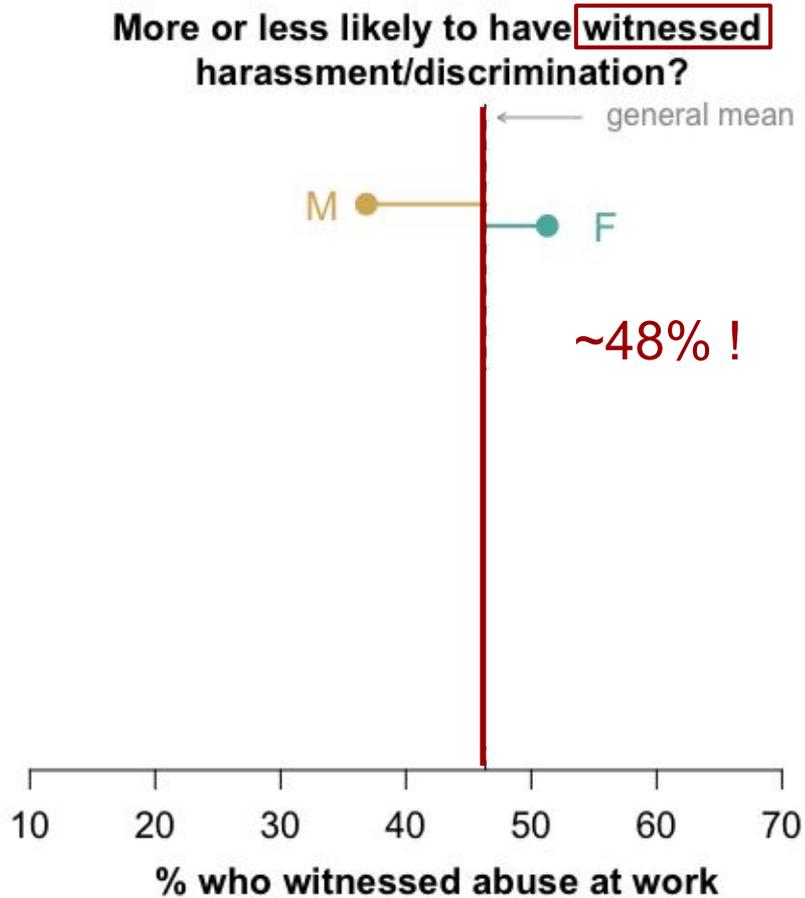
Have you ever *witnessed* a situation of abuse/discr./harassment at work?

2.2 - 1/3 - Have you ever been a witness of situations of discrimination, harassment, sexual, gender-based or moral violence (several possible answers)

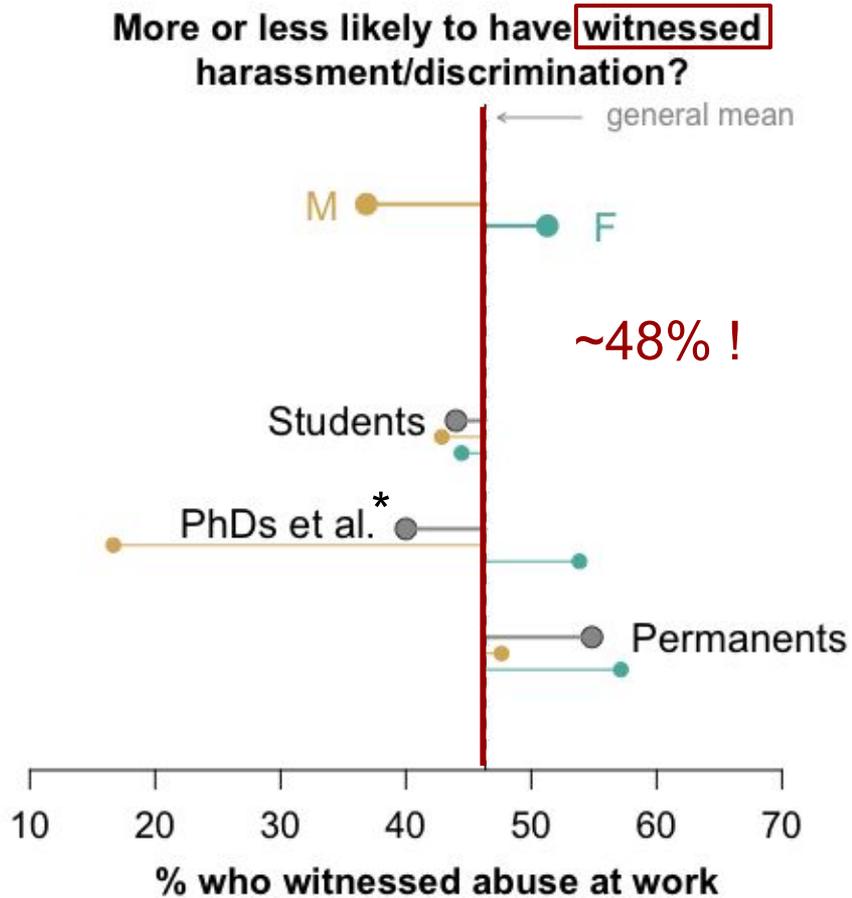
- In spoken form
- In written form
- In the Geosciences department
- At ENS but outside the Geosciences department
- In the field
- During conference(s)
- During work meeting(s) in other labs
- Never
- Autre...

The diagram features a vertical orange bar. A horizontal arrow points from the middle of the bar to the word "Yes". Another horizontal arrow points from the bottom of the bar to the word "No". A separate horizontal arrow points from the "Never" checkbox to the "No" label.

~50% of people have *witnessed* a situation of abuse/discr./harassment at work

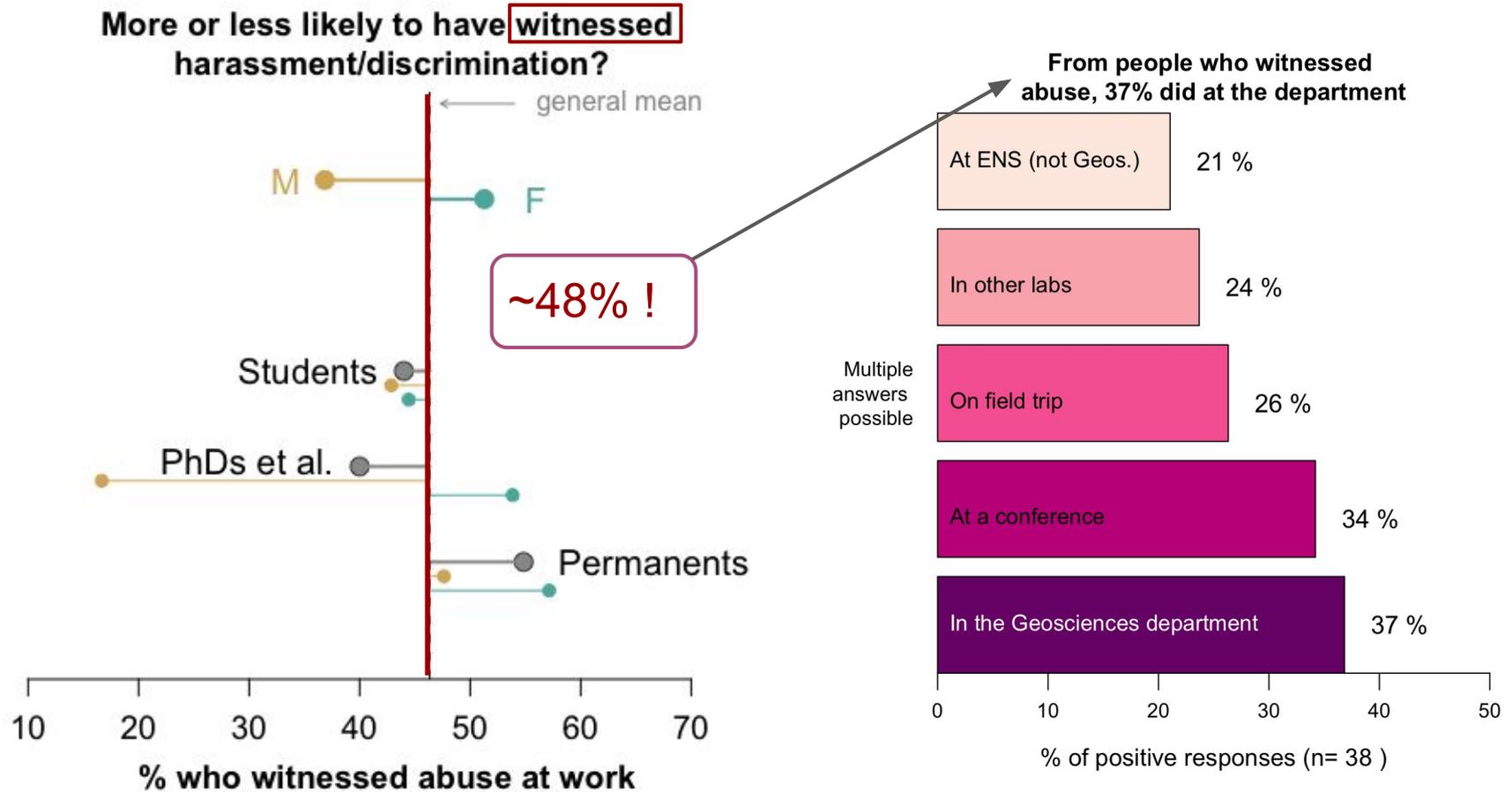


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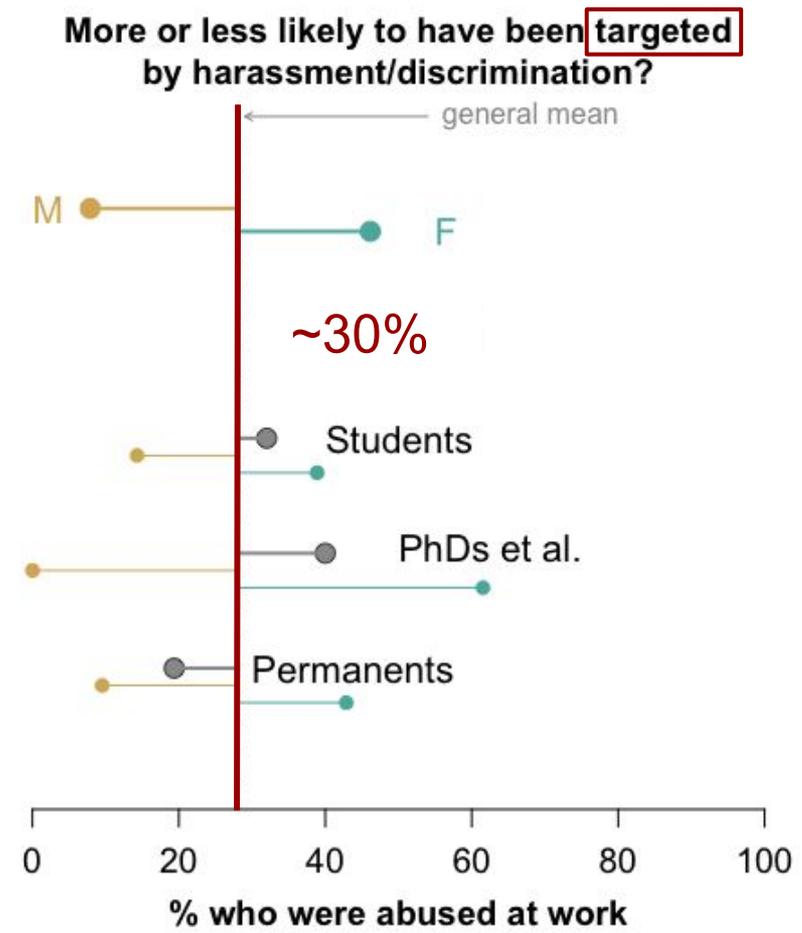
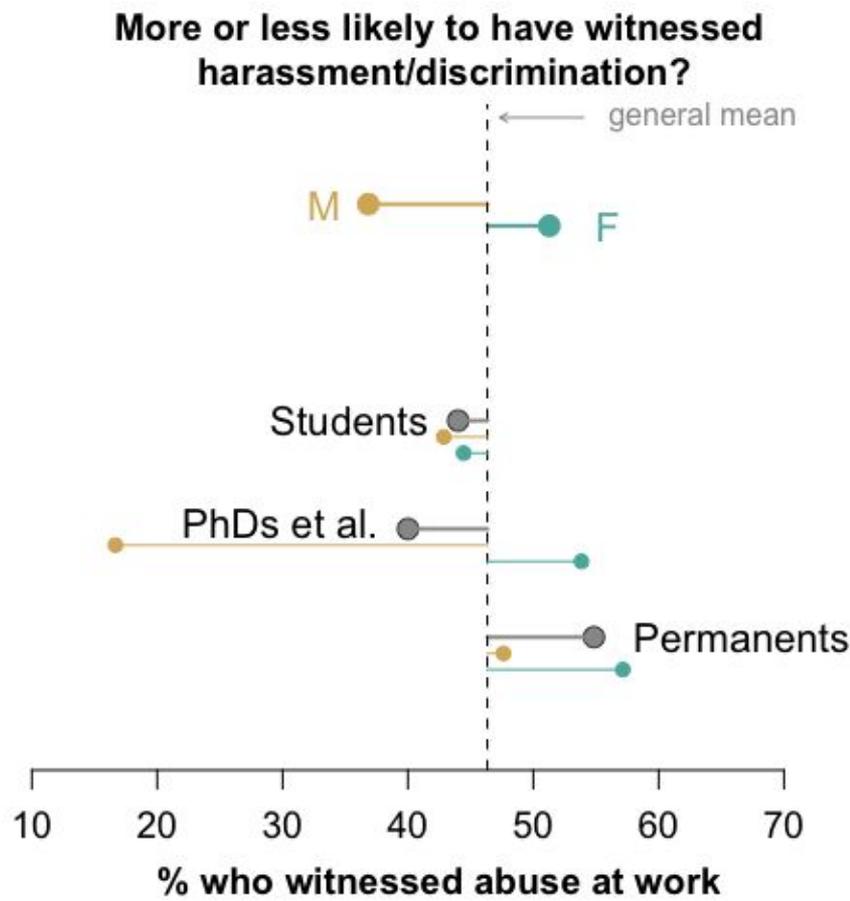


* Intern / PhD students / Postdocs

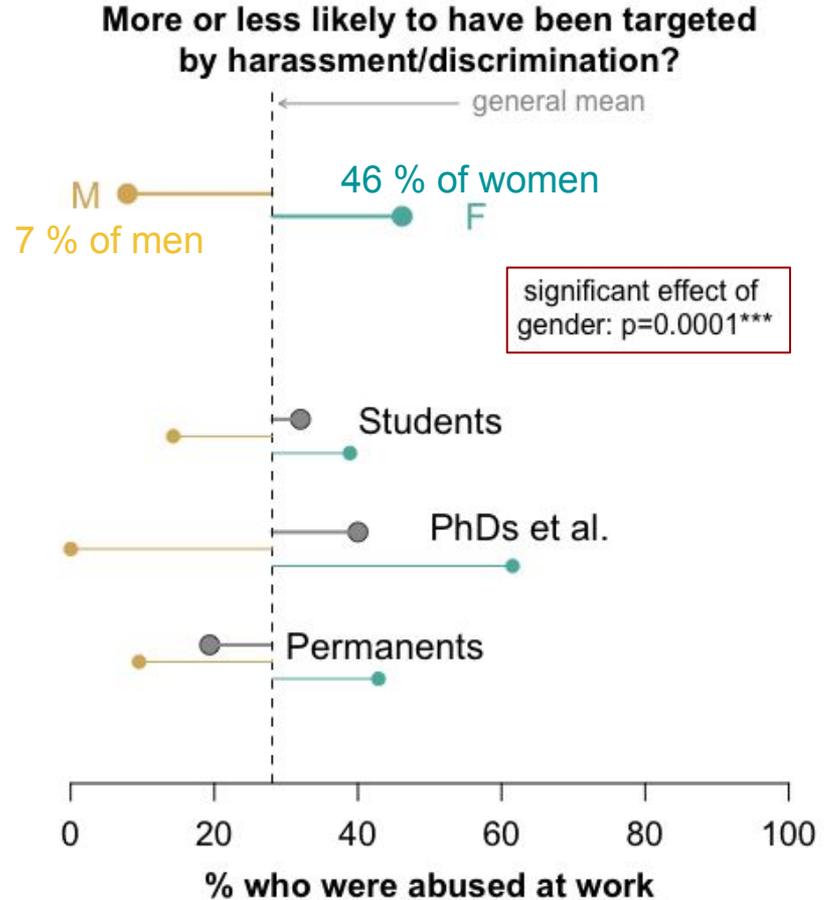
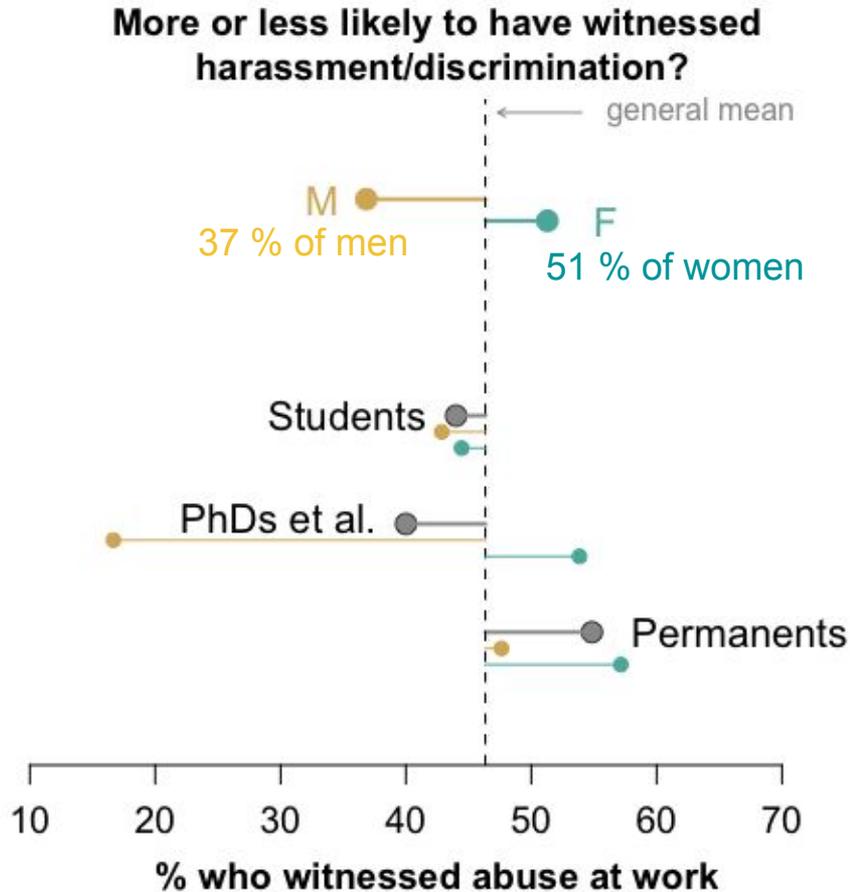
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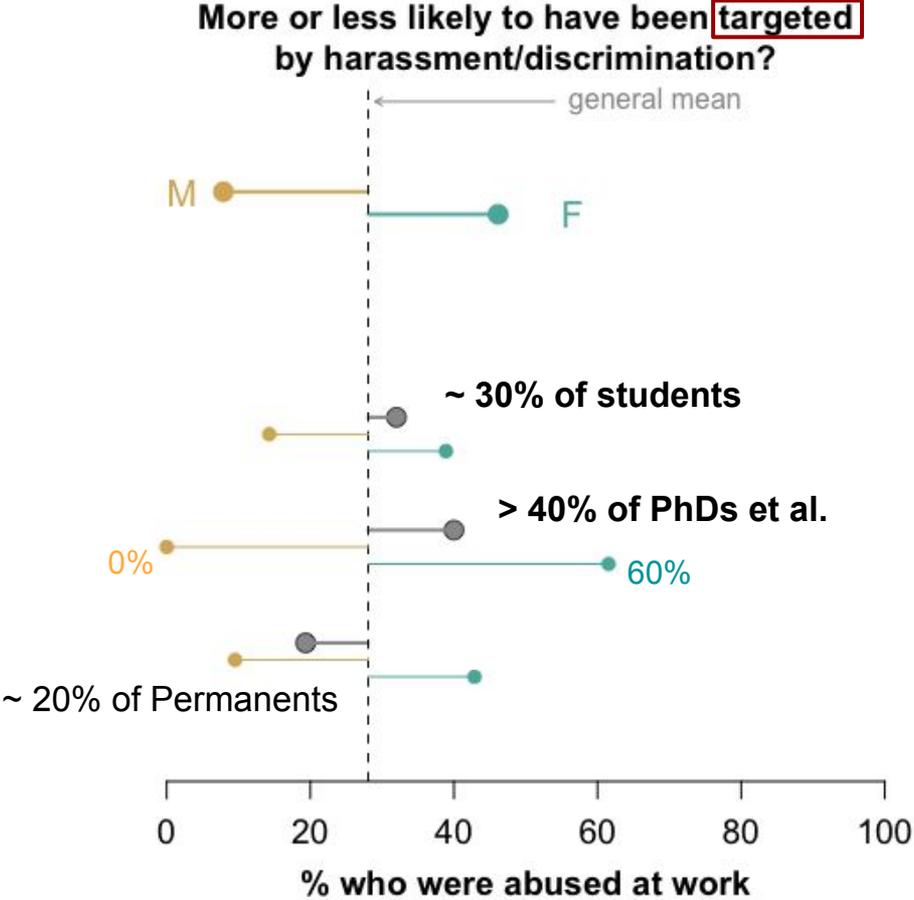
~30% of people were *targeted* in a situation of abuse/discr./harassment at ENS



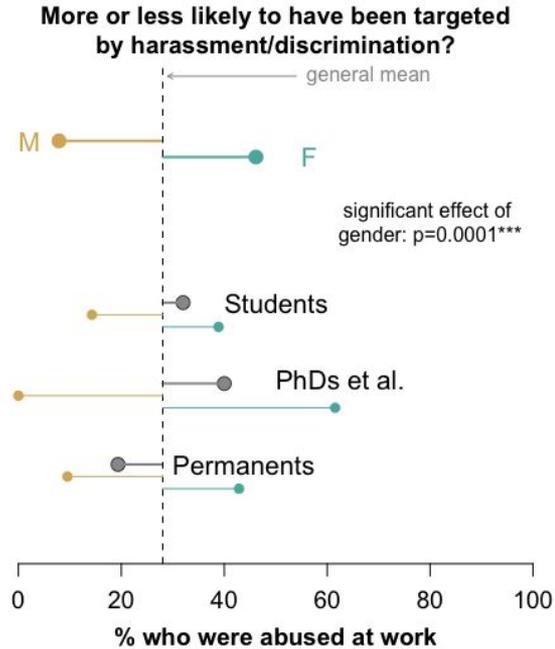
Women are more likely to be witnesses and/or targets



Non-permanents are more likely to be targeted



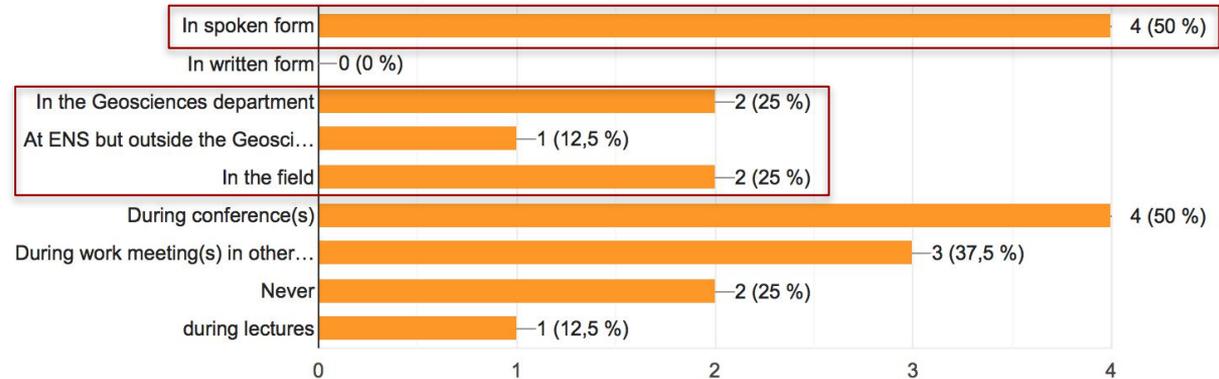
Too few data to conclude but... Foreign colleagues appear very vulnerable



Zoom into the english survey



Small number of answers (8)...



Survey respondents

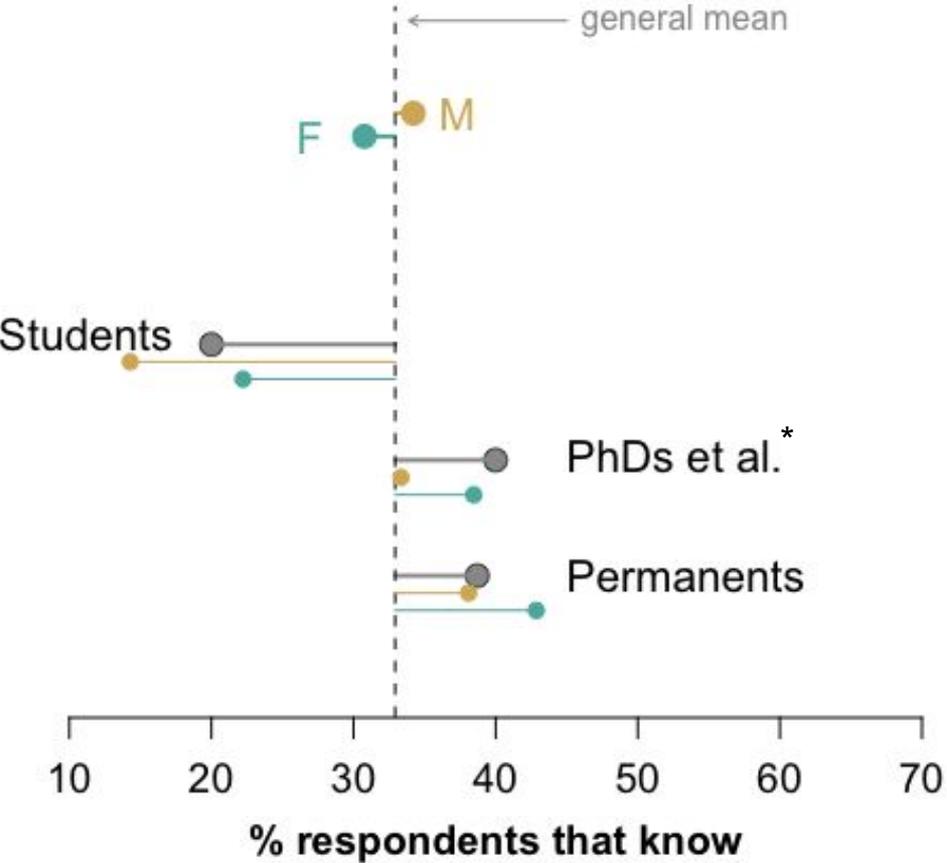
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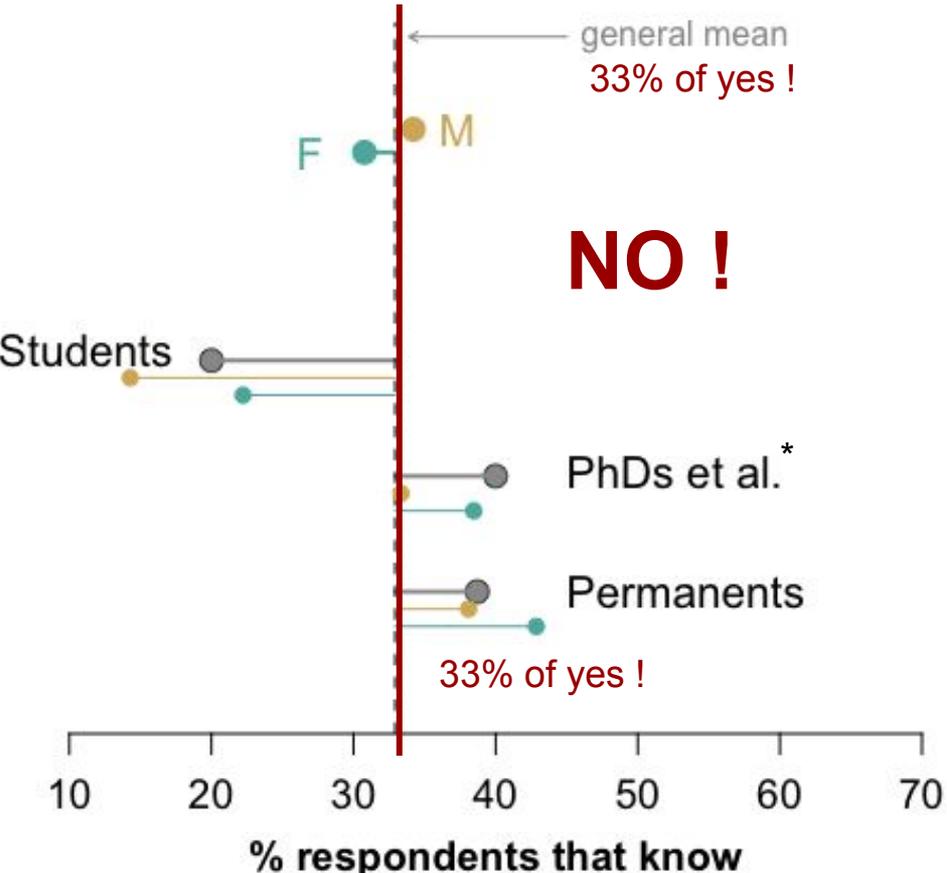
Do you know how to report abuse/discr./harassment at ENS ?



NA/self-defined gender account for differences btwn general mean by group and gender mean
Retired/Emeritus/Contractuels were too few to be included in the analysis

* Intern / PhD students / Postdocs

Do you know how to report abuse/discr./harassment at ENS ?

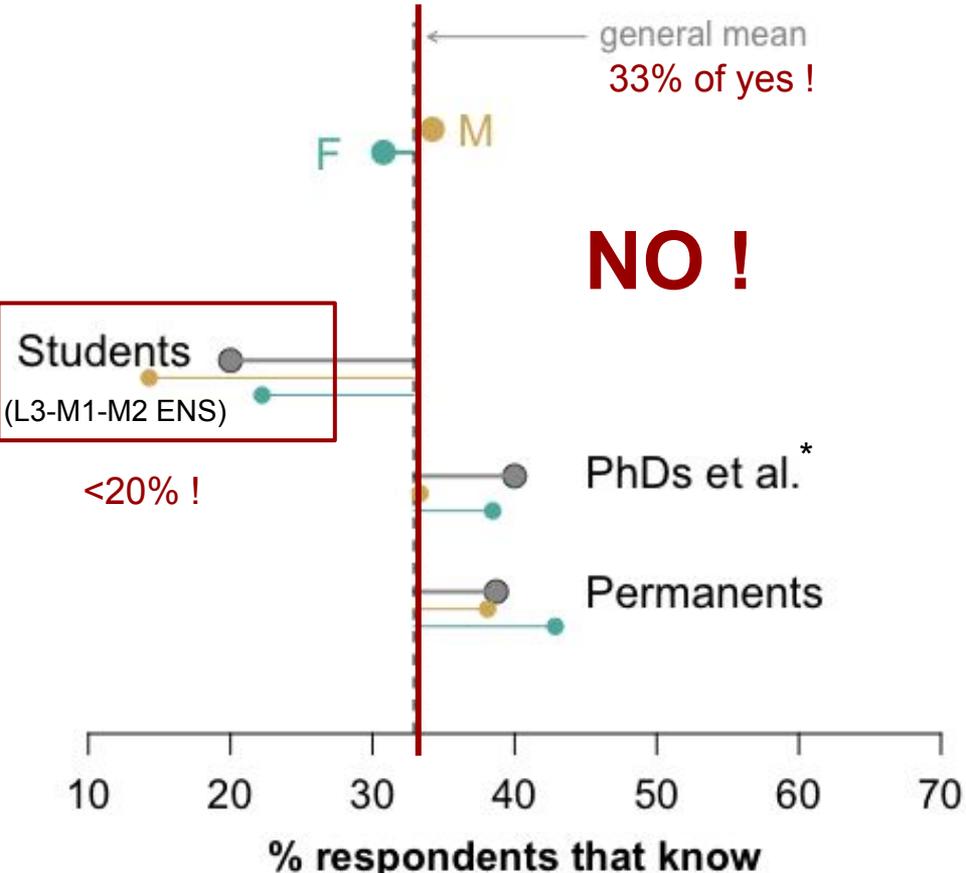


NO !

NA/self-defined gender account for differences btwn general mean by group and gender mean
Retired/Emeritus/Contractuels were too few to be included in the analysis

* Intern / PhD students / Postdocs

Do you know how to report abuse/discr./harassment at ENS ?



NO !

general mean
33% of yes !

Students
(L3-M1-M2 ENS)

<20% !

% respondents that know

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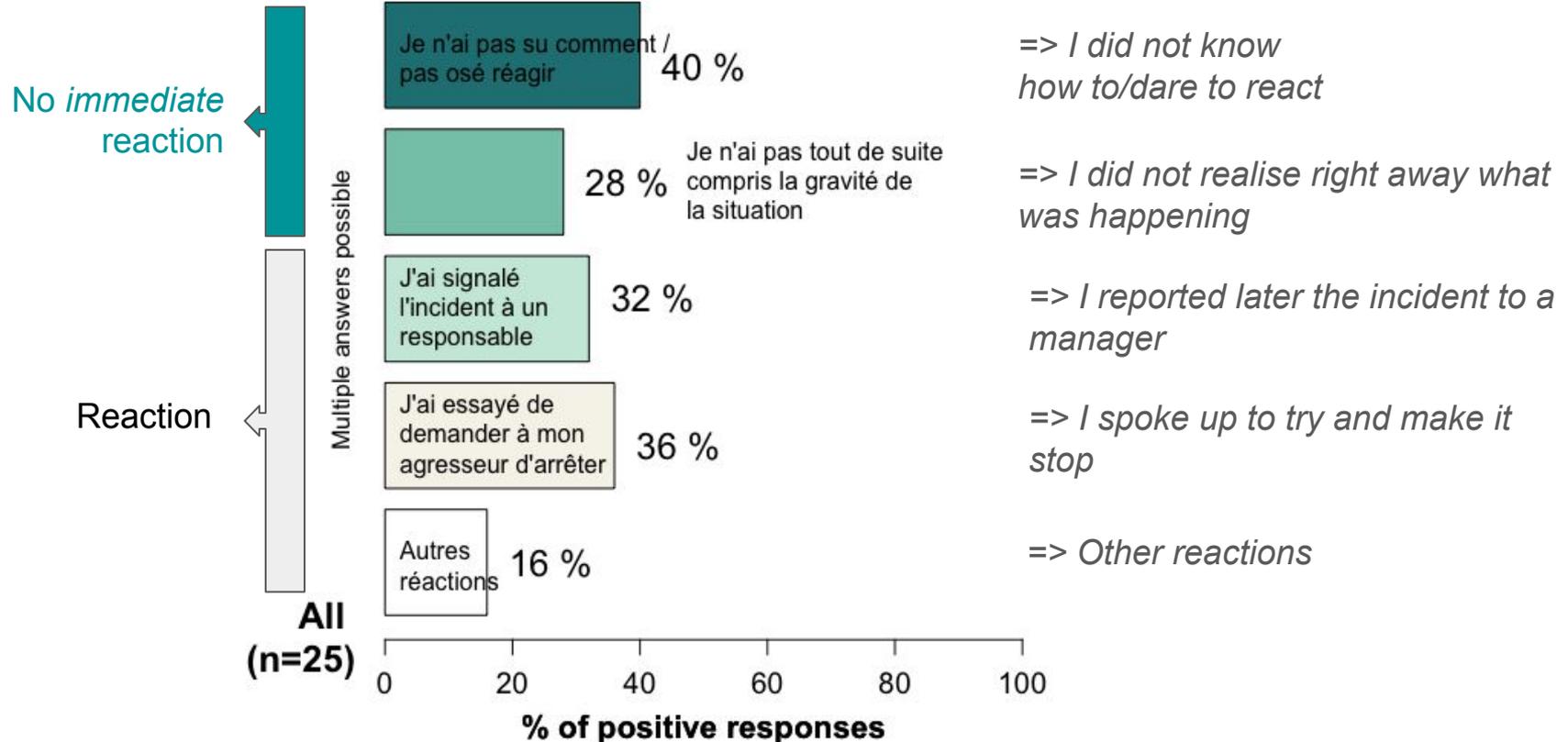
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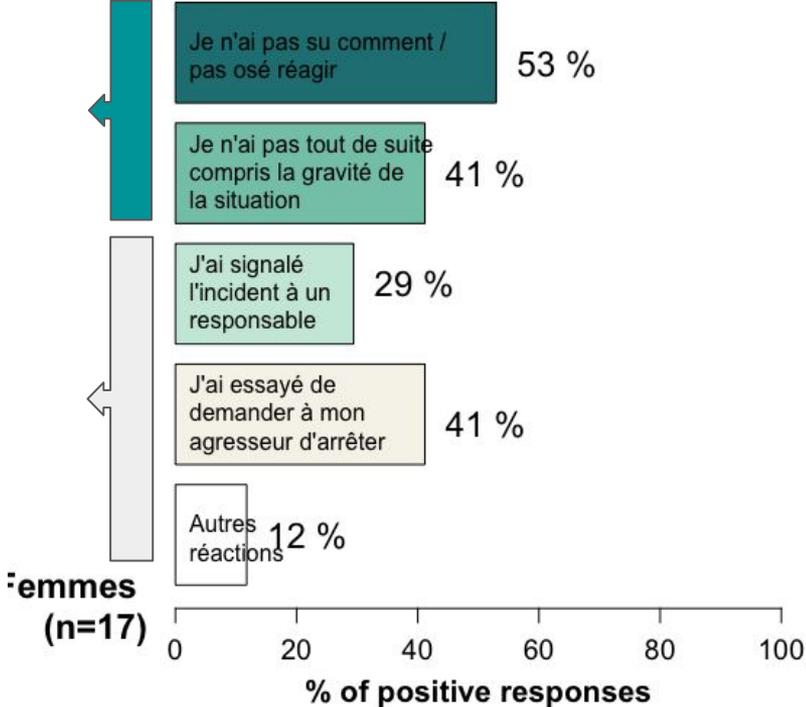
We do not know how to react

Target reactions

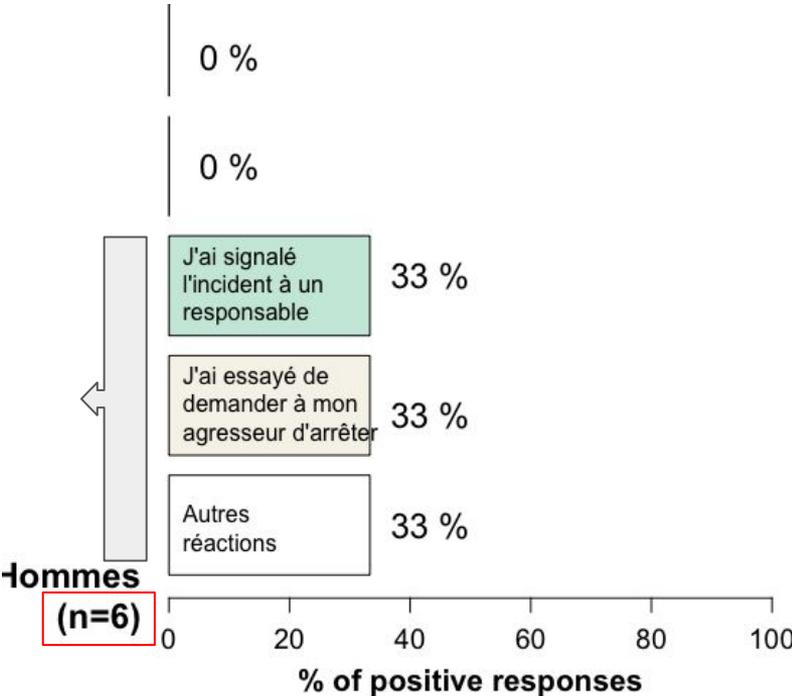


Immediate reactions are less likely for women

Targets reactions (Women)

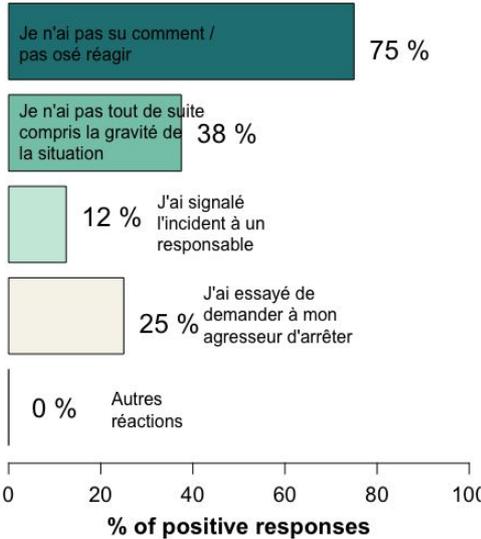


Targets reactions (Men)

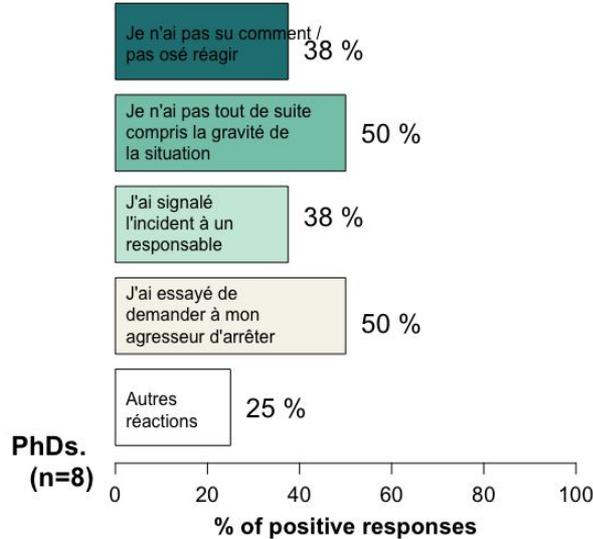


Students and young researchers seem more hesitant to react

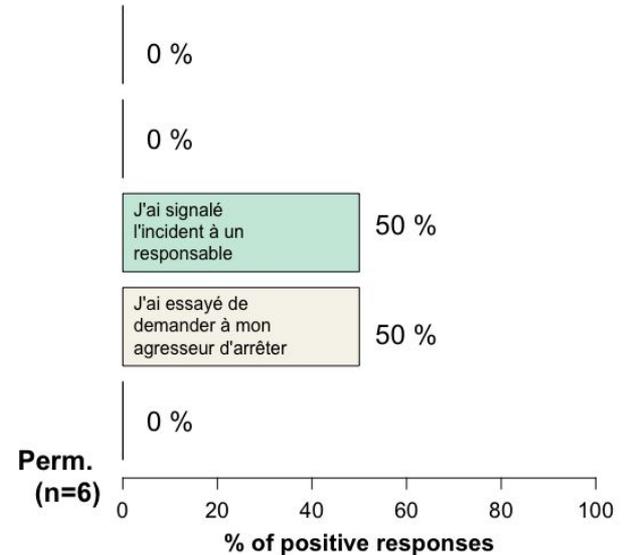
Targets reactions (students)



Targets reactions (PhDs et al.)



Targets reactions (Permanents)



but we learn with experience and status.....

Take home messages

Survey respondents are representative of the department population

2 independent methodologies provide consistent results

Gender discriminations affect more women

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Only part of the results of the survey were presented, a complete report will follow.

Why it matters, why we are all concerned

All people deserve respect regardless of gender, religion, origin and sexual orientation...

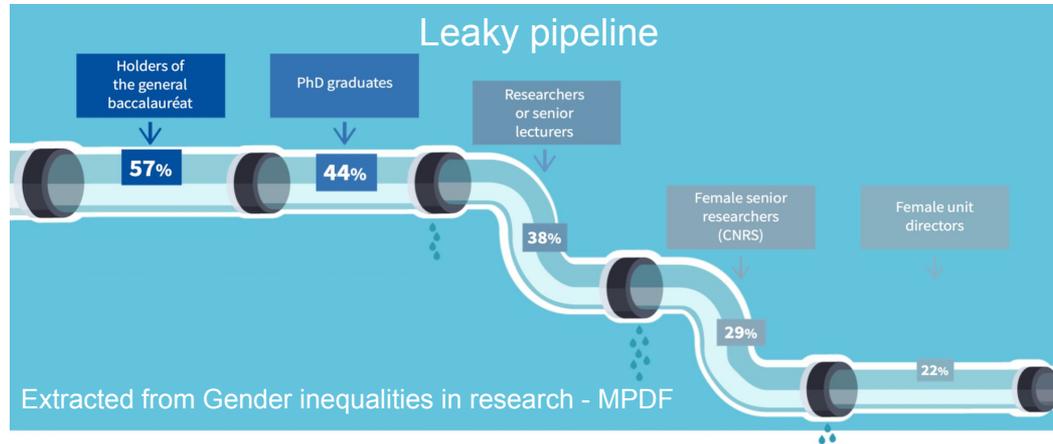
The department population should allow a better representativity of the population's diversity

Why it matters, why we are all concerned

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Recruitment should not be a bottleneck for minorities and gender



Why it matters, why we are all concerned

All people deserve respect regardless of gender, religion, origin and sexual orientation...

The department population should allow a better representativity of the population's diversity

Recruitment should not be a bottleneck for minorities and gender

The department mind-openness and the existence of concrete measures will become a criterion for future applicants

Diversity is important for the quality of science (like in an ecosystem [*Mori et al., 2013*])

What can we do

- Annual survey to monitor the evolution and check that reported situations were indeed handled.
→ Improve the survey to better evaluate discrimination on minorities and more generally covers all kind of discrimination
- Local interlocutors: referents *Qualité de Vie au Travail et Risques PsychoSociaux* :
LMD: Aglaé Jezequel & Benjamin Fildier **LG**: Emilie Klein & Matthias Delescluse



- Intensive display in the corridors
- Provision of digital resources and contacts via the department intranet
- Improvement of the welcoming of new entrants (meeting, booklet ?...)
- Organisation of department seminars and informal meetings



Creation of a code of conduct in the department



Creation of a code of conduct in the department



Objectives:

- Provides guidelines for better respect of people, regardless of their gender, status, sexual orientation, origin (real or supposed), religion or disability situation.
- Concerns on one hand the individual behaviors and actions of each member of the department and on the other hand the commitments and actions to be carried out at the level of team, laboratory and department management.

Motivation:

The need for this initiative is based on the recognition of situations of discrimination and harassment in the teaching and research activities of the department. These were highlighted in particular during the Diversity & Equality survey carried out in February 2021 within the department and earlier presented.

Structure of the code of conduct in the department

0. Definitions: Harassment, Discrimination, Stereotypes, Sexism, Minorities, Bias

1. Every day, everyone is committed

- 1.1- Working conditions
- 1.2- Fight against stereotypes and biases
- 1.3- Recruitment
- 1.4- Internships or field missions

2. The team, the laboratory, the department are committed

- 2.1- Working conditions
- 2.2- Fight against stereotypes and biases
- 2.3- Recruitment
- 2.4- Advancement, Bonuses

Adoption of the code of conduct in the department

- June 23rd 2021 : Presentation of the project and structure to all
- Fall 2021: Submission to the Lab's Board for discussion for approbation
- Winter 2021: depending on the discussion with the boards, diffusion and implementation in the department

Discussion

Ideas for discussion

- When promoting non-discrimination, can positive discrimination be applied in specific cases?
Ex in the recruitment section: “For equivalent files, if possible, favour the application that improves the diversity of the team concerned.”
- The choice of preferred language (French and/or English) for scientific and/or other meetings, emails, documents?
- Many points concern gender discriminations or minorities; specific suggestions against moral harassment?