

## Advancing gender equality at SAGE universities: Sciences Po Bordeaux

Does your university have a sexual harassment monitoring unit? Does your institution promote gender balance for visiting scholars? Does your university insist on gender mainstreaming in teaching? These are just some of the initiatives in place at Sciences Po Bordeaux.

Since 2016, Sciences Po Bordeaux is part of a consortium of seven universities created through the EU's Horizon 2020-funded project SAGE (Systemic Action for Gender Equality).

Following the institutional self-assessment phase, each institution designed and adapted Gender Equality Plans (GEP). We are now in the implementation phase of each action of the GEP.

Some of Sciences Po Bordeaux's achievements to date:

- We designed a document on **unconscious bias** in recruitment for the selection committees in our institution. The topic of unconscious bias –of which gender bias is an integral part - is a serious, yet largely ignored issue in recruitment. The hiring process is vulnerable to unconscious bias (attributing subjective criteria to a candidate from outside one's own conscious awareness). The first step is to raise awareness on this issue in order to encourage more objective decision-making. This document will be given to selection committees for all future recruitments.
- A **sexual harassment monitoring unit** was put in place in December 2018 comprising the Gender Equality Officer, the occupational psychologist, the legal officer and the prevention officer.
- We negotiated a **reduced teaching service** for senior lecturers preparing for the qualification to supervise research (the long track towards full professorship). The procedure for this qualification, called the HDR (in French *Habilitation à Diriger des Recherches*), is extremely demanding (the equivalent of a second thesis and a compilation of substantial research publications) and time consuming. It is a real obstacle in the career of female senior lecturers to become professors.
- We negotiated the creation of a **compulsory course on gender** for 3<sup>rd</sup> year students in order to raise awareness on gender issues.

Sciences Po Bordeaux is also organizing a series of **workshops** for undergraduate and PhD students on **women and leadership**, addressing topics such as negotiating salaries, assertiveness and gender equality management.

Are you wondering how Sciences Po Bordeaux has achieved all those changes?

**Join us in the SAGE Day and get the best tips to begin the path to equality!**

*Stay tuned, details of the SAGE Day Events organized in all SAGE partners institution will be announced soon!*

#GrowingEquality