

## IN CLASS: ENSURING REAL GENDER EQUALITY

Since 2010, Sciences Po has made a strong commitment to gender equality in the workplace by supporting a gender studies research and teaching programme called **PRESAGE**. PRESAGE's mission is to develop a focus on gender issues and gender equality in teaching and research at Sciences Po. Today, there are around a hundred courses that address this issue directly, all disciplines, programmes and levels combined. Since 2014, the Gender Equality unit attached to the Sciences Po Secretary General's Office has led a comprehensive, cross-cutting institutional policy concerning the entire Sciences Po community: students, faculty and staff.

### OUR RECOMMENDATIONS

Our student community consists of people from a wide variety of countries and cultures. Each student brings to Sciences Po his or her individual, collective and national histories. They all aspire to stimulating and inspiring interaction with faculty.

Our faculty is dedicated, approachable and committed to passing on knowledge. Faculty members play a key role in the intellectual and professional development of students within their institution.

By proposing the following ten recommendations, we aim to help reduce gender inequality in the classroom and encourage the kind of respectful relationships between faculty and students that are most conducive to the transmission of knowledge.

### #REC1

During your first class, do not hesitate to remind students of the **ground rules for working together** and creating an atmosphere in which each individual's right to speak and express views in the classroom is respected.

## #REC2

When **elections for class representatives** are held, it is not uncommon for there to be only one candidate. Encourage at least one other candidacy from a person of another gender. When there are several candidates, attempt to achieve a gender balance.

## #REC3

Be sure to facilitate student participation and **allow the women in your class to speak up as much the men**. Studies have shown that a tendency to monopolise turn-taking in speech is quite common amongst men.

## #REC4

When forming groups for a presentation or **team project**, encourage a reasonable gender balance (at least 40% of each gender) whenever numbers allow.

## #REC5

When providing **readings** or formulating examples, exercises, and exam questions, avoid those that hinge exclusively on a male character or a situation that is stereotypical. Propose a **balanced mix of authors** in the books you offer on your syllabus. In the same way, do not distinguish between research projects and subjects according to gender: any subject may be scientifically treated, regardless of a person's gender.

## #REC6

If a student would like to **meet with you individually**, suggest a discussion at the end of class or at a convenient time within the building: in the classroom, in one of the building's cafeterias, in the staffroom lounge at the 28 rue des Saint-Pères, or in your office at Sciences Po. Informal meetings with students off campus or involving alcoholic drinks are strongly discouraged. Be aware that this practice is prohibited in higher education settings within English-speaking countries.

## #REC7

In the case that you are supervising a research project, memoir or thesis as a tutor or mentor, be sure to maintain a relationship that remains professional. Do not hesitate to **leave your office door ajar during appointments** should any ambiguity arise. This is a common practice in education and professional environments and is often expected by our international students.

## #REC8

The "**dîner de conférence**" or course dinner is a special opportunity to spend time with the class at the end of the semester, but it is not mandatory. The class representative is responsible for organising it. This must be held in a public place.

## #REC9

Should you feel that **something said in class was misunderstood**, or that your humour led to discomfort, do not hesitate to address the issue with the class or with your academic coordinator, or to seek advice from the monitoring unit ([ecoute.cvehs@sciencespo.fr](mailto:ecoute.cvehs@sciencespo.fr)). Everyday sexism is a reality that students are increasingly aware of today and it is not tolerated at Sciences Po.

## #REC10

Finally, each course can be an opportunity to address the issue of gender equality, to enrich reflection on the subject, and to develop ways of improving the situation. Through group dialogue, each person can learn to engage with the issue. Whenever possible, try to **encourage reflection on gender equality in your interactions with the class**.

**Taking action against sexist behaviour and sexual harassment within the university is an integral part of Sciences Po's Gender Equality Action Plan. French legislation (including the Penal Code, Labour Code and Civil Service Code) defines sexist behaviour and sexual harassment precisely. Sciences Po's regulatory framework (University regulations and student life regulations) also stipulates that any sexist statements or behaviour and any kind of sexual harassment are prohibited in a professional or study context.**

**Since 2015, a sexual harassment monitoring unit has been in place to respond appropriately to this type of situation. Its mission is to advise and support any member of the Sciences Po community who has been exposed to sexist behaviour or sexual harassment.**