

CREATING MEANINGFUL GENDER EQUALITY

Sciences Po is proud to be a university that attracts tremendous diversity - be it in the form of our students hailing from more than 135 countries, or our faculty with its rich intellectual and professional expertise. In a single classroom, we are more than likely to encounter people representing several different historical, cultural, linguistic, and academic backgrounds. Our differences only strengthen that which unites us: our collective commitment to excellence and rigor, as well as to mutual respect, dignity, and equality.

A core value at Sciences Po is the advancement of gender equality in all spaces, including the classroom. We encourage you to read the recommendations below and to use them as a starting point to foster respectful relationships in class, to remedy potential manifestations of inequality, and to guide you in managing student interactions beyond class time.

...IN THE CLASSROOM

1. Set explicit ground rules for a class built on mutual respect

During your first class and beyond, don't hesitate to set the tone: the most successful class environment is one in which students feel free to speak, express their views, and contemplate new ideas with the understanding that they will be valued and respected by all.

2. Encourage gender balance in elections for class reps

Often, only one candidate will volunteer to be elected class rep. Encourage at least a second candidacy from a person of another gender. If several students apply, attempt to achieve gender balance.

3. Facilitate equitable class participation

Studies show that men are more likely to monopolize in-class participation. Work to facilitate active class participation and to allocate speaking time to women just as much as to men.

4. Establish a gender mix in group assignments

Insofar as possible, aim for a gender mix (40% of each gender) when assigning groups for team projects.

5. Diversify your examples and class reading list

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

6. Engage openly with the topic of gender equality

Every course can offer the opportunity to address gender inequalities, their roots, their impact, and ways to make strides in ending them once and for all. Encourage group discussions, make space for debate, and - whenever possible - engage with your students on the topic.

...OUTSIDE THE CLASSROOM

7. Meet students in Sciences Po spaces during business hours

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.

8. Leave your door ajar when receiving students

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. This is a common practice in education and professional environments and is often expected by our international students.

9. If you must hold a "class dinner," it must occur in a public place

The end-of-year "dîner de conférence" is a special opportunity to celebrate the end of the class, but it is not mandatory. The class representative is responsible for organising it. It must be held in a public place.

10. When in doubt, ask for advice

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 Violence Helpline (infos.violences@sciencespo.fr). Everyday sexism is a reality of which students are increasingly aware, and it is not tolerated at Sciences Po.

Since 2014, Sciences Po's Gender Equality office has worked to support all of the university's communities: faculty, staff, and students. Its mission is to accompany community members in the conception, realisation, and promotion of their actions and initiatives working to promote meaningful gender equality. The office works to ensure that the entire institutional community has the opportunity to appropriate the topic, to create a culture of equality, and to promote Sciences Po's leadership through its research activities (such as the programme, PRESAGE), its international and national partnerships, and its alumni network. Since April 2019, Sciences Po is a proud recipient of AFNOR's *Professional Equality* label.

Regarding situations of sexualized violence, French law (penal code, labor code, and civil service code) very precisely defines words, acts, and behaviors qualified as sexualized violence. Sciences Po's internal rules and regulations also formally prohibit all forms of sexualized violence committed while exercising one's

functions or pursuing one's studies. Sciences Po's Violence Helpline is a confidential space allowing for direct and indirect victims of sexualized violence to receive individualized assistance and accompaniment in English and in French. Contact: infos.violences@sciencespo.fr / 0145495400 (appel anonyme)