
Gender Equity Charter of the Paris Brain Institute

The background of the entire page is a deep blue color. It is decorated with abstract, hand-drawn orange scribbles that resemble tangled lines or neural pathways. These scribbles are most prominent in the top-left and bottom-right corners, with some lines extending across the middle of the page.

The Gender Equity Charter was drafted by the Gender Equity Committee. It sets out the principles and objectives to be met within the Institute in order to fight gender-based discrimination and promote equity, and proposes the means by which to achieve them. This charter is the first pillar of a broader approach to address other sources of discrimination and inequity, and to foster inclusiveness and diversity within the Paris Brain Institute.

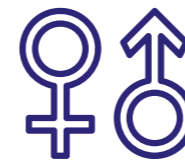
Equity and diversity are not only strong values of our Institute but are also drivers of scientific excellence. The promotion of equity allows, by means of a fair and non-discriminatory evaluation, to recognise the contribution of all members of the community involved in research. Diversity enriches the wealth of skills, and fosters talent, creativity and innovation in science.



Prof. Alexis Brice
Executive Director

The Gender Equity Charter is based on six main principles and sets seven main objectives:

Principles



PRINCIPLE N°1 The Paris Brain Institute promotes gender equity in all its operations and activities, as well as in society overall.



PRINCIPLE N°2 The Paris Brain Institute affirms that gender diversity and equity are enriching factors in all human activities and particularly within scientific research.



PRINCIPLE N°3 The Paris Brain Institute is committed to combatting discrimination, bias and stereotypes linked to gender within the Institute and in society.



PRINCIPLE N°4 The Paris Brain Institute is committed to providing a working environment that respects differences and contributes to the well-being and professional fulfilment of all, regardless of gender, status or function.

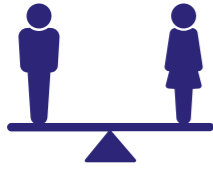


PRINCIPLE N°5 The Paris Brain Institute guarantees the visibility of women and the fair recognition of their contribution to the results and progress of scientific research.



PRINCIPLE N°6 The Paris Brain Institute encourages research, whether clinical, applied or fundamental, to better understand gender differences, without limiting itself to biological dimensions, in a rigorous scientific approach and attentive to the way in which its results are communicated to the general public.

Objectives



OBJECTIVE N°1 Within the Paris Brain Institute, women and men must be represented equitably at all levels of the hierarchy and in all fields.



OBJECTIVE N°2 The Paris Brain Institute aims to eliminate the pay gap between women and men in equivalent positions.



OBJECTIVE N°3 In order to promote the visibility and recognition of the Institute's women in research, the Paris Brain Institute aims for equity between women and men in promotions, research grants, merit-based awards or honorary prizes, and in communication and media coverage of their activities.



OBJECTIVE N°4 The Paris Brain Institute is committed to promoting the visibility of women in science and in society during internal and external events, aimed at the scientific community or the general public.



OBJECTIVE N°5 The Paris Brain Institute will set up specific training courses on gender equity and on the means of combatting gender discrimination for all staff in managerial positions and with supervisory responsibilities, in research teams, research platforms and supporting facilities.



OBJECTIVE N°6 The Paris Brain Institute will develop actions to disseminate scientific knowledge and raise awareness of gender stereotypes among the general public, with the aim of contributing to societal change.



OBJECTIVE N°7 The Paris Brain Institute will ensure and encourage the systematic inclusion of sex and/or gender dimension in scientific work, in funding applications and in the development and implementation of research protocols.



Gender Equity Committee and Implementation of the Charter

The Paris Brain Institute commits all its staff and structures to this charter. This commitment is reflected in the creation of a Gender Equity Committee, in the support of its actions, and in constant two-way communication between this committee and the other bodies of the Institute.

The role of this Committee is to monitor gender equity issues at the Paris Brain Institute. It shall ensure that the principles set out in this Charter are respected in the general functioning of the Brain Institute. The Committee has an advisory role on issues related to gender equity with regards to the Institute's decision-making bodies.

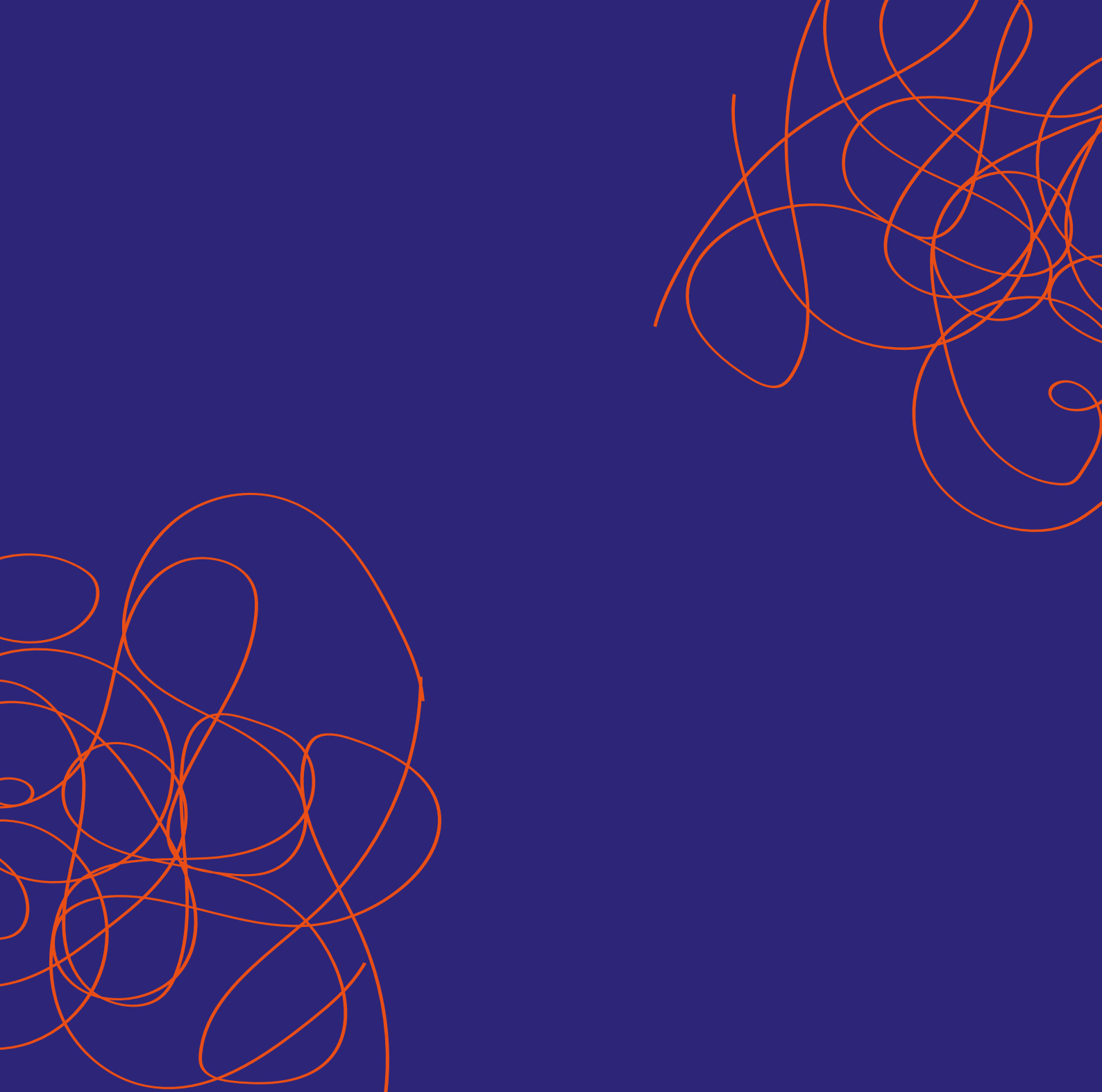
Action Plan

In order to implement this Charter, the Institute has drawn up an Action Plan for gender equity on the basis of a five-year plan, corresponding to the Institute's evaluation periods (by the HCERES in particular).

This Action Plan consists of a series of indicators and milestones that aim to implement the principles and monitor the achievement of the Charter's objectives. It is drawn up jointly by the Institute's management and the Equity Committee, and is communicated to all staff and made public.

The Committee acts to raise awareness of gender equity issues and to alert staff of practices that may lead to inequity. In doing so, it contributes to a cultural change, both within the Institute and beyond, particularly in scientific research.

The Committee oversees the implementation of this Plan and reviews it yearly. This review is shared with the entire staff.



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