

## **GENDER EQUALITY PLAN 2024-2026**

Date: June 28, 2024

### **Context**

IRI is a non-for-profit private research organization founded in August 2008 by Bernard Stiegler and Vincent Puig in the context of Centre Pompidou, Paris.

Our goal is to develop research, innovation and experimentation in the field of contribution at 3 levels:

- Methodology through Contributory Research
- Society through Contributory Economy
- Digital through Contributory technologies.

Contribution is a way to delay entropy in all domains and therefore to promote diversity: biodiversity, technodiversity, noodiversity.

In our Research, gender is first considered as a diversity factor. Therefore, our GEP is conceived as a tool for promoting gender diversity and ultimately equality in 3 domains:

- Our own organization (including board, staff and voluntaries)
- Our guests in the research events we organized
- The participants involved in our experimentations.

### **Gender Equality Objectives and indicators**

#### **1. Our own organization**

IRI is a small research entity for which quantitative indicators are doubtful and which currently include:

- Board of administration: 10 members, 5 M – 5 F
- Scientific and industrial Committee: 18 members, 4 F – 14 M
- Staff and voluntaries: 18, 6 F – 12 M

Objectives:

- Progressively adjust the M/F ratio for the Scientific Committee
- Make an annual diagnostic on possible salary gaps between M/F if positions are similar (for Staff)

#### **2. Guests in research seminars and conferences**

This domain is currently a priority for IRI. The GEP need to help in paying more attention to female invited speakers and participants. Average annual number of guests: 60. Average current female proportion: 1/3. Objective: 50%

#### **3. Participants in our experimentations**

Gender Equality must be analyzed according to the type of experimentation:

- Research topic 1 (parenthood and digital super exposition): mainly female participants among mothers and health staff. Objective: develop information to fathers.
- Research topic 2 (digital urbanity and food issues): equality in schools, relative female domination in health and food-related activities. Objective: regular survey.
- Research topic 3 (Contributory Economy): equality in economy and in the experimentation related to the Local Currency. Objective: regular survey.
- Research topic 4 (Contributory technologies): Male domination in software development activities. Objective: priority to female recruitment.

### **Gender Equality selected indicators for our GEP**

#### **Relevant quantitative indicators**

- numbers of women and men candidates applying for distinct job positions
- numbers of women and men having left the organization in the preceding years, specifying the number of years spent in the organization.

#### **Relevant qualitative indicators**

- Knowledge creation (publications, communications) according to gender
- Monthly analysis of possible discrimination or harassment
- Measurement of M/F participation for all our seminars and conferences
- Topics to be included in our research: contributory research and gender, environmental activities and gender, Social Economy and gender.