

Career



Barriers ?

Preamble: This game was developed as part of a teaching unit entitled 'Mutualized Interdisciplinary Project' (<https://isblue.fr/se-former-avec-isblue/pim-projets-interdisciplinaires/>), which aims to tackle complex issues, through active and collaborative learning formats. The aim was for a group of 13 Master's students in Marine sciences (biology, biotechnologies and geosciences) at UBO and UBS, brought together in Brest in June 2024, to focus on the issue of gender inequalities in scientific careers, measure its extent, familiarize themselves with social sciences concepts to better understand its mechanisms and its systemic nature, and make a restitution via collaborative work in the form of a serious game, all in 5 days.

As a student project, carried out under strict timeline, the game hereafter may present certain imperfections, spelling mistakes and/or typos. It does, however, provide a fairly straightforward way of tackling various themes relating to gender inequality (*Sexual and gender-based violence (SGBV)*, orientation bias, the Matilda effect, etc.). Finally, the game mechanism (with 2 objectives, individual or collective) invite us to question our social project, which - even today - values individual success more than investment in a collective. This game is a simple and effective awareness-raising tool for starting a discussion on career inequalities in the scientific world (it could easily be adapted to other professional spheres), and for thinking about a more egalitarian world and the actions needed to make it happen.

Contents: this pdf contains: the rules of the game, the game board (to be printed A3), and the card files (to be printed and cut out). To play, you'll need: 1 die and 2 counters of the same color per player (1 for the course and 1 for its equali-gauge).

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Game rules



2 to 4 players



30 to 45 minutes



A successful scientific career leading to a prize for excellence

Hello and welcome to the game “Career or Barriers”!

This game was created by UBO and UBS students as part of a Study Unit titled “Gender and Science” in June 2024, aimed at raising awareness of gender and minority inequalities in science. In scientific fields, the proportion of women and minorities decreases as one moves up the hierarchy (the “leaky pipeline” phenomenon). Insofar as the discriminatory mechanisms affecting women, but also other minorities (real or supposed origin, sexual orientation...) can add up, we have decided to include these other minorities in this game too. Here, we invite you to simulate a scientific career, during which you will be called upon to make more or less moral decisions. This game is an experiment that puts you in the shoes of someone you are not, and whose decisions don't reflect your moral compass. So do not be afraid to be very careerist, even at the expense of the quality of your working environment.

Context

By playing the “Career or Barriers” game, you simulate a career in research (from high school onwards) as a scientist whose gender, real or supposed origin, religion, sexual orientation and social background are not taken into account.

You will be able to move through the highly competitive world of research on a 39-square board, at the end of which you'll find the crowning glory of your career: an Excellence Award. But be aware of the consequences of your decisions on your working environment and colleagues.

Setting up the game

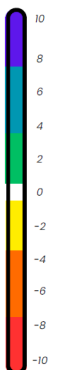
- Place the tray in the center of table
- Arrange Bonus/Malus, Quiz and Event cards
- Give everyone an individual gauge of contribution to the quality of the working environment (=equal-gauge)

How do you win?

There are 2 ways for winning :

- The first player to reach the excellence prize wins! Throughout the game, you have a common equal-gauge on the board, into which you can invest points using event and bonus/malus cards.

- If the common equal-gauge is filled before the Excellence prize is reached, victory goes to the players who contributed to it. In this case, the winners are ranked in order of their own contribution (individual gauge) to the common gauge.



Start of game

At the start of the game, each player's individual egali-gauge and the common egali-gauge start at 0.

All players start on the “High school” square. The first player to roll the die is chosen according to alphabetical order of first names.



Game sequence

The first player rolls the die and move forward as many squares as indicated by the die. If he/she lands on a “bonus malus”, “quiz” or “event” square, an other player draws a card from the corresponding deck and reads it out loud. Don't forget to read the additional information on the cards to enrich your knowledge about gender issues in science.

3 types of cards:


- Bonus / Malus : These cards can advantage or disadvantage you in the race for the Prix d'Excellence or the group in the common egali-gauge.
- Events : These cards will impose you a career choice, the consequences of which will affect your pursuit of the Excellence Award and the “quality of the working environment”. The card must be read by another player.
- Quizz : These cards will subject you to a general knowledge question on the subject of gender inequality in science, with 3 possible answers and only 1 correct answer, that will allow you to advance from one square. The question must be asked by another player, and if there is, information in brackets must not be read aloud. The correct answer is in bold.



If the effect of a card requires the player to move further, he/she does not suffer the effect of the new square (does not draw a card).

Selection barriers:

Your career is divided into several main stages (bachelor's degree, master's degree, doctorate, post-doctorate, researcher, research director), the passage from one to the next being determined within the game.

Player must stop before the barrier (), regardless of the value of the dice rolled. He/she must then re-roll a die and roll less than the value indicated on the board to pass.

You have only roll 1 die per turn to attempt to pass the barrier. If you succeed, you progress in your career by as many squares as indicated by the die. If you fail, you remain blocked and are allowed to try again next turn. After two blocked turns, you will move on to the 3rd turn without rolling the die. Malus may cause you to go back; you'll stay blocked before the barrier (don't go back in time of the previous step).

The Egali-gauge

A 40-point “egali-gauge”, common to all players, is available on the game board. At the start of the game, the egali-gauge is at level 0.

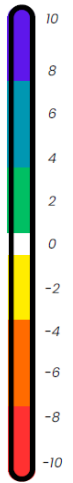
During the course of the game, you'll have the opportunity to gain points in this gauge by making decisions when you come across an event square. Points invested by a player in the common egali-gauge are also reflected in his or her personal egali-gauge.

End of a game

At the end of the game, you can refer to your personal egali-gauge to understand to what extent you have contributed to the quality of your working environment, and what kind of player you have been.

Personal egali-gauge level:

- +10 pts: you have an exemplary behaviour and play a major role in combating inequality.
- Between +5 and +9 pts: you actively contribute to a noble cause. Keep up the good work!
- Between 0 and +5 pts: you've made an occasional contribution to the fight against inequality. That's good, but you could certainly do better.
- Between 0 and -5 pts: you haven't advanced the fight against inequality and have even taken advantage of the system to further your career. You could take part in a "gender and science" UE to raise your awareness of these issues and stop making these mistakes.
- Between -5 and -9 pts: you actively participate in maintaining an unequal system and are deeply entrenched in your privileges. This is wrong.
- 10 pts: you're a scumbag. Make an effort!



These results may not represent your own personality or behaviour. In your daily life, do not hesitate to take a stand against inequality, to make our world a fairer place.

Glossary

(NB: some information below are only valid for the French system)

Consent: All sexual acts must be consented to by both partners. Consent may be verbal or non-verbal. Silence does not constitute consent. Consent must be free, informed and given personally. There is no consent if: it is given by a third party; the person does not have the capacity to consent (for example, the person is unconscious due to alcohol, drugs or medication); if he or she has been subjected to violence, threats or physical or moral coercion. A person may agree to one sexual act and refuse another. A person may, after having consented to a sexual act, subsequently express his or her refusal to continue. Consent may be withdrawn at any time.

Glass ceiling: refers to the fact that, in a hierarchical structure, the upper levels are not accessible to certain categories of people, mainly because of class contempt, racial discrimination or sexism.

Glass wall: refers to the fact that, in a hierarchical structure, higher levels are not accessible to certain categories of people, mainly because of class contempt, racial discrimination or sexism.

Halo effect: is a cognitive bias that affects the perception of people or brands. It is a selective interpretation and perception of information in the direction of a first impression.

LGBTQ+: Sexual and gender minorities, known by the acronym LGBT or other variants (LGBTQIA+, MOGAI), include lesbian, gay, bisexual, trans, queer, intersex and asexual people, i.e. those who are not heterosexual, cisgender or dyadic.

Mansplaining: is a feminist concept coined in the 2010's to describe a situation in which a man explains to a woman something she already knows or is an expert in, often in a paternalistic or condescending tone.

Maninterrupting: is an American feminist neologism for the behaviour of a man who cuts off a woman in a discussion or debate because of her gender. For proponents of this concept, such behaviour is a sign of sexism and male domination.

Mathilda effect: minimization of women's contribution to the scientific world + capture of women's work by men. Minimization of the rewards women receive. Women find themselves delegated to thankless jobs, "little hands".

Person with reduced mobility (PMR): This is a broad term, encompassing all people who have difficulty moving around in an unsuitable environment. A person with reduced mobility is someone whose movements and movements are temporarily or permanently hampered for various reasons (e.g. size, condition (illness, overweight), age, temporary or permanent disability, the objects or people he/she carries, the equipment he/she needs to get around, etc.).

Sexism: a concept that encompasses both beliefs and behaviours that tend to stigmatize or delegitimize women based on their sex.

Ordinary sexism: all attitudes, comments and behaviours based on gender stereotypes which, although seemingly harmless, have the purpose or effect, consciously or unconsciously, of insidiously or even benevolently inferiorizing women.

Sexism in the French Labor Code: the law of August 17, 2015 introduced the notion of "sexist acts" and the law of August 8, 2016 notably strengthened these provisions. According to Article L.1142-2-1 of the French Labor Code, "No one may be subjected to sexist harassment, defined as any harassment related to a person's sex, the purpose or effect of which is to undermine his or her dignity or to create an intimidating, hostile,

degrading, humiliating or offensive environment.”

Sexual assault: According to article 222-22 of the French Penal Code: “Sexual assault is any sexual violation committed with violence, constraint, threat or surprise”. Jurisprudence specifies “les atteintes sexuelles” as caresses or touches of a sexual nature on one of the following five parts of the body: breasts, buttocks, mouth, sex and thighs. Since 2013, and according to Article 222-22-2 of the Penal Code, “Also constitutes sexual assault, the fact of forcing a person by violence, threat or surprise to engage in sexual activities with a third party.” The maximum penalty for sexual assault is 5 years' imprisonment and a fine of €75,000. When committed by a person who abuses the authority conferred by his or her position, it is punishable by 7 years' imprisonment and a €100,000 fine.

Sexual harassment: any behaviour (words, gestures, writings, etc.) with a sexual connotation imposed on a person repeatedly (at least twice). The victim's refusal does not have to be explicit, but can “result from the context in which [sic] the facts were committed, a bundle of clues thus being able to lead the judge to retain an objective situation of absence of consent” (Circular of August 7, 2012). To be considered sexual harassment, the behaviour must undermine the dignity of the person (such as “openly sexist, saucy or obscene comments or behaviour”) or create a situation that “makes living, working or accommodation conditions unbearable” (Circular of August 7, 2012).

Sexist or sexual outrage: involves imposing a sexist or sexual comment or behaviour on a person, which violates their dignity or exposes them to an intimidating, hostile or offensive situation.

Sexual and gender-based violence (SGBV): SGBV covers all situations (harassment, assault, rape...) in which a person imposes on another person behaviour(s) or comments (oral or written) of a sexual nature. The notion of consent is very important.

References

If you'd like to find out more, we've put at your disposal articles, podcasts, books, series and lots of other references that we've used to quantify and define the information and facts present in our game, so don't hesitate to consult them for :

Articles :

- Persistent gender bias in marine science and conservation calls for action to achieve equity (<https://doi.org/10.1016/j.biocon.2021.109134>).
- Détrez, C. & Piluso, C., 2014, « La culture scientifique, une culture au masculin », in S. Octobre (éd.), Questions de genre, questions de culture, DEPS-ministère de la Culture et de la Communication, Paris, p. 27-51.
- Science faculty's subtle gender biases favor male students, Corinne A. Moss-Racusin (<https://www.pnas.org/doi/pdf/10.1073/pnas.1211286109>)
- Committees with implicit biases promote fewer women when they do not believe gender bias exists, I Régner, C Thinus-Blanc, A Netter, T Schmader, P Huguet. Nature Human Behaviour, 26 août 2019. DOI : 10.1038/s41562-019-0686-3

Podcasts :

- Women in Ocean Science Podcast, by Madeline St Clair & Charlie Young
- « Les couilles sur la table », from Victoire Tuillon, talks in depth with a guest about an aspect of contemporary masculinities. Because you're not born a man, you become one.
- « Une fois une voix », is an annual documentary podcast competition aimed at French-speaking teenagers (aged 11-19 and/or attending secondary school). Based on a defined theme, participants are asked to collect one or more stories to create an audio documentary. In 2021, the theme was women's work and gender diversity.
- « Un podcast à soi », on Arte by par Charlotte Bienaimé

Parité ESR et Recherche / données Ministère:

- https://publication.enseignementsup-recherche.gouv.fr/eestr/FR/T173/la_parite_dans_l_enseignement_superieur/
- Statistiques INSEE sur carrière: <https://www.insee.fr/fr/statistiques/6047789?sommaire=6047805>

Sexism and SGBV :

- SGBV documentary “Breaking the silence in lecture halls”: <https://www.briserlesilencedesamphis.com/>
- Practical guide to sexual harassment in higher education - CLASCHEs: <https://www.anef.org/le-harcelement-sexuel-dans-l-enseignement-superieur-et-la-recherche-guide-pratique-poursinformer-et-se-defendre-2014/>
- 6th inventory of sexism in France: <https://www.haut-conseil-egalite.gouv.fr/stereotypes-et-roles-sociaux/actualites/article/6eme-etat-des-lieux-du-sexisme-en-france-s-attaquer-aux-racines-du-sexisme>

Comics :

- Also online, as well as numerous teaching resources (printable plates, guides for use produced with ONISEP).
- Les matheuses, 2024, CNRS: <https://www.insmi.cnrs.fr/fr/matheuses> Sexisme Man contre le Sexisme, Isabelle Collet
- Les oubliés de la science, Camille Van Belle
- <https://didthisreallyhappen.net/> a comic blog set up by geologists about situations in the academic world.

Series/ Film:

- Cherchez la femme : <https://www.arte.tv/fr/videos/RC-023157/cherchez-la-femme/>
- Simone, le voyage du siècle (2022)
- a documentary on gender bias in medical protocols: <https://www.arte.tv/fr/videos/106660-000-A/la-sante-des-femmes-de-l-ignorance-a-la-reconnaissance/>

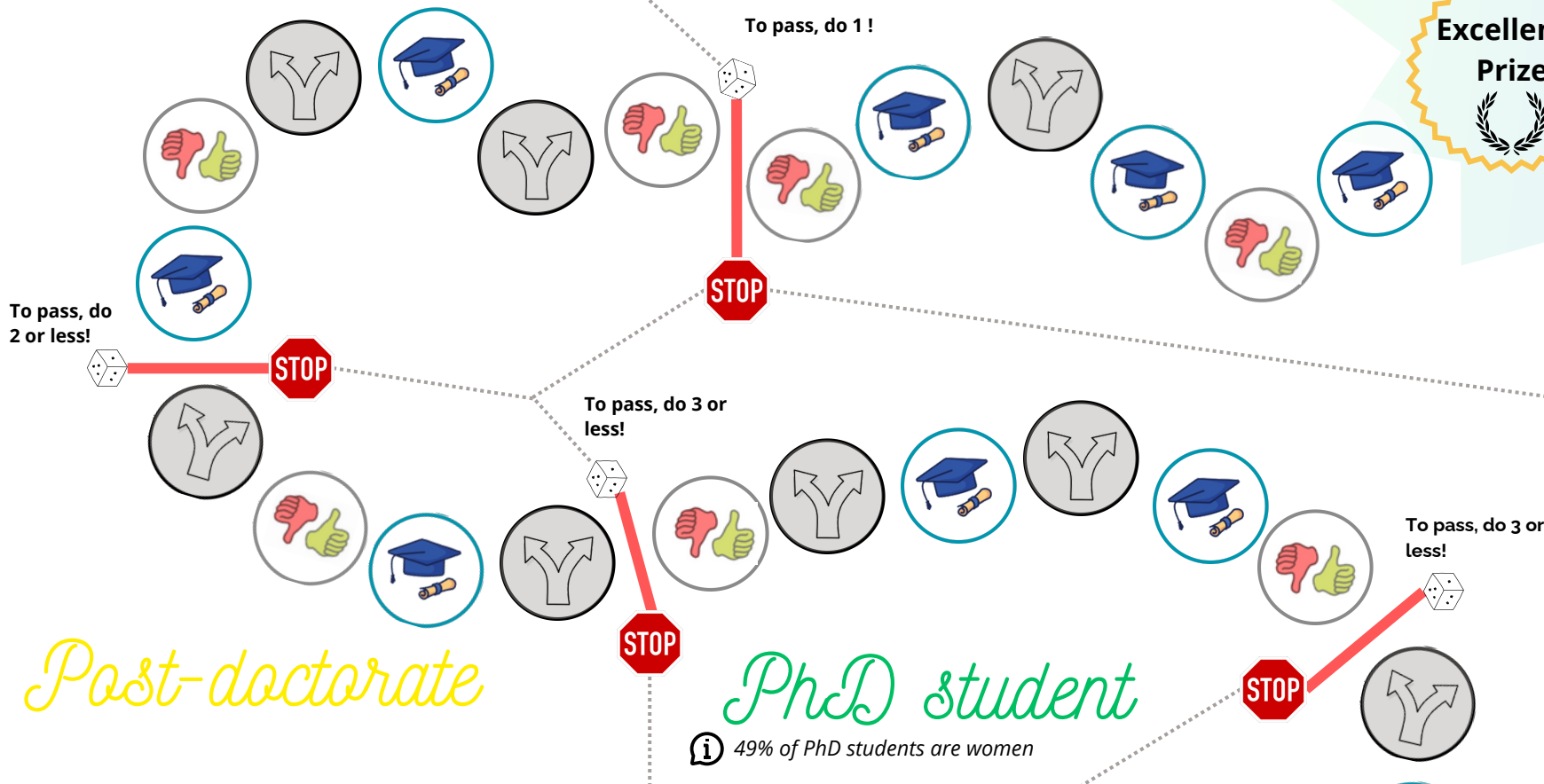
Barriers?
Career

Researcher

i 38% of researchers are women

Senior scientist

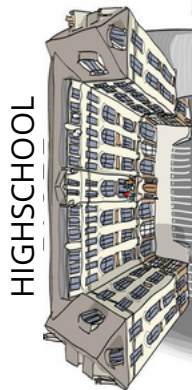
i Only 29% of senior scientists are women



Post-doctorate

PhD student

i 49% of PhD students are women



Undergraduate

i 59% of BSc students are women

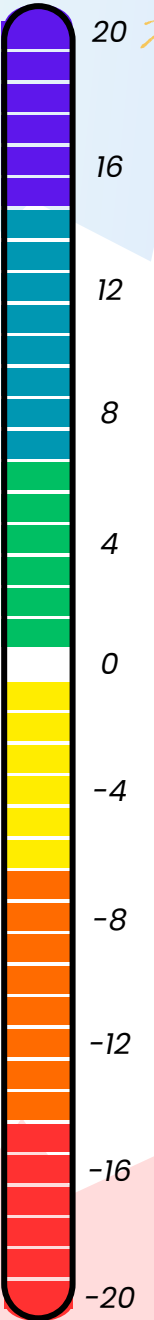
Master

i 61% of Master's students are women

Excellence Prize

Collective prize

Common Equality Gauge



Let someone else draw the card and read it to you...

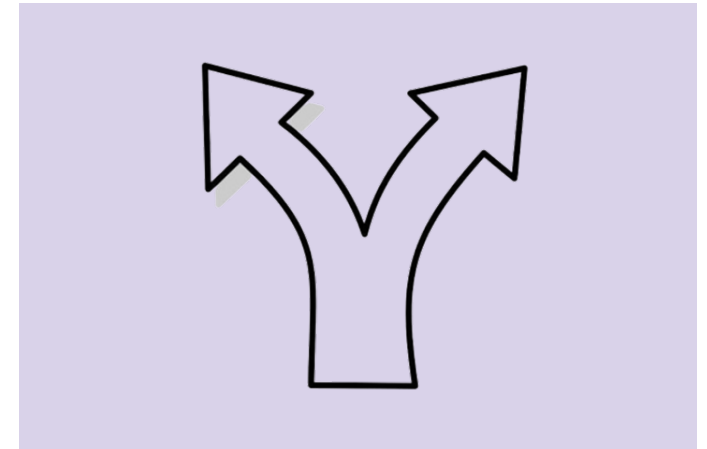
Bonus/Malus



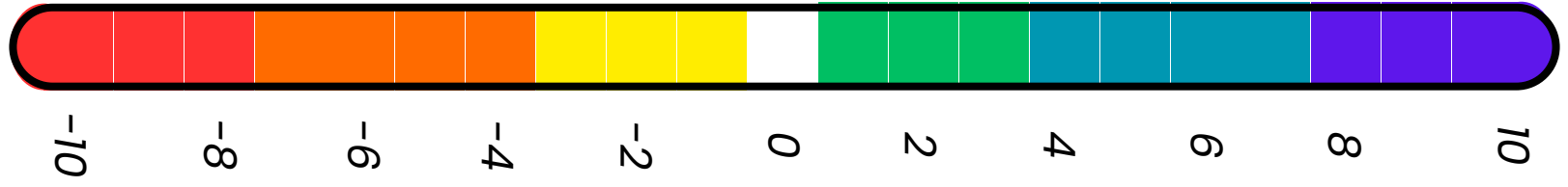
Quizz



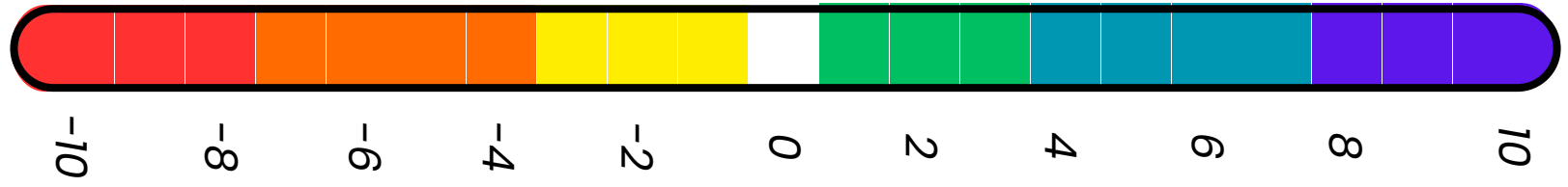
Event



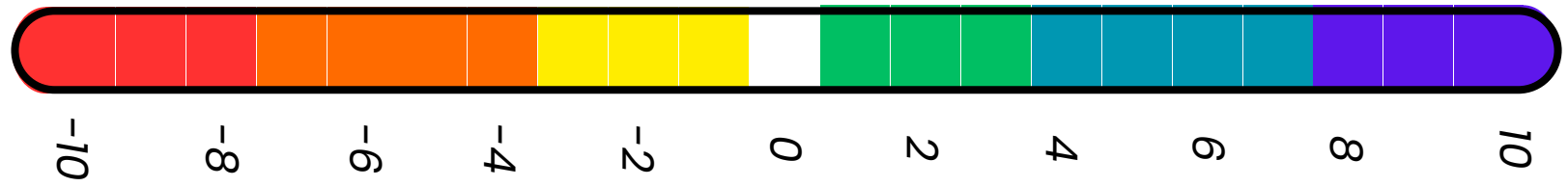
Egali-gauge



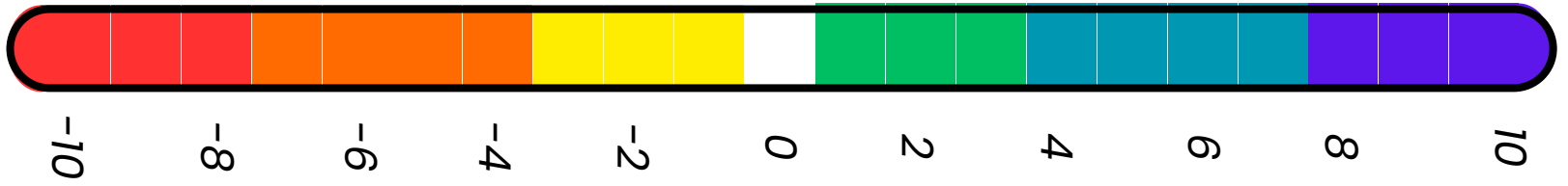
Egali-gauge



Egali-gauge



Egali-gauge



Oh no! The far right has come to power!
Minority rights take a hit, as does funding for
the scientific sector.

The Common Equality-Gauge drops by **4 points**.
Everyone moves back **3 squares!**

Bad luck! You're a racialized person, and you're up
against a racist employer. You've been discriminated
against in hiring, and don't have the job you wanted.
You feel a sense of injustice.

You move back **1 square**.
The Common Equality-Gauge drops by **3 points**.

**According to an Ifop survey, one racialized person
in two has been a victim of discrimination when
looking for a job.**

Ew! creepy...Your male colleague makes a
comment about your skirt (too short according to
him), you feel very uncomfortable...

You move back **1 square**.

**According to Maryse Jaspard et al. 2009, sexual
harassment in the workplace is commonplace. On
average, 40% to 60% of women experience sexual
harassment in their lifetime.**

Creepy alert! You're using the lab's van and a
colleague remarks: "Woman driving, dead at the
turn!". All the men around you laugh. You're very
upset.

You move back **1 square**.
The Common Equality-Gauge drops by **3 points**.

**According to the French interior government, 84% of
those presumed responsible for fatal accidents are men
in 2019.**

Oh no! Your child is ill and your spouse seems
reluctant to take a day off, as his salary is higher
than yours... You have to take a day off, which
doesn't help you get the raise you've been
hoping for.

You move back **1 square**.

**According to the Conseil Supérieur de l'Égalité
Professionnelle (CSEP), 59% of mothers usually take
sick leave, compared with 25% of fathers.**

You're a queer person, which earns you
judgmental looks from your colleagues. Gossip is
spread about you, and you're left out of bigger
projects.

You move back **1 square**.
The Common Equality-Gauge drops by **3 points**.

**One in three queer employees has experienced at least
one LGBTQI+ phobic aggression within their company
in 2022.**

You're applying for a job in a lab where the facilities
for people with reduced mobility (PRM) are obsolete.
If you're a PRM, your career will be slowed down.

You move back **1 square**.
The Common Equality-Gauge drops by **3 points**.

**Among disabled students enrolled at French
university in 2020-21, 21% were studying for a
master's degree and 0.7% for a doctorate, compared
with 32% and 4.5% for all students respectively.**

You are identified as a woman and your recruiter
asks if you plan to have children. You answer
Yes and are not recruited for the job.

You move back **1 square**.

**Indeed, in the professional world, married men with
children are often perceived as stable and women as
unavailable.**

Enough is enough!
You're a woman and at every meeting men cut
you off. As soon as you raise your voice to make
yourself heard, you're branded hysterical. You
have little say in decision-making.
The Common Equality-Gauge drops by **3 points**.
You move back **1 square**.

**Maninterrupting is the practice of cutting women off.
During meetings, men monopolize 75% of speaking
time.**



You are a woman in a relationship with a woman. You've just had your first child, which you didn't bear. You don't dare asking for parental leave because your professional environment is not "safe". You are less and less happy in your professional environment.

You move back **1 square**.
The Common Egali-Gauge drops by **3 points**.

One LGBTQI+ person in two has not come out of the closet.²

You're a mother and want to go on a six-month scientific expedition. Your partner doesn't want to look after the children during that period, so you have to stay behind. Your career is not progressing.

You move back **2 squares**.

The time devoted to children in the family home is unevenly distributed: 2/3 of the time is spent by women, 1/3 by men.

You're leaving on a month-long scientific mission. The sailors keep making sexist jokes that make you feel uncomfortable. The other scientists on board either don't intervene or join in the jokes. You become isolated and your mission suffers.

You move back **1 square**.
The Common Egali-Gauge drops by **3 points**.

This phenomenon is called boys club. In a group with a majority of men, they tend to help each other and exclude women.

Big gross!

You're a trainee and your lustful supervisor is ogling you and making sexist remarks. You think it's disgusting but can't do anything about it because of the hierarchical difference.

You move back **1 square**.
The Common Equali-Gauge drops by **3 points**.

52% of women and 27% of men have experienced sexual harassment at work.

Subconsciously, someone sees you as a technician when you're actually a teacher-researcher.

You move back **1 square**.

43% of female graduating with 3 or more years of higher education say they suffered from unequal treatment or discrimination. Plus, "more than half of female managers who say they suffered from unequal treatment in their job consider sexism to be the main reason".

Again?!! Fred, your office colleague is showing you pornographic images without your consent. You don't know how to react, everyone knows but no one is doing anything about it. This makes you feel very uncomfortable.

You move back **2 squares**.
The Common Equali-Gauge drops by **3 points**.

Distributing pornographic images is a form of sexual harassment. You can file a complaint and/or take disciplinary action.

Enough!

You're a student and when you pass an exam, your classmates remark that you slept your way to it. All the boys laugh. You're very angry and feel humiliated.

You move back **1 square**.
The Common Equali-Gauge drops by **3 points**.

58% of students say they have been victims of verbal violence, 48% of unwanted contact, and 40% of LGBTQI+ phobic comments.

Same old story...

You're tired and a colleague throws a "Are you on your period or what?" at you. Nobody says anything and you're really drunk.

The Common Equali-Gauge drops by **3 points**.
You move back **1 square**.

8 out of 10 women are confronted with sexist attitudes at work.

The victim is NEVER guilty!

You discuss the problems of sexual assault with your male colleague who tells you that, in his opinion, women who dress lightly are "looking for trouble a bit".

The Common Equali-Gauge drops by **3 points**.

27% of people consider that wearing sexy clothes could be a reason to take responsibility away from the aggressor.



"But why???"

Your male office colleagues take a coffee break without inviting you. They make important decisions. You don't find out about it until the following week, when you realize that you'll have to do last week's work all over again.

You move back **1 square**.

The Common Egali-Gauge drops by **2 points**.

Worldwide, women are largely excluded from decision-making.

"Never quiet! "

You've just come out of a three-day seminar and realize that your partner didn't do any of the household chores and forgot to take your child for his vaccination... He tells you that you should have reminded him.

You move back **2 squares**.

A mother with one child spends an average of 48 minutes a day on housework, and 62 minutes with three children. Fathers, on the other hand, spend 12 minutes, whatever the number of children.

Another inequality!

You're a woman and earn less than your male colleague.

You move back **1 square**.

The Common Egali-Gauge drops by **3 points**.

On leaving higher education (Bachelor level or more), women have a median gross income of €28,000, compared with €34,000 for men.

"That's not my name Roger..."

You're a transgender person, and everyone working in your lab shuns you, despite your coming-out. You're deeply affected.

You move back **2 squares**.

The Common Egali-Gauge drops by **3 points**.

In France, in 2023, 3 people out of 100 claimed that their gender did not correspond to the sex they were assigned at birth.

Too bad...

You come from a working-class background and have very little money. Your old computer has broken down and you can't afford to buy a new one. What's more, you're being taunted.

You move back **1 square**.

The Common Egali-Gauge drops by **3 points**.

Students with the greatest financial difficulties are less ambitious for comparable academic skills, and their working conditions are less favorable.

Always the same... You're a racialized person, a theft has been committed in the lab and you're the first person to be accused.

You move back **1 square**.

The Common Egali-Gauge drops by **3 points**.

More than 1 employee in 3 said they had experienced racial discrimination or seen others experience racial discrimination in the workplace. The same mechanisms are at work in racism and sexism. When the two are combined, we speak of intersectionality.

"Out with the old white men!"

Despite your expertise, your application to the Academy of Sciences is rejected, a man has once again been preferred to a woman.

You move back **1 square**.

The Common Egali-Gauge drops by **3 points**.

Out of 271 Academicians, only 31 are women.

But it's not true!

Due to a lack of resources, your university's gender equality mission is on the chopping block.

The Common Egali-Gauge drops by **3 points**.

This type of scheme aims to combat all forms of discrimination, sexual and gender-based violence, menstrual precariousness and ensure equal career opportunities for staff.

"What's the point, here?!"

During a job interview, as a woman, your ability to teach 150 students in a lecture hall is called into question... You don't get the job, your male counterpart does (the recruiter considers him to have far more authority).

You move back **2 squares**.

The Common Egali-Gauge drops by **3 points**.

Indeed, authority, leadership and ambition are qualities that are most often unconsciously associated with men.



You're a man:
The recruiters for your dream job favor you over your competitors.

You move up **2 squares**.

Even if we are convinced of the importance of equal opportunities, our choices and behavior are influenced by stereotypes and biases, whether conscious or not, linked to gender. These biases are detrimental to female applicants.

Brilliant!
Your lab director encourages your colleagues to use inclusive writing.

The Common Egali-Gauge increases by **4 points**.

Inclusive writing: a set of graphic and syntactic attentions to ensure equal representations between women and men (Manuel d'écriture inclusive, 2016).

You're a man:
You can set off serenely on your mission on a fisherman's boat.

You move forward **2 squares**.

One woman in 5 says she has already had to deal with sexual harassment in her professional life. Défenseur des Droits, IFOP, 2014

You're a young man studying for a Master's degree:
Your professors encourage you to continue your studies at doctoral level.

You advance **2 squares**.

Taking all fields of study together, women account for 61% of Master's students, compared with 49% of doctoral students.

Great!
You've completed your laboratory notebook. Your research will not be assigned to your thesis supervisor.

You move forward **1 square**.
The Common Egali-Gauge increases by **2 points**.

Matilda effect: The Matilda effect is the recurrent and systemic denial, despoliation or minimization of women's contribution to scientific research, whose work is often attributed to their male colleagues.

You're a man:
You interrupt your colleagues during discussions about recruitment.
You impose your opinion.

You move forward **2 squares**.
The Common Egali-Gauge decreases by **1 point**.

Maninterrupting is when a man cuts off a woman during a discussion or debate because of her gender.

Great!
You're a woman and your partner is taking parental leave.

You move forward **2 squares**.
The Common Egali-Gauge increases by **2 points**.

In 2019, 94% of parents taking parental leave were women.

Halo effect, you match the company's physical criteria: potential employers value you.

You move forward **1 square**.
The Common Egali-Gauge decreases by **2 points**.

People perceived as physically attractive often have unfair advantages in recruitment and promotion processes. Source: Hamermesh, D. S., (1994). Beauty and the labor market.

You come from a middle-class background:
You get contacts to enter a research laboratory.

You move forward **1 square**.
The Common Egali-Gauge decreases by **2 points**.

A study by the Institute for Educational Research revealed that students from advantaged socio-economic backgrounds are three times more likely to pursue higher education in the sciences than those from underprivileged social classes.



You're a man:
Unconsciously, your teachers give you the floor more often in science classes.

You move forward **2 squares**.
The Common Egali-Gauge decreases by **1 point**.

In class, teachers more often give the floor to boys, even if girls ask for it more often (Lafontaine D., 2005).

You're a married man with children:
Your situation seems more stable. Your profile is more attractive to recruiters.

You move up **2 squares**.
The Common Egali-Gauge decreases by **1 point**.

According to a 2010 Insee study, 72% of women adjust their working hours to the arrival of a child.

Oh, no, you're in a car accident!
Fortunately, men are better protected in the event of a road accident.

Luckily, you don't back out.

Tested since the end of 2022 in Sweden, the Eva prototype measures 1.62 m and weighs 62 kg, i.e. 15 cm and 15 kg less than the classic male model. These measurements, together with a lower center of gravity, play an important role in assessing the risks faced by women in cars.

You don't identify with your birth gender. The company you are applying to is LGBTQI+ friendly.

You move up **2 squares**.
The Common Egali-Gauge increases by **2 points**.

According to a Harvard Business Review study, 21% of LGBTQI+ people reported experiencing discrimination during the recruitment or hiring process.

Leave me alone!
You're overweight, and during your break you eat a cookie. A colleague says: "Wouldn't you be better off eating an apple?" You're hurt, humiliated and working badly all afternoon.

The Common Egali-Gauge drops by **1 point**.
You move back **1 square**.

18% of French people suffer discrimination. Among them, 23% of overweight people are discriminated against.

Hurrah!
Your university students create a board game that highlights gender inequalities (available in open access).

The Common Egali-Gauge increases by **2 points**.

Brilliant!
The university where you study sends you a weekly newsletter on inequalities. You take the time to read it.

The Common Egali-Gauge increases by **2 points**.

For several years now, the CNRS has been publishing a monthly newsletter called "NEWSLETTER ÉGALITÉ" which highlights data and news on gender inequalities in science, but not only!

You're a white male:
You get funding for your projects before your racialized colleague.

You advance **1 square**.
The Common Egali-Gauge decreases by **2 points**.

A 2018 Nature analysis found that minorities underrepresented in Science, technology, engineering and mathematics in the US are 50% less likely to land academic jobs compared to their white counterparts.

Great!
The university where you study has an Equality Officer and a Harassment Unit.

The Common Egali-Gauge increases by **2 points**.

In 2018, UBO set up a "Women-Men Equality" commission, whose members' role is to promote good practices among teaching stakeholders. A hotline has also been set up at national level by the Cnaé: toll-free number 0800 737 800.



You are heterosexual. You have never been discriminated against because of your sexual orientation.

You move forward **1 square**.

In 2022, 25% of employees say they have been verbally discriminated against by other employees/customers, and 16% say they have been singled out because of their gender identity or sexual orientation.

You're a heterosexual man:
Your wife is always the one contacted by the nursery when your child is ill.

You move forward **1 square**.

According to a 2011 survey on parental involvement, only 35% of men accompany their children to nursery/school, compared with 58% of women; and 15% of men help with homework, compared with 36% of women.

Great!

An awareness-raising seminar on gender inequality is organized. Everyone participates.

The Common Egali-Gauge increases by **2 points**.

In 2020, the CNRS introduced a self-training module on gender bias. In collaboration with the "Femmes & Sciences association", the CNRS has also organized a "Science Taille XX Elles" exhibition.

Brilliant!

The recruitment committee sets up a pre-selection process during which the gender of candidates is unknown, to avoid gender bias in recruitment. So you're recruited on your merits!

You move up **1 square**.

The Common Egali-Gauge increases by **2 points**.

Suggested solution to avoid gender bias: Define and question evaluation criteria; monitor the course of discussions; take your time to decide.

Yippee!

During team meetings, one person is appointed as a mediator and allocates speaking time. This helps avoid mansplaining and maninterrupting.

The Common Egali-Gauge increases by **2 points**.

Mansplaining: Explanation given condescendingly by a man to a woman.

Maninterrupting: Sexist behavior consisting of interrupting a woman's speech.

You're a man:

Your career is progressing faster than that of your female colleague.

You move forward **3 squares**.

In higher education institutions, men earn on average more than women; for example, in scientific universities the gap between men and women is -€323; in engineering schools it is -€420.

Great, access for people with reduced mobility (PRM) has been installed!

As a PRM, you now have easier access to your workplace.

You move forward **2 squares**.

The Common Egali-Gauge increases by **2 points**.

The 2005 law on "equal rights and opportunities, participation and citizenship for disabled people" makes it compulsory for disabled people to have access to their workplace.

Brilliant!

Your colleague tells you about a podcast that raises awareness on gender inequality. You take the time to listen to "Balls on the table" available on Spotify.

The Common Egali-Gauge increases by **2 points**.

For example, the podcast "Les couilles sur la table", presented by Victoire Tuillon, is the first podcast on masculinities.

You are a man:

Your scientific contribution is recognized and you are invited to a conference.

You move forward **2 squares**.

A study published in Nature Communications in 2017 found that female scientists are 15% less likely to be invited to give talks at scientific conferences than their male counterparts, even after controlling for variables such as research area and seniority.



A colleague makes his coming-out and some people laugh!

Supporting him/her with the team

Not supporting him/her

+3 points on Personal Egali-Gauge

+1 square

A colleague has been assaulted by the head of your laboratory.

Reporting the situation

Doing nothing

**+3 points on Personal Egali-Gauge
-1 point on Common Egali-Gauge**

-3 points on Personal & Common Egali-Gauges

You're identified as a man, and with the arrival of your 3rd child, the question of taking a part-time job arises.

Switching to part-time work

Staying full-time

**-1 square
+3 points on Personal & Common Egali-Gauges**

**+1 square
-3 points on Personal & Common Egali-Gauges**

Take on administrative responsibility for gender equality, in addition to your regular workload.

Yes

No

**-1 square
+3 points on Personal & Common Egali-Gauges**

**+1 square
-3 points on Personal & Common Egali-gauges**

Your Moroccan colleague is accused of theft in the laboratory.

Defending her/him and exposing racism

Saying nothing

**+3 points on Common Egali-Gauge
-1 square**

**+1 square
-3 points on Personal & Common Egali-Gauges**

Work to adapt your lab to PRM is planned and will prevent access for at least 1 month.

Accepting

Refusing

**-2 squares
+4 points on Personal & Common Egali-Gauges**

**+2 squares
-4 points on Personal & Common Egali-Gauges**

Your spouse has a job opportunity far from home. He or she asks you to move.

Moving

Not moving

**-1 square
+3 points on Personal & Common Egali-Gauges**

**+1 square
-3 points on Personal & Common Egali-Gauges**

Become an examination secretary for people with disabilities in addition to your studies or work.

Yes

No

**-1 square
+4 points on Personal & Common Egali-Gauges**

**+1 square
-3 points on Personal & Common Egali-Gauges**

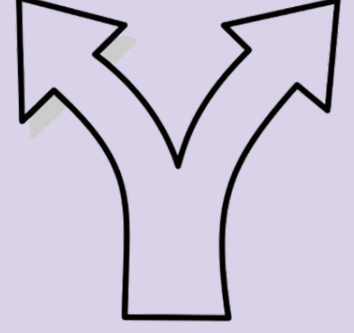
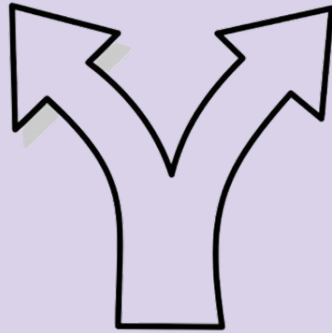
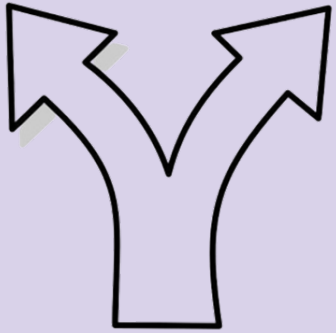
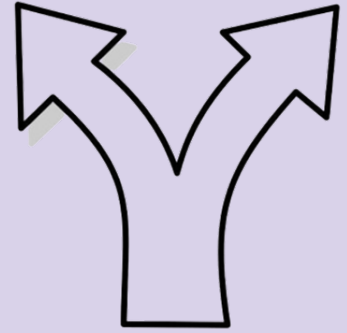
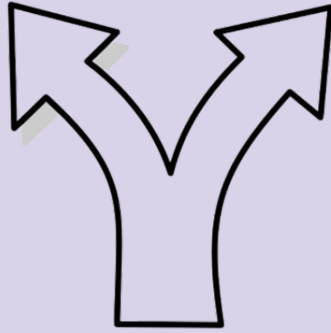
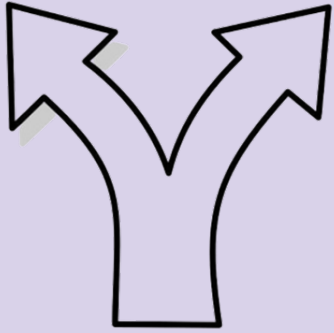
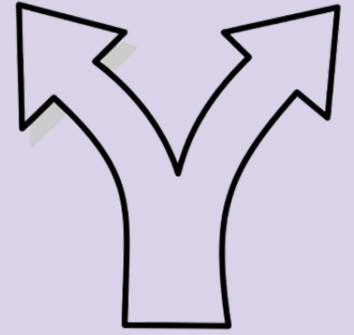
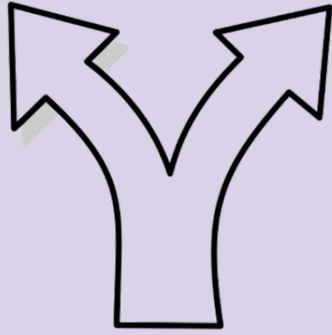
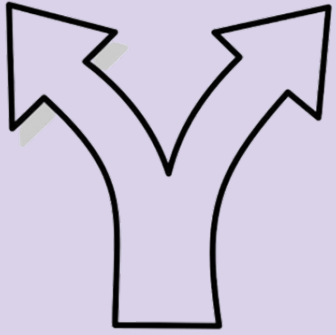
Your supervisor takes ownership of the work of your unit's research engineer.

Denouncing the director

Doing nothing

**-1 square
+4 points on Personal & Common Egali-Gauges**

**-1 square
-3 points on Personal & Common Egali-Gauges**



During recruitment, the HR manager asks you if you're planning to have a baby (even though you're 2 months pregnant).

Defending yourself against the illegality of the remark -2 squares +3 points on Personal & Common Egali-Gauges	Lying saying no +1 square	Telling the truth -1 square
--	-------------------------------------	---------------------------------------

A teacher calls you a "doll" and makes passes at you.

Confronting him -1 square +3 points on Personal & Common Egali-Gauges	Saying nothing -3 points on Personal & Common Egali-Gauges	Accepting advances +1 square -3 points on Personal & Common Egali-Gauges
---	--	--

As a student, would you like to join a club campaigning against inequality?

Yes +3 points on Personal & Common Egali-Gauges	No +1 square -2 points on Common Egali-Gauges
---	---

You have to choose a study unit.

Gender studies +1 points on Personal & Common Egali-Gauges	Professional skills +1 square
--	---

A virologist colleague describes the HIV virus as a gay cancer.

Confronting him +3 points on Common Egali-Gauge	Saying nothing +1 square
---	------------------------------------

A colleague makes a pass at you and calls you a "doll".

Confronting him -1 square +3 points on Personal & Common Egali-Gauges	Saying nothing -3 points on Personal & Common Egali-Gauges	Accepting +1 square -3 points on Personal & Common Egali-Gauges
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You have to write a report about a famous scientist.

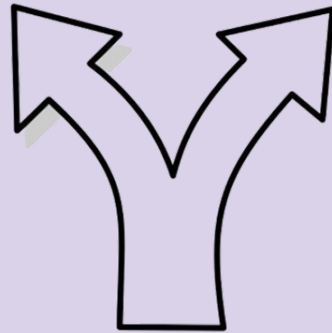
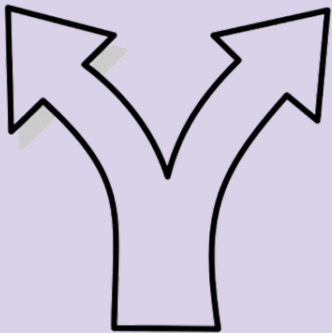
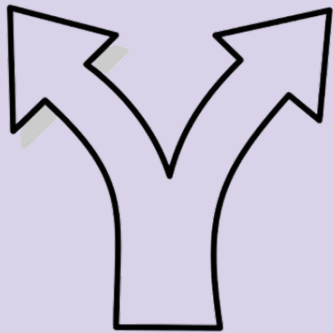
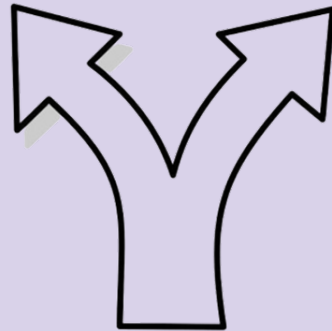
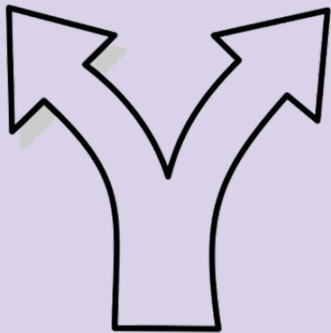
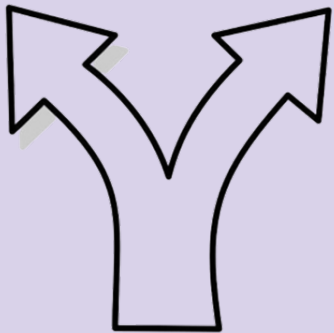
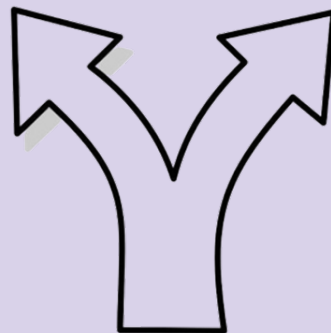
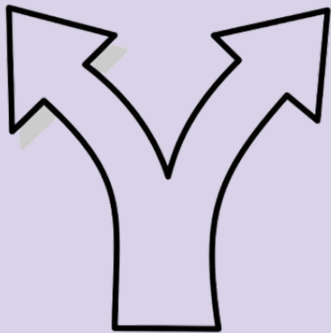
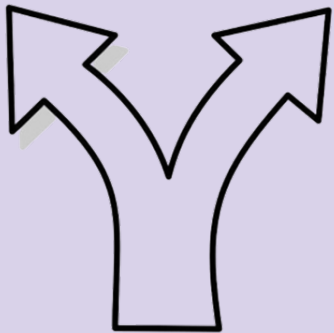
Male scientist scientist -1 point on Personal & Common Egali-Gauges	Female +3 points on Personal & Common Egali-Gauges
---	--

Rename a lecture hall after a famous scientist.

Male scientist -1 point on Personal & Common Egali-Gauges	Rosalind Franklin Lecture Hall +3 points on Personal & Common Egali-Gauges
---	--

You're a father. Your child is ill and you have a conference scheduled. Do you stay at home to look after him?

Yes -1 square -1 point on Personal & Common Egali-Gauges	No, I ask my partner +1 square -3 points on Personal & Common Egali-Gauges
--	--



A female colleague is repeatedly interrupted during a meeting, whereas your male colleagues never.

Establishing a common rule	Doing nothing	Cutting her off too
-1 square +3 points on Personal & Common Egali-Gauges	+1 square -2 points on Personal & Common Egali-Gauges	+2 squares -4 points on Personal & Common Egali-Gauges

You set up events to raise awareness of inequalities in your workplace.

Yes	No
-1 square +4 points on Personal & Common Egali-Gauges	+1 square -4 points on Personal & Common Egali-Gauges

You're becoming a father for the first time. Are you taking parental leave?

Yes	No
-1 square +3 points on Personal & Common Egali-Gauges	+1 square -3 points on Personal & Common Egali-Gauges

A classmate is repeatedly interrupted by a fellow student during a group work meeting.

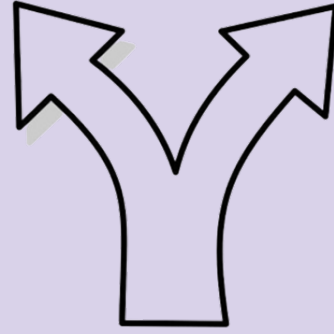
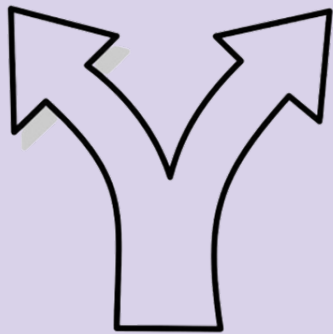
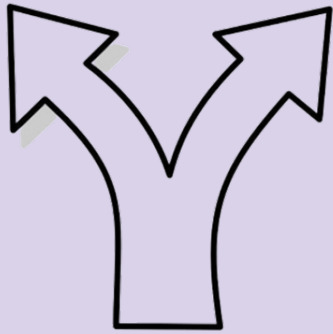
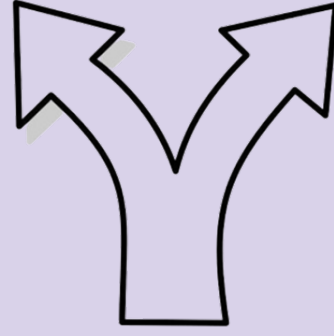
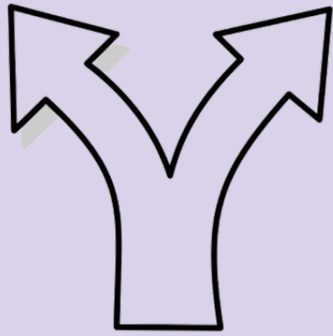
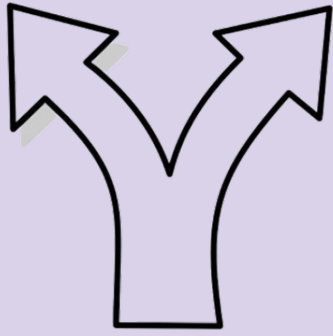
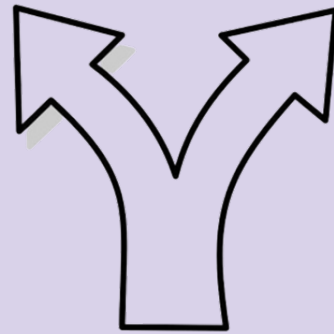
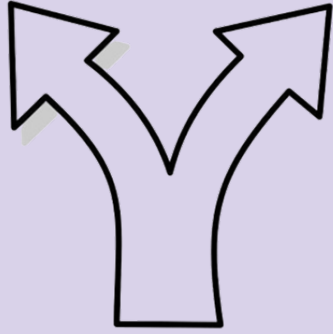
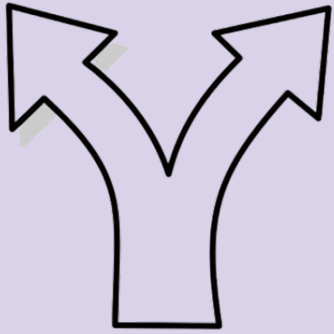
Pointing it out to your classmates	Doing nothing	Cutting him off too
-1 square +4 points on Personal & Common Egali-Gauges	+1 square -3 points on Personal & Common Egali-Gauges	+2 squares -4 points on Personal & Common Egali-Gauges

A classmate comes out of the closet and is mocked by some.

Supporting in front of the class	Doing nothing	Mocking
+3 points on Personal & Common Egali-Gauges	-2 points on Personal & Common Egali-Gauges	-3 points on Personal & Common Egali-Gauges

A classmate was attacked during a practical session.

Acting in support of the victim	Doing nothing
+3 points on Personal & Common Egali-Gauges	-3 points on Personal & Common Egali-Gauges



How many outrages of a sexist nature are enough to qualify as sexual harassment?

- **two**
- three
- at least once a day for a week



What is the penalty in France for sexual harassment?

- **one 5-month prison sentence**
- one 5-year prison sentence
- one 15-year prison sentence



What is the penalty in France for sexual harassment ?

- 750 euros
- 7,500 euros
- **75,000 euros**



What proportion of female employees are regularly confronted with sexist attitudes or decisions?

- 20 %
- 60 %
- **80%**



What proportion of women refuse to dress as they wish in public?

- 22 %
- 32 %
- **52 %**



In France, what proportion of street names bear the name of a woman or female character?

- **6 %**
- 26 %
- 56 %



In Spain, what are the respective proportions of women and men in senior positions in biology research?

- **10% / 90%**
- 20 % / 80 %
- 40 % / 60 %



In French, can we say « les hommes et les femmes sont belles ? »

It's true! Even though it's rarely used these days. This is explained by the proximity agreement, which consists in agreeing the gender and the adjective with the closest of the nouns it qualifies.



The gap between boys' and girls' success in mathematical exercises widens as early as :

- **first grade**
- sixth grade
- second grade





Women's speaking time compared to men in the media (radio, television) is :

- 24 %
- **34 %**
- 44 %



What proportion of famous male characters are represented in school textbooks?

- 57 %
- 77 %
- **87 %**



What is the average percentage of men on the boards of public research organizations?

- 27 %
- 47 %
- **67 %**



How many years passed between the first mission of Guion Bluford, the first African-American man in space, and the first mission of Mae Jamison, the first African-American woman in space?

- 1 year
- **9 years**
- 49 years



Yuri Gagarin was the first man in space in 1961. How many men went before the first woman, Valentina Terechkova?

- 3
- 6
- **11**



Who discovered HIV, the retrovirus responsible for AIDS?

- Rosalind Franklin*
- Luc Montagnier
- **Françoise Barré-Sinoussi**

(* She is credited with the discovery of the double-helix structure of DNA)



The term "Boys club" refers to:

- a gathering of forty-somethings at a golf club
- a tasteless boy's band
- **an informal gathering of people identified as men, excluding women**



How many years passed between the space flight of the first Frenchman, Jean-Loup Chrétien, and that of the first Frenchwoman, Claudie Haigneré?

- 4 years
- 10 years
- **14 years**



What percentage of sexual and gender-based violence (SGBV) is committed by men?

- 58 %
- 78 %
- **98 %**





In 2014, what proportion of working women said they had experienced sexual harassment?

- 8 %
- **20 %**
- 50 %



895 men have won a Nobel Prize in science. How many women do you think have this honour?

- **64**
- 264
- 364



Out of 10 people, how many women who have been sexually harassed have told their superiors about it?

- **Correct answer: 3 out of 10**



Who discovered the principle of radioimmunoassay (detection of radioactive antigen compounds)?

- Marthe Gauthier (*French doctor who identified the extra chromosome for trisomy 21*)
- Henrietta Lacks (*first lab-culturable cell line*)
- **Rosalyn Yalow** (*American physicist, Nobel Prize 1977*)



What proportion of victims of sexual harassment tell no one about it?

- **Correct answer: 30 %**



Which chemist invented Kevlar fiber, a major component of bulletproof vests?

- **Stéphanie Kwolek**: *American chemist, pioneer of polymer chemistry*
- Paul J. Flory: *Nobel laureate in the physical chemistry of macro-molecules*
- Xie Yi: *chemist, l'oréal-Unesco prize for in science in 2015*



