

## The ANR's Equality Policy

2025

Inequalities between women and men can be observed in all areas of social activity. National data on the situation in higher education and research highlight the under-representation of women in certain scientific fields, the difficulty women face in climbing the academic ladder, and the systemic violence to which they are subjected. All scientific disciplines have a role to play in combating gender inequalities and biases, considering social stereotypes and the sex and/or gender dimension in the conduct of research. As a funding agency, the ANR is committed to supporting the scientific communities with which it interacts in this necessary evolution of scientific culture, and to supporting and promoting all research aimed at producing knowledge for a better understanding of the world and its movements. The agency also upholds these values internally.

Therefore, since 2017, the ANR has included its commitment to gender equality in its Action Plan and then in its Deontology and Scientific Integrity Charter, revised in 2018, as one of the agency's fundamental principles. Thus, the agency has defined five strategic priorities:

1. Anchoring the principle of professional equality between women and men in the agency's values and ensuring its implementation and respect for all staff;
2. Strengthening gender parity in scientific evaluation committees;
3. Contributing to the inclusion of a sex and/or gender perspective in research projects;
4. Raise awareness and train staff (particularly on issues of equality, gender stereotypes and combating gender-based violence), as well as scientific evaluation committees on gender bias that may creep into selection processes;
5. Highlight and promote the presence and activity of women in science.

In accordance with the 2018 Agreement on Professional Equality Between Women and Men in the civil service and the 2019 civil service reform law, the ANR implemented its first Gender Equality Plan (GEP) in 2020. As part of the 2020-2023 GEP, numerous actions have been implemented in a structured manner and according to a proactive schedule, which enabled the Agency to obtain the Afnor Equality label in May 2023. These actions must now be continued and reinforced through the implementation of a second GEP for 2024-2027, both internally and in relation to the scientific communities with which we interact. This second action plan is structured around two main themes:

1. Embedding equality within the Agency;
2. Inscribing equality in research.

These two themes aim at covering both the agency's internal activities and its interactions with the research community. Five priority topics have been identified for each of these two themes, with a schedule of concrete actions to be implemented. In line with the National Plan to Combat Sexist and Sexual Violence in Higher Education and Research - 2021-2025, the agency is committed to raising awareness and training its staff on the subject, strengthening reporting mechanisms and their operational effectiveness, as well as improving communication. This commitment was included in the agency's Ethics and Scientific Integrity Charter in 2024. The GEP's monitoring is coordinated by the Equality mission and brings together in a Follow up Committee all the departments involved in implementing the plan's actions, as well as staff representatives. In addition, progress reports are

made regularly to the Board of directors and the Social Administration Committee at least once a year, and as often as necessary.

Fully involved in national, European and international collectives to ensure that its actions are consistent with those of other actors in the ecosystem, the ANR has joined forces with eight other partners in the European GenderSmart project, which aims to implement equality action plans in research and funding organisations (2019-2023), as well as in the European GENDERACTIONplus network. This working group aims to develop coordination of equality, diversity and inclusion (EDI) policies in European research spaces. The ANR is also fully involved in the working groups of Science Europe and CoARA (Coalition for Advancing Research Assessment).

I am committed to implementing all necessary measures to ensure the success of this equality policy, in accordance with the requirements of our decree on the organisation and functioning of the ANR, and to ensuring the sustainability of this policy by supporting it with multi-year action plans and providing resources for the equality mission.

17<sup>th</sup> of July 2025

The President and CEO

Claire Giry