



ROADMAP FOR GENDER EQUALITY

The Institut français (IF) is committed to gender equality

Gender equality is a government priority, particularly with regard to:

- the prevention of and fight against sexist and sexual violence;
- professional equality and economic autonomy for women;
- access to health, social and political rights;
- the establishment of a culture of equality for young people;
- the place of women in the media, culture and sport;
- gender equality in the territories;
- feminist diplomacy.

IF policy in favour of gender equality is in line with the international strategy of the Ministry of Europe and Foreign Affairs and the Equality Roadmap of the Ministry of Culture, its two supervisory ministries.

As an operator of France's external cultural action at the crossroads of cultural and international issues, the Institut français wishes to contribute to **the advancement of equality among women** within the Institute and through the implementation of dedicated actions in conjunction with its French and international partners. Having been strongly committed to supporting this issue for several years, the IF is now formalising its roadmap for gender equality, in order to be exemplary in this area and a visible player in the government's equality policy.

A **CSR governance committee** created on 14 February 2022 within the IF oversees the implementation of the roadmap, under the authority of the President of the Institut français. A gender equality officer represents the IF in the various working bodies on the subject and a CSR officer within the Human Resources Department coordinates actions relating to internal management.

1. THE IF PROMOTES GENDER EQUALITY WITHIN THE ORGANISATION AND WITHIN THE COOPERATION NETWORK.

> Through an awareness-raising and training programme:

– Internally:

- **Training on equality and gender in international cultural cooperation**

aimed at all staff and targeted at business issues: reflection on the gender approach, links with issues in culture, the integrated approach to gender and donor strategy, the usefulness and integration of the notion of gender in one's work.

- **Awareness raising on key gender inequalities**

training for members of the CSE and the human relations and social commitment department to respond to the specific challenges of the business world.

- **Training in the prevention of and fight against sexual and gender-based violence and harassment:** to understand, prevent and respond to moral harassment and sexual harassment, for both managers and non-managers

– For the French cultural network abroad:

- **The network's training plan** includes a MOOC (massive open online course) on gender equality.

- **A thematic workshop** (one week face-to-face in Paris) is offered to the French cultural network abroad in order to share their good practices, to meet personalities and experts and, thus, to enable them to go further.

- **All training offers include a gender equality component** (e.g.: «Managing a language centre»).

- **Thematic sessions take place during the major meetings with the network** organised by the Institut français (Ateliers de l'Institut).

> **Through the composition of decision-making bodies.**

- The Management Committee (12 people) is made up of 50% women and men.
- The juries and commissions created by the Institut français respect a quota of 50% women and men.
- The chairs of the juries and commissions respect a balance of 50% women and men.



FURTHER ACTION

Objective:

> The Institut français structures its approach through the objective **of obtaining AFNOR certification for diversity and equality.**

Measure:

> On the basis of a risk map and a comparative situation report, identification, in conjunction with the trade unions, of actions to meet the challenges of equality/diversity and to enter into an improvement process via the certification

Objective:

> **To improve parity at all levels of the institution's hierarchy.** For example, in October 2022, only 5 male division managers out of 24.

Measure:

> **Constitution of a common internal reference framework via an establishment agreement:** collective negotiations are undertaken with the trade unions to establish a collective agreement on this subject at the level of the establishment.

2. THE IF PROMOTES GENDER EQUALITY THROUGH THE ACTIONS CARRIED OUT AS PART OF ITS MISSIONS.

> Through greater visibility of women's artistic and intellectual creation.

- Provision of content for the network on IF platforms (IF Cinema, Culturethèque in particular);
- Programming of women artists and speakers in cultural events;



FURTHER ACTION

Objective:

> Reinforce parity in the selection of beneficiaries of IF programmes (residencies, la Fabrique Cinéma etc.)

Measure:

> Ensure parity among artists, creators, authors and experts supported by Institut français programmes

> **Through the commitment of its partners and users:**

- Service providers and partners must make their gender equality policy explicit. This is a criterion taken into account in the evaluation of the project.



FURTHER ACTION

Objective:

- > **To create a «gender equality» reflex**

Measure:

- > A clause on the respect of the principles of gender equality is systematically included in partnership agreements, calls for projects as well as in the specifications of calls for tender and public contracts.
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> **Through its communication and the production of cultural content:**

- adoption of non-biased communication;
- fight against stereotypes.

3. THE IF IS MOBILISED IN FAVOUR OF GENDER EQUALITY.

- Support for the debate of ideas and the renewal of thinking on gender equality within the French cultural network abroad and its partners
- Organisation of public events on gender equality (e.g. Angers Forum on gender equality in March 2022).
- Building a network of French partners committed to these issues to carry out joint actions. IF is notably a signatory of the Charter of Commitment for Gender Equality in CCI (cultural creative industries);



FURTHER ACTION

Objective:

> To commit to gender equality, diversity and inclusion through **structuring partnerships**.

Measures:

> Adoption of an ambitious and voluntary #JamaissansElles school charter aimed at conveying an image of equality, diversity and inclusion.

> Partnerships with committed organisations (e.g. 100 femmes de culture, AWARE)

