

CRMR and CERMA EDI

Survey Highlights

Among those who responded that they were treated differently in their research center because of their identity, these groups were predominant:

- Women
- Immigrants
- Visible and ethnic minorities

According to the comments received, the different treatments experienced by the respondents are mostly related to their nationality and include experiences such as:

- Prejudice and stereotyping
- Unequal access to funding opportunities, conferences, internships, etc.
- Sexist comments

In general, the feeling of inclusion at CERMA and CRMR is very good. However, it is important to keep in mind that EDI is **not about the majority**, it is about making sure that everyone in our research centers feels included regardless of the percentage they represent.

Some issues raised and possible solutions

Issue 1: Women seem less comfortable talking about their concerns with someone in a position of authority.

Possible solution: Offer a safe space within the committee to come and talk about their concerns

Issue 2: Inequitable treatment in terms of training and advancement opportunities and work/life balance

Possible solutions:

- Training and awareness-raising for supervisors
- Inform, raise awareness and spread the resources available to better consider EDI in their practices

Issue 3: Lack of integration of immigrants

Possible solutions:

- Implement a sponsorship or mentoring program to accompany international students.
- Organize welcoming activities for new members at the beginning of each session
- Encourage social activities to strengthen ties between colleagues
- Better follow-up with students to develop good human relations and encourage exchanges