

Universcience is awarded both Equality and Diversity certification by France's standardisation organisation AFNOR, making it one of the first organisations to receive this distinction.

« Promoting and ensuring respect for diversity and equality between women and men, and providing access to scientific culture for all: these are essential missions for Universcience. The Cité des sciences et de l'industrie and the Palais de la découverte show unfailing commitment to these values in their everyday work, in terms of both initiatives aimed at the public and their internal operation.

Today, following on from the Accessibility certification it was awarded in 2001, the Charter for Public Communication Free of Gender Stereotyping it signed in 2015 and the Digital Diversity Plan drawn up in 2017, Universcience has just received Equality and Diversity certification from Afnor, a recognition of our approach and the concrete initiatives implemented within the organisation. »

Bruno Maquart, Chair of Universcience.

A strong long-term commitment

Encouraged by the Ministry of Culture, Universcience applied for two categories of AFNOR certification: **Equality between Women and Men in the Workplace** on the one hand, and **Diversity** on the other.

Introduced in 2004, Equality in the Workplace certification is supported by the government and labour and business organisations, and complies with defined specifications and expert opinion. The same is true of the Diversity certification introduced in 2008. Our dual certification was the result of a major internal project conducted jointly with our staff's various representative bodies. The aim of the approach was to improve the working conditions of Universcience staff, develop an internal culture favourable to diversity and improve initiatives aimed at the public. Dual certification has been awarded for four years (i.e. until January 2022) and will be subject to a new audit in two years' time.

Concrete action against discrimination and the promotion of equality

For a number of years, Universcience has been committed to fighting discrimination and promoting occupational organisation that favours equality between women and men in the workplace. It has launched different projects related to this.

In-house initiatives

- The negotiation of collective agreements with the trade unions (related to equality and occupational diversity, disabled staff, the elimination of all forms of discrimination and our staff's right to direct and collective expression). The proportion of disabled persons employed by Universcience was 6.61% in 2016.
- Measures in favour of equal pay.
- Staff recruitment, reception and training procedures intended to prevent the risk of discrimination and enhance diversity.
- Approval for the reception and employment of persons participating in the civic service programme, a French initiative to encourage social commitment.
- The Allo Discrim notification and reporting system to signal any act of discrimination.
- Inclusion of specific clauses in public contracts.



External initiatives

- Active participation for the third consecutive year in the European project Hypatia, whose goal is to encourage young people and especially young women to opt for a scientific career, with the production of a digital toolbox including fifteen types of activity.
- For International Women's Day on 8 March 2018, three of the toolbox activities – workshops, games and discussions – were offered free of charge at the Cité des sciences et de l'industrie for schoolchildren from years 9 to 13.
- Signing of a digital diversity plan on 31 January 2017, part of the inclusive visitor policy devised for Universcience.
- *L'École du genre (Gender School)*, a web documentary coproduced and distributed by universcience.tv.
- Participatory interactive meetings: *La science et si c'était pour moi ? (Science: what if it was for me?)* in partnership with the Fondation L'Oréal, which taught more than 1,500 schoolchildren about the everyday lives of women scientists on 17 January, 28 March and 6 October 2017.
- A debate, *Écoféminisme : quand les femmes défendent la planète (Ecofeminism: when women defend the planet)*, on 5 December 2017 at the Cité des sciences et de l'industrie.
- An exhibition at the Palais de la découverte: *Infinités plurielles (Plural infinities)*.

Universcience provides guidance for cultural facilities in order to help them develop accessibility for the disabled

Ever since 2003, the French Ministry of Culture tasked first the Cité des sciences et de l'industrie and then Universcience with supervising the *Vivre ensemble (Living together)* project. Its aim is to associate cultural organisations in the development of "tolerance, respect for difference and the desire to live together". Fifteen years later, the project has been joined by **thirty-three cultural facilities**. A charter summarises the commitments of the cultural organisations involved. The *Vivre ensemble* project also partners **Défenseur des droits (Defender of Rights)** within the framework of the **Égalité contre le racisme (Equality against Racism)** initiative.

Universcience also manages the *Réunion des établissements culturels pour l'accessibilité or RECA (Meeting of the Cultural Establishments for Accessibility)*. Under the leadership of Universcience, aside from exchanges of good practice, the organisations involved jointly study the employment of disabled persons in cultural facilities, the promotion of cultural offers for those people, the implementation of new technologies for the benefit of visitors with sensory impairments and the assessment of offers and systems.



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