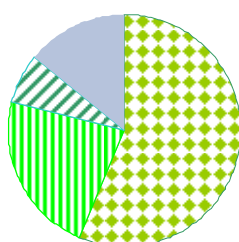


Who are we?

The CPED is an association regulated by the French law of 1901. It was created in January 2011 during a meeting at the University of Strasbourg. It currently has 68 members: 60 universities and 8 schools (list on the back)

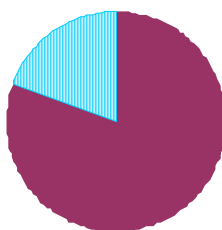
The members meet every four months, for two days, in order to discuss best practices with respect to equality between men and women in our institutions. The CPED addresses the difficulties our institutions encounter in the implantation of policies to promote equality and it offers solutions to those issues.

Statut des membres



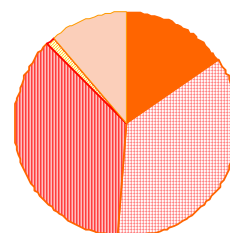
- MCF
- PROF
- PRCE-PRAG
- BIATSS

Répartition F/H



- 58 Femmes
- 14 Hommes

Champs d'activité des membres



- Droit Economie Gestion
- Lettres et Sc. Humaines
- Sciences
- Santé
- Appui aux Missions

Objectives of the CPED:

- To provide a cooperative space for the equality and diversity officers of higher education institutions in France
- To promote and facilitate equality between men and women in higher education institutions
- To observe and analyze gender policies within higher education
- To federate higher education and research institutions by encouraging shared practices with respect to gender equality

Current Workgroups within the CPED:

- **Indicators**
Objective: to establish a list of relevant indicators in order to highlight situations of inequality between men and women in our institutions, in particular in university social audits.
- **Use of female forms in the language**
Objective: to offer resources to promote and favor the use of both female and male forms in any written document in our institution: job profiles, call for projects, etc.
- **Selection committees**
Objective: to mutualize our practices to insure parity in the job recruitment process
- **Harassment**
Objective: to share our tools and practices to prevent harassment, sexual and sexist violence; to offer support to victims of such violence; to accompany legal and disciplinary actions
- **Follow-up on the July 22nd 2013 legislation**
Objective: to broadcast all the new legal documents and rules following the law and more precisely the texts regarding professional equality between men and women; to ensure their application within our institutions.

Actions of the CPED:

- Hearing at the National Assembly and the Senate on the Higher Education and Research law project
- 16 propositions to promote professional equality during the Higher Education and Research National Conference
- Contribution to the white paper of the National Association for Feminist studies (ANEF) : "Gender in Higher Education and Research" (2014) – history of equality officers and analysis of the situation in French universities.



Members of the CPED
11 February 2015

68 missions

Aix-Marseille Université
U. d'Angers
U. d'Auvergne
U. d'Avignon
U.T. Belfort-Montbéliard
U. de Bordeaux
U. Bordeaux-Montaigne
U. de Bourgogne
U. de Bretagne Occidentale
U. de Bretagne Sud
U. de Caen - Basse Normandie
U. de Cergy-Pontoise
U. d'Evry *
U. Franche-Comté
U. Grenoble 1 Joseph Fourier
U. Grenoble 2
U. Grenoble 3 Stendhal
U. de Haute Alsace
U. du Havre
U. de La Rochelle
U. Lille 1 *
U. Lille 3 *
U. de Limoges
U. du Littoral – Côte d'Opale
U. de Lorraine
U. Lyon 1 *
U. Lyon 2 *
U. Lyon 3 Jean Moulin
U. du Maine (Le Mans)
U. Montpellier
U. Montpellier 3
U. de Nantes
U. d'Orléans
U. Paris 1
U. Paris 3
U. Paris Descartes (Paris 5)

U. Pierre et Marie Curie (Paris 6) *
U. Paris Diderot – Paris 7 *
U. Paris 8
U. Paris Ouest – Nanterre - la Défense
U. Paris Sud
U. Paris-Est Créteil (Paris 12) *
U. Paris 13
U. de Pau et des Pays de l'Adour
U. de Perpignan
U. de Picardie – Jules Verne
U. de Poitiers
U. de Reims Champagne-Ardenne *
U. Rennes 1
U. Rennes 2
U. de la Réunion
U. de Rouen
U. Savoie Mont Blanc
U. de Strasbourg *
U. Toulouse II – Jean Jaurès *
U. Toulouse III – Paul Sabatier
U. de Tours
U. T. de Troyes
U. de Valenciennes et du Hainaut-Cambrésis
U. de Versailles – St Quentin-en-Yvelines
ENS Cachan
ENS Rennes
INP Grenoble
INSA Lyon
INSA Rouen
INSA Toulouse
Sciences Po Bordeaux
Telecom Bretagne

(* asterisk indicate the 11 founding universities of the CPED in January 2011)