



**If you know it, you can fight it**  
***Promoting Gender Equality through awareness-raising: lessons learnt from four successful activities of the IPGP Equality Group***

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Two ways exist in fighting gender inequalities in nowadays society: one is taking concrete actions and the other is bringing the problem of inequality to the forefront within different communities. When you are not in the position to step in to reduce inequalities within your network, awareness-raising initiatives come to the rescue. Human development and education are indeed essential to a societal change towards gender equality and women empowerment. Gender norms are a subset of social norms, not the biological ones, and discrimination on this basis is therefore difficult to assess and address. However, if people get to know how gender-related issues impact our daily life, they can learn to be analytical about dismantling them when faced.

Since its foundation, the Institut de Physique du Globe (IPGP) Equality Group (EG) has aimed at improving the knowledge and raising awareness of gender-related issues within the IPGP community, which includes undergraduate and graduate students, researchers, staff members. Unconscious bias, gender-race discrimination and gender stereotypes in STEM represent only few examples of gender-related issues women daily face in the workplace. We would like to share our experience and lessons learnt from four successful activities organized by the EG during 2018 on the above mentioned topics. The activities include: a card game on 'unconscious bias'; a movie projection on 'gender-race discrimination'; a quizz on 'gender bias in STEM'; a seminar on 'gender stereotypes in the school system'. The results will be presented during the meeting.

The EG ultimate goal is to improve our knowledge and change attitude towards gender inequality within the IPGP community and beyond. Through these four awareness-raising activities the EG attempted to make the audience be proactive and think critically. We are certain the impact of our initiatives is crucial at every stage of career and we expect that the lessons learnt will have an important effect in improving the working atmosphere at the Institute. We rely on the fact that undergraduate students, both male and female, will become conscious of how gender-related issues can hamper their career path; we also expect that our senior colleagues become more supportive as they can play a decisive role for the younger audience, leaving a positive imprint.