

Goal 1: Prevent and address pay and career gaps			
Action	Metric	Timeframe	Person/Dept Responsible
Objective 1: Ensuring equality right from the recruitment process			
Ensure a transparent, non-discriminatory process for each recruitment: Sufficient time between the advertising of vacancies and the deadline for applications Equal representation on selection committees Information on selection criteria and career prospects Full consideration of candidates' experience Offsetting of career breaks Rewarding mobility	Formal Process	2021	HR
Encourage gender-neutral wording and gender-neutral job titles, especially for job advertisements and descriptions	No. (or %) of gender-neutral listings	2021	HR + general attention
Objective 2: Ensure equal access to employment			
Measure the gender balance of applications received, shortlisted and accepted in order to eliminate any risk of discrimination	Annual benchmarking report	2022	HR NB: requires the acquisition of an application tool.
Adapt workstations and equipment to ensure equal access to jobs (changing rooms, work clothes, taking into account physical constraints, etc.)	Report on actions taken to make work stations/equipment accessible	2023	HR-Facilities Dept
Objective 3: Ensure equality in career development			
Inform and support staff on career development, access to training and mobility	Career management guidelines + HRS4R Dissemination of documents + video clips 2 information meetings / year + accessible school web TV	2021	HR + Committees (approval)
Ensure that part-time, non-full-time and partial employment are not an obstacle to career development	Career management guidelines	2021	HR
Introduce interviews between the department/laboratory heads and teachers/researchers at key career milestones	% of employees who have had a career interview during the year (by gender)	2021	Depts + labs
Objective 4: Ensure equal pay			
Conduct detailed analysis of male/female pay (last 3 years)	Statistics by job	2022	Operational Support
Establish relevant quantitative and qualitative metrics (bonus allocation, promotions)	Monitoring system	2022	Operational Support - HR
Define the rules for taking into account parental leave in the wage policy	Form	2022	HR
Objective 5: Transfer			
Set up a workplace equality monitoring system	% progress	2021	Operational Support - HR
Train staff and students on the issue of equality in the workplace	N. of training sessions / audience reached	2021	Service Provider
Obtain certification on gender equality in the workplace	% progress	2023	HR - Equality & Diversity Working Group

Goal 2: Ensure equal access to jobs and responsibilities			
Action	Metric	Timeframe	Person/Dept Responsible
Objective 1: Identify and remove obstacles to gender equality in the workplace			
Draw up a gender map of jobs and gather the views of employees on equality in the workplace	Achieved / not achieved	2022	HR
Promote women's access to senior and management positions	Stats		
Objective 2: Raise awareness and train staff in workplace equality			
Incorporate the issue of gender equality in the workplace into management training (especially for front-line managers)	No. of training days, no. of participants	2021	HR
Offer training modules addressing the issue of workplace equality to all HR managers and staff	No. of training days, no. of participants	2022	HR
Include a gender equality clause in calls for application	Achieved / not achieved		
Provide training on positive communication (emotions, self-confidence)	No. of training days, no. of participants	2021	Service Provider
Provide training to challenge or investigate beliefs (prejudices)	No. of training days, no. of participants	2022	Service Provider
Objective 3: Transfer			
Encourage the invitation of female external speakers for conferences or courses.	% female speakers/all speakers + female speakers	2021	Academic Affairs + HR
Send out information sheets on female speakers (teachers, students, young graduates) from Centrale Nantes to secondary schools, high schools and <i>classes préparatoires</i> (Civic Engagement?)	No. of information sheets sent	2021	Academic Affairs + HR + Comm
Broach the subject of equality with the younger audiences (BRIO, <i>Forum prépa</i> etc.)	No. of actions	2021	Academic Affairs + HR + Students
"No more Matildas" campaign Recurrent and systemic denial or minimisation of the contribution of women scientists to research, whose work is often attributed to their male colleagues	No. of actions	2022	Research Dept
Mandatory training for students (soft skills module)	No. of students trained	2023	Academic Affairs
Workplace equality training as part of PhD training	No. of PhD students trained	2023	Research Dept + Doctoral Schools

Goal 3: Foster work-life balance			
Action	Metric	Timeframe	Person/Dept Responsible
Objective 1: Promote work-life balance			
Draw up a charter of conduct to promote work/life balance (meeting times, emailing times, etc.)	Charter	2021	HR
Train staff with regard to remote working: make clear the differences between personal and professional life	Guide, no. of tutorials, no. of views, no. of training sessions	2021	HR
Adapt meeting times	Remote working guide	2021	All
Respect the right to disconnect (charter)	Charter	2021	HR
Draw up a survey for staff and students	Survey	2022	HR + Operational Support
Objective 2: Take into account the diversity of working patterns			
Produce an explanatory document on the impact of part-time work and family leave on staff careers and retirement	Achieved / Not achieved	2021	HR
Include the information in the welcome booklet for new staff	Achieved / Not achieved	2021	HR
Objective 3: Take better account of parenthood			
Offer staff a professional interview before family leave and before their return, in order to anticipate the return to work.	% appointments on offer to staff	2021	HR
Offer parenthood interviews within six months of birth or adoption	% appointments on offer to staff	2022	HR
Take into account family constraints when scheduling meetings (teaching, research)	Meeting guidelines (guide, charter)	2021	All
Propose discussion groups related to parenthood or work/life balance	No. of discussion groups	2022	Equality & Diversity Working Group + HR
Extend these meetings also to carers in close contact with a sick parent, child or spouse.	No. of discussion groups	2022	Equality & Diversity Working Group + HR
Objective 4: Transfer			
Train, inform and raise awareness among students and staff	% of people made aware, no. of training sessions, frequency	2021	HR + Academic Affairs + Service Provider

Goal 4: Combat gender-based violence, harassment and discrimination			
Action	Metric	Timeframe	Person/Dept Responsible
Objective 1: Prevent			
Train all staff and students on the concepts of discrimination, and sexual and gender-based violence	% of people made aware, no. of training sessions, frequency, no. of participants	2021	Service Provider
Publish the action plan and the annual update of metrics (presentation to the Board of Governors)	Achieved / Not achieved	2021	HR + Sustainable Dev't
Communicate internally on the subject, on the means of recourse	Duration of poster campaign, number of events. Evaluation of the number of people targeted (depending on the dissemination method)	2021	HR + Comm + Equality & Diversity Working Group
Encourage gender-neutral publications	Diversity of photos on the intranet, in brochures etc.	2021	HR + Comm + Equality & Diversity Working Group
Include the subject of discrimination in management training	No. of managers trained	2022	Service Provider
Reinforce and mainstream teaching on gender	No. of courses, duration, no. of students involved	2023	Academic Affairs
Create executive education training modules specifically on the development and implementation of equality in the workplace	No. of training days, no. of participants	2022	Executive Education
Encourage mixed access to different sports through promotional events.	Average % of women per sport, no. of events, no. of people targeted	2021	Sports Staff
Apply for gender equality in the workplace certification	Achieved / Not achieved	2023	HR
Objective 2: Detect			
Boost the role of the Equality-Diversity Committee: a generic email address, make it visible in the organisation chart, organise presentations of the initiative and its actions, etc.	No. of contacts via the email address <a href="mailto:egalite.diversite@ec-nantes.fr">egalite.diversite@ec-nantes.fr</a>	2021	Equality & Diversity Committee
Establish a formal procedure for handling reports of sexual harassment or sexism	Achieved / Not achieved	2021	HR - Sustainable Dev't
Identify representatives and co-ordinate the network	No. of representatives	2022	Sustainable Dev't
Launch an annual survey on the quality of life at work, systematically including questions relating to sexism and sexual harassment	Achieved / Not achieved	2022	Sustainable Dev't
Set up a system to monitor discrimination	Achieved / Not achieved	2021	Sustainable Dev't
Create a regular discussion group on the subject of equality (open to students, staff) at times that are accessible to all	No. of discussion groups	2022	Sustainable Dev't
Objective 3: Respond			
Set up a hotline, a "discrimination alert" unit	Achieved / Not achieved	2022	Sustainable Dev't
Provide information on rights and services for victims	Achieved / Not achieved, frequency	2021	HR
Pass on information to the prosecutor / Refer to the disciplinary board if necessary	Formal procedure	2021	Directors
Communicate the sanctions applied by the school (without names)	Achieved / Not achieved	2021	General Admin
Encourage mediation where possible in cases of discrimination	No. of mediations	2021	HR
Objective 4: Develop and promote research on gender			
Raise awareness of funding opportunities related to gender and equality projects	No. of projects developed	2022	Research Dept
Establish a gender research community, bringing together researchers from all disciplines	No. of participants in the network	2023	Research Dept
Include gender equality in the standards of research excellence	Achieved / Not achieved	2022	Research Dept