

**CHARTER OF EQUITY, DIVERSITY, AND INCLUSION
Centre U1219 Bordeaux Population Health (BPH)
Version of 03/05/2024**

This charter from BPH proposes best practices in terms of diversity, equity, and inclusion, with reference to Law No. 2016-483 of April 20, 2016, regarding the ethics, rights, and obligations of public servants and the General Civil Service Code. It is also in line with the internal regulations approved by the authorities of U1219 Bordeaux Population Health (BPH), Centre Inserm, and the University of Bordeaux (UB).

This charter aims to define the framework that BPH promotes to build a conducive work environment for research and innovation, whether on the Centre's premises, at the University, or outside (such as during missions, conferences, and committees). Based on foundational values such as the principles of equality, transparency, and mutual respect, BPH commits to ensuring a work environment that guarantees equal treatment and opportunities for everyone, open to diversity, equity, and inclusion.

This document seeks, on the one hand, to raise awareness about undesirable behaviors and situations and, on the other hand, to encourage reflection on one's own behavior. Although this charter deliberately maintains a general focus, it highlights situations faced by certain populations to which we wish to give special attention.

DEFINITIONS

EQUITY

Equity is the absence of unfair, avoidable, or remediable differences between groups of people. To move toward greater equity, it is not enough to offer equal treatment to all; the history and situations of each individual must be considered to adapt the work environment so that it becomes equitable.

DIVERSITY

Diversity involves recognizing, respecting, and accommodating the differences of each person.

INCLUSION

Inclusion consists of creating and maintaining an environment in which everyone feels welcomed and valued.

Equity, diversity, and inclusion are directly impacted by issues related to discrimination, harassment, and bias. We remind you that definitions of topics such as discrimination and harassment are detailed in the penal code, particularly in articles 225-1, 222-33, and 222-33-2 to 222-33-2-3.

FOUNDING PRINCIPLES

1. EQUITY AND DIVERSITY

Promote equity and equal treatment and opportunities to create an environment that attracts a wide variety of profiles in decision-making situations, such as :

- Recruitment,
- Career development and progression,
- Employment and working conditions,
- A favorable environment for work-life balance,

- Access to leadership and decision-making,
- Consideration of gender in research and knowledge transfer,
- Prevention and handling of discrimination, acts of violence, moral harassment, and sexist behavior.
- Promote equity among all staff, without distinction, in all their functions and activities.
- Foster good integration within BPH to encourage harmonious collaboration.
- Ensure transparent and objective scientific and personal evaluations by:
 - Avoiding all bias and discrimination,
 - Ensuring diversity in committees and avoiding the over-solicitation of minorities,
 - Declaring all conflicts of interest in relationships, collaborations, or hierarchies.
- Protect and maintain diversity within the scientific and professional community:
 - Visibility and recognition in research and public events,
 - Considering gender in scientific work,
- Maintaining and valuing the diversity present in the research center through practices and communications.

2. INCLUSION AND RESPECT FOR WORK AND PEOPLE

BPH comprises individuals with various educational backgrounds and career paths, working for different employers, under different contractual conditions, and in essential professions supporting research.

All these differences must be respected to prevent any discriminatory act from directly or indirectly hindering the professional careers of individuals. BPH is an inclusive workplace for all its members, regardless of their status.

2.1. Controlled Communication :

- Do not denigrate statements made in a language not mastered, whether French or another language,
- Create a calm and constructive dialogue at all times,
- Ensure non-Francophone members of the community (doctoral students, postdocs, visitors) are not isolated,
- Promote inclusive writing (whether by systematically using gendered forms or other methods),
- Ensure texts are communicated in both French and English (with at least a short summary in the other language),
- Encourage people to express themselves confidently in an atmosphere of trust and respect,
- Avoid repeated interruptions during speeches.

2.2. Work Environment :

- Do not intimidate or destabilize,
- Do not make intrusive or demeaning remarks,
- Avoid actions that degrade working conditions, infringe on rights and dignity, harm mental and physical health, or jeopardize career prospects,
- Respect privacy and the confidentiality of information shared,
- Respect the environmental policies of the Centre (Lab 1.5).

2.3. Work-Life Balance :

- Respect work schedules and obligations:
- The right to disconnect,
- Access to teleworking,
- Respect work hours and time.

3. ACTIONS

To foster equity, diversity, and inclusion within BPH, it is essential to make concrete, measurable, and sustainable commitments to counter systemic barriers, explicit or unconscious biases, and inequities.

To this end, a committee is established with modalities defined in the Centre's internal regulations (strategy, action plan).

This committee can gather qualitative and quantitative data to monitor difficulties and progress, understand and publicly report them. It may be consulted in case of disputes or violations of the charter. The action plan follows the Centre's evaluation cycle (every 5 years by HCERES) and is outlined in Appendix 1 of this document; it can be updated annually.

4. ASSISTANCE AND PROCEDURES

Anyone at BPH (staff, guests, or visitors) who is a victim or witness to actions that contradict this charter in a professional context, whether on or off-site, should not isolate themselves, minimize, or ignore the situation. They should rely on the principles of the charter. Several points of contact are available for listening and support :

- The Equity, Diversity, and Inclusion committee,
- Occupational health services,
- Team leaders,
- Centre management,
- Members of the Centre Council,
- Prevention assistants,
- Medical services of the employer or host institution (doctor, psychologist),
- The UB Cell for monitoring harassment, sexist and homophobic violence (CEVHS),
- UB Gender Equality Mission,
- UB Gender Equality Committee,
- Ethics, secularism, and diversity officers at Inserm and UB.

REFERENCES

- **Law No. 2016-483 of April 20, 2016
General Civil Service Code**
<https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000032433852/>
- **French Government's Secularism Site**
https://www.legifrance.gouv.fr/codes/texte_lc/LEGITEXT000044416551/2024-01-29
- **National Research Ethics Charter**
https://comite-ethique.cnrs.fr/wp-content/uploads/2020/01/2015_Charte_nationale_d%C3%A9ontologie_190613.pdf
- **Article 14 of the European Convention on Human Rights
[1789 Declaration of the Rights of Man and Citizen]**
- **Inserm Gender Equality Plan**
- **UB Gender Equality Plan**