

# LGBTQIA+ Inclusion Action Plan

Working Group on LGBTQIA+ Inclusion

June 24, 2025

## Why an action plan?

At first glance, one might question the need for such a plan, assuming that problematic situations should already be addressed by general measures against sexism and sexual violence. However, this would seriously overlook the *specific mechanisms* at play for LGBTQIA+ individuals. In particular, one major symptom is the *invisibility* of these individuals in the professional world (cf. Defender of Rights guide below). According to the 2024 barometer by L’Autre Cercle, only 60% of LGBTQIA+ individuals are “out” (i.e., identified as such) to close colleagues, and only 49% to their supervisor.

This stems largely from the assumption that sexual orientation and gender identity belong strictly to the private sphere. Meanwhile, non-LGBTQIA+ people are readily identified through references to their relationships and families—a near-universal practice—so LGBTQIA+ invisibility often results from more or less deliberate self-censorship. This inequality has *serious consequences* for those affected (mental burden and discomfort from hiding, reduced inclusion in social moments, etc.), and it has been shown (cf. L’Autre Cercle) to negatively impact career progression. Consequently, it also incurs a collective cost to the organization.

*Trans inclusion* also involves specific mechanisms and issues, such as recognition of name and gender changes or support during gender transition at work. Both individual and collective stakes demand *dedicated treatment of these mechanisms to foster a truly inclusive environment* for LGBTQIA+ individuals.

## Communication and Information Dissemination Actions

A top priority is wide communication—primarily internal but also external—about the signing of the Inria Commitment Charter for LGBTQIA+ Inclusivity. This charter is a strong symbolic and institutional commitment. It is essential to make it visible internally to inform all staff and help create an inclusive workplace. External communication can enhance the institute’s attractiveness.

Beyond this, communication should ensure easy access to resources on LGBTQIA+ inclusion topics, in particular:

- The guide “Taking Action Against Discrimination Based on Sexual Orientation and Gender Identity in Employment” (in French) by the French Defender of Rights;
- The guide “Fighting Anti-LGBT+ Hatred and Discrimination in Higher Education and Research” (in French) by the Ministry of Higher Education and Research (2021);
- SOS Homophobie’s Toolbox (in French) for promoting LGBTQIA+ workplace inclusion;
- L’Autre Cercle’s resources (in French) (including the annual barometer);
- University of Grenoble Alpes’ Good Practices Guide (in English).

## Measuring the Environment

Before implementing concrete actions, it is important to assess the work environment quality for LGBTQIA+ individuals within the institute.

A good starting point is the survey from SOS Homophobie available in their toolbox and implemented through `sondages.inria.fr`, with a copy in appendix.

Such data can be usefully supplemented by experience reports from initiatives (working groups, discussion circles, etc.) at local center levels (e.g., Queerisa and a working group in development in Rennes, LGBThé+café in Bordeaux, another group forming in Saclay, etc.). On this note, dedicated LGBTQIA+ discussion circles are essential for *truly creating a safe space for open dialogue*.

## Awareness and Training Actions

Training should be broadly offered to help recognize forms of LGBTQIA+phobia in the workplace and raise awareness about this type of violence. Such training exists and is easily accessible.

In particular, we recommend the online course “Recognizing and Acting Against LGBTIphobia at Work” by SOS Homophobie (in French), free to all public employees (90 minutes).

Further, SOS Homophobie offers half- or full-day awareness workshops for small groups (ideally 15 participants). These sessions present LGBTQIA+ statistics and strongly encourage awareness campaigns, so the attendance of HR representatives is strongly recommended. Currently, SOS Homophobie has a three-year contract with the Ministry of Higher Education, allowing free training in public institutions nationwide.

To involve all staff, we suggest planning annual events, similar to Disability Week, on symbolic dates:

- Pride Month in June
- International Trans Day of Visibility on March 31
- Lesbian Visibility Week in April
- International Day Against Homophobia, Transphobia and Biphobia on May 17
- World AIDS Day

## On-the-Ground Actions to Establish and Maintain an Inclusive Climate

Each center should create a structure to both address local inclusivity issues and act as a local alert mechanism for problematic situations (LGBTphobia, discrimination, or general distress). This could be a working group composed of LGBTQIA+ individuals and allies, whose members may also serve as local contacts for confidential personal discussions or alerts, in coordination with safety officers and HR.

Informal initiatives like discussion circles should also be encouraged (e.g., LGBThé+café in Bordeaux or Queerisa in Rennes).

For supporting trans individuals, many actions are recommended to foster an inclusive and welcoming workplace:

- Staff can be assigned to handle name-change requests in scientific communications (journals, conferences, etc.) by contacting publishers directly, relieving trans researchers of this burden.
- Trans individuals could be granted legal leave during their transition for medical, administrative appointments or to manage mental strain—handled confidentially by HR.

- Upon request, a third party can announce a trans individual’s coming-out to colleagues to reduce stress associated with uncertain reactions.
- Upon request, awareness training can be required for close colleagues.
- HR may offer a change in position or work location if the person wishes so.
- In recruitment and promotion files, a gender transition may be acknowledged as a career interruption (e.g., six months), and can simply be listed as a “medical reason” if the individual does not want to out themselves. Verification by HR should follow the same standards as for women with children (no proof required).
- At the national level, use of a preferred name must be supported. Recruitment forms will include a field for preferred names to generate identifiers independent of unused legal names. For existing and future applications, returning a preferred name instead of a legal name will be explored. The “Pseudonym” field in Eksaé is available for this. Future specifications will mandate updating name and gender fields upon change.
- Recruitment and promotion files must allow associating a different identity (than the one officially presented) to ensure recognition of degrees, publications, etc., tied to that identity—without explanation required in the file or documents shown to the jury. HR will confidentially verify identity-related information. Committee members will be informed that credentials have been pre-verified by HR.

# Measuring the quality of our work environment for LGBTQIA+ people

This guaranteed **anonymous survey** is aimed at **LGBTQIA+ people** and aims to provide a “snapshot” of the quality of our professional environment for the inclusion of these people. The acronym LGBTQIA+ stands for lesbian, gay, bisexual, trans, queer or questioning, intersex, asexual or aromantic, and more generally all people who do not identify with a “conventional” sexual orientation or gender identity.

Completing this survey will only take **a few minutes**, and it will be **invaluable** in encouraging our establishment **to adopt a specific action plan** on LGBTQIA+ inclusion issues, backed by an **objective measure**, which can then be updated periodically to assess the results of the actions undertaken.

There are 20 questions in this survey.

## Measuring the quality of our work environment for LGBTQIA+ people

## To which entity are you affiliated? \*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Bordeaux Inria research center
- ☐ Grenoble Inria research center
- ☐ Lille Inria research center
- ☐ Lyon Inria research center
- ☐ Nancy Inria research center
- ☐ Paris Inria research center
- ☐ Rennes Inria research center
- ☐ Saclay Inria research center
- ☐ Sophia Inria research center
- ☐ Headquarters
- ☐ I do not wish to answer
- ☐ Other

## In this entity, are you located...? \*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ In Inria buildings
- ☐ In other building (at university, etc...)

## Which gender do you identify with? \*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Woman
- ☐ Man
- ☐ Nonbinary
- ☐ I do not wish to answer
- ☐ Other

## As an LGBTQIA+ person, how do you identify? \*

Select all that apply

Please choose **all** that apply:

- ☐ Lesbian
- ☐ Gay
- ☐ Bisexual or pansexual
- ☐ Trans
- ☐ Queer or questioning
- ☐ Intersex
- ☐ Aromantic ou asexual
- ☐ I do not wish to answer

☐ Other:

When it comes to inclusion in your professional environment, how do you agree with each of the following statements?

\*

Please choose the appropriate response for each item:

	Fully agree	Somewhat agree	Somewhat disagree	Absolutely disagree
I am treated fairly and with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel valued and recognized for the work I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can count on my colleagues when I am experiencing difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable in my organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm doing my bit to promote diversity and inclusion within my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can express my ideas / opinions without fear	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can say that the diversity in my team is an asset	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Because of your sexual orientation or gender identity, have you ever had to give up on...?

\*

Please choose the appropriate response for each item:

	Yes	No	Not applicable
Asking for a bonus or a raise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Applying for a promotion or a position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving yourself credit (publications, diplomas, awards, etc.) associated with a previous identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reporting LGBTQIA+ phobias or discrimination for fear of consequences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Joining a team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Parental leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave for your wedding / civil union	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Have you ever, because of your sexual orientation or gender identity, decided not to declare your spouse...? \*

Please choose the appropriate response for each item:

	Yes	No	Not applicable
In the HR information system concerning your family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In the HR IT system as an emergency contact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
With AGOS when declaring your family beneficiaries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever happened to, or could you in the future, give up on a business trip abroad or an expatriation project because of your sexual orientation or gender identity?

\*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Yes
- ☐ No
- ☐ Not applicable

Have you ever happened to, or could you in the future, give up on an event to which your spouse is invited in your professional environment? \*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Yes, definitely
- ☐ Yes, possibly
- ☐ No, not really

## And if it ever happened, this event was organized by...? \*

Select all that apply

Please choose **all** that apply:

- ☐ Your organization (including AGOS)
- ☐ Your colleagues (informally)
- ☐ Not applicable

# Has your sexual orientation or gender identity ever caused you to...? \*

Please choose the appropriate response for each item:

	Yes	No	Not applicable
<b>Voluntarily use a first name or gender that does not correspond to your partner's (or spouse's), or restricting yourself to neutral language (such as "my friend / partner") in informal moments within your organization</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Adopt a gender expression* that is not your own within your organization</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Deliberately omit to talk about your LGBTQIA+ activities (Pride march, community life, etc.) during informal moments</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*\* Gender expression: use of social codes (attitude, clothing, etc.) attributed to a specific gender*

Please choose the appropriate response for each item:

	Yes	Partly (orientation or identity)	No	Do not know	I do not wish to answer
<b>Some colleagues</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Your direct manager</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please choose the appropriate response for each item:

[illegible]

In your work environment, do you know one or more colleagues who do not feel included or accepted because of their sexual orientation or gender identity?

\*

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Yes, definitely
- ☐ Yes, possibly
- ☐ No, not really

Have you **personally** ever been a victim in your work environment at Inria of...?

\*

Please choose the appropriate response for each item:

	Yes	No	Not applicable
Verbal attacks (jokes, insults, inappropriate comments) or LGBTQIA+ phobic gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical assault because of your sexual orientation or gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Harassment because of your sexual orientation or gender identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A situation where your sexual orientation or gender identity has been revealed without your consent (outing)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A situation where the wrong gender was deliberately used to refer to you (e.g. using the masculine form to refer to you when you are a woman)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If you have changed your first name, a situation where someone has deliberately used your previous name to refer to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Have you ever witnessed in your work environment at Inria...?

\*

Please choose the appropriate response for each item:

	Yes	No	Not applicable
--	-----	----	----------------

**Verbal attacks  
(jokes, insults,  
inappropriate  
comments) or  
LGBTQIA+ phobic  
gestures**



**Physical assault  
because of a  
person's sexual  
orientation or  
gender identity**



**Harassment  
because of a  
person's sexual  
orientation or  
gender identity**



**A situation where a  
person's sexual  
orientation or  
gender identity has  
been revealed  
without their  
consent (outing)**



**A situation in which  
the wrong gender  
was deliberately  
used to refer to a  
person (e.g. using  
the masculine  
gender for a woman)**



**If a person has  
changed their first  
name, a situation  
where their former  
first name has been  
deliberately used to  
refer to them**





If you have been a victim or witness of any of the situations mentioned in the previous two questions, was it from...? \*

Select all that apply

Please choose **all** that apply:

- ☐ Colleague(s) with no hierarchical link to the person concerned
- ☐ Supervisor(s) of the person concerned
- ☐ Person(s) reporting to the person concerned
- ☐ Human resources
- ☐ Occupational medicine
- ☐ Formal bodies (committees, juries, AGOS, etc.)
- ☐ Not applicable

☐ Other:

If you have been a victim or witness of any of the situations mentioned in the previous questions, have you observed any action on the part of...? \*

Select all that apply

Please choose **all** that apply:

- ☐ Targeted person themselves
- ☐ Colleague to stop disrespectful / discriminatory remark(s) or behavior(s)
- ☐ Manager
- ☐ Direction
- ☐ Human resources
- ☐ Not applicable

☐ Other:

If you have been a victim or witness of any of the situations mentioned in the previous questions, have you reported it?

Choose one of the following answers

Please choose **only one** of the following:

- ☐ Yes
- ☐ No
- ☐ Not applicable

To conclude, feel free to add any comments you think might be useful (optional)

Please write your answer here:

Thank you so much for taking this survey!

Submit your survey.

Thank you for completing this survey.