

## Project

## «Inequalities of treatment and study and work conditions in higher education and research »

## PROJECT GOALS

The ACADISCRi Research aims to better understand the working and study conditions of students and staff in higher education and research. It is designed to **measure and understand the inequalities of treatment** that these students and staff may face within the higher education system. The study is based on the **hypothesis that the experience of discrimination varies** according to academic disciplines, status and degree of precariousness of the persons concerned (students and staff), level of study, hierarchical relationships, or institutional dynamics (work climate, policies, organizations). It examines the main social relationships at the basis of discrimination —classism, sexism, racism, LGBT-phobias, validism—, and their possible intersections.

By doing so, the project **enables institutions to have a diagnosis** of the extent and configuration of discrimination within their institution. This approach aims to produce new scientific knowledge on these issues as well as to provide the empirical data necessary for higher education and research institutions to design and improve their action plan in the fight against inequalities and discrimination. This large-scale research is conducted in several institutions in metropolitan France and overseas, and acquires a national dimension, comparable to the major surveys conducted by the French National Institute of Demographic Studies (INED) and French National Institute of Statistics and Economic Studies (INSEE) (see TeO1 and TeO2; Virage) or by the National Student Life Observatory (OVE, see Conditions de vie des étudiants 2020).

## PROJECT METHODOLOGY

The project consists of a **quantitative survey (first part) and a qualitative survey (second part)**. In the first part, an online questionnaire was distributed to all staff (permanent and contractual) and students (from Bachelor to Doctorate level). This questionnaire records the **various types of situations potentially experienced by people**, ranging from micro-aggression to harassment, discrimination situations involving a deterioration of work or study conditions, or even more serious and rarer events, such as sexual assault and physical violence.

The second part consists of a series of semi-structured interviews with volunteers (at the end of the questionnaire, respondents are invited to leave their contact information in order to be contacted again) on one of the subjects addressed in the questionnaire. These interviews allow us to **put the lived experience into context, to enrich the interpretation of the results of the quantitative survey and to explore the blind spots of the questionnaire**.

The collection and analysis methods used respect the professional and ethical principles of research, as set out in the French Data Protection Act and the GDPR. The survey protocol was subject to an impact analysis (DPIA) in accordance with the procedure of the Commission Nationale de l'Information et de la Liberté (CNIL). The entire procedure and the survey tools were also validated by the INSERM ethics review committee.

## ACADISCRI RESEARCH TEAM

The ACADISCRI survey was initiated by scientists specializing in the study of discrimination, particularly sexism and racism, based on exploratory surveys conducted in their institutions during 2015-2017: Marguerite COGNET (MCF, Paris Cité University, URMIS), Fabrice DHUME (Independent Researcher, CRISIS, previously associate MCF at Paris Diderot University), and Abdellali HAJJAT (MCF, ULB-GERME, Paris Nanterre University, ISP). The team is strengthened by specialists in discrimination in education —Géraldine BOZEC (MCF, Côte d'Azur University, URMIS)—, sexual and gender-based violence —Christelle HAMEL (CR, CNRS-INED, URMIS)—, racism and Islamophobia —Hanane KARIMI (MCF, Strasbourg University, SAGE). The ACADISCRI team completes its competences with a statistical engineer —Cécile RODRIGUES (CNRS CERAPS)— and three postdocs also specialized in one of these research fields: Romane BLASSEL (URMIS, Côte d'Azur University), Pierre-Olivier WEISS (URMIS, Côte d'Azur University), Tana BAO (URMIS, Côte d'Azur University). Two doctoral students working on equality missions implemented in universities complete the team: Camille GILLET (Sorbonne University, GEMASS) and Lucie LONGUET (Côte d'Azur University, ERMES).

The project coordination team has ensured the expertise of a committee of recognized peers on all matters related to the project: Emmanuel DIDIER, researcher at CMH-CNRS/EHESS ; Claude-Olivier DORON, teacher-researcher at Paris Cité University, SPHERE ; Olga L. GONZALEZ, associate researcher at URMIS ; Isabelle HIDAIR-KRIVSKY, teacher-researcher at Guyana University; Silyane LARCHER, research fellow at the CNRS, associated with the IIAC (EHESS) ; Sophie POCHIC, researcher at CMH-CNRS/EHESS ; Jean-Luc PRIMON, teacher-researcher at Côte d'Azur University, URMIS ; Geneviève ZOÏA, teacher-researcher at Montpellier University, CEPEL

## PROJECT FUNDERS

To date, the project has received financial support from: the Defender of Rights (Défenseur des droits), the Convergences Migrations Institute (Institut convergences migrations) and the National Institution of Youth and Popular Education (INJEP) and URMIS (Research Unit on Migration and Society) and MINEA (Research Unit on Migration, Interculturality and Education in Amazonia, French Guiana) research labs. The project's supporting institutions, gathered in a research consortium, also contributed to direct and indirect funding: University of Paris Nanterre, University of Côte d'Azur, CRISIS.

For more information, see the project website : <https://acadiscri.parisnanterre.fr/>

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