

CEPS Diversity, Equity and Inclusion Action Plan

The Centre for Economics at Paris-Saclay is committed to promoting diversity, pluralism, and inclusion in higher education and leading research. The presence of faculty, students, and administrative officers from diverse backgrounds with their own experiences and perspectives contributes to excellence in our research and improves our understanding. CEPS views diversity as a fundamental value and essential to our twin goals: guiding students toward intellectual accomplishment and maturity, and producing knowledge to tackle relevant economic and social issues.

We are committed to establishing a supportive and inclusive environment in which every student, faculty member and staff member feels valued and fulfilled.

This action plan outlines initiatives that are currently in progress or planned to further these objectives. We will continue to develop and expand them as we learn from what works and what does not.

Providing Free Access to Knowledge

CEPS is committed to unrestricted access to education and knowledge, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, ethnicity, religion, or status. All lectures, seminars, and events organized by CEPS, including summer schools, will be free of charge. To promote our commitment, we do the following:

- ▶ **Make our online seminar as long-lasting as possible.**
- ▶ **Aim to create online videos of main lectures in specific events.**
- ▶ **Engage in a diverse cultural and academic program** that goes beyond economics and aims to foster broad intellectual and cultural development of our students. To achieve this goal, CEPS will actively contribute through its third-party funding efforts to the production of the Scène de Recherche, a professional theater located at the heart of ENS Paris-Saclay.

Undergraduate and Graduate Students

We aim to create an open and welcoming atmosphere that fosters ongoing between students and faculty as well as between students of different cohorts. This supportive atmosphere is intended to empower students to discover their own academic paths, and thus facilitate their personal fulfillment. It is also designed to help students deal with difficult situations and adapt their learning approaches.

- ▶ **A mentoring program** between undergraduate students and faculty members. The program continues and is intensified for graduate students.
- ▶ We will host **an annual mandatory invited lecture on 'Diversity, Equity, and Inclusion'**, to raise students' awareness of the subject and initiate discussion. The lectures will focus on unequal access and opportunities for under-represented people, including issues related to gender, sexual orientation, ethnicity, religion and immigration policies.
- ▶ The provision of information about **research conducted on socially significant topics** and the scholarly contributions in those areas to student.
- ▶ **An annual roundtable for postgraduate students** pursuing a doctorate in economics to discuss their daily experiences.

- ▶ **An annual session for academic career advice** and on the problems one might encounter there.
- ▶ Social events that **bring together students from different cohorts** to enable them to share their experiences, perspectives, and wishes.
- ▶ Social events with graduate students and faculty members biannually **to foster interactions and a welcoming community.**
- ▶ Social coffee event that fosters community with undergraduate students and faculty members.
- ▶ We **consult with students' representatives** regularly on our goals relating to diversity, pluralism, and inclusion and to benefit from further student feedback.

Involving faculty

- ▶ **Engage** all faculty members **in mentoring** both undergraduate and graduate students.
- ▶ Value actions and commitment to **promoting diversity, equity and inclusion** in teaching approaches, student supervision and research activities.
- ▶ **We seek exchange and cooperation with local groups and stakeholders** at the ENS Paris-Saclay that bring their own expertise regarding diversity, equality, and inclusion.