

<p>PROACTIVE MEASURES <i>To be maintained, strengthened and promoted as best practice</i></p>	<p>EQUITABLE ENVIRONMENT <i>To be strengthened</i></p>	<p>MICRO-IMBALANCES <i>Observe, identify, correct</i></p>	<p>ENTRENCHED INEQUALITIES <i>Necessary collective and structural actions</i></p>	<p>SYMBOLIC VIOLENCE <i>Urgent action is required; a clear and protective framework is essential</i></p>
<p>Parental leave encouraged and taken by people of all genders, without any negative impact on their careers</p>	<p>Explicit recognition of everyone's ideas and work</p>	<p>Use of 'well-meaning' stereotypes</p>	<p>Systematic interruptions of women <i>(repeated manterrupting)</i></p>	<p>Sexist, humiliating or sexualised remarks</p>
<p>Childcare provided or facilitated during meetings, events and training sessions</p>	<p>Expertise recognised regardless of gender</p>	<p>Gendered division of invisible tasks that increase the mental load <i>(note-taking, organisation)</i></p>	<p>Unequal access to opportunities, promotions or speaking opportunities</p>	<p>An atmosphere of insecurity or fear of speaking out</p>
<p>Home office or remote participation that is genuinely accessible and valued</p>	<p>A balanced gender representation within the team and decision-making bodies</p>	<p>Occasional interruptions of women <i>(manterrupting)</i></p>	<p>Downplaying of concerns or feelings <i>(gaslighting)</i></p>	<p>Discrimination that is openly practised or tolerated</p>
<p>Clear policies to support professional equality and parenting</p>	<p>Fair speaking time, without gender-based interruptions</p>	<p>Rare sexist jokes that are called out</p>	<p>Shadowing of female successes</p>	<p>Exclusion of women from key decision-making</p>
<p>Meeting times arranged to accommodate family commitments</p>	<p>Adherence to scheduled meeting times <i>(including sticking to the end time!)</i></p>	<p>Reformulation or validation of an idea only after a man has repeated it <i>(bropropriating)</i></p>	<p>Condescending explanations directed at women, including female experts <i>(mansplaining)</i></p>	<p>Punishment or marginalisation of those who speak out against inequality</p>
<p>Taking parenting commitments into account when organising work (schedules, travel)</p>	<p>Adherence to scheduled meeting times <i>(including sticking to the end time!)</i></p>	<p>More frequent doubts about women's legitimacy or competence</p>	<p>Sexist, humiliating or sexualised remarks</p>	<p>An atmosphere of insecurity or fear of speaking out</p>
<p>Adherence to scheduled meeting times <i>(including sticking to the end time!)</i></p>	<p>Explicit recognition of everyone's ideas and work</p>	<p>Use of 'well-meaning' stereotypes</p>	<p>Systematic interruptions of women <i>(repeated manterrupting)</i></p>	<p>Sexist, humiliating or sexualised remarks</p>
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MEASURING GENDER EQUALITY IS ALREADY ACTING

THE PARITYMETER

The Paritymeter is a **tool for self-diagnosis and collective transformation**. It aims to **assess and improve gender parity** within groups, organisations and decision-making bodies.

It is based on the 'violence meter', which helps to identify whether there is violence in a romantic relationship.

Les chouettes effraient association — 2026

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