



Yaounde, august 28, 2025

Subject: ERMAY team's commitment to gender equality in applied mathematics research

To our colleagues, partners, and the scientific community,

The ERMAY research team, which specializes in the application of mathematics to social sciences, wishes to express its commitment to gender equality. We recognize that despite the progress made in recent years, significant disparities remain in our field and that it is our responsibility as researchers to take action to reduce these inequalities. This text sets out the goals we have set for ourselves and the concrete measures we will implement to achieve them.

Commitment to gender equality in our research practices

Aware of the importance of promoting inclusive research, we are committed to promoting gender equality in all aspects of our work, from research project management to access to funding, including representation in our publications and conferences. We are committed to paying particular attention to the barriers faced by women and people from marginalized groups in our field, and to implementing actions to overcome them.

Objectives defined to promote gender equality

Our objectives are as follows:

1. Ensure gender parity within research teams and decision-making bodies as far as possible:

We are committed to ensuring equal gender representation in our working teams, scientific committees, and decision-making bodies involved in project management.

2. Encourage equal access to funding and research opportunities:

We will ensure that women, non-binary individuals, and those from underrepresented groups have equitable access to research funding, calls for proposals, and doctoral or postdoctoral fellowships.

3. Increase the visibility of women and marginalized researchers in our publications and conferences:

We will ensure gender balance in scientific publications and equitable representation on conference panels, organizing committees, and invitations to speak at scientific events.

4. Foster a respectful and inclusive work environment:

We are committed to promoting a culture of mutual respect, tolerance, and inclusion, where every team member, regardless of gender or gender identity, can thrive without fear of discrimination.

Detailed actions and measures to achieve these objectives

To achieve these objectives, we are implementing several concrete actions:

1. Review of thesis recruitment practices:
2. Continuing education on gender bias and inclusive management:



We will organize regular training sessions on gender bias and inclusive management for all ERM ASS team members. These training sessions will focus on inclusive practices, gender stereotypes in scientific research, and how to promote equal collaboration.

3. Support for work-life balance:

We will ensure that all team members can effectively balance their professional and personal responsibilities by offering teleworking opportunities, flexible working hours, and increased support for those with family responsibilities. Specific measures will be put in place to support women and parents, particularly during pregnancy, maternity, or parenthood.

4. Encouraging publication and presentation for women and marginalized researchers:

Conclusion

Gender equality in scientific research is an essential goal for ensuring fairness and accessibility of knowledge for all. The ERM ASS team is committed to actively contributing to this transformation by reviewing its practices, supporting its members fairly, and ensuring an inclusive environment for everyone.

We invite every member of our team and the scientific community as a whole to participate in this collective effort to build a fairer, more equitable, and more inclusive research environment.

For ERM ASS,

A bold, black, handwritten signature, likely belonging to the coordinator, is written over a faint, circular official stamp.

The Coordinator