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L'usage de tout système électronique ou informatique est interdit dans cette épreuve.

Rédiger en anglais et en 400 mots une synthèse des documents proposés, qui devra obligatoirement comporter un titre. Indiquer avec précision, à la fin du travail, le nombre de mots utilisés (titre inclus), un écart de 10 % en plus ou en moins sera accepté.

Ce sujet comporte les 4 documents suivants :

- un article de Daisuke WAKABAYASHI, publié dans *The New York Times*, le 7 août 2017 ;
- un extrait d'un article d'Éliane UBALIJORO, publié dans *The Guardian*, le 9 février 2024 ;
- un essai d'Abigail WHEAT, publié sur le site *www.theworld.org*, le 15 juillet 2015 ;
- un dessin d'Elizabeth PICH & Jonathan KUNZ, publié sur le site *www.warandpeas.com*, le 11 février 2019.

L'ordre dans lequel se présentent les documents est arbitraire et ne revêt aucune signification particulière.

The New York Times

Google Fires Engineer Who Wrote Memo Questioning Women in Tech

By Daisuke WAKABAYASHI, *The New York Times*, August 7th, 2017

SAN FRANCISCO — Google on Monday fired James Damore, a software engineer who wrote an internal memo that questioned the company's diversity efforts and argued that the low number of women in technical positions was a result of biological differences instead of discrimination.

The memo, called "Google's Ideological Echo Chamber," angered many in Silicon Valley because it relied on certain gender stereotypes — like the notion that women are less interested in high-stress jobs because they are more anxious — to rationalize the gender gap in the tech industry. The memo quickly spread outside the company, as other Google employees railed against many of its assumptions.

In a companywide email, Google's chief executive, Sundar Pichai, said portions of the memo had violated the company's code of conduct and crossed the line "by advancing harmful gender stereotypes in our workplace."

The memo put the company in a bind. On one hand, Google has long promoted a culture of openness, with employees allowed to question senior executives and even mock its strategy in internal forums. However, Google, like many other technology firms, is dealing with criticism that it has not done enough to hire and promote women and minorities.

One female Google engineer posted on Twitter upon reading the memo that she would consider leaving the company unless the human resources department took action.

In an email titled "Our Words Matter," Mr. Pichai said that he supported the right of employees to express themselves but that the memo had gone too far. "The memo has clearly impacted our co-workers, some of whom feel judged based on their gender," Mr. Pichai wrote. "Our co-workers shouldn't have to worry that each time they open their mouths to speak in a meeting, they have to prove that they are not like the memo states, being 'agreeable' rather than 'assertive,' showing a 'lower stress tolerance,' or being 'neurotic.'"

James Damore, the software engineer who wrote the original memo, [...] said he believed that the company's actions were illegal and that he would "likely be pursuing legal action."

[...]

The Guardian

More women are thriving in science — does that mean attitudes have changed?

By Éliane UBALIJORO, *The Guardian*, 9 February 2024

Over the past four years, you could be excused for thinking that there has been an avalanche of women excelling in the field of science.

We have seen half a dozen women collect Nobel prizes in physiology or medicine, physics and chemistry. Their staggering achievements range from Katalin Karikó's contribution to the development of mRNA vaccines against Covid-19 to Andrea Ghez's co-discovery of a supermassive black hole at the centre of our Milky Way galaxy.

In 2020, we witnessed the first science Nobel prize won by two women alone – without sharing the honour with a man – after Jennifer Doudna and Emmanuelle Charpentier revolutionised the study of genetics with the development of Crispr genome editing, raising hopes for the treatment of many diseases.

So, what's going on? Has there been a change in attitudes towards women in science?

While the public celebration of women who reach the pinnacle of their scientific careers surely encourages girls in school, it is all too easy to overlook the persistent barriers that hinder entry into the profession. For every woman who manages to defy gender stereotypes and make a career in science, thousands don't, because they are discouraged by teachers or by parents, lack enough confidence to take the first step, or are denied adequate healthcare and reproductive rights.

We now have an International Day of Women and Girls in Science that serves as a reminder that there is still much work to be done to correct the gender imbalance and offer opportunities to everyone who wants to pursue a scientific career. After all, UN international days are not just celebrations but are meant to raise awareness about "issues of concern".

As of 2023, women accounted for just 35% of all graduates in Stem-related fields (science, technology, engineering and mathematics), while only 12% of members in national science academies are women, according to the UN. Marginalised women and girls – including Indigenous women and those of African descent, women with disabilities, those living in rural areas and those who identify as LGBTQ+ – face even greater barriers to entry.

And then there are the socioeconomic impediments that force many people – regardless of gender, ethnicity or sexual orientation – to drop out simply because they can't afford to continue their studies or lack access to healthcare.

Boosting female education – not just in science – depends on investment in health. More than 500 million women and girls globally lack access to safe menstrual care, leading them to miss days at school and work. When half the population is unable to show up, they can't participate as agents of change. [. . .]

In the absence of a level playing field, women and girls are left to overcome the odds. And this is where role models can be a vital source of inspiration.

My own experience is living proof to girls that dreaming big can take you a long way. With the encouragement of my parents, I managed to chart a course that took me from a childhood in Rwanda to living on three continents, to a doctorate in molecular genetics and a professorship at McGill University in Canada, a successful career in the private sector, boardrooms around the world, and now to the top of a leading research organisation.

[. . .] I was fortunate to have parents who not only didn't discourage me but believed in me and pushed me to excel. The confidence and grit that they gave me have been critical to overcoming obstacles in my life. The encouragement of mentors, coaches and champions has also been key to my career progression. Every girl and woman deserves the same supportive environment at home, at school and in the workplace.

So, to the women and girls who dream of a career in science, I say: dream big. Dare to try. Be audacious. Dream so big, some will ask, "How dare you?" You may not win a Nobel prize, but you will be following your true passion. And that's the most important ingredient to a fulfilling life of purpose.

TheWorld

High school girl to college recruiters: Don't make everything pink!

By Abigail WHEAT, *www.theworld.org*, July 15th, 2015

Editor's Note: Last year, Virginia high school junior Abby Wheat decided she'd had enough of colleges and universities trying to "feminize" STEM programs (Science, Technology, Engineering and Mathematics) in their recruitment materials. So she decided to write about it. Her essay, originally published on Western Albemarle High School's new site, was selected as runner-up out of nearly 5,000 entries in last year's New York Times' Teen Editorial Competition. With thousands of recently graduated high school seniors like Abby getting ready to start college in the fall, we're featuring Abby's essay as a shout-out to all the girls planning to continue in STEM fields, no "pinkification" necessary. Abigail Wheat will be a freshman honors student at Fordham University in the fall of 2015.

As a high school junior interested in engineering, I am bombarded with emails and letters asking me to consider various STEM programs simply because I am female. Obviously, I am glad that so many colleges that are looking to increase the number of women enrolled in science and math related majors. However, I am somewhat alarmed by some of the tactics that some of these places use to attract potential female students.

It appears that in order to make the STEM fields more attractive to girls, marketing directors feel the need to "feminize" these areas of study. To me, this is just plain offensive. Is it assumed that I will only be interested in rebuilding the infrastructure of this nation via civil engineering if there is some sort of glittery pink aspect involved? Do people really think that the only way you will ever get a girl to write coding for innovative software is to stick a butterfly somewhere in there? These questions may seem far-fetched, but I have received far too many "lady-centric" emails in Curlz MT font from prospective colleges for that to be true.

And it isn't just colleges and universities that use these flawed tactics. Even toys targeted towards making little girls interested in engineering are feeling the need to "girlify" in order to make these activities appropriate for females. For instance, the famous LEGO company has started manufacturing kits for girls featuring beach houses and farmers' markets — things you certainly would not find in a regular, non-feminized LEGO kit.

And I am not against toys meant to spark girls' interest in the STEM fields. What I am against is the seemingly ever-present stigmatization that the only way to create excitement in girls about traditionally male-dominated things is to bedazzle them with all things "female."

Women have always been interested in science and math, and this is proven by the presence of historical figures such as Marie Curie and Ada Lovelace. So why are only a quarter of STEM jobs occupied by women? It's because for centuries, women were not welcomed into technical fields.

However, painting rainbows onto fields of study such as engineering and computer science isn't going to magically make that statistic larger. What will attract more women to technical jobs is welcoming them with open arms and recognizing that their abilities are completely equal to those of men.

Of course, it is important to note that there is absolutely nothing wrong with a feminine engineer. But women aren't becoming scientists because the job application smelled like lavender.

Many women are pursuing and will continue to pursue STEM careers because those are the topics that genuinely interest them.

War and Peas

Women in Science

By Elizabeth PICH & Jonathan KUNZ, *www.warandpeas.com*, 11 February 2019

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