Addressing

GENDER

EQUITY

THE SCOPE OF THE PROBLEM

PROGRESS

While gender equity in the workplace remains an issue, some progress has been made over the past several decades. For example, in most industries, men and women make roughly equal starting salaries at similar ranks. Even so, disparities remain in the fields of science and engineering.

REMAINING ISSUES

Many people doubt the existence of gender inequity in modern society. However, the data show that In all professions…

→ The pipeline leaks women at every stage.

→ There are signs of early differences in rank.

→ Advancement is slower for women than for men.

WHY DO PEOPLE DOUBT THERE IS A PROBLEM?

People believe in a just world.

People feel sincerely committed to meritocracy.

People have a lack of knowledge about how race and gender schemas work.

WHAT LEADS TO GENDER INEQUITY?

GENDER SCHEMAS

Cognitive representations result in us overrating men and underrating women in professional settings.
We see men as agentic, task-oriented, and rational, and we see women as nurturant, communal, and expressive.

ACCUMULATION OF ADVANTAGE

Many small examples of over-rating and under-rating allow men to accumulate advantage faster and more easily than women do.

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REMEDY

WHAT-TO-DO PRINCIPLES
to guide you on your path toward equity

KNOWLEDGE
Know the data and gender schema theories.

EXPERIMENTATION
Take an experimental approach with multiple working hypotheses.

COMMITMENT
Accept the need for consistent long-term effort, built into procedures and policies.

EDUCATION
Provide staff with information about how to conduct an equitable search, write equitable performance reviews, and construct equitable promotion and tenure packages; educate students.

ACCOUNTABILITY
Use equity and diversity as criteria for lines and space, compensating work on equity and diversity, and supporting scholarly work on the subject matter.

WHAT LEADERS CAN DO

COMMUNICATION

- State a commitment to equity and diversity in multiple places at multiple times
- Articulate institutional benefits of equity and diversity, such as:
- Gender as window on institutional effectiveness
- Diversity as contributor to innovation
- Continuous thread linking undergrads, graduate students, post-docs, and faculty

PERFORMANCE MEASUREMENT

Use current status and improvement in gender equity as a performance measure, including:

- Improved recruitment and retention of women
- Placement of women as heads of important committee
- Review of evaluations to assess for gender and race equity

ACCOUNTABILITY

Downgrade departments with where credible evidence exists of bias, discrimination, harassment, or insufficient attention to gender

STRATEGIC LEADERSHIP

Create women and minority leaders; support those in leadership roles

WHAT WE CAN *all* DO

There is no one-time solution; schemas resist change. However, certain ways of thinking and acting can help each of us hold ourselves accountable to gender equity.

PEOPLE ARE LIKELY TO MAKE MISTAKES.

Expect them. Then, when you notice them, be open to self-examination and correction.

"GENDER-BLIND" AND "RACE-BLIND" POLICIES ARE NOT POSSIBLE.
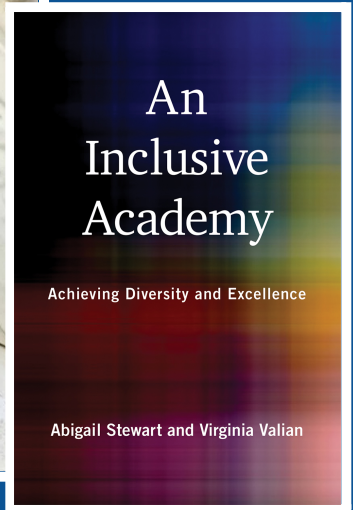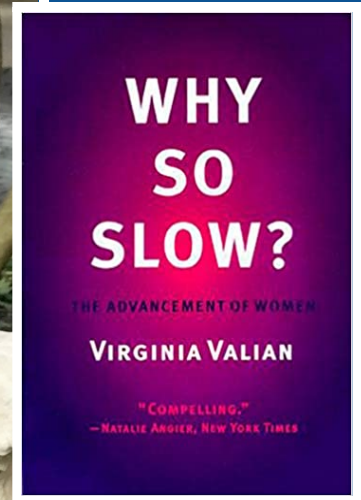
People are not gender- or race-blind. Examine policies and procedures for unintended bias

THIS IS NO ONE PERSON'S FAULT, BUT IT IS EVERY PERSON'S RESPONSIBILITY.

WHY SO SLOW?

THE ADVANCEMENT OF WOMEN

VIRGINIA VALIAN

"COMPELLING."
—NATALIE ANGIER, NEW YORK TIMES

An Inclusive Academy

Achieving Diversity and Excellence

Abigail Stewart and Virginia Valian

Visit the GENDER EQUITY PROJECT website