

A woman with long, curly brown hair, wearing a white blazer, is smiling and looking towards the right. She is in a modern office environment with glass walls and other people in the background. The text "Gender and" is overlaid on a blue rectangular background.

*Gender and*

**NEGOTIATION**

# WHAT WE KNOW

Both men and women react more negatively to women who negotiate than to men who negotiate, and women who are perceived as self-aggrandizing are viewed particularly negatively. As a result, success for women requires demonstrating larger benefits for an organization.



## EXAMPLE 1

### You want an assistant

Show how the assistant will make you or your section more productive and allow you to add a needed function or improve an existing function.

## EXAMPLE 2

### You want a course release

Show that you will use the time to apply for a grant in a new area or embark on some other new activity that will benefit the institution.



## EXAMPLE 3

### You want a salary increase

Justify it by explaining:

- What the going rate seems to be
- Extra responsibilities you've assumed
- Benefits you've brought to the institution
- Initiatives you plan to undertake

# *EVERYTHING* CAN BE NEGOTIATED



Salary



Resources

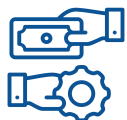


Travel Funds



Teaching

- ↳ Number & level of courses
- ↳ Labor-intensiveness of course
- ↳ Teaching assistance
- ↳ Ability to teach in one's area



Extra compensation for extra work

- ↳ Research assistants
- ↳ Summer salary
- ↳ Course reduction
- ↳ Support for postdoc / grad student
- ↳ Equipment
- ↳ Extra term off or early sabbatical



*learn to*

**NEGOTIATE**

# THREE PARTS OF NEGOTIATION

*Williams & Valian, 2003*

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## PART 1: PREPARING

- ◆ Know what you want and what you are prepared to give up.
- ◆ Consider what likely matters to the other person.
- ◆ Practice negotiating with someone else beforehand
- ◆ Consider power differences.

## PART 2: CONDUCTING

- ◆ Be pleasant and neutral throughout.
- ◆ Listen carefully and sympathetically to the other person's concerns without forgetting your own interests.
- ◆ Search for common interests.
- ◆ Compromise when necessary and do so pleasantly.

## PART 3: CONCLUDING

- ◆ End politely and gracefully.

NEGOTIATION IS A *skill*.

IT CAN BE *learned*.

# EFFECTIVE NEGOTIATION REQUIRES ENTITLEMENT

*...at least a little bit*

In order to negotiate effectively, it is crucial that women understand how entitlement works and how it interacts with gender.



Women and men differ in how entitled they feel and behave.

- ➔ Women perform equal or better work for less pay.
- ➔ Women ask for less



Women have negative attitudes towards affirmative action for themselves.

- ➔ Women chosen on the basis of their sex have more negative self-evaluations than do men chosen on the basis of their sex.

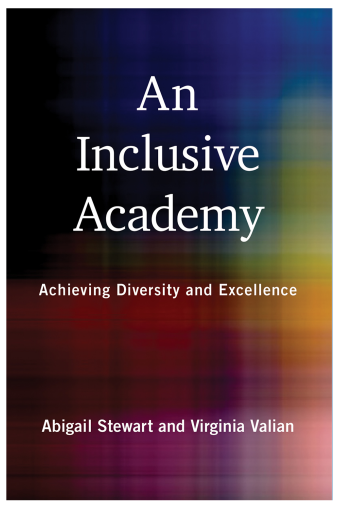
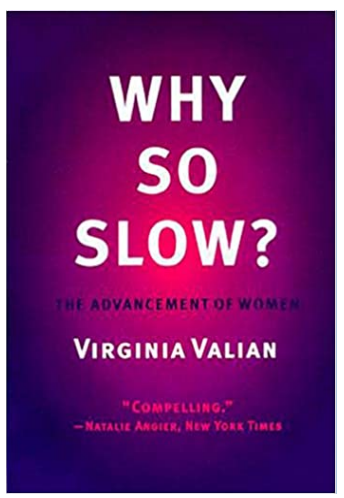


Women and men may differ in attributions for success & failure.



Women deny personal disadvantage.

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