

Individual Action for Gender Equity*

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Helping women succeed: If you are a leader

- Perform frequent review of visible and hidden problems (see handouts); make data available via periodic reports
- Examine successful programs from elsewhere, adapting as necessary
- Identify reasons for institution to commit to change (e.g., will help solve institutional problems)
- Develop accountability for gender equity within organization
- Codify changes in institutional practices in order to routinize best practices
- Explicitly identify women and men who should be groomed for leadership positions
- Identify men and women who can work successfully for gender equity; reward them for doing so
- Supply resources for change
- Pay continuing attention
- Reward other leaders who have a record of helping women and men equally
- Communicate information about criteria for success within and outside institution
 - men receive much information informally; hard to be successful by accident
- Nominate women and men equally for important prizes and positions within and outside the institution
- Solicit comments and suggestions from women and men equally
- Listen to women's and men's suggestions equally
- Ensure equal participation of women and men in public settings
- Assign responsibilities to women which are out of the ordinary, visible, and relevant to current institutional problems
- Develop faculty-student partnerships

Helping women succeed: If you are a colleague of either sex

- Support changes to improve equity for women and underrepresented minorities
- Nominate women for important awards, prizes, committees, and positions
- Help women with information and resources (women tend to lack both)
- Pass along information equally to female and male colleagues
- Ally with women on issues of common interest
- Make eye contact with women when they are speaking to you
- Nod when women make valuable points
- Solicit and listen to women's suggestions
- Talk about your work with female as well as male colleagues

Helping women succeed: If you are a woman

- Read handout on gender, power, and influence
- Support changes to improve equity
- Know the data: enlist help of appropriate administrators to collect needed data on visible and hidden problems (see handouts); it is the institution's responsibility to collect and monitor such data
- Identify allies, male as well as female
- Work with institutional allies at all levels; assume that they are concerned about equity until they demonstrate otherwise; keep everyone courteously informed about your activities
- Ensure that institutional allies receive appropriate public praise
- Examine successful programs from elsewhere, adapting as necessary
- Identify problem areas for women
- Identify reasons for institution to commit to change
- Obtain resources for change
- Negotiate for release time and other resources in order to develop solutions
- Be strategic; have a Plan B
- Work with allies in professional organizations to increase visibility of women
- Ensure that changes in institutional practices are codified

Helping yourself succeed: If you are a woman

- Read handout on gender, power, and influence
- Indicate willingness to be nominated for important prizes and positions
- Become successful outside the institution
- Build power by performing jobs which are out of the ordinary, visible, and relevant to current institutional problems
- Learn what resources are available and necessary for success at your job; work to acquire those resources
- Learn how to negotiate
- Negotiate
- Seek information about criteria for success (men receive much information informally; hard to be successful by accident)
- Make allies and find sponsors:
 - Be friendly and respectful (to take the sting out of competence and effectiveness)
- Recognize that you can do everything "right" and still fall behind

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