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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