

Why do women continue to lag behind men in the sciences?

What can institutions do to eliminate gender disparities and help all scientists flourish?

THE GENDER EQUITY PROJECT has the mission of promoting equity and excellence at Hunter College.

What the GEP is doing:

- Sponsoring talented women scientists.
- Measuring and reporting gender equity benchmarks.
- Reviewing policy and changing procedures that disadvantage women.
- Increasing recognition and leadership of outstanding women scientists.
- Uncovering and correcting hidden and subtle biases.
- Educating faculty and administrators about how gender affects careers.

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**Leading the way in
demolishing the glass
ceiling for academic
women scientists**



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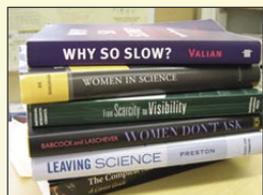
GENDER EQUITY PROJECT

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Educating the Hunter College community and the scientific community at large about the ways in which gender has an impact on women in science.



Tutorials for Change: Gender Schemas and Science Careers with narration by Virginia Valian, provide data

and explanatory theory

about the role of gender in science. www.hunter.cuny.edu/genderequity/relatedlinks.html

Virginia Valian's *Advancing Women:*

Annotated Bibliography provides summaries of research articles and books that address data on men and women in academia, sources of inequities, perceptions of gender inequities, choosing and developing leaders, and interventions to promote gender equity. www.hunter.cuny.edu/genderequity/equityMaterials/annobib.pdf

RECOGNITION AND LEADERSHIP

Recognizing the strengths, accomplishments, and leadership abilities of women faculty in the sciences at Hunter and promoting the advancement of all science faculty.

In order to increase women's success and influence, the GEP is reviewing the achievements of successful scientists to determine the *Hallmarks of Success* for different science specialties. These hallmarks may include federal grant funding, high-impact journal publications, and various awards. www.hunter.cuny.edu/genderequity/recognitionleadership.html

The GEP *Video Interviews* present some of Hunter's outstanding women scientists. They talk about how they became interested in science, what they find most satisfying about an academic career, and the ways in which being a woman has shaped their research. www.hunter.cuny.edu/genderequity/svideo.html

The professional development of women engaged in basic science at Hunter College.

Recognizing that women scientists typically have fewer resources and opportunities than do men, the Sponsorship Program provides program associates with

Funding for research-related activities (e.g., research assistance, travel to present research at conferences).

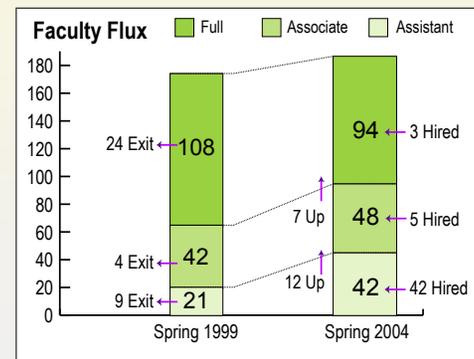
A circle of advisors, including the GEP Co-Directors and a sponsor who is a senior and successful member of the associate's field. Sponsors serve as intellectual sounding boards and provide feedback on manuscripts and grant proposals.

Workshops with topics that range broadly across the techniques and skills that are important for professional success, including grant-writing, negotiating, teaching efficiently and effectively, and understanding the role of gender as a determinant of professional success. The workshop format requires associates to complete readings and activities ahead of time and includes small-group activities during the workshop itself. www.hunter.cuny.edu/genderequity/workshops2004.html

GEP Program Associates have included women scientists at all ranks and from fields including Anthropology, Chemistry, Economics, Geography, Mathematics and Statistics, Physics, Political Science, Psychology, and Sociology. Their research interests range from the intersection of comparative politics and international relations to the application of radiogenic isotopic tools to paleoceanography. www.hunter.cuny.edu/genderequity/sponsors.html

Tracking Hunter's efforts toward gender equity by annually collecting and reporting institutional data.

Benchmark data include information about the number of female and male faculty by rank, time in rank, salary, and representation in administrative and decision-making processes. www.hunter.cuny.edu/genderequity/benchmarks.html



Faculty flux charts can be used to concisely present promotion and retention data in a clear and compelling graphical format. www.hunter.cuny.edu/genderequity/benchmark/1999_2004flux.html

POLICY

Reviewing policies and changing procedures that disadvantage women.

The GEP reviewed *offer letters* to recently hired Hunter scientists and discovered wide disparities in how much relevant information was included in any given offer. To ensure uniform and complete offer letters, the GEP created a checklist of items that an offer letter should include, a sample narrative template, and a template organized by category. Hunter chairs now use these templates in writing offer letters. www.hunter.cuny.edu/genderequity/benchmark/2003-2004/table10.html