

I WANT TO HELP PROMOTE GENDER EQUALITY IN THE ACADEMIC WORLD OF THE SOCIAL SCIENCES

WHAT'S THE FIRST STEP?

1

Recognize that sexism occurs and that there are gender gaps that we must address.

2

Disseminate information and conduct research on the issue.

3

Motivate the rest of my colleagues to commit to gender equality.

WHAT ELSE CAN I DO?

- × Try to improve the gender ratio among professors at universities.
- × Promote mentoring, support and networking among women researchers of different generations.
- × Promote a healthy work-life balance.
- × Include women's academic work in my classes and research activities.
- × Offer flexible hours and the option to work from home.
- × Establish clear and transparent processes for promotion and pay.

AND IF I'M GOING TO ORGANIZE OR ATTEND AN EVENT?

Set a goal of having female speakers and make an effort to find them.

Don't dodge the issue by inviting women only as moderators.

Evaluate the criteria used to identify a person as an expert.

Ask if the speakers include women.

Encourage female colleagues to participate in venues for academic and public policy debate.

IF FOR SOME REASON WE END UP PARTICIPATING ON A PANEL OF ALL MEN, HIGHLIGHT THE ABSENCE OF WOMEN AND THE IMPORTANCE OF GENDER BALANCE IN ACADEMIC EVENTS AND OTHER ACTIVITIES.

#WomenKnow

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