

# Equity and Excellence: What Individuals Can Do

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## **Learn about how gender works**

- gender schemas
- accumulation of advantage

## **Learn why diversity is a good idea**

## **Use your influence with colleagues and administrators**

## **Contribute to creating a climate of respect and cooperation**

- types of fairness: outcome, procedural, interactional
- interactional fairness has disproportionate impact on people's commitment and productivity

## **Help people succeed**

- Explicitly identify women and men who should be groomed for leadership positions
- Ensure equal participation of women and men in public settings
- Nominate women and men equally for important prizes and positions within and outside the institution
- Nominate women to important, policy-making committees
- Communicate information about criteria for success within and outside institution
  - Men receive much information informally
  - Hard to be successful by accident
- Create informal occasions (coffee, breakfast, lunch) to talk to male and female colleagues
  - Talk about your work with female as well as male colleagues
  - Ask about female and male colleagues' work
  - Solicit comments, impressions, and suggestions from women and men equally
  - Listen to women and men equally
  - Make eye contact when women are speaking to you
  - Use what you learn to improve conditions
  - Nod when women make valuable points
- Support changes to improve full participation for women and underrepresented minorities