

Insuring Gender Equity in Compensation and Access to and Distribution of Institutional Resources

Gender Equity in the Academic History Workplace: A Guide to Best Practices
American Historical Association 2005, 2008
<http://www.historians.org/governance/cwh/GenderEquity.cfm>

Gender discrepancies in compensation as well as access to and distribution of the institutional resources persist within the academy. Compensation affects retirement income, and access to institutional resources affects career advancement with the academy. Sometimes this process is deeply structural, as when an institution awards summer money exclusively for travel, when what parents of young children may need most is childcare. Departments may wish to take a proactive stance when the criteria for grants contain implicit or explicit gender discrepancies. Gender equity can be fostered by:

- Engaging in regular equity reviews of salaries, pensions, promotions, merit increases, and endowed chairs.
- Encouraging the procurement of grants from within and outside the college or university and facilitating their acceptance without regard to gender.
- Allocating resources such as office space, equipment, and facilities without regard to gender.
- Providing secretarial and staff support without regard to gender.
- Rewarding reduced teaching and workloads and submitting nominations for prizes and awards entirely on merit, not gender.
- Encouraging institutional flexibility in designating allowable research expenses, for example childcare.