Enabling a More Inclusive Academy: 
Achieving Diversity & Excellence

April 3, 2019
5:00—6:30 p.m. East Gallery
Maison Française, Buell Hall
Refreshments available at 4:30 p.m.

Columbia, Barnard and Teachers College students, faculty and staff members are welcome to attend.

There are few women at the most prominent levels of science, medicine, business, law, and academia. Women are sparsely represented among keynote speakers at conferences and in groups like the National Academy of Sciences. Why?

Two concepts - gender schemas and the accumulation of advantage - together explain women's slower advancement compared to men's. A review of current observational and experimental data suggests that although people have meritocratic and egalitarian intentions, those very intentions can interfere with meritocratic and egalitarian behavior.

Gender schemas – held by men and women alike – produce subtle overvaluations of men and undervaluations of women in professional areas. As a result of many small differences in evaluations, men accumulate advantage more quickly than women.

There are remedies – both at an institutional level and at an individual level. Institutions can improve their procedures for hiring, retaining, and promoting men and women to achieve genuinely fair organizations that make full use of everyone's talents. Individuals can act more in keeping with their values and be more effective in their professional lives.

Please RSVP to facdev_as@columbia.edu. If you have any questions about the program, please contact Kristen Barnes, Assistant Director, Faculty Development & Diversity, Arts & Sciences at kb2916@columbia.edu or call 212-853-1883.