

Data, fairness, and accountability

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Promoting fairness

Three types of fairness characterize work environments

- Outcome (or distributive), e.g., salary
- **Today's topic: Procedural, e.g., transparency and appropriateness of policies**
- Interactional, e.g., everyday treatment

Fairness matters

- People have a stronger sense of belonging and inclusion
- People are more committed and productive in fair environments

Equality and Equity

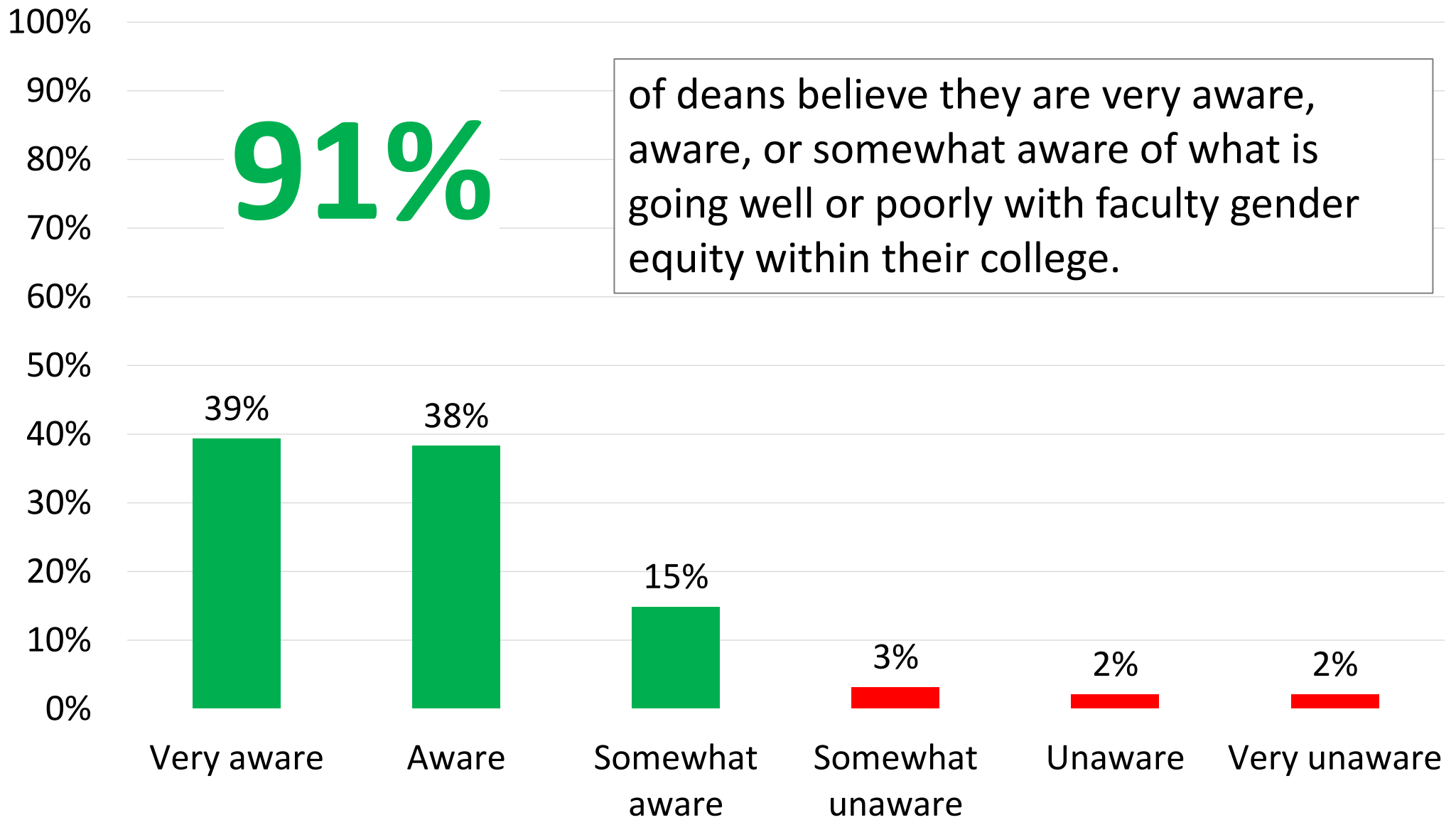
- When is equality the goal?
 - Interactional fairness: treat everyone with dignity and respect
 - Some aspects of procedural fairness: provide everyone with access to information; ensure wide agreement that procedures are fair; apply procedures without regard to fear or favor
- When is equity the goal?
 - Outcome fairness: provide salary, rank, and other benefits commensurate with contributions
 - And: ensure wide agreement on what counts as a contribution

Fairness requires tracking

- Are white women and Black, Indigenous, and People of Color (BIPOC) being hired in appropriate numbers?
- Are white women and BIPOC faculty receiving equitable salaries?
- Are white women and BIPOC faculty advancing through the ranks in an equitable fashion?

How do deans rate their own awareness of what is going well or poorly with faculty gender equity in their college?

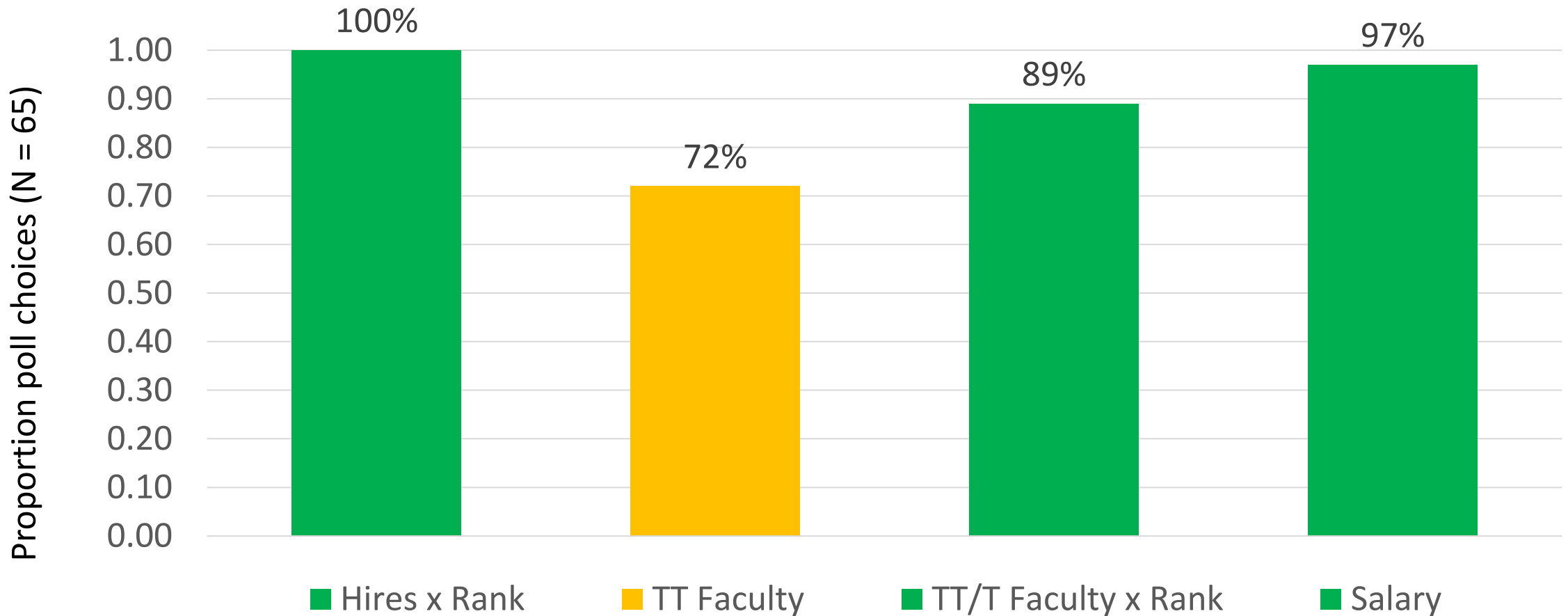
% deans (N = 94) responses in each category



POLL QUESTION

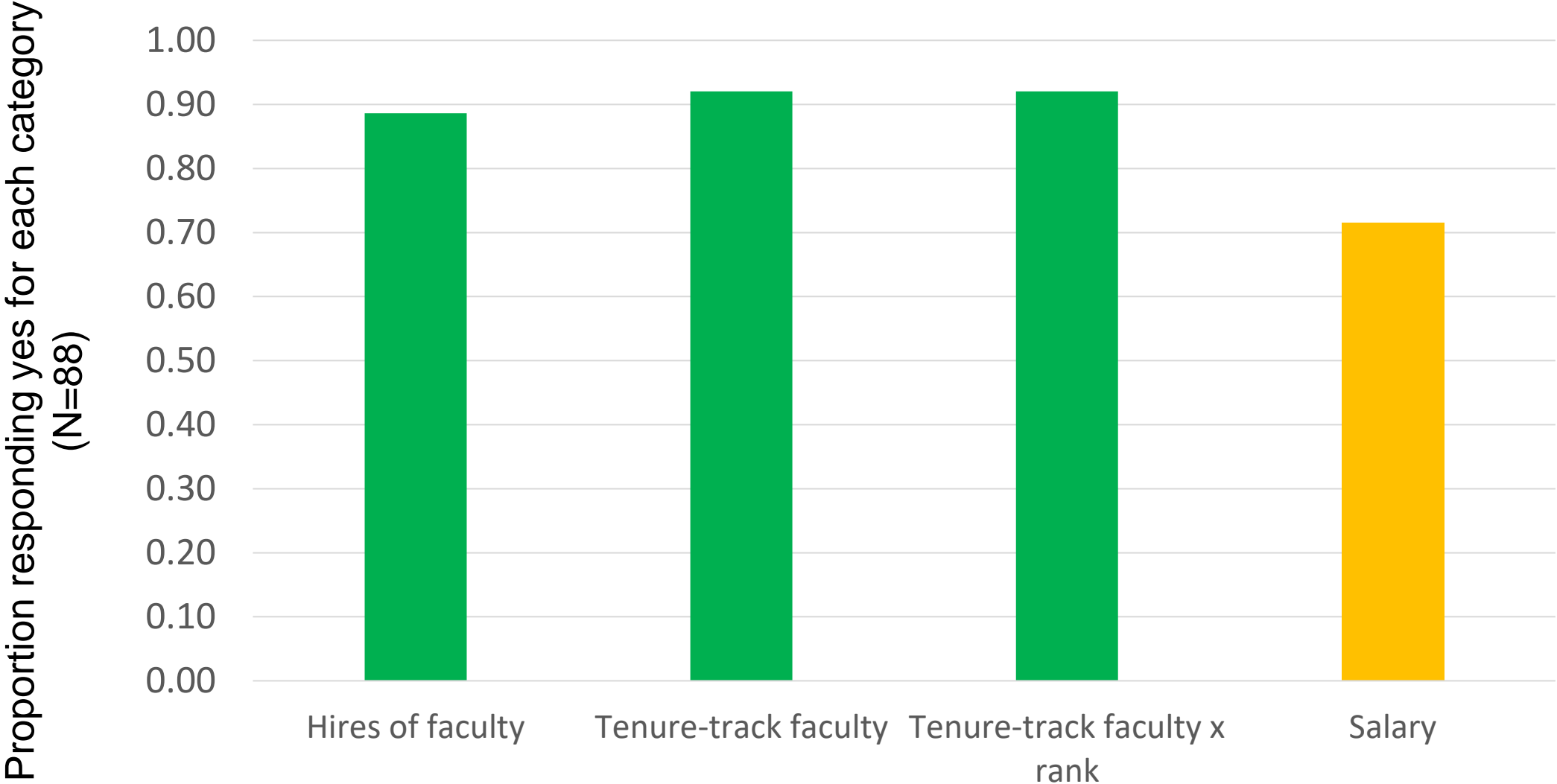


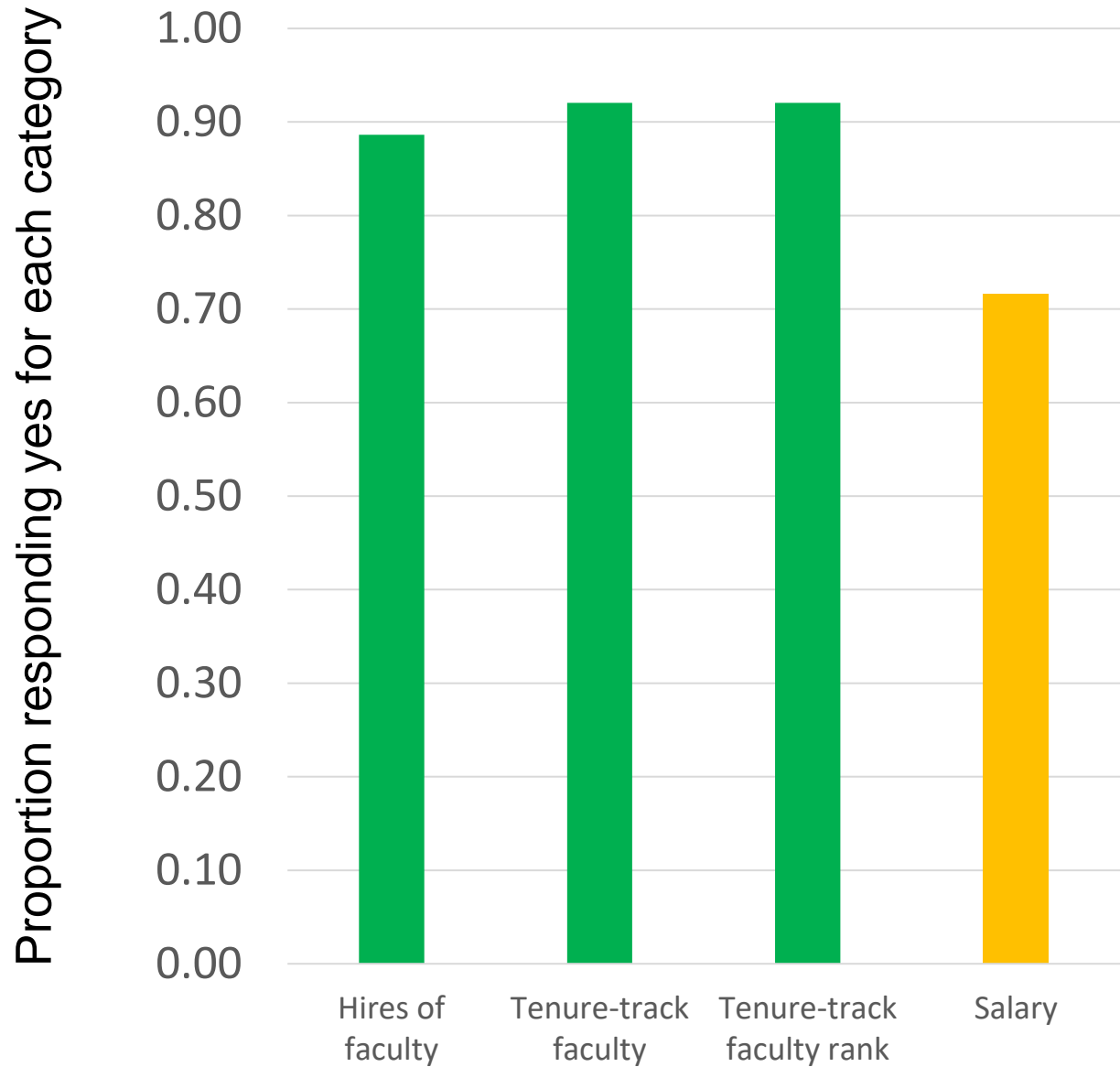
What data should colleges track annually by gender? (Pick all that apply.)



What do deans say their college tracks?

My college tracks the following data annually by gender





Colleges *do* track the data
deans would need to hold
leaders responsible for hiring
and promoting women

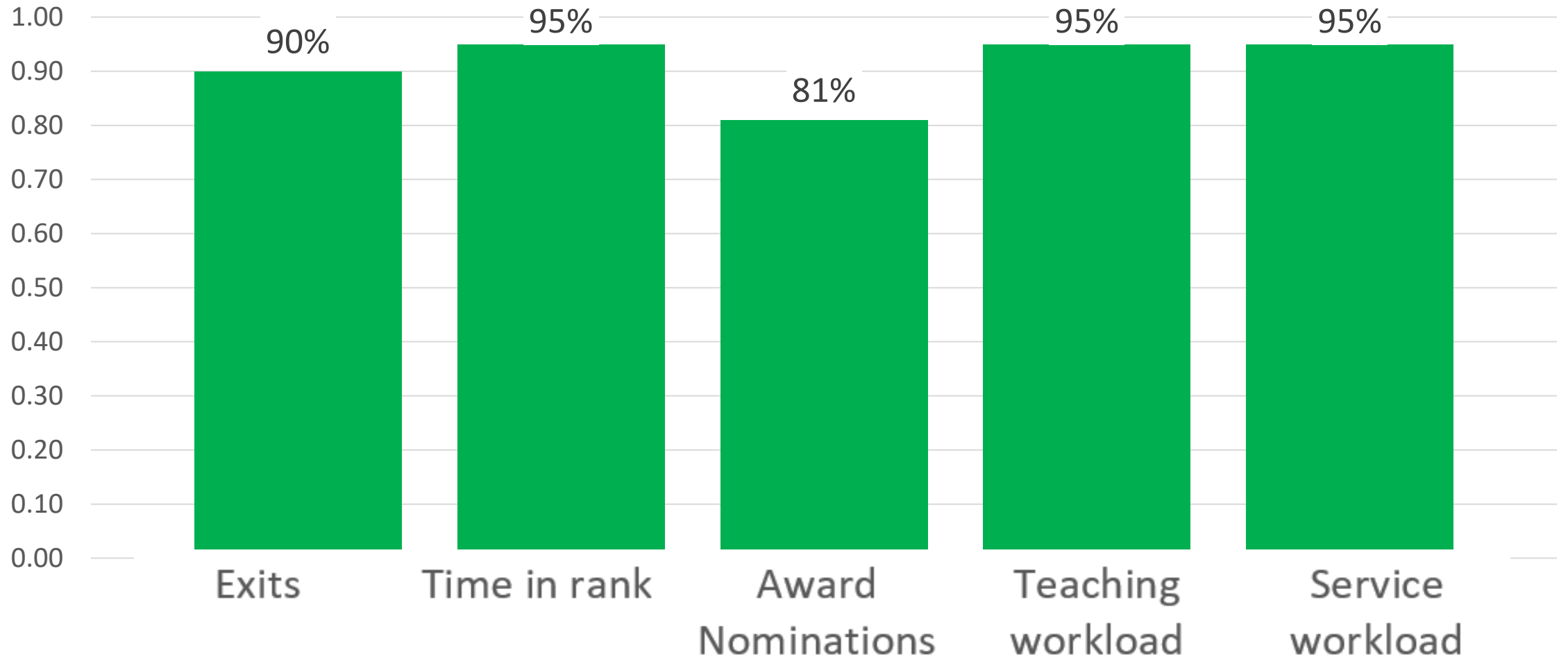
Salary – not so much

POLL QUESTIONS



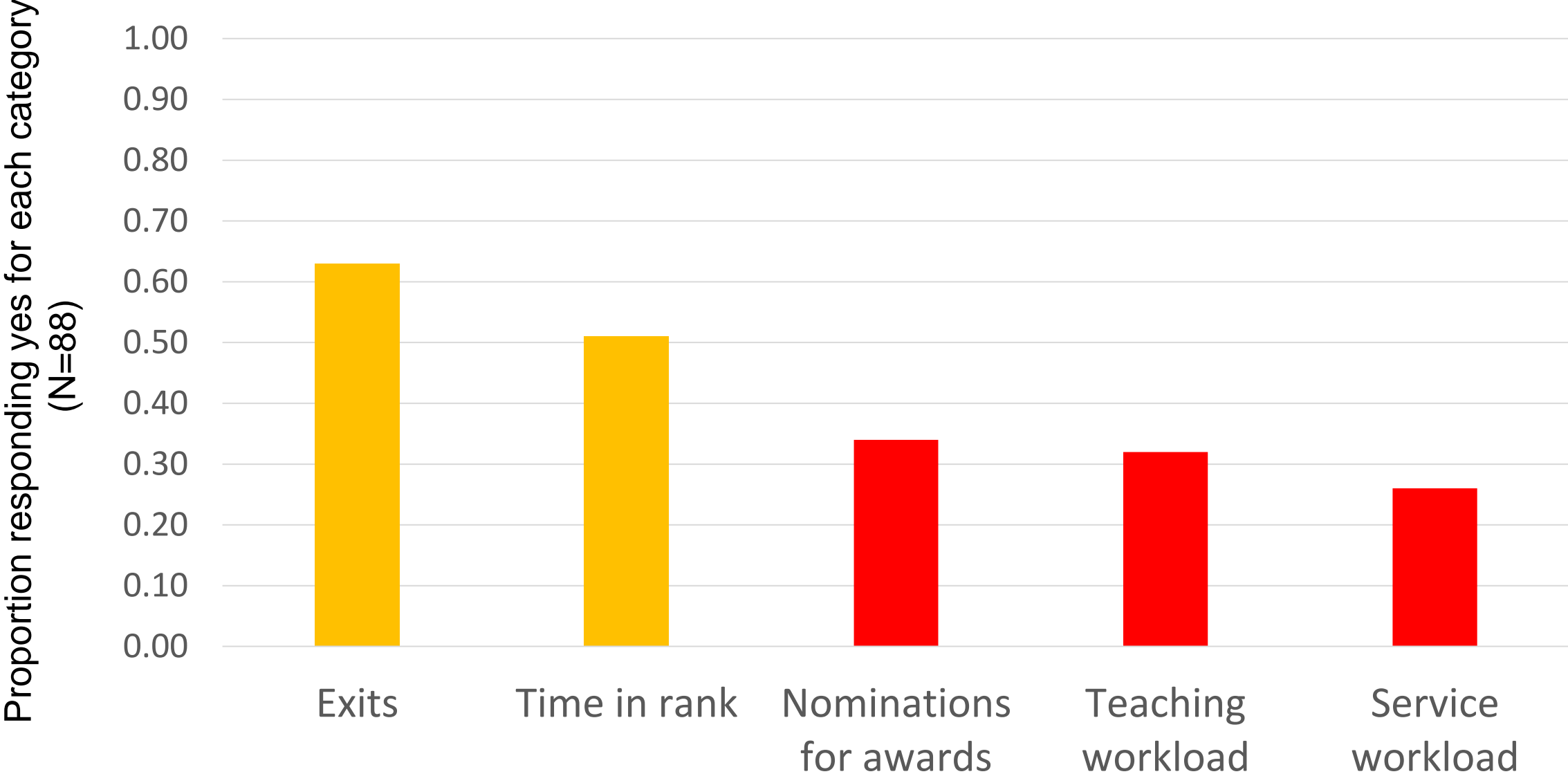
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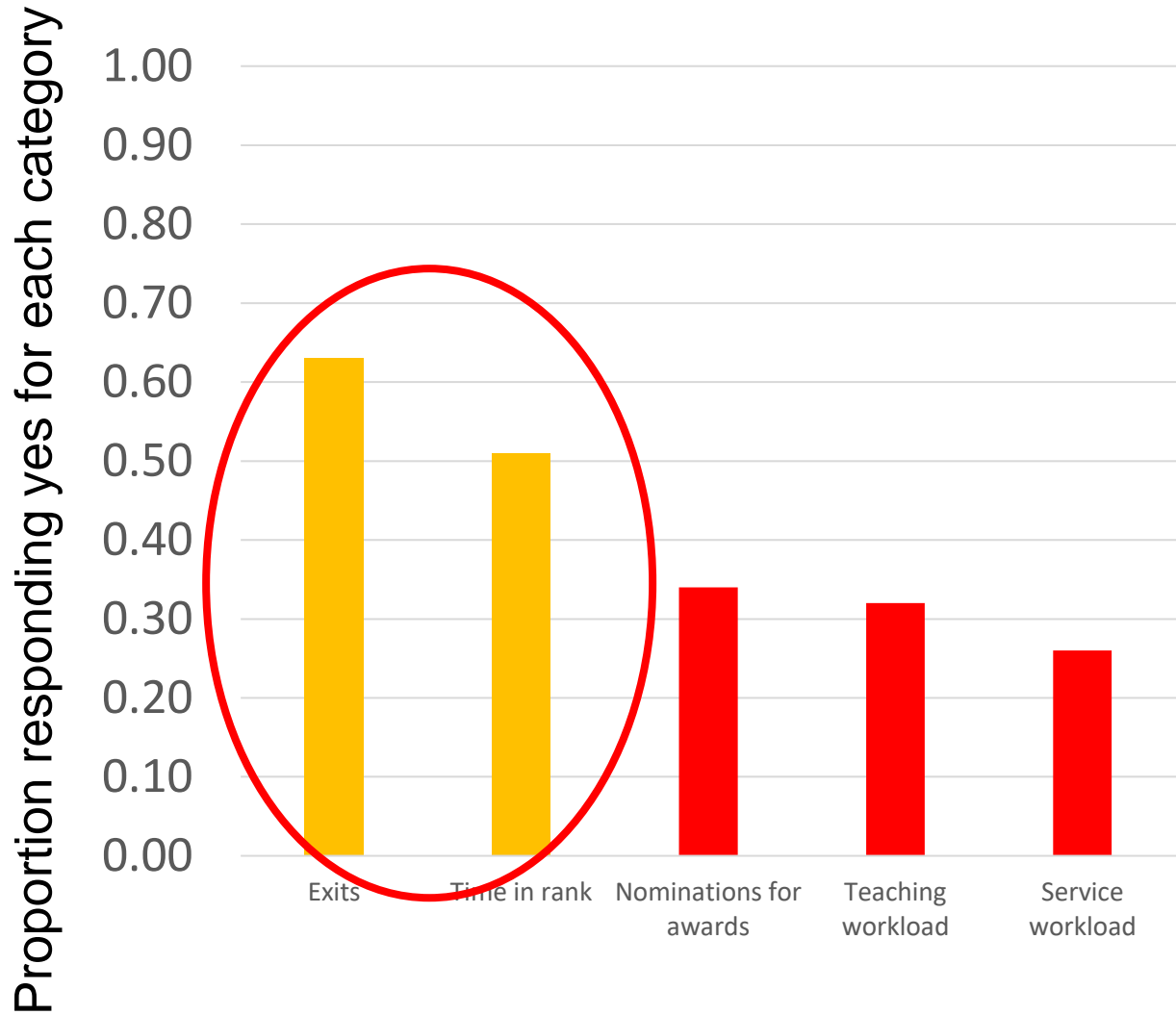
% participant (N = 73) poll "yes" responses



What do deans say their college tracks?

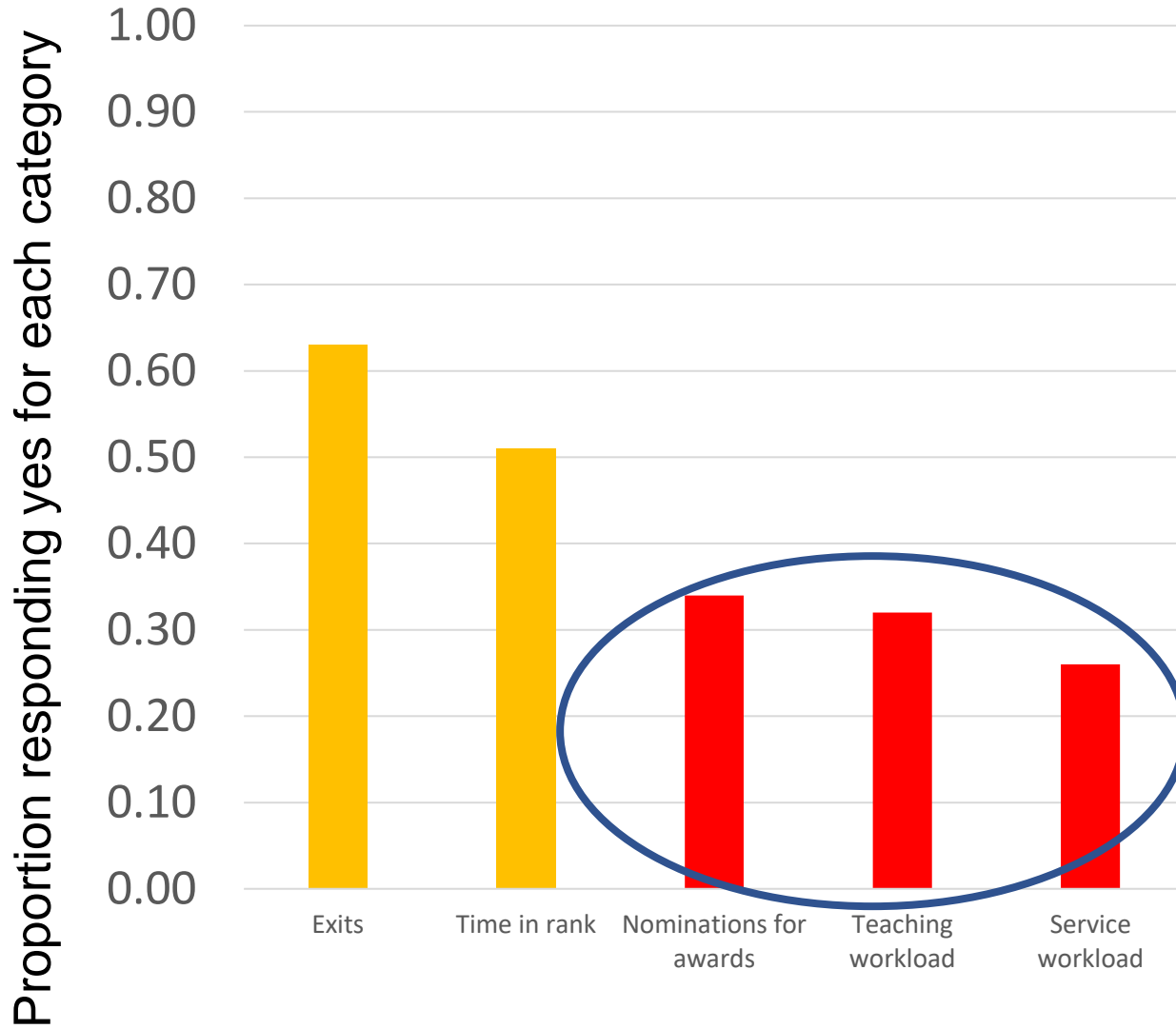
My college tracks the following data annually





Colleges marginally collect the data deans would need to determine whether women and men leave the institution at the same rate.

Colleges marginally collect the data deans would need to determine whether women and men spend the same time in rank.



Colleges do *not* collect the data deans would need to hold leaders responsible for nominating women for awards

Colleges do *not* collect the data deans would need to hold leaders responsible for fair and equitable teaching and service loads

On the obvious side

Fair treatment leads to equitable distribution of resources, allowing people to do their best work

On the less obvious side

Fair treatment leads to less turnover, and lower exit rates

Fair treatment leads to greater productivity

Fair treatment leads to greater trust in authorities and their decisions

Fair treatment increases feelings of belonging and inclusion

It's worth the trouble

- Only with thoughtful tracking can deans truly know how well or poorly their college is doing with gender equity for faculty
- Only with thoughtful tracking can deans hold chairs and heads accountable for the equitable progress of their faculty
- Faculty live in their departments: fairness starts at home
- Thoughtful tracking requires ongoing work