

## **Why Pursue Gender Equity?**

Many studies show that what is good for women faculty is in fact good for all faculty. In many ways, investing in initiatives to advance gender equity are investments in the institution itself. No institution can afford to under-utilize any segment of the talent pool if they want to remain on the competitive edge. Talent is a scarce resource, and must be maximized across all ranks and tracks, male and female, minority and majority.

- Equity is a window into institutional effectiveness. Equity problems often point to general problems.
- Gender equity in salary, promotion, and access to resources maximizes the number of people who will receive the power and resources they need in order to do their best work.
- Equity increases the range and size of the candidate pool, thus maximizing the chances of hiring the best new faculty or staff.
- In academic institutions, a diverse faculty helps students learn to appreciate and interact with a range of authority figures, and provides more diverse role models.
- By modeling diversity in the faculty and senior levels, equity demonstrates to women and under-represented minorities that they have a good future in academic medicine and science, thus serving as a positive recruitment message.
- Equity increases the likelihood of innovations in ideas, policies, research, teaching, clinical work, and scholarship.
- Equity creates a stronger and more viable institution through a reputation for fairness (building loyalty from within; attracting interest from the outside).

Adapted from Virginia Valian and the Gender Equity Project at Hunter College  
<http://www.hunter.cuny.edu/genderequity/>