

# EQUITY

1. **Pay**
2. **Caregiving for**
  - a. children
  - b. senior relatives
  - c. close-family medical necessities

*More Subtle areas of Equity I experienced in my career were:*

### 3. **Child-care workplace circumstances**

- a. Fortunately had private office/space for breastfeeding/pumping
- b. Preschool napping ban at on-site child care not communicated till a week before semester began, necessitating finding childcare setting in days.

### 4. **Maternity Leave attitudes** - For each child, I took 1 semester 100% leave, then 1 semester 50%, then one semester 20%. In requesting the 20% off, was told I was not dedicated to teaching, though had been tenured 10 years.

### 5. **Department reactions to childcare issues impacting scheduling and meetings-**a colleague said never mention your children in these discussions. At the time I retired, a man regularly brought his stroller aged child to meetings, while no woman ever had.

### 6. **Expectations on women placed in a 'man's role'**

#### a. **First woman . . .**

(1) **Chemist** (party quandary - all colleagues on one side of room, all their wives on the other side)

(2) **Dept Chair - 3 terms**-no issues due to supportive colleagues

#### (3) **Division Chair of Physical Science and Engineering (interim)**

[over 11 departments, 100 faculty, 6 technicians- 95% men] - my secretary was in relationship with man I ran against, frequently shared sensitive confidential data.

- b. Stepping into power in a nearly all-male environment- perceived as **not passive enough** on departmental hiring committees, **too strongly** expressing viewpoint
- c. **Nepotism**-When offered Division Chair post, I was given 10 min to decide, after then being told my husband, who had taught 45 years and just retired to part-time status, would be fired due to nepotism. We almost divorced so he could keep teaching. I left the post after a year because this was not good for our marriage. Had the man running against me been selected, this would not have been an issue because he and his partner, the division secretary were not married. In the last few years a man was allowed to have that post (in a different division) over his wife, without being fired, though the rule is still on the books.
- d. **'Old Boys Club'**- alerting male colleague's grad students at other schools to apply for open positions

### 7. **Competition vs Mentoring**

- a. With **female colleagues** for advancement, between females **with children and without**.
- b. Between who can attend **the Friday after-work socializing** with departmental issues discussed, and who can't.

### 8. **Dating** in the workplace - my husband and I dated 'secretly' for six years before announcing we would marry - I was tenured nine years at that point. #MeToo era rules did not then exist.