

## Equality and Diversity



The Department is committed to respecting and promoting equality and diversity in philosophy.

We have adopted the BPA/SWIP Good Practice Guidelines in their entirety [insert link: <http://bpa.ac.uk/resources/women-in-philosophy/good-practice>]. The Department's Equality and Diversity Champion is Catherine Wilson, and she chairs the Department's Equality and Diversity Committee.

Here are some of the ways in which we are promoting equality and diversity in the department:

*Diversity in the curriculum.* In recent years we have offered undergraduate modules on Women Philosophers of the Seventeenth Century, Indian Philosophy, Chinese Philosophy, and Philosophy in the Muslim World. To combat gender bias on syllabi, tutors on all modules aim to include at least 15% of readings by female authors on reading lists.

*Colloquia and Conferences.* We endeavour to be inclusive when organising Departmental Colloquia and conferences. Chairs are asked to take a break between talks and questions, are free to give priority to those who do not usually contribute, and are encouraged to use 'Canberra Rules'. Those asking questions are expected to confine themselves to one initial question with the possibility of a follow-up at the Chair's discretion.

*Care Givers.* To accommodate the needs of care-givers (both students and staff) the Department schedules important events, as far as possible, between 9 and 5. The Department is receptive to requests from staff of any gender with care giving responsibilities for part-time, flexible working or unpaid leave, and seeks, as far as

possible, to take caregiving commitments into account when scheduling teaching responsibilities.

*Harassment.* The Department takes harassment very seriously and anyone (student, administrative or academic staff) concerned about harassment issues is welcome to speak in confidence to Professor Catherine Wilson. Anyone wishing to seek advice outside the Department is encouraged to contact one of the University's harassment advisors [insert link: <http://www.york.ac.uk/admin/eo/Harassment/HarassmentAdvisersList.htm>]. The University's policy on harassment is available here [insert link: [www.york.ac.uk/admin/eo/Harassment/HarassmentGuide.htm](http://www.york.ac.uk/admin/eo/Harassment/HarassmentGuide.htm)]