



The partners of METIS warmly invite you to the first annual  
**METIS Lecture:**

## **Gender Equity: Yesterday, Today, and Tomorrow**

with Prof. Virginia Valian

**Tuesday, 8 December 2020 | 6-8 pm - via Zoom**

**Introduction:** Dr. Ursula Fuhrich-Grubert, Central Women's Representative  
Humboldt-Universität zu Berlin & Project Leader

**Moderation:** TBA

Women and men have different trajectories in academia and in the professions more generally. Overall, men advance faster than women; at work and in heterosexual households, men perform less service than women do. The need to work from home exacerbates inequalities in men's and women's contributions and rewards. In this talk, Professor Virginia Valian uses two interlocking concepts to explain these gender differences - gender schemas and the accumulation of advantage.

Due to schemas, both men and women are likely to overrate men and underrate women in professional settings, and both men and women expect women to labor for love. The notion of the accumulation of advantage shows the importance of the small inequalities that schemas create - they compound over time, like interest on an investment. Success develops through accumulating small benefits, such as examples of acknowledgment and recognition. To create academic excellence, we need to recognize and respect merit in both women and men. Professor Valian discusses examples of procedures and policies that will maximize inclusion and excellence.

**Virginia Valian** is Distinguished Professor of Psychology at Hunter College - CUNY and is a member of the doctoral faculties of Psychology, Linguistics, and Speech-Language-Hearing Sciences at the CUNY Graduate Center in New York City and co-founder and director of Hunter's Gender Equity Project.

**METIS** ([metis.hu-berlin.de](https://metis.hu-berlin.de)) provides advice on how to promote gender equality and family friendliness at Humboldt-Universität zu Berlin. The website is regularly updated with news about upcoming equal opportunities events, suggestions for how research groups can make use of DFG gender equality funds, best practice examples from participating partners, and more. METIS is financed by 16 research alliances.

For further information, please see the [event post on METIS](#). You can also find the event on [Facebook](#).