

Class C resolution regarding equity for caregivers at the University of Washington

WHEREAS, research demonstrates that individuals have implicit biases or unconscious preferences based on demographic group membership (e.g., Greenwald, Poehlman, Uhlmann, & Banaji, 2009); and, these implicit biases lead to systematic outcome differences (e.g., Rudman & Ashmore (2007). As they are unconscious, these implicit biases are not likely to be apparent to the decision-maker and are not likely to be explicitly articulated to others. This creates a situation in which a decision-maker could inadvertently allocate compensation and other outcomes to employees based on protected demographic membership. Such outcome differences could create and exacerbate inequity for faculty. For example, Princeton University agreed to pay almost \$1.2 million to settle an investigation from the U.S. Department of Labor that suggested that female full professors were paid less than their male equivalents (de León, 2020). The COVID-19 pandemic creates a situation in which these implicit biases could operate to further create systematic outcome differences based on demographic group membership; and

WHEREAS, the UW Campus Climate Assessment conducted in the Autumn of 2019 **prior to the onset of COVID pandemic** demonstrated men versus women faculty viewed the tenure/promotion process more positively and that childcare was a significant issue on campus. Specifically, the results indicated that men versus women faculty were more likely to agree that the standards for tenure were clear and that the standards for promotion/tenure were applied equally to faculty in their schools/divisions (Rankin & Associates Consulting, page 288-289). Further, the report showed that men versus women were more likely to agree that faculty who qualify for delaying their tenure clock felt empowered to do so. Only 25% of faculty respondents agreed that UW Seattle “provided adequate resources to help them manage work-life balance (e.g., child care, wellness services, elder care)” (Rankin & Associates Consulting, page 307); and, lack of support for child care was a theme that emerged from participants’ qualitative responses (page 316). These results suggest that prior to the COVID pandemic gender differences in the promotion process were perceived and that childcare support was a significant issue; and

WHEREAS, research suggests that including objective factors such as analyzing salient outcomes by demographic group membership can help to correct for decision errors due to implicit bias (Banaji, Bazerman, & Chugh, 2003). In addition, pay disparity based on demographic group membership decreases when organizations are required to disclose outcome disparities (Bennedsen, Simintzi, Tsoutsoura, & Wolfenzon, 2019); and

WHEREAS, victims of discrimination (or the experience of receiving lower outcomes based on group membership) not only receive lower outcomes, but discrimination also negatively affects self-esteem, life satisfaction, positive affect, anxiety, and depression (Schmitt & Branscombe, 2002; Schmitt, Branscombe, Kobrynowicz, & Owen, 2002; Schmitt et al., 2014). In addition, discrimination negatively affects employees’ sense of belonging (Brands & Fernandez-Mateo, 2017; Carvallo & Pelham, 2006; Good, Rattan, & Dweck, 2012). Thus, the experience of discrimination affects the individual employee’s well-being, his/her/their connection to the organization, and compensation; and

WHEREAS, the Equal Pay Act of 1963 affirms that pay discrimination based on sex is illegal. Title VII of the Civil Rights Act of 1964 affirms that discrimination in terms of race, color, religion, sex, or national origin is illegal. Titles I and V of the Americans with Disabilities Act of 1990 affirms that discrimination based on disability status is illegal; therefore

BE IT RESOLVED, that the UW Faculty Senate strongly urges:

1. Unit leaders to provide meaningful redistribution of teaching and reduction of service and research expectations for caregivers during the COVID crisis, and for other demographic groups who are disproportionately impacted during this crisis (e.g., race/ethnicity, gender, and disability status) - noting that the specific adjustment would be determined as a discussion between the unit leader and instructor in accordance with Section 24-32 of the Faculty Code, while striving to maintain a high quality student experience. In addition, the UW Faculty Senate strongly urges unit leaders to provide specific additional information regarding how they will support faculty who are caregivers during COVID 19 crisis.
2. The University to offer teaching relief, teaching flexibility and teaching resources for caregivers.

3. Unit leadership to remove non-emergent service obligations for caregivers. This includes deferring all non-essential service activities, delaying or canceling non-essential events and not requiring participation for events that are held during this crisis, and empowering individual faculty to make these choices.
4. Reallocating an existing senior administrator's time to wellness and career development.
5. The University to publicize data to the UW community showing salient outcomes (promotion, pay, performance evaluations, teaching evaluations) by COVID caregiver status, gender, race, ethnicity, disability status, and other demographic groups disproportionately influenced by the COVID crisis.

Approved by:
Faculty Senate
December 3, 2020

References

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