



BPA/SWIP Good Practice Scheme

Research projects

Introduction

Large-scale (and normally externally funded) research projects often engage in activities that fall within the scope of the Good Practice Scheme – hiring staff, running conferences, and so on. We recognise that some such projects may wish to sign up to the scheme independently of (or in addition to) the departments of the project’s investigators; this document allows this by, in effect, pulling together the relevant recommendations from the other Good Practice documents.

The term ‘management team’ below is used to refer to whoever takes overall responsibility for the project. This might be the PI, the PI together with co-investigators, or some larger group.

For further information on the BPA/SWIP Good Practice Scheme, please see our general guidance notes on the BPA Good Practice website (bpa.ac.uk/resources/women-in-philosophy/good-practice).

Recommendations

Hiring panels

- Management teams should make sure that members of hiring panels know about the workings of unconscious bias. (A good source of general information for hiring panels is here: wiseli.engr.wisc.edu/docs/BiasBrochure_2ndEd.pdf.)
- Management teams should ensure that hiring panels (at both shortlisting and interview stages) include at least one, and preferably more than one, woman, unless there are exceptional practical reasons why this is impossible. But they should be aware that the presence of women on the panel on its own will not correct for bias.

- Management teams should agree specific hiring criteria (and their weighting) in advance and stick to the agreed criteria (and weighting).
- As far as possible, management teams should strive to allow sufficient time for non-rushed consideration of job applications.
- Management teams should consider ways of anonymising parts of their hiring process (e.g. by considering writing samples anonymously), and implement any ways of doing so that are practically feasible.

Conferences and seminar series

- Management teams should implement all of the recommendations in the 'Conferences and seminar series' document.

Caregivers

- Where members of the project team (including research students) have caregiving responsibilities, the management team should implement all of the relevant recommendations in the 'Caregivers' document.

Publication of edited collections

- Large research projects often produce edited collections as outputs. The editorial team should take steps to ensure that women are well represented amongst the contributors to any such collection.

Advisory boards, research students and other associated people

- Where the research project involves the formation of an advisory board, visiting fellowships, PhD studentships, etc., the management team should take concrete steps towards ensuring that women are well represented amongst the members/applicants.