

LOGOS Fairness and Equality Guidelines¹

June 2024

The III Equality Plan of the Universitat de Barcelona (UB), in force since the 7th of October 2020, acknowledges that “women make up more than half of the university population.” However, as the Plan also highlights, “[women’s] careers continue to be unequal to those of male students when they reach professional stages outside of bachelor's and master's degrees, or when they pursue academic careers at the university” (p. 20). “Women,” the document continues, “have been underrepresented and undervalued as producers and transmitters of knowledge and, ... in certain fields, they still are” (ibid., p. 21).² To redress this situation, and in line with the statute of the university, UB’s Equality Plan enjoins “all ... individuals who constitute and contribute to” the university’s excellence to consider the gender perspective in their academic practices (p. 22).

With the LOGOS Fairness and Equality Guidelines, the LOGOS Research Group in Analytic Philosophy aims at integrating this perspective in its academic activity. These Guidelines contain recommendations on practices aimed at promoting and safeguarding gender fairness and equality within LOGOS. To this end, the Guidelines include suggestions on hiring and recruitment, conference and seminar dynamics, teaching, internal academic habits, and external promotion of the group; as well as advise on the monitoring of the Guidelines’ implementation. Although the Guidelines focus on gender, LOGOS is committed more generally to acting “transversally from the perspective of diversity ... and to take into account intersectional situations that generate statuses of true vulnerability which require specific and reinforced responses,” as is also recommended in the UB’s Equality Plan (p. 23). With these Guidelines, LOGOS explicitly affirms its commitment to pursuing the central goal of the UB of building an equal and fair, excellent academic community.³

¹ The title of these guidelines is based on the [III Equality Plan of the Universitat de Barcelona \(UB\)](#), and on Article 4 of the [UB statute](#) (DOGC núm. 3993 - 22/10/2003), which reads: “*For the proper development of its activities, the Universitat de Barcelona embraces the principles of freedom, democracy, justice, equality, and solidarity. All members of the university community are obligated to adhere to them in their actions. Thus, the following are proclaimed and guaranteed:*

- a) *Freedom of teaching, research, and study, as well as expression, association, and assembly of university members within the University,*
- b) *Equality of all university members, who cannot be subjected to any discrimination,*
- c) *The right of all university members to participate in the common task of the University's objectives,*
- d) *The right to be evaluated fairly, and*
- e) *The orientation of teaching and research towards a culture of peace, social and human progress based on human rights, and respect for the environment and sustainable development.”*

All the excerpts from official UB documents mentioned in this introduction have been translated into English by the authors of these guidelines.

² For a recent review and analysis of data concerning the representation of women among philosophy students and professionals in Spain, see Torres González, O. (2020). The Data on Gender Inequality in Philosophy: The Spanish Case, *Hypatia*, 35, 646-666.

³ LOGOS is primarily based at the UB but some LOGOS members are affiliated to other Catalan universities, in particular the Universitat Autònoma de Barcelona, the Universitat de Girona, and the Universitat Pompeu Fabra. Each of these institutions have internal documents equivalent in function to the III Equality Plan of the UB. These

1. Events⁴

1.1. Conferences, workshops, seminars and colloquia: LOGOS encourages those (both senior and junior) members *organising* conferences, workshops and seminar or colloquium series to implement the following measures:

- a. When drawing up a list of potential invited speakers, take reasonable steps to ensure that women are well represented.
- b. Where possible, consult the women on your list before fixing the date of the conference, to ensure that women speakers are not just invited but will actually attend.
- c. Having speakers from a varied range of institutions and job-types participate in an event is very often enriching. Women, in particular, as a result of the undervaluing and underrepresentation discussed in the introduction, may be affiliated with lower-prestige institutions and/or have lower-ranked jobs. These speakers may also have less access to institutional funding. If you cannot fund all speakers, ask bigger-name speakers whether they can fund their own travel (they can always say no), freeing up resources for less well-known speakers.
- d. Ensure that all speakers are treated equally on publicity material and the conference programme (e.g. avoid the situation where a male speaker is described as ‘Senior Lecturer in philosophy at ...’ but a female speaker, also a Senior Lecturer, is described as ‘teaches philosophy at ...’; or where the male speaker’s title (Dr., Prof.) is included but the female speaker’s isn’t.)

1.2. Talks: LOGOS encourages those (both senior and junior) members *chairing* talks to bear in mind the following measures:

- a. Take a short break (e.g. 3-5 minutes) between talk and Q&A session. This allows those who aren’t confident about their question (e.g. students, or those with an imperfect command of the English language) to think it through or to discuss it with colleagues.
- b. Don’t necessarily operate on a first come, first served basis. First come, first served prioritises the most confident. The chair can exercise discretion in the order in which they call on people to ask questions, e.g., by prioritising students, those who don’t normally speak, or members of underrepresented groups.
- c. Adopt the *hand/finger* distinction, where a hand represents a new question, and a finger represents a follow-up question, or a request for clarification that is

documents are, respectively, the [Fourth Action Plan for Gender Equality of the Universitat Autònoma de Barcelona \(2019-2023\)](#); the [Second Equality Plan of the University of Girona \(2021-2025\)](#); and the [Second Isabel de Villena Equality Plan \(2018-2022\)](#), from UPF, currently being revised for extension.

⁴ The measures included in this section are mostly adapted from the BPA/SWIP Good Practice Scheme, specifically the [Good Practice Scheme on conferences and seminar series](#), the [Seminar chairing policy suggestions](#) and the [Good Practice Scheme on caregivers](#). Several of these measures, specially those in section 1.2., are already habitual at LOGOS as of June 2024.

highly relevant to the question and answer just given. This gives people who tend not to speak the opportunity to ask smaller, ‘safer’ questions. However, the distinction is open to abuse, and the chair should feel comfortable with noting such abuse and acting accordingly.

- d. *One question per question.* Sometimes a question will in fact consist of several distinct questions. This often results in individuals monopolising the discussion so that fewer voices can be heard. It also makes life difficult for the speaker, who has to keep track of a plurality of questions. Questioners should be told to select one question only and be offered the possibility to be added to the back of the queue for their other questions.
- e. Don’t necessarily grant the questioner a follow-up question. You might adopt a ‘no follow-ups’ rule as an extension of the ‘one question per question’ rule, or – more modestly – make it clear that permission must be sought from the chair to ask a follow-up question.

1.3. Scheduling and caregiving/parenting: LOGOS encourages members organising events to consider implementing the following measures:

- a. Schedule important events, as far as possible, between 9 and 5 (the hours when childcare is more readily available).⁵ When an event has to be scheduled outside of these hours, give plenty of advance notice so that caregivers can make the necessary arrangements.
- b. Be aware that students, not just senior members, may have caregiving responsibilities.
- c. Make sure that senior members have an adequate understanding of what caregiving involves. (E.g. don’t expect a PhD student to make substantial progress on their dissertation while they are on parental leave or have other caregiving responsibilities.)
- d. LOGOS members are encouraged to read the [UB’s guidelines for a healthy work/life balance, and advice regarding caregivers.](#)

2. Incorporations

As a research group, LOGOS does not have the capacity to hire permanent faculty. It has, however, some decision-making power over the incorporation of non-permanent members at the PhD and postdoctoral stages. There is some room for manoeuvre to *indirectly* promote the incorporation of female researchers via the scholarships and contracts awarded by State agencies; and, occasionally, the group *directly* decides on the incorporation of researchers through scholarships and contracts associated to funded projects managed by LOGOS members. In this section, a system is suggested for LOGOS to keep track of its

⁵ Primary school hours in Barcelona are 9am to 4.30pm. Typically schools provide extra child care, which has to be independently paid for, from 8am to 9am and from 4.30pm to 6pm.

own current and prospective composition (2.1), and several measures are proposed aimed at ensuring gender balance, directly or indirectly (2.2). LOGOS members are encouraged to apply these measures, especially when tendencies towards gender imbalance within the group are detected.

2.1. Self-monitoring: LOGOS may designate a *gender action officer* who

- collects information about gender ratios among the applicants/shortlisted candidates/selected candidates, and members of relevant panels, in any selection process affecting the group's composition in which LOGOS Seniors act as members of the relevant selection/recruitment committees (including committees of one),
- updates a spreadsheet accordingly, and
- makes the updated spreadsheet available to the group before the LOGOS summer meetings, on which occasion the information contained therein will be reviewed and discussed.

To help the gender action officer collect these data, LOGOS members serving on selection/recruitment committees are advised to make a habit of saving the relevant information. The gender action officer may also receive suggestions for improving the guidelines (see 7 below) and serve as a contact person for any member of the group who wishes to see certain gender-related issues addressed.

2.2. Measures

- a. When advertising calls on the LOGOS website, including calls from the Ministry and the Generalitat, it may be made explicit that women philosophers are specially encouraged to apply.
- b. LOGOS members may apply affirmative action when deemed appropriate and justifiable, e.g. by actively reaching out to potential female candidates, highlighting LOGOS' interest in female candidates when issuing calls, or prioritising candidacies by women in cases where the candidates' evaluation scores are close.
- c. LOGOS members are encouraged to seek gender balance when designing the research teams and work teams of their research projects.
- d. In hiring processes that depend directly on LOGOS members, mechanisms should be in place to take care of gender balance and reduce bias when assigning positions. Possible mechanisms include:⁶
 - Making sure that members of hiring panels are informed about LOGOS needs and efforts regarding gender balance. In particular, making sure that members of hiring panels are aware of the possibility of unconscious

⁶ These mechanisms are mostly adapted from the BPA/ SWIP Good Practice Scheme, specifically pp. 1-2 of the [Good Practice Scheme on gender bias](#).

bias (a good source of general information on bias for hiring panels is [here](#)).

- Ensuring 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. Panel members should be aware, however, that the presence of women on the panel on its own will not correct for bias.
 - Striving to allow sufficient time for careful consideration of job applications.
 - Considering ways of anonymising parts of the hiring process (e.g. by assessing writing samples anonymously), and implementing any ways of doing so that are practically feasible.
- e. A natural source of incoming PhD students at LOGOS is the Facultat de Filosofia of the UB, as well as other philosophy programmes in the Catalan area. LOGOS members may organise dissemination activities aimed *specifically* at Grau and Master students from these institutions. These activities should therefore (i) be in Catalan and/or Spanish (or include Catalan and/or Spanish translation); (ii) be advertised through channels relevant to local students; (iii) address topics of interest for students. Regarding (iii), LOGOS members are reminded that students in Catalan universities may not be particularly literate in the analytic tradition. LOGOS senior members willing to organise this type of activity are encouraged to consult LOGOS students for suggestions, and to include LOGOS students in the activities themselves.
- f. LOGOS members should take special care that the measures listed in section 5 below be observed, being particularly mindful of the difficulties faced by newcomers with family obligations, which may be present among both predoctoral and postdoctoral incoming members.

3. Teaching

LOGOS members with teaching duties, both at Grau and Masters levels, are encouraged to pay attention to the [Guidelines for teaching with a gender perspective](#) issued by UB's Equality Unity.⁷ Teaching with a gender perspective does not necessarily imply, and in any case is not limited to, including issues on fairness and equality as part of the *content* of the courses.

⁷ Or the equivalent documents in the other universities LOGOS members are affiliated to, i.e. the guidelines on teaching with a gender perspective at [UAB](#) and [UPF](#). On that count, UdG refers to the [Philosophy Guide to Mainstreaming Gender in University Teaching](#) edited by the Xarxa Vives d'Universitats.

4. Sexual Harassment

LOGOS members are advised to consult the [Protocol of the University of Barcelona for preventing, detecting and taking action on situations of sexual harassment or harassment on the grounds of sex, gender identity or sexual orientation, or any other sexist or anti-LGBTQIA+ conduct](#),⁸ and to direct concerned members (both junior and senior) to the appropriate resources, such as the UB's Equality Unity's [complaints and suggestions mailbox](#).

5. Settling in

- 5.1. A document of crowdsourced advice for settling into Barcelona and Catalonia is available, which aims at facilitating the arrival and integration of students and postdocs from abroad who are joining LOGOS. LOGOS senior members are encouraged to make this document readily available to all researchers in the process of joining the group. LOGOS also invites anyone who has information that might help others to include this information in the document.
- 5.2. LOGOS could consider starting an optional “buddy” system, where new PhD students and postdocs arriving from abroad are paired up with another more senior one (perhaps in their 2nd or 3rd year), ideally belonging to a similar funding scheme or programme.

6. Visibility and External Promotion

- 6.1. The News section of the LOGOS Website, as well as LOGOS' social media, display the achievements of LOGOS members. LOGOS members are encouraged to jointly make sure that the achievements of female members are not overlooked.
- 6.2. When designing the teams of Ministry-funded research projects, LOGOS members may find it easier to achieve gender balance in the work team than in the research team. PIs are encouraged to include members of the work team in the promotion of their research projects.
- 6.3. LOGOS members may consider organising activities such as workshops, lectures, seminars and roundtables specifically about issues in connection with fairness and equality.
- 6.4. LOGOS members are encouraged to observe these Guidelines (specially those in sections 1 and 3) in all dissemination activities they take part in and organise.
- 6.5. LOGOS members are encouraged to consider ways to promote and participate in the activities of SWIP-Analytic España.

7. Changes to the guidelines

The present version of the guidelines is in accordance with the III Equality Plan of the Universitat de Barcelona which will be in force until the end of 2024. The guidelines may have to be adjusted once a new such plan is issued. There may be other reasons why the guidelines may have to be updated. Any change of the guidelines will have to be approved by the LOGOS Seniors committee.

⁸ Or the equivalent documents in the other universities LOGOS members are affiliated to, i.e. the protocols at [UAB](#), [UPF](#), and [UdG](#).