

## Programme

Welcome address

### **Michele Bugliesi**

Rector

Ca' Foscari University of Venice

### **Flavio Gregori**

Vice-provost for Cultural Activities and Relations

Ca' Foscari University of Venice

Introduction

### **Giuliana Giusti**

Professor of Linguistics

Ca' Foscari University of Venice

## Ca' Foscari Public Lecture

### **Virginia Valian**

Distinguished Professor of Psychology  
at Hunter College - CUNY

Visiting Scholar at Ca' Foscari University of Venice

*Gender inequity:  
what is it, why does it continue,  
what can we do about it?*

Discussion and closing remarks



Ca' Foscari  
**Public  
Lectures**



Ca' Foscari  
University  
of Venice

Department of Linguistics  
and Comparative Cultural Studies

## **Virginia Valian**

Distinguished Professor of Psychology  
at Hunter College - CUNY

Visiting Scholar at

Ca' Foscari University of Venice

***Gender inequity:  
what is it, why does  
it continue, what can  
we do about it?***

May 28th, 2020 h 4.00 pm

The lecture will be held online with Zoom  
Link: <https://unive.zoom.us/j/308228686>  
Meeting ID: 308 228 686

Registration is required.  
For information: [eventi@unive.it](mailto:eventi@unive.it)



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. She is currently a visiting scholar at Ca' Foscari.

Dr Valian works in two areas. She conducts research on young children's acquisition of syntax and on the relation between bilingualism and higher cognitive processes in adults. She is also the co-founder and director of Hunter's Gender Equity Project, where she performs research on the reasons behind women's slow advancement in the professions and proposes remedies for individuals and institutions. She is the author of *Why So Slow? The Advancement of Women* (MIT Press), co-author, with Abigail Stewart, of *An Inclusive Academy: Achieving Diversity and Excellence* (MIT Press), and co-author of articles examining gender differences in colloquium speakers in universities, gender differences in awards by professional societies, and reactions to male and female presidential candidates. Dr Valian consults with institutions and organizations to improve gender equity in hiring, promotion, and recognition.

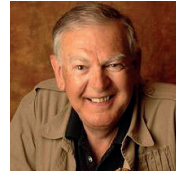
**Abstract:**

Women and men have different trajectories in academia - and in the professions more generally. In general, men advance faster than women. I use two interlocking concepts to explain the gender differences - gender schemas and the accumulation of advantage. Gender schemas are a type of cognitive schema; schemas are mental constructs that help us move through the world efficiently. In the case of gender, our schemas are often correct but also lead to errors in how we evaluate people's professional competence. In brief, both men and women are likely to overrate men and underrate women. Often, the differences are small and subtle, such as ignoring a woman at a meeting. That is where the notion of the accumulation of advantage comes in. Success develops through accumulating small successes, such as examples of acknowledgment and recognition. They build in each other and compound over time, like interest on an investment. To create a fair society, we need policies and norms that will allow us to judge everyone impartially; I will discuss some examples. To create academic excellence, we need an environment that recognizes and respects merit, whether it speaks with a loud or soft voice.

**Previous Ca'Foscari Public Lectures**



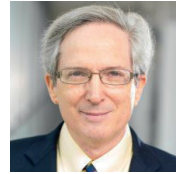
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**Sanjay Subrahmanyam**  
**Beyond the Clash of Civilizations: Connected Histories of the 1680s and Beyond**  
 March 19<sup>th</sup>, 2015



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**Donald Johanson**  
**LUCY TURNS 40**  
**How we became human**  
 April 21<sup>st</sup>, 2015



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**Dominique Carreau**  
**Investment Arbitration and the Transatlantic Trade and Investment Partnership (TTIP) Negotiations. Current issues of International Law**  
 December 2<sup>nd</sup>, 2015



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**Joseph Grieco**  
**Nuclear Weapons and State Bellicosity: Should we worry if Iran (eventually) gets nuclear weapons?**  
 March 11<sup>th</sup>, 2016



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**Thant Myint-U**  
**Historical Memory, from Dictatorship to Democracy: Yangon's Past and Future as a Global City**  
 April 14<sup>th</sup>, 2016



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**Rigoberta Menchú Tum**  
**La cultura maya y el respeto del medio ambiente**  
 June 7<sup>th</sup>, 2016



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**Carlo Cottarelli**  
**Il debito italiano: perchè è un problema e come liberarsene**  
 6 febbraio 2017



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**Sara Horowitz**  
**Building the Next Era of Labor Unions in America**  
 May 29<sup>th</sup>, 2017 h 10.00 am



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**Christo**  
**Progetti realizzati - Works in progress**  
 October 19<sup>th</sup>, 2017



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**Myles W. Jackson**  
**Owning Knowledge: Gene Patenting and Genetic Information**  
 December 4<sup>th</sup>, 2018



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**Jürgen Renn**  
**History of Science in the Anthropocene**  
 September 25<sup>th</sup>, 2019



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**Salvatore Settis**  
**John Ruskin: un paysage moralisé per il nostro tempo**  
 October 7<sup>th</sup>, 2019