

# BPA/SWIP Good Practice Scheme: Implementation Plan

The Department of Philosophy, Central European University

The Department of Philosophy of the Central European University is highly conscious of issues like gender bias, the representation of women in philosophy events, caregivers' needs, and others discussed in the BPA/SWIP Good Practice Scheme documents. The department has for some time now been trying to address these issues, assisted by the university's policies on gender equity at academic events and on harassment, and by other university practices. The department has also recently joined [MAP](#) (Minorities and Philosophy), an international graduate student-led initiative, meant to address issues of minority participation in academic philosophy, to provide a platform for discussion of theoretical issues concerning philosophy of gender/race/sexual orientation/class/disability etc., as well as to foster engagement with philosophy done from minority perspectives ([see departmental webpage](#)). Subscribing to the BPA/SWIP Good Practice Scheme and implementing it would therefore mainly serve to amplify and systematise already existing practices, as well as be a public statement about the importance the department ascribes to these practices and its commitment to them.

Since many of the recommendation are already implemented by the department, we envisage a relatively short time for the full implementation of the scheme: early winter term of the academic year 2017–18, namely January 2018. Toward the end of the academic year, in June 2018, we shall assess the success of the implementation and discuss possible improvements. The assessment will be conducted by the faculty, administrative staff and student representatives.

## General Aspects of the Implementation

- A page will be added to the departmental website, accessible from the main menu, explaining the Good Practice Scheme (GPS), with links to the BPA/SWIP GPS website, to all GPS documents, and to all relevant CEU policy documents.
- A news item will be published announcing the subscription to- and implementation of the BPA/SWIP GPS; all the department will be informed by mail about it, and all future new students will be informed during zero-week sessions of the department's BPA/SWIP GPS subscription. All new faculty, of all ranks, will be informed of the GPS and asked to consult the relevant documents.
- The department will appoint a faculty member as the GPS overseer. Members of the department will be asked to contact the HoD or the overseer with any suggestions on improvements or implementation of the scheme. Minor revisions will be decided by the HoD and overseer and the department will be informed; more major revisions will be decided after consultation with the faculty and student representatives. Members of the department will also be asked to contact the HoD or the overseer with any other issues related to the GPS.

- There will be an agenda item for issues regarding the GPS at least once annually in both a departmental meeting and a town-hall meeting.

We next describe the implementation plan of the specific policies, according to their classification in the BPA/SWIP GPS documents.

## Gender Bias

- As mentioned in the introduction, many of the recommendations suggested in this document are already implemented at our department (e.g. diversity in seminar speakers; having women on panels; academic staff listed alphabetically on website; ensuring that pictures of philosophers and of students on our website etc. include women), and others shall be followed more systematically from now on (for instance, making sure members of hiring panels, teachers etc. know about gender bias; anonymising parts of hiring and selection processes wherever possible). We go below into more detail only on points in which we depart, to lesser or greater extent, from the recommendations, listing the reasons for these departures.
- Hiring Panels: the document's recommendations shall be followed.
- Teaching: we shall make sure all teachers know about unconscious bias. Currently the department has no training or induction sessions, but if these are introduced they shall include discussion of gender bias.
- Marking: CEU is a graduate institute, and the Department of Philosophy has only Master's and doctoral programmes. Most of the courses we teach are seminars, with the subject of term papers discussed between student and instructor, and often drafts or plans read in advance of the submission of the final paper. This makes anonymous marking of term papers impossible. However, we already have anonymous marking in all our MA courses in which students take an exam, and we shall also implement anonymous grading of assignments during courses wherever possible. In addition, wherever possible, we shall anonymise the evaluation of student applications, particularly of the writing samples.
- Promotion and appraisals: the document's recommendations shall be followed.
- Research Excellence Framework: irrelevant, as CEU is not a UK university.
- General: these recommendations will be followed (most already are), with the following reservation: although all instructors will be recurrently encouraged to include publications by women in course and seminar readings, this will be left to the judgment of the instructor, in accordance with trust of instructors' judgment and with academic freedom.

## Conferences and Seminar Series

- All organisers of any departmental event which involves selection of speakers will be required to read the BPA/SWIP Conferences & Seminar Series Document and to take its recommendations into consideration when organising the event.
- Similarly, all organisers of such events are required to read CEU's Policy on Gender Equity at Academic Events and Summer Schools Sponsored by CEU and follow its guidelines.
- All talk-series, conferences, workshops or similar events will be required to aim at a minimum of 33% female participants among the invitees, and should be able to report on the steps taken. In case this is deemed impossible or otherwise problematic by the organisers, it should be justified in writing to both HoD and the GPS overseer, and according to their decision the participant list might need to be reconsidered.
- The department has adopted a seminar chairing policy, informed by the BPA/SWIP seminar chairing policy suggestions. The policy document is sent to all chairs and shall be made available online through the departmental GPS page.

## Sexual Harassment

- In addition to the BPA/SWIP Sexual Harassment Document, the CEU Policy on Harassment will be available on the department's Good Practice Scheme website.
- All new students will be informed, during the zero-week orientation meeting, of the existence of the university and departmental sexual harassment policies, of the availability of the documents online, and of the specification in these documents of whom to contact in possible cases of sexual harassment.
- All faculty will be required to be familiar with the CEU Policy on Harassment.

## Caregivers

- The departmental colloquium series has been moved to 3:30 p.m., following the preferences of caregivers at the department.
- Caregivers have the opportunity to specify their preferences, which are taken into consideration, in the process of fixing the department's course schedule.
- All organisers of any departmental event will be required to consult the BPA/SWIP Caregivers Document and to try to implement its recommendations.
- All faculty will be required to read the BPA/SWIP Caregivers Document and adjust accordingly their requirements and expectations from students who are caregivers.
- At CEU, savings due to parental leave are regularly used to cover tuition needs that arise following that leave.
- It has been verified with the Senate Re-appointment and Promotion Committee for Academic Departments that the likelihood of reduced output of caregivers is taken into account when considering their re-appointment or promotion.

## Staff-Student Relationships

- All the department will be informed of the existence of the recommendations on the website and be asked to consult them and act on their basis in the relevant circumstances. If any such case arises, the recommendations, together with any relevant CEU policy, will serve as the basis for the department's dealing with it.

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