

Italian Society for Logic and the Philosophy of Science (SILFS)

SILFS' plan for implementing the BPA/SWIP Good Practice Scheme

In response to the BPA/SWIP Good Practice Scheme, the Italian Society for Logic and the Philosophy of Science (SILFS) has decided to adopt a set of policies to promote the inclusion of underrepresented groups in philosophy and to provide welcoming conferences in which everyone feels comfortable.

1. Guidelines for the election of the SILFS Steering Committee

In order to ensure gender balance in the Steering Committee and the official positions of the society (President, Vice-president, Secretary, Treasurer), SILFS decided to adopt the following guidelines:

1. Realizing an enduring moral suasion to promote the candidacies from underrepresented groups, so to obtain a gender balanced number of candidacies;
2. As any member of the society can express up to five votes (art. 17), it will be requested that those votes are gender balanced;
3. The elected Steering Committee will ensure that the official positions are equally distributed among different genders.

Timescale: the above recommendations will be effective by the next election of the SILFS Steering Committee (2020).

2. Guidelines for organizing SILFS events

In order to ensure gender balance in conferences, seminars, and schools directly organized by the society (such as the triennial conference, the mid-term conference, and the graduate conference), SILFS decided to adopt the following guidelines, which will be warranted by the Steering Committee and/or the Organizing Committee of each particular event:

1. When drawing up the list of potential invited speakers, the Steering Committee and/or the Organizing Committee will ensure the gender balance of such a list;
2. Where possible, the Steering Committee and/or the Organizing Committee will consult the potential invited speakers belonging to underrepresented groups before fixing the date of the event, so to ensure that they can actually attend to it;
3. As those belonging to underrepresented groups may have higher probabilities to be at lower-prestige institutions and/or in lower-ranked jobs, and thus to have less access to institutional funding, the Steering Committee and/or the Organizing Committee will ensure to cover all the expenses related to their participation to the event (travel, hotel, meals);
4. The Steering Committee and/or the Organizing Committee will ensure that all invited speakers are treated equally, regardless of their gender, on publicity material and the conference programme (e.g., they will ensure that titles and bios are uniform);
5. Where possible, the Steering Committee and/or the Organizing Committee will facilitate child caring for the duration of the event;
6. The Steering Committee and/or the Organizing Committee will ensure that chairs and referees (in the case of a CFP) are balanced with respect to gender.

Timescale: the above recommendations will be immediately made available to society members in a permanent form through the SILFS website (<http://www.silfs.it/good-practices/>); they will be effective by the next triennial conference (2020).

3. Guidelines for chairing

In order to provide welcoming conferences in which everyone feels comfortable, and discussions are inclusive and constructive, SILFS decided to adopt the following guidelines for chairing:

1. where possible considering the timing, taking a short (e.g. 3 minute) break between the talk and the questions;
2. where possible, prioritising questions by people who don't normally speak, without necessarily operating on a first-come-first-served basis;
3. where possible, distinguishing between new questions and follow-up;
4. allowing one question per person, and one question per question;
5. don't necessarily granting the questioner a reply or a follow-up question.

The Organizing Committee of each event will ensure to inform chairs about the above recommendations and give them instructions to actually implement them.

Timescale: the above recommendations will be immediately made available to society members in a permanent form through the SILFS website (<http://www.silfs.it/good-practices/>); they will be effective by the next graduate conference (2019).

4. Guidelines for sponsorships

In order to ensure gender balance in conferences, seminars, and schools sponsored by the society, SILFS decided to grant its sponsorship only after a careful evaluation of the following points (besides, of course, the scientific merits) made by the Steering Committee:

1. gender balance with respect to the invited speakers, the scientific committee, the organizing committee, chairs, and referees (in the case of a CFP);
2. equal treatment, regardless of gender, on publicity material and the conference programme (e.g., uniform titles and bios);

Should the Steering Committee deem that manifest gender imbalance is present, it will make enquiries to the organizers in order to understand the reasons of such an imbalance and assess whether the appropriate steps to promote gender balance were actually taken by the organizers.

Timescale: the above recommendations will be immediately made available to society members in a permanent form through the SILFS website (<http://www.silfs.it/good-practices/>); they will be immediately applied at the first sponsorship request.

5. Initiatives for the promotion of underrepresented groups in logic and philosophy of science

Besides the adoption of the above set of policies, SILFS has decided to support and organize events, projects, and prizes specifically dedicated to the promotion of underrepresented groups in the fields of logic and the philosophy of science (e.g., conferences of women in logic/philosophy of science; projects on gender communication in logic/philosophy of science; prizes for women in logic/philosophy of science, etcetera).

Timescale: the decision to support initiatives that directly promote underrepresented groups in the fields of logic and the philosophy of science will be immediately made available to society members in a permanent form through the SILFS website (<http://www.silfs.it/good-practices/>); a conference dedicated to the contribution of women to logic will be organized by 2020; as already approved in the 30/03/2018 Steering Committee meeting, a SILFS prize for women will be established by 2020.

6. Extension to other underrepresented groups

Even if the above guidelines and initiatives are mainly developed to promote gender balance in philosophy, SILFS decided, where possible, to extend them to other dimensions of diversity and underrepresentation.

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