

HEGEL SOCIETY OF GREAT BRITAIN BPA/SWIP GOOD PRACTICE POLICY

1. Conduct as a learned society

a. Executive Committee

The HSGB will ensure that a reasonable proportion of women are nominated for positions on their executive committees and for official positions (President, Secretary, etc.). BPA/SWIP Good Practice is now a standing item at the Executive Committee's annual meetings.

b. Funding

Where the HSGB distributes funding to others organising conferences, organisers will be required to follow the relevant BPA/SWIP Good Practice recommendations on conference organisation.

2. Annual HSGB Conference

a. Invitations

When issuing invitations, the gender balance that is likely to result should be taken into account. Where possible an effort should be made to secure the participation of women at an early stage. Every effort should be made to ensure that no conference is held in which all the speakers are men. If it is difficult to fund all speakers, consider asking speakers at higher-prestige institutions to fund their own travel, freeing up resources for others.

b. Chairing

Chairs should reflect a good gender balance. Chairs are encouraged to think actively about how to make Q&A sessions inclusive for conference participants. They should consider, e.g., basing the order of questions not on the order in which hands were raised but prioritize those who have not spoken previously. They are encouraged to exercise discretion when limiting the length of questions or disallowing some follow-ups.

c. Childcare

HSGB will seek *either* to provide crèche facilities if available, *or* provide a sum of money towards childcare for those speakers who need it. The HSGB will indicate this commitment when issuing invitations.

d. Dissemination

This policy is published on the HSGB website.

3. The *Hegel Bulletin*

a. Editorial

The *Hegel Bulletin* operates a system of double-blind peer review. Any election to its Editorial Committee will seek to preserve, or improve on, its current gender balance. Currently the Editor is a man and the Book Reviews Editor is a woman. The Editorial Committee is composed of four men and three women. BPA/SWIP Good Practice is now a standing item at the Editorial Committee's meetings.

b. Reviewing practice

The *Bulletin* operates a system of double-blind peer review. Invitations to review for the *Bulletin* contain a statement on the importance of the integrity of the double-blind peer review process, and on the need for reviewers to provide maximally constructive comments to authors.