

Motions proposed by Doreen Kimura:

#### BBCS Motions

Insofar as BBCS, as an influential organization in the behavioural sciences in Canada, has an interest in promoting scientific excellence, I would like to propose two motions pertinent to that aim:

#### Motion 1

That BBCS will not forward via email, or otherwise distribute, job advertisements that are discriminatory in nature. "Discriminatory" is here defined as specifying characteristics which are irrelevant to the position being advertised. Further, that BBCS will announce this principle by its usual avenues of communication.

#### ARGUMENTS:

a) BBCS as a scientific organization has an over-riding interest in promoting scientific excellence. One avenue for doing this is to insist that the granting of research and academic appointments, and rewards, be done on the basis of performance, not on the basis of sex, race or any other extraneous criterion.

b) Although several provinces, and the federal government, have so-called employment equity or affirmative-action legislation, none of these regulations require that any one position be filled by any one "minority." More particularly, the legislation is meant to be inclusive, not exclusive. Thus the legislation does not justify ads which ask for "women only" or "aboriginals only."

[Would BBCS ever circulate an ad which asked for "males only"?]

c) All affirmative action/ employment equity programmes deny that they are quota-oriented, hence exclusionary ads are not justified even within such programmes. Regardless of one's views of these programmes, they were intended to remove barriers to employment, not to erect other barriers.

#### Motion 2

That BBCS make a formal statement to NSERC, declaring its opposition to the exclusionary nature of the University Faculty Awards, which are currently restricted to women.

#### ARGUMENTS:

The same arguments as above, but additionally:

a) The argument that women suffer significant barriers (by which is meant, some form of discrimination) to entry in the sciences, is unsubstantiated; and in fact there is published evidence that in Canada women are hired in proportions higher than their representation in the applicant pool, in all fields.

b) The claim that women face more intense discrimination especially in the physical sciences appears to rest simply on their lower numbers in these fields (a universal pattern). However, there is increasing evidence that self-selection on the basis of occupational interests, as well as on the basis of natural talents, are the likely explanations.

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