

Equal Opportunities Workshop: Questions that Matter: Gender und Diversity in Academia and Beyond



This training course examines contemporary discourses on gender and gender equality, diversity, and inclusion in institutions of higher education in Germany and beyond. How can we contribute to creating gender- and diversity-sensitive research environments? How can we train ourselves to make choices as objective and as fair as possible? And why might all that impact our research projects and careers? In this workshop, we will discuss key concepts and vocabulary as well as phenomena such as the leaky pipeline. Special emphasis will be given to raising awareness for unconscious biases: What are biases? When do they appear? What are their effects? And why is this important in STEM and medicine? As part of our interactive group exercises and discussions, you will be encouraged to reflect your own attitudes and approaches to gender, diversity, and inclusion in academia and beyond, to check your own unconscious biases (because we all have them), and to develop first ideas on how to contribute to creating inclusive research environments.

If you want to join this training course, you are very welcome to contribute with your curiosity, willingness to share experiences, and readiness for change in perspective.

In this workshop, you will ...

- learn about key concepts and measures of gender equality, diversity and inclusion in academia
- reflect on gender and diversity inequalities in and outside of academia
- build an awareness of the effects of unconscious biases, e.g. in recruitment procedures, funding
- explore gendered innovations projects in STEM and medicine
- develop first ideas on how to contribute to and benefit from gender and diversity initiatives on individual, team, and organisational levels

Coach

Jennifer J* Moos was originally trained in American Literary and Cultural Studies as well as in Linguistics and Gender Studies. A diversity trainer and systemic coach, her expertise covers equality politics in higher education, organisational development, LGBTIQ+, academic career development, and third-party funding. For more than a decade, Jennifer J* has been working in the field of diversity and inclusion with institutions of higher education in Germany, Switzerland, and Austria. Her work focuses on the development of strategic policies and the implementation of concrete actions, language and communication as well as gender diversity.

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When and Where

Online-Workshop: 05 + 12 July 2024, 9:00 – 12:00

Gefördert durch