

Bias and Career Paths

(Workshop in English)



TECHNISCHE
UNIVERSITÄT
DARMSTADT

Die Gleichstellungsbeauftragte
Stark für gleiche Chancen

Zielgruppe

- alle Beschäftigten

Voraussetzungen

- stabile Internetverbindung
- mobiles Endgerät mit Audio- & Mikrofonfunktion (Laptop, PC)

Kosten

Es fallen keine Kosten für Sie an.

Termin & Umfang

Mi, 04.05.2022
9:00 – 12:00 Uhr

Trainer

Prof. Dr. Tomas Brage,
Division of Mathematical
Physics, Lund University

Veranstaltungsort

digital

Information & Kontakt

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Hintergrund / background

Meritocracy, academic freedom for everybody and excellence in research and teaching are common and important core values for universities. There are many challenges to these, not the least from external pressure. However, the most important threat might come from internal shortcomings. In academia selections and evaluations are common and important parts of e.g. career paths. Lately more and more evidence, research and studies show that our preconceived ideas – our bias – is a clear obstacle for a fair process and points to that combatting its effects is essential to defend, not the least, the meritocratic principle.

Inhalte / content

In this talk we will discuss bias both as a psychological and individual problem, but also as a systemic, where processes get hijacked. An essential part will be to point to checklists, tool-boxes, and good practices.

Methoden / methods

The workshop will consist of e.g. presentations, movies, discussions in groups, polls and brainstorming. The outcomes should be a list of useful actions for your institution and community and a reference list of literature and resources for further learning.

Anmeldeverfahren / registration:

Nach Rücksprache mit Ihrer Führungskraft erfolgt Ihre Anmeldung per E-Mail an / registration via e-mail:

interne-weiterbildung@zv.tu-darmstadt.de

Bitte setzen Sie Ihre Führungskraft in cc. / Please cc your leader.