



Women's Week 2022

Part II

13 October 2022

"Gender and Diversity Sensitive Leadership in Science"

09:30-11:30 **Impulse lecture with discussion** (for all SFB members, Hörsaal S214/24)

The presentation will focus on the integration of the gender and diversity dimension in the academic community and particularly address these different topics:

- What is defined by gender and diversity – in academia?
- 100 years of gender and diversity inequality in the EU: where do we stand?
- What are the objectives (EU-wide): Excellence Initiative and Equality Policy?
- Leadership and decision-making: How to affect changing mindsets?
- Methods and tools for gender and diversity equality : best practice examples
- Healthy leadership and equality/diversity
- Why do we need to integrate the gender and diversity dimension in research designs?

12:30-16:30 **Workshop/Training** (for PIs, Seminar room S211/207)

The workshop/training will particularly address the effect of “unconscious bias” and the impact of biases on professorship appointment procedures, in personal recruiting, and career advancement:

- Recognize what unconscious bias is and why everyone has it
- Examine the impact unconscious bias has on our behavior in our professional context - and the way we signal inclusion
- Explore how to counteract the potential effect of unconscious bias

About Ratio Academy: Who we are



Dr. Isabel Fraas is an employee at the office of the University Women's Representative at Julius-Maximilians-Universität Würzburg (JMU). There, she is responsible for gender consulting for research alliances and creating measures in the context of the Professor Program III. She advises and supports alliances in the planning and implementation of gender equality measures and is the contact person for speakers and scientists on all gender equality-related topics. Furthermore she coordinates the personnel development programs of the Gender Equality Academy, in particular the new Women's Leadership Program for (junior) professors and working group leaders. She is in charge of the Diversity Audit (Stifterverband) at JMU.

Prof. Dr. Marie-Christine Dabauvalle is professor for cell biology and was for many years the university women's representative in Würzburg and vice chairwoman of the women's representatives of all Bavarian universities (Lakof). She founded and still heads the Gender Forum at the JMU, an interdisciplinary network of scientists working in different fields of gender research. In addition, she founded the Gender Equality Academy, which offers various programs that are important for women scientists at all qualification levels. Through her experience with politicians, with members of the university leadership and of many appointment committees, she can actively support managers in advancing gender-equitable and culturally diverse working and career conditions at universities.