

# Unconscious Bias in academia

Workshop for CECAD PhD-Students und Postdocs

In this Workshop you will get the opportunity to deal with problems of social perception and its diverse biases. Based on bias research, we will explore consequences for academic careers and cooperation with a focus on equal opportunities. You can put your own perception to the test and discuss tools for dealing professionally with implicit bias as well as more explicit forms of prejudice.

**Objectives: After the workshop, participants will....**

- be sensitised to implicit bias and explicit discriminatory statements
- be familiar with bias' impact on career-opportunities and cooperation in academia
- be empowered to deal with implicit and explicit bias professionally
- know different ways of lowering implicit bias' impact the individual and structural level

Contents

- Problems of social perception and human information processing
- Research on implicit bias with a focus on race and gender bias
- Impact of implicit bias on career development and cooperation in academia
- Strategies for managing bias systematically
- Dealing with explicit bias and discriminatory statements in academic work-relations

Methodology

In this Workshop a balanced mix of activating methods, input and exchange among participants is used and flexibly adapted to the given situation. These can include

- Active facilitation
- Interactive input and presentation
- Experimental perception tests
- Group work
- Simulations or role plays
- Live Polling