

# **Gender and Diversity (Modul 1)**

**Monday 21 November 2022 - Monday 21 November 2022**

**Online**

## **Scientific Programme**

### **Module 1: Basic concept clarification**

Definition of basic terms and  
Contextualization of the terms gender and diversity in the  
intersectional perspective.  
Sensitization to prejudice, perception and dealing with prejudice  
and identity (unconscious bias)  
Definition of discrimination and privilege  
Pay Gap, Gender Gap, Pension Gap, Digital Gap.

**When: November 21, 2022; 9:30 a.m. to 2 p.m.**

### **Module 2: Gender and Diversity in Team Collaboration in Research Projects**

Diversity in research projects:  
Recognizing, valuing, and leveraging,  
Moderating homogeneity and heterogeneity -  
Moments of participation, transparency, trust, flat hierarchies for  
constructive use of diversity

**When: February 6, 2023; 9:30 a.m. to 2:00 p.m.**

### **Module 3: Diversity-sensitive recruitment.**

Designing recruitment processes at the university in a gender- and diversity-sensitive way:  
Process steps of personnel recruitment (calls for applications,  
evaluation schemes, selection processes) through  
Reflection of presuppositions bias-free design

**When: April/May 2023, exact date to be announced**