Diversity Basics in Academia

Breaking with biases in STEM, research & leadership

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Time: 120mins / 2 hours

Content:

Even though initiatives have long been underway, we still see a lack of diversity in academia: especially in STEM subjects, in research and in leadership. However, studies show that diverse groups produce better results and are more innovative. In this course, we dismantle gendered stereotypes with regards to technology and STEM as well as with regards to research and leadership. Further, we focus on the importance of self-reflection and the consequences of unconscious bias, particularly in the academic context. We finish with an overview of diversity measures at TUM based on the Gender Equality Plan.

Your takeaways:

- You can explain the importance of equal opportunities in academia, especially for STEM subjects and in the areas of research and leadership.
- You are able to provide tools for self-reflection for yourself and others and you are more aware of unconscious bias in your environment and in yourself.
- You get an overview of concrete diversity measures at TUM and receive ideas to enhance equality in your own team.

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Methods:
This course combines the latest research in diversity and psychology with real-life scenarios in the academic context. Based on the TUM Gender Equality Plan, concrete measures will be discussed in order to provide you with the equipment to foster an environment of equal opportunities at the university.