

D.I.V.E.R.S.I.T.Y D.A.Y

Time Schedule

Time	Speaker	Title
10:00	Sarah + Manal	INTRODUCTION
Gender & Science		
10:15 (30min+10min)	Prof. Dr. Martina Erlemann	Gender Bias in Science Cultures
5 min break		
Racism in Academia		
11:00 (20min+10min)	Prof. Dr. Lucy Avraamidou	Identities in/out of place in science
11:35 (20min+10 min)	Dr. Melisa Salazar	Institutional discrimination in everyday life
90 min lunch break		
LGBTQ+ in STEM fields		
13:45 (20min+10min)	Dr. Jovan Dragelj	The (in)Visibility of LGBTQ+ in Academia
10 min break		
Family & Academia		
14:15 (40 min+10min)	Prof. Dr. Eva Lantsoght	Raising a family and building an academic career
15:05		CLOSING REMARKS
Racism in Academia Workshop		
15:15 (60 min)	Len Saenger + Andrea Tian Lei	How Racism (in Academia) affects our Bodies and how we can contribute to liberate - an embodied approach to ending discrimination





Speakers list

Gender & Science

Gender Bias in Science Cultures

By Prof. Dr. Martina Erlemann

Sociology of science and gender in physics | Freie Universität Berlin

In the last decades, the awareness that a scientist's gender can have an impact on a successful career, even though it should have no influence, has grown constantly. This talk will present key studies on gender gaps in the career outcome of women* and men* in science and discuss inasmuch this is affected by the gendering of science cultures. A particular focus will be laid on gendered interactions of scientists in academic workplaces that can have a disadvantageous or obstructive effect on women's careers.

Racism in Academia

Identities in/out of place in science

By Prof. Dr. Lucy Avraamidou

Chair of Institute for Science Education and Communication | University of Groningen

By adopting an intersectional approach, she will engage with questions: who is allowed in science? who is considered an outsider in science? Who is recognized as a competent scientist and who is made vulnerable?

Prof. Dr. Lucy Avraamidou will present the findings of an empirical study that aimed examine the ways in which science identity intersects with other identities (i.e., racial identity, gender identity, Islamic religious identity, social-class identity, single-motherhood, and ethnic identity) and influences women's recognition. To do that I draw upon a life-history, multiple case-study of three women in physics: a native to Western Europe, late-career white woman; two immigrant women to Western Europe, one is an undergraduate student of color, and the other, an early-career Muslim woman. With evidence gathered from this empirical study, I will argue that a conceptualization of science identity that does not value people for who they are in their entirety, made up of multiple and intersectional identities, but only values how people produce or consume scientific knowledge is exclusionary and only serves to create suffering.

Institutional discrimination in everyday life

By Dr. Melisa Salazar

Bund für Antidiskriminierungs- und Bildungsarbeit in der Bundesrepublik Deutschland (BDB) e.V.

Since the murder of George Floyd in May 2020, the term "institutional racism" has become more widely used and accepted as a way to describe (also unintended) racist effects that emerge through a broad spectrum of organizational structures, including those in universities. But what does this abstract term have to do with the everyday experience of Black people and People of Color? Dr. Melisa Salazar from BDB e.V. (Bund für Antidiskriminierungs- und Bildungsarbeit) will give an introductory talk on discrimination, especially "everyday discrimination", and how this may come into play in institutional contexts.



How Racism (in Academia) affects our Bodies and how we can contribute to liberate - an embodied approach to ending discrimination

By Len Saenger and Andrea Tian Lei

*Strategic Controlling Equality, Diversity and Internationalization | Technische Universität Berlin
Embodied Justice Trainer*

In the workshop we aspire to make a change by addressing lived experiences and effects of racism in the body beyond academic narratives. There are lots of conversations “about” change, but very few conversations that actually help to CHANGE something. Therefore, our core motivation is to offer some tools from embodied social justice work on how change can be done for a collective liberation.

LGBTQ+ in STEM fields

The (in)Visibility of LGBTQ+ in Academia

By Dr. Jovan Dragelj

Computational Chemist | Technische Universität Berlin | Teacher | STEM diversity advocate

The visibility of LGBTQ+ individuals in “STEM” (Science, Technology, Engineering and Mathematics) professions is relatively low, which leads to lack of diversity. Neutrality of identity is encouraged, but it can also create a negative environment of “don’t ask, don’t tell”, where members of LGBTQ+ community are torn between how they are perceived at work and who they truly are. Studies show that 40 % of professionals in STEM have reported not being out at work, leading to more than 20 % less representation. In this talk, these issues of LGBTQ+ individuals in STEM will be discussed and how we, LGBTQ+ or an ally, can help visibility and therefore achieve more equity and diversity.

Family & Academia

Raising a family and building an academic career

By Prof. Dr. Eva Lantsoght

Full Professor in Civil Engineering at Universidad San Francisco de Quito (Ecuador) | structural engineer at Adstren | Assistant Professor at Delft University of Technology | Blog + Podcast: PhD Talk

In this presentation on “Raising a family and building an academic career”, Prof. Dr. Eva Lantsoght uses her personal story to address the challenges academic parents face, and how they can overcome these challenges. About a quarter of all doctoral candidates are also parents, and the percentage of academics with parenting roles increases throughout the academic ranks, as a reflection of the life decisions of academics. The work pressure in academia, the vague notion of “excellence”, combined with the notion of the “ideal worker” who is available at all hours of the day to work, has no care responsibilities (or an invisible caregiving partner), and considers work “a calling”, results in low work-life balance satisfaction for academic parents. Moreover, academic parents have reported a negative impact on their research because of the COVID-19 pandemic. Moving on from the diagnosis of the difficulties academic face, I propose to focus on solutions at various levels: personal strategies and coping mechanisms, supportive collegiate networks, and supportive universities and administrators. In this presentation, I will focus on what PhD students who are currently parents can do to succeed in their program, what aspiring academics can do to succeed in their career while raising children, and how those with and without parenting roles can support each other and create a culture of care within their department.
