



Gender and Diversity Day 2021

How unconscious habits influence my career

The Gender and Diversity Day is a new dialogue and exchange forum at the Faculty of Natural Sciences. The forum invites you to an interactive kick-off event on 19 May 2021. It is aimed at Master's students, doctoral students and postdocs from all disciplines at the Faculty of Natural Sciences. It is planned that the dialogue forum will take place at regular intervals in the future on current issues in gender and diversity research.

Date: 19.05.2021, 09.00 – 13.00

Greeting: Prof. Dr. Stefanie Heiden (Dean of Faculty)

Moderation: Sabine Jürgens-Krenzin (Kommunikationspiloten, Lüneburg)

People involved: Dr. Devasmita Chakraverty (Keynote Speaker, Indian Institute of Management Ahmedabad)

Prof. Dr. Marc Lerchenmüller (Keynote Speaker, University of Mannheim)

Prof. Dr. Kerstin Kremer (Institute for Didactics of Natural Sciences, LUH)

Dr. Barbara Höft-Lessdorf (Equal Opportunities Officer of the Faculty (E00-NF) / GRANAT)

Dr. Franziska Ersoy (Deputy E00-NF)

Dr. Dörte Solle (Deputy E00-NF)

Venue: Zoom online platform

You will need: Computer with stable internet connection, camera and headset/microphone

Programme

Dr. Devasmita Chakraverty (IIMA, India) and Prof. Dr. Marc Lerchenmüller (University of Mannheim) will show how much unconscious behavioural patterns influence careers, using scientific studies from different perspectives. In their keynote speeches, the two scholars will focus on the "Impostor Syndrome" (Chakraverty) and its serious impact as well as on the "Gender Citation Gap" (Lerchenmüller). In addition, interactive reflection rounds and short workshops offer the participants of the Gender and Diversity Day the opportunity to discuss the exciting study results.

This gives the participants space to exchange their thoughts and ideas with reference to their own everyday university and academic life. The aim is to raise awareness and to reflect together in order to identify practical fields of action and needs for themselves on a personal and institutional level. The workshops will be led and supervised by both experts, Prof. Dr. Kremer and the team of the Equal Opportunities Officers of the Faculty of Natural Sciences. The results will be presented and discussed in the final plenary session.

Focal points:

- Gender and diversity in everyday life in science and education
- Impostor Syndrome / Impostor Phenomenon
- Who is cited? Gender differences in scientific publications
- Gender Equality: Opportunities for Action to Improve Implementation (Best Practice)

Timetable

From 09.00 Opening & Warm-Up Self-Assessment

Dr. Devasmita Chakraverty: *"Impostor syndrome among students in science"* (English), incl. discussion

Prof. Dr. Marc Lerchenmüller: *"The Gender Gap is Reinforced by Language Use: Natural language processing on six million science texts"* (German), incl. discussion

Breakout sessions and short workshops

Until 13.00 Presentation of workshop results and closing

Deadline for registration: 12.05.2021

www.granat.uni-hannover.de/gender-diversity-tag

