



University of
Zurich ^{UZH}

LERU

Gender Equality

14/15 June 2018

Second LERU Gender Conference

"Implicit bias in academia: a challenge to the meritocratic principle and to women's careers – and what to do about it"

Thursday, 14 June 2018

13:30 Arrival, registration

14:00 Welcome address

Prof. Klara Landau
conference moderator

Welcome address

Prof. Michael Schaepman

14:15 **LERU paper presentation**
Implicit bias in academia: a challenge to the meritocratic principle and to women's careers – and what to do about it

Prof. Jadranka Gvozdanovic
Dr. Katrien Maes

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15:15 **Lecture**
Implicit bias and the development of academic careers

Prof. Naomi Ellemers

16:15 **Break**

16:45 **Lecture**
Narratives of implicit gender biases: how do we address them?

Prof. Eileen Drew

17:45 **End of day 1**

19:00 **Conference dinner UniTurm**

Friday, 15 June 2018

- 09:00 **Seeing bias, feeling bias, interrupting bias: theater and institutional change** *CRLT Players*
- 11:00 **Break**
- 11:15 **Lecture** *Prof. Roberto Weber*
Behavioral economics, biases, and discrimination in organizations
- 12:00 **Lunch & exhibition** **3**
Learning from each other
- 13:15 **Lecture** *Prof. Paul Walton*
15 years of gender equality policy and practice in an academic department – what we have learned
- 14:15 **Break**
- 14:30 **Panel discussion** *Prof. Tomas Brage*
What can universities do against implicit bias? *Prof. Michael O. Hengartner*
Prof. Romy van der Lee
Dr. Anke Lipinsky
Mr. Gary Loke
- Panel chair: Prof. Gabriele Siegert*
- 15:45 **Closing remarks** *Prof. Michael O. Hengartner*
- 16:00 **End of conference**

Prof. Eileen Drew

Narratives of implicit gender biases: how do we address them?

Despite attempts to promote gender equality in business and academia, people unwittingly allow unconscious thoughts and feelings to influence apparently objective decisions: we are all biased and people within universities are no exception. Drawing upon the voices of respondents to the Irish Higher Education Authority's national online survey in 2015-16, this presentation provides examples of their experiences of implicit gender bias that highlight the often paternalistic, sexist, and unsupportive environment in which women and men currently work. The presentation concludes with an outline of how Trinity College Dublin, Ireland, counters these behaviors through the pioneering Unconscious Bias Awareness Cascade program.

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Prof. Naomi Ellemers

Implicit bias and the development of academic careers

Academic success (or lack thereof) is generally seen as a reflection of individual merit. Evaluation procedures and resource competitions are structured on the assumption that we recognize talent when we see it. We think we derive such judgments from objective markers of academic quality. In this presentation, Prof. Ellemers reviews psychological theory and research findings that challenge the assumption of meritocracy. She explains when, why, and how evaluations of academic merit are likely to suffer from implicit bias, given the abundant empirical evidence indicating that it is an illusion to think that career success in academia depends on individual merit. Acknowledging this uncomfortable reality constitutes the first step toward building a truly meritocratic system.

Prof. Roberto Weber

Behavioral economics, biases, and discrimination in organizations

The field of behavioral economics has documented numerous ways in which we form biased judgments. While these biases are often subtle and may seem small, they can have large impacts in the choices that we make. An important domain in which we exhibit such biases is in how we evaluate the performance and abilities of people in organizations. This can lead us to inadvertently discriminate against underrepresented groups, without even being aware that we are doing so. This presentation provides insights from behavioral economics regarding where such biases can occur, their underlying causes, and the impacts they can have on hiring and promotion. The presentation will also discuss how we might mitigate the prevalence and impact of such biases to develop more inclusive and diverse organizations.

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Prof. Paul Walton

15 years of gender equality policy and practice in an academic department – what we have learned

The Department of Chemistry at the University of York, UK, has been actively pursuing gender equality practices for over 15 years. During that time, the department has seen four departmental chairs, two university presidents, two faculty deans, and four chairs of the university's equality committee. Much has changed, including the national legal framework, but the commitment to equality has remained constant. This is shown by the fact that the department won the first-ever Athena SWAN Gold award for gender equality practice in 2007 and is ranked second for chemistry in the UK in the Guardian's 2018 university league table. This talk by one of Europe's most successful and influential practitioners of gender equality in academia will describe and reflect on how a department succeeded in linking the aims of equality and academic excellence with a particular focus on how biases can be effectively addressed within an institution. Prof. Walton will also offer a critical view of the current focus on bias and surveys additional factors that influence the pace of change.



Prof. Tomas Brage

Lund University

Tomas Brage is professor of mathematical physics at Lund University, Sweden, as well as visiting professor at the Fudan University, Shanghai, China. He obtained his PhD in atomic physics at Lund University in 1988, and subsequently held positions at Vanderbilt University and at the NASA Goddard Space Flight Center, where he worked on the Goddard High Resolution Spectroscopy mission on the Hubble Space Telescope. Prof. Brage's main scientific interests are laboratory astrophysics and computational atomic physics. He has published around 100 peer-reviewed articles.

Issues pertaining to gender and science have been part of Prof. Brage's professional focus for 10 to 15 years, and he is currently part of LERU's TG GEND steering group, as well as the Horizon 2020 projects SAGE's and GENERA's expert groups. Closer to home, he has also led several major gender equality projects at Lund University, such as the Gender Certification project, the Antidiscrimination in Education project, and [the Core Values Project](#). Prof. Brage received the Gunilla Jarlbro Award for important contributions to equal opportunities in academia in 2012.



CRLT Theatre Program

University of Michigan

The CRLT Theatre Program uses applied theatre performances partnered with facilitated dialogue to support institutional change in higher education contexts in areas including inclusive teaching practice, classroom climate, and recruitment and promotion practices. The program was founded in 2000 and is part of the University of Michigan's Center for Research on Learning and Teaching.

The program's performances are extensively researched so that their sessions depict readily recognizable situations in academic life. A CRLT Players session usually comprises a sequence of theatrical scenes interspersed with different forms of audience involvement.

The CRLT Players consists of professional as well as student

actors and has held over 200 guest performances at universities across the US. The Second LERU Gender Conference is their first international performance.



Prof. Eileen Drew

Director of the Trinity Centre for Gender Equality and Leadership at Trinity College Dublin

Eileen Drew studied geography at Trinity College Dublin, Ireland, and obtained her PhD in science and society from the University of Bradford, UK, in 1989. She lectured at Trinity College Dublin, Ireland, from 1981 and became a professor at its School of Computer Science and Statistics in 2005, while also teaching extensively at the TCD Center for Gender and Women’s Studies. Between 2013 and 2016, Prof. Drew served on the Board of Trinity College, and she is the current Director of the [Trinity Centre for Gender Equality and Leadership](#). Eileen Drew also played a pivotal role in introducing the Athena SWAN Awards to Ireland.

Prof. Drew’s research interests include gender and the labor market, equality and diversity, work/life balance, the gender pay gap, family leave policies, and gender in entrepreneurship and academic leadership. She is the coordinator of the Systemic Action for Gender Equality (SAGE) Horizon 2020 Project (2016-2019) and has held a range of expert positions in gender-related projects for the Council of Europe, the European Institute for Gender Equality (EIGE) and the European Commission. On the national level, Eileen Drew has conducted equality audits and work/life balance reviews in major Irish organisations.

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Prof. Naomi Ellemers

Utrecht University

Naomi Ellemers is distinguished university professor at Utrecht University, the Netherlands. A social and organizational psychologist, she is an expert on group relations and cooperation, and her work addresses questions of how social identities lead people to transcend individual

interests and to invest in collective outcomes. A key contribution of Prof. Ellemers to the field relates to understanding women's and minority group members' career prospects as a product of group relations.

Prof. Ellemers received the Merian Award for Women in Science from the Dutch Royal Academy of Arts and Sciences in 2010, and in the same year she also received the highest Dutch scientific distinction, the NWO Spinoza Award. Beyond academia, Naomi Ellemers is a member of the External Supervisory Board at PricewaterhouseCoopers in the Netherlands.

Aside from her research on equality issues, Prof. Ellemers is one of the four original initiators of [Athena's Angels](#), a web-based project aiming to offer women and men truly equal opportunities in academia.

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Prof. Jadranka Gvozdanovic

Heidelberg University

Jadranka Gvozdanovic obtained her PhD in Slavic studies and experimental phonetics from the University of Amsterdam, the Netherlands, in 1979. She spent her post-doctoral years at the same institution before being appointed professor of Slavic linguistics at the University of Mannheim, Germany, in 1997. During her time in Mannheim, Prof. Gvozdanovic served as dean of her faculty 2000 to 2003 and then became a full professor of Slavic linguistics at Heidelberg University, Germany. She serves her university as president of the Gender Commission from 2005 as well as vice dean of the Faculty of Modern Languages from 2008.

Prof. Gvozdanovic is a linguist as well as a gender expert, and her research in both fields focuses on explaining change processes. She has published nine single-authored and co-edited books and almost one hundred articles. In addition, she has co-authored several LERU publications on gender, including "[Implicit bias in academia: a challenge to the meritocratic principle and to women's careers – and what to do about it](#)".



Prof. Michael O. Hengartner

President of the University of Zurich

Michael Hengartner, a Swiss-Canadian citizen, was born in Switzerland and grew up in Canada, where he studied biochemistry at the Université Laval. After earning his PhD at the Massachusetts Institute of Technology under Nobel laureate H. Robert Horvitz, he was head of a research group at the Cold Spring Harbor Laboratory in the United States from 1994 to 2001. In 2001, he was appointed professor of molecular biology at the newly created Ernst Hadorn Chair at the University of Zurich's Institute of Molecular Life Sciences. From 2009 to 2014, he served as dean of the Faculty of Science and was subsequently elected president of the University of Zurich. In this role, he is responsible for the implementation of the UZH [Code of Conduct Gender Policy](#).

Prof. Hengartner holds an Executive MBA from IMD Lausanne and is the recipient of several awards for his groundbreaking research on the molecular basis of apoptosis, among them the Swiss National Latsis Prize. In 2010 he was awarded the Credit Suisse Award for Best Teaching at the University of Zurich. Since 2016, Prof. Hengartner has been president of swissuniversities, the umbrella organization for all higher-education institutions in Switzerland.



Prof. Klara Landau

University of Zurich

Klara Landau is vice president of the Gender Equality Commission and chair of the Department of Ophthalmology at the University Hospital Zurich. She studied medicine in Zurich and worked in different disciplines before completing her training in ophthalmology in Rehovot, Israel, at a hospital affiliated with the Hebrew University in Jerusalem. She then completed a fellowship in Neuro-Ophthalmology at the University of California, San Francisco, and taught at the University of California, Berkeley, in the School of Optometry before returning to Zurich to the University Hospital. In 2005, she was appointed professor of ophthalmology at the University of Zurich. Her main clinical and research interests

are disorders of the nervous system that lead to visual symptoms. She is former president of the Swiss Ophthalmological Society and current president of the European Neuro-Ophthalmology Society. As the first woman chair of a clinical department at the University Hospital Zurich, Prof. Landau is interested in promoting and encouraging women clinician scientists to pursue an academic career in medicine. She is married to a professor of chemistry, has two grown-up children, and two granddaughters.

Dr. Anke Lipinsky

GESIS-Leibniz Institute for the Social Sciences



Anke Lipinsky holds a PhD in comparative cultural studies from the University of Regensburg, Germany. She is a senior researcher and expert in policy analysis and impact assessments in the field of gender and research at the GESIS-Leibniz Institute for the Social Sciences, [Centre of Excellence Women and Science](#), in Cologne, Germany. In this capacity, Dr. Lipinsky chaired one European Commission expert group on structural change policies in the European Research Area in 2013, and she is a member of the two Horizon 2020 advisory groups Gender and Science with and for Society. Moreover, Dr. Lipinsky advised the Lithuanian and Italian European Union Council presidencies on gender equality in 2013 and 2014, respectively.

Dr. Lipinsky also regularly evaluates gender equality plans of universities and other research organizations in Europe. She has also carried out gender equality policy mappings as well as policy environment analyses in this field. In addition, Dr. Lipinsky has been involved in projects under the Framework Programs 6 and 7 as well as in Horizon 2020.

Gary Loke

Deputy Chief Executive of the Equality Challenge Unit (ECU)



Gary Loke obtained his BA in English and politics from the University of York, UK, in 2002, and his MSc in development studies from the University of London, UK, in 2004. During his student years, Mr. Loke was active in student union politics at the local and national levels. He subsequently

worked for a range of equality and diversity advocacy groups in the UK, before joining ECU, a registered UK charity, in 2008. He became ECU's Deputy Chief Executive in 2016.

ECU works to further and support equality and diversity for staff and students in higher education institutions across the UK and in colleges in Scotland. ECU operates the Athena SWAN charter, which recognizes the advancement of [gender equality in academia in the UK](#), Ireland and Australia.

At ECU, Mr. Loke has been involved in a range of gender equality initiatives, including the EU-funded GENDER-NET. He has been on a number of UK advisory bodies, including the Research Excellence Framework's equality and diversity panel. He is currently a member of the Gender Equality Commission of the Swiss National Science Foundation and a visiting research associate at the Forum for Research into Equality and Diversity at the University of Chester, UK.



Dr. Katrien Maes

Deputy Secretary-General of the League of European Research Universities (LERU)

Katrien Maes obtained her doctorate in linguistics from the University of Delaware, USA, in 1993. She became an assistant professor of Italian language and foreign language pedagogy at the same institution and joined LERU in 2004.

LERU is an association of 23 renowned European research universities, and promotes the role and values of research universities in the knowledge society across Europe and beyond. Dr. Maes is responsible for LERU's policy development, with a particular focus on doctoral education, research careers, professional development, and gender issues. Recent LERU papers published with her involvement addressed societal impact, interdisciplinarity, and citizen science. Dr. Maes is an expert in EU research and higher education matters related to ERA, open science, H2020, Erasmus+, and more. She has served on many EU expert groups and committees and co-authored "[Implicit bias in academia: a challenge to the meritocratic principle and to women's careers – and what to do about it](#)".



Prof. Michael Schaepman

Vice President for Veterinary Medicine and Science at the University of Zurich

Michael Schaepman, a Swiss-Dutch citizen, studied geography, computer science, and experimental physics at the University of Zurich and obtained his PhD on imaging spectroscopy at the same institution in 1998. He spent his post-doctoral years at the University of Zurich, with joint projects at the European Space Agency (ESA), and at the University of Arizona, Tucson, USA.

In 2003, Wageningen University, the Netherlands, appointed Prof. Schaepman as full professor of geo-information science. He returned to the University of Zurich to join the Department of Geography as a full professor in 2009. He served as vice dean and dean of the Faculty of Science (2014-2017), before being elected vice president for Veterinary Medicine and Science in August 2017. In this role, he is responsible for research, innovation, and career development.

Prof. Schaepman is interested in measuring biodiversity from space using remote sensing, and he contributes to global policy on natural assets. He is a member of various science advisory boards related to earth observation and serves as an expert for future satellite missions. Prof. Schaepman is the recipient of several awards for his teaching excellence, and he is a strong advocate for awareness-raising on gender equality in academia, in particular [unconscious bias](#). Michael Schaepman is married to Dr. Gabriela Schaepman-Strub and they have two children.

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Prof. Gabriele Siegert

Vice President for Arts and Social Sciences at the University of Zurich

Gabriele Siegert studied economics and social sciences at the University of Augsburg, Germany, where she also earned her doctorate in 1992. Her post-doctoral years were spent at the University of Salzburg, Austria, the University of Jena, Germany, and the Hanover University of Music, Drama and Media, Germany. Having submitted her habilitation at the

University of Salzburg in 2001, Prof. Siegert was appointed as full professor of media studies with a focus on media economics at the University of Zurich. At the University of Zurich, Prof. Siegert has served as head of the Department of Communication and Media Research (2009-2013) and was vice dean for research at the Faculty of Arts and Social Sciences (2008-2012). Prof. Siegert currently serves as vice president for Arts and Social Sciences, and in this capacity chairs a project on faculty recruitment in the [UZH gender equality action plan 2017-20](#).

Prof. Siegert was president of the Swiss Association of Communication and Media Research (2005-2009), and as a member of the Swiss Federal Media Commission she advised the Federal Council on media policy and on the strategic development of communication within society (2013-2017).



Prof. Romy van der Lee

VU University Amsterdam

Romy van der Lee studied social psychology at VU University Amsterdam, the Netherlands, and completed her PhD in social and organizational psychology at Leiden University, the Netherlands, in 2013. She spent her post-doctoral years at the same institution, as well as at the world renowned Women in Science and Engineering Leadership Institute (WISELI) at the University of Wisconsin–Madison, USA. In 2017, she accepted an assistant professorship in organization sciences at VU University Amsterdam.

Prof. van der Lee's research interests include the sociopsychological aspects of group processes and intergroup relations, in particular in team or work settings. She studies the motivational underpinnings and implications of social identity processes, with a focus on individuals who are devalued or stereotyped. Recurring themes in her work are morality and (gender) diversity in teams and organizations. Moreover, Prof. van der Lee is lead author of a 2015 [study](#) commissioned by the Netherlands Organisation for Scientific Research on gender disparities in the allocation of grants. On the basis of these results, she is currently developing measures aimed at closing the funding gap and promoting equal opportunities for men and women in academia.



Prof. Paul Walton

University of York

Paul Walton's research interests include bioinorganic chemistry, spectroscopy, and structure of metalloenzymes. He obtained his PhD in chemistry at the University of Nottingham in 1990, followed by two years as a post-doctoral research fellow at the University of California, Berkeley, USA. He joined the Department of Chemistry at the University of York as a faculty member in 1993, and he served as department chair from 2004 to 2010. During this time, he also chaired Heads of Chemistry UK, a policy group comprising the chairs of 70 chemistry departments in the UK and Ireland. He has also served as editor of the journal Dalton Transactions (2004-2008).

Prof. Walton is the recipient of multiple awards for teaching and research, including the Royal Society of Chemistry's higher education teaching award as well as the same society's Joseph Chatt Award for outstanding multidisciplinary research. He has also won the Institution of Chemical Engineers's global award for energy research.

Prof. Walton is an internationally recognized advocate of gender equality in academia and lectures widely on the subject. The Department of Chemistry at the University of York was the first department in the UK to receive the Athena SWAN Gold award during his time as department chair. Moreover, Prof. Walton has served as chair of the Royal Society of Chemistry's Diversity Committee and has been portrayed as one of the society's [175 Faces of Chemistry](#). More recently, Prof. Walton served on the [Irish Higher Education Authority's expert group on gender equality](#).

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Prof. Roberto Weber

University of Zurich

Roberto Weber graduated from Texas A&M University, USA, in 1994, with a BA in economics, and from the California Institute of Technology, USA, in 2000, with a PhD in social science. He subsequently held positions as assistant, associate, and full professor of social and decision sciences at Carnegie

Mellon University, USA. Since 2011, Prof. Weber has been professor of economics and holds the chair of behavioral economics at the University of Zurich.

Prof. Weber's research focuses on the application of behavioral economic insights and experimental economic methods to the study of organizations and institutions. He has published research in the leading journals in economics, management, political science, and psychology, including *The American Economic Review*, *Quarterly Journal of Economics*, *Organization Science*, *Management Science*, *American Journal of Political Science*, and *Psychological Science*. He has served on the editorial boards of several leading international research journals and is an invited fellow of the CESifo Research Network and of the Strategy Research initiative.

Conference location

University of Zurich, Rämistrasse 59, 8001 Zurich, Switzerland

Conference dinner location

Restaurant UniTurm, University of Zurich, Rämistrasse 71, 8006 Zurich, Switzerland

Directions form Zurich Main Station

Tram no. 10 toward Zurich Flughafen,
at "ETH/Universitätsspital" change to tram no. 9 toward Zurich Triemli,
at "Kantonsschule" exit tram

Directions form Zurich Airport

Tram no. 10 toward Zurich Bahnhofplatz,
at "ETH/Universitätsspital" change to tram no. 9 toward Zurich Triemli,
at "Kantonsschule" exit tram

Information and registration

www.gleichstellung.uzh.ch/de/veranstaltungen/leru_conference.html



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