

## YUFE staff training: GENDER EQUALITY IN ACADEMIA

10 - 11 December 2020, 9.00 – 12.00 am CET

Staff training will address different issues related to gender equality in academia and research such as disparity in access to leadership positions, principles of gender-sensitive academic communication and implicit biases leading to stereotypical behaviours and consequently resulting in underrepresentation of women in academia.

**Target audience:** non-academics (staff of different profiles: student admission officers, support services, HR officers, librarians, etc.)

**Number of participants:** 20

### Objectives:

- to sensitize organisations' staff to gender issues
- to discuss and exchange information and experiences on the challenges related to gender in academia, gender equality promotion and interventions in higher education and research institutions
- to raise awareness of gender equality issues, improve participants' gender competence and enhance their ability to promote gender equality in their work

**Hosting institution:** University of Rijeka

**Speakers:** Snježana Prijić-Samaržija, Sanja Bojanić, Brigita Miloš, Kristina Stojanović Čehajić

### TRAINING STRUCTURE/AGENDA

Day 1		
9 – 9.15	<b>Welcome and introduction</b>	
9.15 – 9.30	<b>Meet the participants</b> <ul style="list-style-type: none"> <li>- icebreaker activity - presentation of the trainers and the participants, expectations, needs, fears in relation to staff training</li> </ul>	Kristina Stojanović Čehajić
9.30 – 9.40	<b>Overview and objectives of the workshop</b> <ul style="list-style-type: none"> <li>- agenda</li> <li>- understanding key gender terms</li> </ul>	Sanja Bojanić
9.40 – 10.10	<b>Gender equality and leadership</b> <ul style="list-style-type: none"> <li>▪ the importance of women leadership / woman participation in the university management</li> <li>▪ woman's authority as opposed to man's: pride and prejudice</li> <li>▪ the role of the participation of university leader (woman or man) in the projects such as SPEAR: <i>Supporting and Implementing Plans for Gender Equality in Academia and Research</i> (<a href="https://gender-spear.eu/">https://gender-spear.eu/</a>)</li> </ul>	Snježana Prijić-Samaržija

	<ul style="list-style-type: none"> <li>▪ discussion</li> </ul>	
10.10 – 10.20	<b>Break</b>	
10.20 – 12.00	<b>Gender-sensitive language in academic communication</b> <ul style="list-style-type: none"> <li>- presentation of the topic</li> <li>- main guidelines from existing research and recommendations</li> <li>- group work</li> <li>- presentation of group work results / discussion</li> </ul>	Brigita Miloš

Day 2		
9.00 – 10.30	<b>Gender-related explicit and implicit bias (part 1)</b> <ul style="list-style-type: none"> <li>- difference between explicit and implicit bias</li> <li>- how unconscious bias can foster negative attitudes and lead to stereotypical / discriminatory behaviors and result in underrepresentation of women in academia</li> <li>- impact of unconscious bias</li> </ul>	Sanja Bojanić Kristina Stojanović Čehajić
10.30 – 10.40	<b>Break</b>	
10.40 – 11.30	<b>Gender-related explicit and implicit bias (part 2)</b> <ul style="list-style-type: none"> <li>- interactive implicit bias 'test' (IAT) – group work</li> <li>- implicit bias 'test' debrief / discussion</li> <li>- suggested techniques for either reducing the level of unconscious bias or mitigating the impact of unconscious bias</li> </ul>	Sanja Bojanić Kristina Stojanović Čehajić
11.30 – 12.00	<b>Wrap-up</b> <ul style="list-style-type: none"> <li>- take-aways from the training</li> <li>- topics to be discussed in future trainings</li> <li>- evaluation questionnaire</li> </ul>	Sanja Bojanić Kristina Stojanović Čehajić