



PhD Course

## Unconscious Bias in Science

Two courses: 28.10.2024 and 06.11.2024

ESP 36, 4011/13 und 4030/31 (28.10.); 4029 (06.11.)

**Course Instructor:** Philipp Wronker

**Course Value:** 1 day = 2 LP (Ergänzungsbereich)

**Assessment/Student evaluation:** Small group performance

**Course Language:** English (if there are international participants)

**Software:** N/A

**Prerequisites:** None

**Registration:** Please register via [andrea.buekow@uni-hamburg.de](mailto:andrea.buekow@uni-hamburg.de) as the number of participants is limited.

### Course Overview & syllabus:

In this Workshop you will get the opportunity to deal with the problem of social perception, its unconscious bias and consequences for academic careers. An overview of the state of research, exemplarily on gender and race bias will be presented with a focus on academia. You can put your own perception to the test and you will be presented with helpful tools for dealing professionally with unconscious bias. Specific fields of action, such as talent-recruiting or communication in teams can be addressed.

### Objectives: After the training, participants will...

- Have strengthened their awareness of unconscious bias
- be familiar with its significance for academic careers and talent exclusion
- Know different ways of lowering unconscious bias' impact on the individual and structural level
- have clarified their own professional role in research teams, teaching and academic management in the light of unconscious bias

### Contents

- Problems of social perception and human information processing
- Unconscious bias: Basic concepts and spotlights on research
- Headwind and Tailwind: Differing impacts of unconscious bias in academia

- Three Pillars of Bias Management: Strategies and Tools for professional bias management

### Methodology

In this Workshop a balanced mix of activating methods, interactive input and exchange among participants is used and flexibly adapted to the given situation.

These include

- Active facilitation
- Interactive presentation
- Group work
- Simulation
- Live Polling
- Experimental perception tests

Different phases of the group process are taken into account.

The course is part of the Gender Equality Program of the Research Training Group 'Managerial and economic dimensions of health care quality' but we welcome all PhD students from Business Administration and Economics.