



INTRODUCTION

# GENDER AWARENESS IN ACADEMIA

Three days of workshop, seminar, and a conference with two internationally renowned gender equality experts.

Despite many innovative equal opportunity measures, the proverbial “glass ceiling” still prevails in Swiss universities. Existing initiatives have so far proven insufficient to ensure women’s equal access to the upper echelons of the academic hierarchy. In order to tackle the problem from a new perspective, two eminent gender equality specialists from the US have been invited by the Swiss National Centre of Competence in Research (NCCR) LIVES and by the Equal Opportunity Offices of the Universities of Lausanne and Geneva.



## ABIGAIL STEWART

Professor of Psychology and Women’s Studies at the University of Michigan, she has lead many longitudinal studies of women’s careers and personality development in different occupational contexts.



## VIRGINIA VALIAN

Senior Researcher at the Department of Psychology of Hunter College (NY), she has worked extensively on the impact of gender stereotypes on women’s professional achievements.

PRACTICAL INFORMATION

### TO REGISTER

[www.lives-nccr.ch/gender](http://www.lives-nccr.ch/gender) (deadline: October 31, 2013)

### VENUES

**UNIGE** - University of Geneva

24 rue du Général-Dufour | CH - 1211 Genève 4 | Room 408  
> Tram 15 | Stop “Cirque”

**UNIL** - University of Lausanne

Château de Dorigny | CH-1015 Lausanne  
> Métro M1 | Stop “Unil-Dorigny”

**IDHEAP** - Swiss Graduate School of Public Administration

Quartier UNIL Mouline | CH-1015 Lausanne  
> Métro M1 | Stop “Unil-Mouline”

### CONTACTS

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CH-1015 Lausanne | T 021 692 38 71 | F 021 692 32 35  
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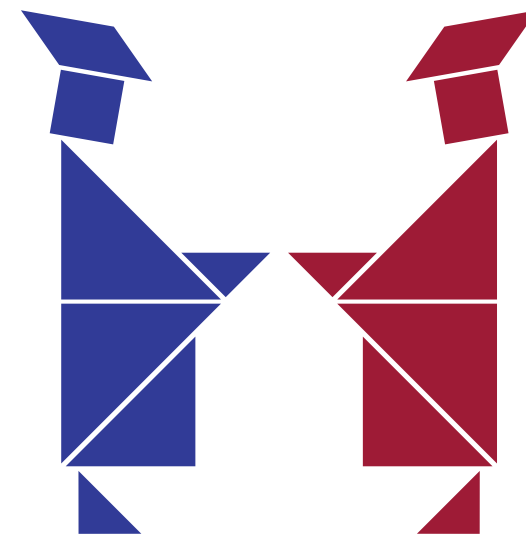
### ORGANISATION



NOVEMBER 27-29, 2013

# GENDER AWARENESS IN ACADEMIA

## FROM PRINCIPLES TO PRACTICE



TRAINING SESSION

## GENDER AWARENESS WORKSHOP

Three hours to convince senior scholars that they might just be influenced by gender stereotypes...

Women academics are often portrayed as lacking in ambition, overwhelmed with childcare responsibilities, and too concerned with teaching, rather than research. All these things may explain their stunted careers, but so might the role of academic (male) gatekeepers. Perhaps their stereotypes influence the ability of women to “match” the ideal image of a potential professor or to fit in with expectations about how a “high potential” post-doc should behave...

Abigail Stewart and Virginia Valian will lead this workshop in each of the two host universities of the NCCR LIVES (UNIL & UNIGE), offering senior academics and management the opportunity to critically explore their own beliefs and practices.

### ▼ WHERE, WHEN, FOR WHOM ?

- > **UNIGE** University of Geneva | November 27, 2013 | 13:00 - 16:30.
- > **UNIL** University of Lausanne | November 28, 2013 | 10:00 - 15:00. (including lunch).
- > Rectorate, deans, gender equality commissions, professors, NCCR LIVES senior researchers.

PUBLIC CONFERENCE

## “WHY SO SLOW?” BY VIRGINIA VALIAN

With an introduction by Franciska Krings and Dominique Arlettaz, respectively vice-rector and rector of UNIL.

In a book first published in 1998, which remains highly topical, Virginia Valian uses concepts and data from psychology, sociology and economics to explain why so few women occupy positions of power and prestige.

Her conference will present a summary of her results and show how invisible factors hamper women's career progress. According to the author, all of us adhere to implicit gender norms, which lead to differences in behaviour, perception, and expectations in men and women.

These imbalances accumulate to the advantage of men, at the expense of women, and this is particularly true in the academic environment.

### ▼ WHERE, WHEN, FOR WHOM ?

- > **IDHEAP** Swiss Graduate School of Public Administration  
November 28, 2013 | 17:15 - 19:00.
- > General Public - The conference will be followed by a cocktail.



BEST PRACTICE SEMINAR

## TRAIN THE TRAINERS

Training Academic Audiences in Gender Awareness?  
Good practice examples and tool-kit.

The presence of Abigail Stewart and Virginia Valian offers an opportunity not to be missed by equal opportunity specialists in Switzerland. This is why the NCCR LIVES and the Equal Opportunity Offices have organised this “Train the Trainers” session. The purpose here is to exchange ideas, good practices and teaching materials, so as to multiply the resources available in the Swiss context for providing this kind of expertise in the future.

This seminar will provide a relaxed and informal atmosphere for specialist participants to learn more about the different equal opportunities programmes in the US and Switzerland, and to discuss the best strategies to guarantee their future success.

### ▼ WHERE, WHEN, FOR WHOM ?

- > **UNIL** University of Lausanne | November 29, 2013 | 10:00 - 15:00 (including lunch).
- > Specialists working in the field of equality measures.