

Online Keynote | Wednesday, 14<sup>th</sup> September 14:00-16:00  
*RMU Weeks of Equal Opportunities 2022*

# Biases and Career Paths in Academia

Prof. Tomas Brage | Lund University

Academia, alongside universities, runs on the core values of meritocracy, academic freedom and excellence in research and teaching. These values are challenged in many different ways, but the most important threat might come from within: evaluations and selections are not only common and important processes of academic career paths – they are also susceptible to bias. More and more evidence, research and studies show that our preconceptions are a clear obstacle for the fair process that the meritocratic principle so heavily relies on.

In this keynote, Prof. Tomas Brage (Lund) will discuss bias as a psychological, an individual and a systemic problem that hijacks processes and hinders academic careers. An essential part will be devoted to checklists, tool-boxes and good practices to combat bias in selection processes and foster fair and equal opportunities.

## Speaker



Tomas Brage is a professor of physics at Lund University. He is strongly involved in work on Gender and Science, where he regularly gives talks on “Gender and Physics” around Europe. He is a steering group member of the LERU Policy Group for EDI and participates in the GENERA network and the GenderEX Horizon 2020 project. He is the chair of the section for equality, diversity and inclusion of the Swedish Physical Society and has led or co-led projects on Gender Certification, Antidiscrimination, Core-Values, mentoring for change and Unconscious Bias observers in Lund and beyond.

## Join us via zoom:

<https://uni-frankfurt.zoom.us/j/64584841660?pwd=VmoycUR2eTdral1JaSGtKSFVuSzBGdz09>

Meeting-ID: 645 8484 1660 | Kenncode: 616021

*Registration is not required. The keynote is open to everyone.*

Cooperative event by the Gender Consulting for Research Alliances of the Rhine-Main Universities