



University of
Zurich ^{UZH}

Gender Equality and Diversity



Workshop «Improving the effectiveness of search committees: reducing implicit bias»

22 April 2020
13:00 – 17:00h

University of Zurich
Zentrum für Weiterbildung (Room J06a)
Schaffhauserstrasse 228
8057 Zurich

Registration required

Search committees have an intense and important task: inviting applications, combing through applicant materials, and choosing the most appropriate candidate for the position.

This **workshop for search committee members and those who support search committees at the University of Zurich** is designed to help us recognize our own unintended biases and ferret them out of our search committee work through techniques that increase our ability to see the true qualities of candidates and focus on what's really important for the position at hand.

The Workshop will include

- The current state of research on implicit bias and the implications for search committees.
- Developing communication skills and social justice competencies as members of search committees so that the processes can be as fair and open as possible. We especially consider how to handle search committee members who may not have attended such a workshop and are not aware of their own bias or the importance of reducing implicit bias.
- Techniques to develop appropriate and objective criteria lists for positions.

The trainer will send a questionnaire to participants in advance of the workshop so that she can design the workshop contents specifically to meet the needs of actual participants. The answers will be used only by the trainer and only for this purpose and will be held confidentially.

Trainer

Prof. Heather Hofmeister holds the professorship (chair) for the Sociology of Work at the Goethe-University, Frankfurt am Main and is Co-Director of the Center for Leadership and Behavior in Organizations. She is also a CTI Co-Active Coach. Her experience includes three years as Vice-Rector of the RWTH Aachen University, responsible for Human Resource Management and Development, and four years as a professor for Gender and Life Course Research. One of her primary research foci is Gender und Science Careers.

Please register via e-mail: nina.jakoby@gleichstellung.uzh.ch

This workshop takes place as part of the Gender Equality Action Plan 2017-20 and the project OTM-R (Open, transparent and merit-based recruitment of researchers).

