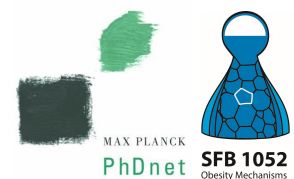


| MPI-EVA | Deutscher Pl. 6, 04103 Leipzig |

| Monday 8th and Tuesday 9th of October 2018 |

GENDER [IN]EQUALITY SYMPOSIUM

| PhD lecture series |



Gender [in]equality Symposium

| Deutscher Pl. 6, 04103 Leipzig | MPI-EVA |

Monday 8th and Tuesday 9th of October

Goal of the symposium

The push for gender equality is one of the biggest social movements occurring today. In recent years we have seen this issue spread like wildfire through every realm of public life from politics to the entertainment industry. The scientific world forms a central part of this debate. We want to bring an open discussion about this movement and its ramifications for the scientific and academic community into our institute.

To achieve this we propose to hold a symposium discussing how these issues affect our fields of research at a range of levels and demonstrate useful pathways to follow in order to prevent discrimination as well as how to behave appropriately if faced with it.

The symposium will provide context for members of the institute about the current status quo in the scientific community, highlighting where gaps between genders still exist as well as demonstrating the progress that has been made in recent years to tackle the issues. This will be achieved by providing a brief statistical basis of equality within research, background information on legal issues and individual rights as well as specific codes of conduct in place within the MPG surrounding these issues. Working from this foundation, the members of the symposium will discuss solutions for dealing with gender [in]equality on both a general and personal level within our field of work. Discussion topics will include language and perception, power structures, practical problems associated with starting and maintaining a family, as well as more extreme forms of inequality such as sexual harassment. A specific focus will be given to the issue of dealing with cultural differences in a fieldwork context, a situation many individuals in our institute face in the course of their research. We want members of the MPI to walk away from the symposium with a greater awareness of gender [in]equality issues within our field and some ideas on how to tackle these issues on a personal, institutional and societal level.

Our hope is to reach a wide audience. The first day - Monday 8th of October - will consist of six topics presented by invited speakers (topics described in detail in the following paragraph) followed by a short question time (10 mins). As a conclusion to this day, a one hour open panel discussion will take place between members of the audience and the panel members (the invited speakers). This day will be held in a lecture hall with open access to everybody, with people free to attend the whole day or specific talks. The following day - Tuesday 9th of October - will consist of two workshops and table discussions which will give participants the opportunity to share personal experience. The workshops will be held for a smaller group of participants. To register for one or both of the workshops please email: phd_representatives@eva.mpg.de

Gender [in]equality Symposium

| Deutscher Pl. 6, 04103 Leipzig | MPI-EVA | Lecture Hall |
Monday 8th of October

No registration needed, open for everyone!

Timetable

- 10:00-10:05 **Introduction to the day**
- 10:05-11:00 **Status quo**
Katharina Haberl
Equal Opportunity Officer, MPI-EVA
- 11:00-12:00 **Promoting equality on a personal level**
Sophie Kahlau
Consultant and coach, Lubbers coaching
- 12:00-12:45 **Lunch break**
- 12:45-13:30 **How can governments contribute to closing the gender gap?**
Henrike von Platen
CEO/FOUNDER Fair Pay Innovation Lab
- 13:30-14:15 **Equal opportunity movements in society and science**
Diana Hillebrand
Coordinator of Gender and Diversity, Koordinierungsstelle zur Förderung der Chancengleichheit an sächsischen Universitäten und Hochschulen
Ulrike Schulz
Researcher in Social and Economic History, HU Berlin
- 14:15-15:00 **The politics of gender [in]equality and archaeology**
Uroš Matić
Postdoc, Institut für Ägyptologie und Koptologie, Westfälische Wilhelms-Universität Münster
- 15:00-15:15 **Coffee break**
- 15:15-16:00 **Cultural differences and fieldwork**
Hamsa Rajan
Lecturer in Contemporary Chinese Studies, University of Oxford
- 16:15-17:30 **Panel discussions**

Moderation: Jasmina Neudecker
Editorial journalist Terra X, ZDF

The status quo

Katharina Haberl

Equal Opportunity Officer, MPI-EVA

Despite an effort to reduce the disparity in opportunities for people of different genders the road towards equality is long. Inequality takes many forms which reach across disciplines including salary discrepancy, sexual harassment and unequal responsibility and expectations in terms of family and childcare. This talk will present a statistical basis of the current status quo of gender equality within academia and scientific research in particular. This will cover aspects such as citation bias, the number of women in elevated positions and salary. This topic will also cover mechanisms which have been instigated to tackle these issues.

Promoting equality on a personal level

Sophie Kahlau

Consultant and coach, Lubbers coaching

The discussion will expand toward a better understanding of the ways in which individuals of all genders can reduce inequalities in research on a personal level. This talk will discuss language and perception, how to recognize inherent bias and interact with colleagues in a work environment. Specifically this talk will discuss the situation now faced by many individuals who are aware of gender inequality and are unsure how to move forward.

How can governments contribute to closing the gender gap?

Henrike von Platen

CEO/FOUNDER Fair Pay Innovation Lab

Science in general and science at the MPI in particular is embedded in a framework built and monitored by the respective government. Therefore this talk will focus on actions that have been and can be implemented on a political and legal level. Such actions, for example, the introduction of quotas, the modification to circumstances of paternal leave and childcare or the adjustment of laws concerning sexual abuse, are widely debated within society. The speaker will outline what has been implemented in Germany in recent years and what changes are planned for the near future. However it is also apparent that even within the EU countries differ in how successful they are in closing the gender gap. Based on cross country comparisons the speaker will demonstrate how different actions taken by the government appear to be successful or not.

Equal opportunity movements in society and science

Diana Hillebrand

Coordinator of Gender and Diversity, Koordinierungsstelle zur Förderung der Chancengleichheit an sächsischen Universitäten und Hochschulen

Ulrike Schulz

Researcher in Social and Economic History, HU Berlin

The lecture deals with the complex relationship between society and science in the field of equal opportunities, especially gender equality. While progress has been made, for example, through the DFGs, progress-oriented

equality standards', through the 'Women Professors Programme' by the federal government and the states, through diversity policies, efforts for inclusion, mentoring schemes, which are all engaged in breaking down barriers and driving change in culture and attitudes, the 'old structures' of the hierarchically organized science system prove to be astonishingly resistant at the same time. In this field of 'disparate synchronities', the presentation addresses questions of whether the impetus for change comes from or is absorbed by science. Does science only react (with delay) to social changes? And which aspects of social change or movements should science take up to achieve genuine equal opportunities in a sustainable manner? Is there a transformation of science culture by the push for gender equality for example in the traditional discipline of historiography? Based on that case example of the German history studies, which seems to have resisted all change – in topics and even people who work on them, polemically speaking – the lecture concludes with a short list of proposals for institutional change.

The politics of gender [in]equality and archaeology

Uroš Matić

Institut für Ägyptologie und Koptologie, Westfälische Wilhelms-Universität Münster

This talk will deal with different forms of gender inequality both in past societies and in the discipline of archaeology. Gender has been defined in anthropology since the 1970s, and consequently in archaeology, as socio-cultural understanding and interpretation of sexual differences rooted in biology. Third wave feminism and queer theory in the 1990s questioned the binary division of sex and gender and argued for the construction of this binary as a prerequisite for heterosexual matrix of unequal gender relations. The women's movement, early feminist and gender archaeologies stressed that the voices of women are missing in archaeology or are given by men. At the same time the unequal relations between men and women in archaeological discipline have been stressed too. Archaeologies of gender have slowly abandoned initial research on gender inequality in past societies concentrating more on performative aspects of gender identity. Only recently has been stressed anew that gender culture is a violent culture and that archaeologists can and should explore gender as a symbolic form of violence.

Cultural differences and fieldwork

Hamsa Rajan

Lecturer in Contemporary Chinese Studies, University of Oxford

In many areas which we travel to for fieldwork the conditions of women and girls can be very different from what we are used to. Traveling to these places with the goal to work requires interacting with cultures that have different perceptions of the role of women compared to the societies in which many of us were raised. Often it is difficult to reconcile our own principles whilst respecting the traditions of the places where we conduct fieldwork, sometimes resulting in uneasy trade-offs. This section covers how to break down some of our assumptions, listen, and pay attention so that we better understand the kinds of gender inequality seen in places far from home. When we approach new places with an open mind, we are less likely to offend, assume, or stereotype. Uneasy trade-offs may be unavoidable at times, but when we are more open and understanding, we become better able to navigate challenges and connect with people respectfully.

Gender [in]equality workshops

| Deutscher Pl. 6, 04103 Leipzig | MPI-EVA | 4th floor seminar room |

Tuesday 9th of October

Limited number of participants for each workshop

Registration by emailing: phd_representatives@eva.mpg.de

Timetable

09:30-13:30 Workshop: Unconscious biases

Kathrin Mahler-Walther

EAF Berlin

In addition to our conscious values, growing up in our society has also impressed us with many unconscious beliefs about social and identity groups. Extending beyond our explicit convictions, unconscious beliefs may guide our behavior in ways we are not aware of. Unfortunately, some unconscious beliefs that we hold are based on harmful stereotypes of certain social groups or identities and may lead us to be biased against certain individuals without our immediate knowledge and often against our expressed values. This workshop will explain how and why we form unconscious biases and how they can affect our decisions and behavior toward others. The aim is to create awareness for automated thought patterns and hidden prejudices and work with participants to reduce their impact.

13:30-14:30 Lunch break

14:30-18:30 Workshop: Negotiations in academia – aspects of gender

Neela Enke

FU Berlin and Coach for Scienza Coaching

Working in an academic environment and following a scientific career path exposes scientists to a variety of negotiation situations from authorship discussions to project organization and salary negotiations. While such situations can be challenging for anyone, an individual's gender often influences how negotiations play out and research in recent years has shown women often be at a disadvantage. With this workshop we aim to raise awareness of the role of gender in negotiations that are common to academic environments while also giving participants practical tools to help them navigate such situations with confidence.

To register email: phd_representatives@eva.mpg.de

Please specify to which of the two workshops you want to register

PhD students will have priority for registration until **30.09.2018**
remaining places will be given on first come, first served basis.