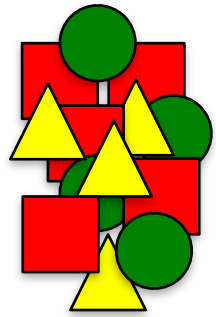




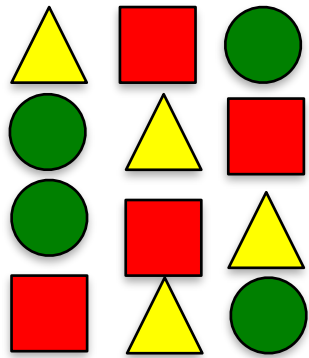
**CNTI &  
CIC nanoGUNE**

**Virtual Mutual Learning Workshop on 9 december 2020**

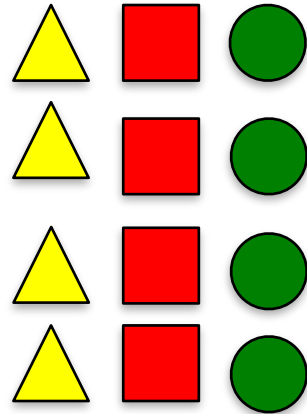
# Evolution of ideas in a complex situation while performing SDDP



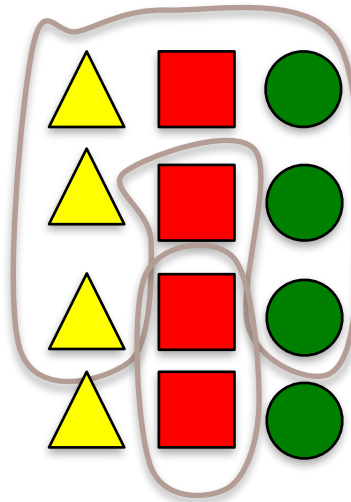
Submission of ideas



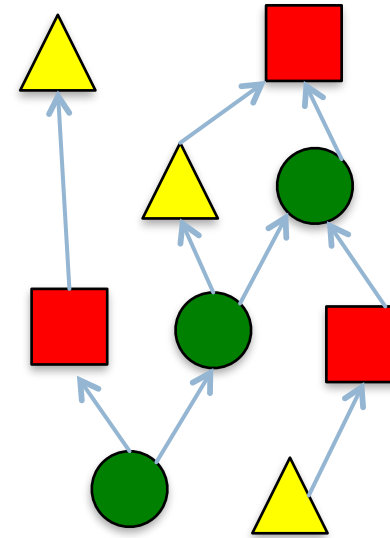
Clarification & merging



Clustering



Voting



Map of influence

## TALK BY PETRA RUDOLF

**Unconscious bias: how it impacts careers in science and how to mitigate this influence**

Prof. Dr. Petra Rudolf  
Zernike Institute for Advanced Materials, University of Groningen  
[p.rudolf@rug.nl](mailto:p.rudolf@rug.nl)

We all are subject to unconscious bias - if you don't know how biased you are, test yourself on <https://implicit.harvard.edu/implicit/>. Therefore bias severely conditions our own career and that of others, and knowing about it is crucial to become better professionals in science. The aim of this talk is to give everyone the means to recognize unconscious bias in their professional environment and recipes to work against it. I shall discuss how the four most common forms of unconscious bias impact the careers in science: performance bias, performance attribution bias, maternal bias and the competence/likeability trade-off.

## THE 4 MOST COMMON FORMS OF UNCONCIOUS BIAS

- performance bias: under the same situation men are overestimated and women are underestimated
- performance attribution bias: women's ideas are not heard or listened
- maternal bias: women are penalised whereas men are favoured
- competence/likeability trade-off: women face a trade-off between competence and likeability

## THE WORKSHOP FIGURES

### **PARTICIPANTS = 9**

- 4 Basque Institutions
- 5 partners from R&I PEERS
- 6 RPO, 1 University, 2 RFO
- 8 women, 1.5 men

### ANSWERS TO THE TRIGGERING QUESTION

- 29 answers
- Answers selected for mapping after voting=15 (more than 1 vote)
- 2 Most voted (6 votes):
- 2 Most influential answers

**SOME  
TOPICS**

Educational  
workshops

Gender  
Equality  
Committee

Team  
building &  
collaborative  
work

Find the real  
cause of  
prob/barrier

Quotas

Get  
profesional  
support

### Most voted answers (6 votes)

- Get professional support and advice
- Consciousness, commitment and horizontally within the equality committee

## MOST INFLUENTIAL ANSWERS (2)

- State that the GEP is an institutionalised plan, with full support of the direction board developed with the involvement of the whole community
- Have the necessary resources