

Discrimination, diversity and inclusiveness: awareness training for academia

Target group:

This is a beginners' workshop specifically targeted at people with no or very limited experience with issues pertaining to discrimination, diversity and inclusion. The workshop is therefore not targeted at people that already had an opportunity to engage with these topics. The workshop is specifically aimed at those people that – like the trainer himself – belong to socio-demographic groups that, historically, have been the main beneficiaries of social, institutionalized and structural forms of discrimination.

Objectives:

This workshop aims to support participants in becoming more aware of existing forms discrimination, to appreciate diversity and to nurture an inclusive professional environment. In doing so, it encourages participants to become proactive “agents for change” within academic contexts and, also, beyond these.

Description:

On the first day, participants identify situations characterized by structural discrimination, understand why such situations have emerged, think critically about the specific role they could play in valuing diversity and, finally, to explore how they could contribute to nurturing a more inclusive environment. On the second day, participants meet the trainer in a series of one-to-one sessions where they have the opportunity to discuss their specific situation, explore eventual challenges investigating possible ways forward to support an inclusive professional environment.

Contents in brief:

- Gender and gender identity.
- Age.
- Racism and ethnic origin.
- Religion and beliefs.
- Disability and chronic disease.
- Sexual identity.

Methodology:

- Identifying situations characterized by structural discrimination.
- Understand the reasons behind such a state of affairs.
- Thinking critically about the role that one could play in an increasingly diverse setting.
- Developing a plan of action to become an “agent for change”

Trainer:

Matteo Garavoglia is Professor of Practice and Research Director at Tsinghua University in Beijing and Research Associate at the University of Oxford. Previously, he was the Italy Program Fellow at the Brookings Institution's Centre on the United States and Europe and Adjunct Professor at Johns Hopkins University's Paul H. Nitze School of Advanced International Studies (SAIS) in Washington DC. Matteo was educated at the universities of London (SOAS), Paris (Sciences Po) and Berlin (FUB). He lived in fourteen countries across four continents and speaks English, French, Italian, Spanish and some German. Matteo worked with Impulsplus for over a decade and provides workshops on the following subjects: “Almost there: preparing for the viva defense”; “Team communication: key roles and intercultural contexts”; “Rhetoric and speaking in public: an introduction to theory and practice”; “Leadership and supervision in academia: multiple perspectives for greater effectiveness”; “Visible and influential: networking at work, conferences and across cultures”; “Just landed: an introduction to life and academia in Germany”; “Paid to research: how to prepare successful funding applications”; “Clear, engaging and persuasive: academic writing to stand out”; “Discrimination, diversity and inclusiveness: awareness training for academia”; “Managing up and lateral leadership: engaging with supervisors and colleagues”.