

# Gender Equality in Academia and Research

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## Overcoming bias in personnel selection procedures

As part of the internal leadership training programme of the University of Graz, the gender equality office organises a bias sensitising workshop. This workshop aims at creating reflexivity about gender and other discrimination-related biases in personnel selection procedures, and at creating a general understanding that equality and quality are mutually reinforcing goals. The training takes place over two half-day sessions of five hours each, and is facilitated by external experts as well as gender equality experts from the university. In this workshop, participants gain knowledge about diversity issues, societal inequalities, and academic evaluation procedures. They also participate in a mock personnel selection procedure, as well as discussions on academic CVs, to initiate reflection about their own selection criteria, prejudice and biases.

### FURTHER INFORMATION

- [Flyer workshop](#)
- Full description on EIGE's compendium of good practices
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