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Tübingen, den 05.02.2025

Invitation for the interactive Workshop

„Communication across gender and diversity in Academia“

Wednesday, 26th of March 2025, 9 – 13 Uhr

Communication plays an important role in everyday life at university: in research, teaching, administration, and collaboration in general. Gender and diversity-related discrimination continues to take place, mostly based on unconscious biases, which are experienced individually but at the same time have grown historically and are structurally anchored. This is a challenge for everyone who wants to communicate in an appreciative and inclusive way.

This workshop offers the opportunity to rethink one's own stereotypes and communicative patterns in a protected environment, to examine their impact on each other and to jointly develop strategies to overcome these patterns and develop new strategies of appreciative and diversity sensitive communication. In addition to self-reflection and collegial exchange, there will be also time and space for practical exercises of new communication skills.

Content:

- Reflection on and dealing with difficult communication situations and conflicts from a gender and diversity perspective
- Self-reflection on one's own patterns: How do I communicate - how do I want to communicate?
- Appreciative communication techniques such as active listening, effective questioning, giving feedback, and basics of non-violent communication
- Starting points for successful communication strategies in everyday life (situations of every day)
- Dealing with recurring discriminatory situations or patterns (e.g. “mansplaining”)
- Exchange and networking

Activities

Sensibilization, self-reflection, input, interactive workshop methods, work in small groups, collegial case consultation, exchange

Facilitator:

Dorothee Kaiser (PhD): Coach, Consultant, Facilitator, and keynote speaker, internationally working in the areas of Diversity, Equity and Inclusion, Leadership and Team Development, Women in Leadership and Intercultural Communication.