

# Colloquium

**SFB 956**

Conditions and Impact of Star Formation

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Monday 3:30 pm

**Physikalische Institute Köln**

Video Stream Host: Gender Board

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## Gender Bias in STEM

Despite decades of gender equality policy, the proportion of women declines with each higher level of scientific qualification and is particularly low in the STEM area. My talk „Gender Bias in STEM“ serves as an introduction in the topic of gender-specific exclusion mechanisms in science and gender bias. Gender bias is a form of unconscious bias. This term describes distortion effects of our perception which we are not aware of. These distortions arise in connection with stereotypes and are directly related to social discrimination processes. They affect our judgements, our decision-making and eventually our actions. They can influence personnel selection decisions, performance appraisals and can cause biased judgements, even if we think we are acting fairly. I will present different gender bias effects in science and mechanisms of gender specific exclusion at universities. We will also discuss to which extent such mechanisms are particularly strong in the STEM sector and which approaches of intervention are appropriate from the university's point of view.

