

## Syllabus:

# Equal opportunities and unconscious bias in physics

### **Purpose**

The purpose of the course is to raise awareness for structures of different degree of visibility, that hinder underrepresented groups to realize their full potential in physics research and education. For this, we want to create a continuous and informed discussion.

### **Content**

In the course, we will discuss the different grounds for discrimination: sex, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation and age. The over-arching questions are:

- What is the current situation and why is this a problem?
- What are the reasons for the problem?
- What could possible solutions look like?

By offering seminars with invited experts, we will discuss these questions in relation to the different discrimination grounds. Some seminars will have focus on the current situations, others on reasons and yet others on solutions.

### **Instruction**

The course will consist of a series of seminars, four each semester. The seminars will in general be open for senior staff as well as for PhD students, with some exceptions in case some particular topic is more suited for one of the groups. Each seminar will be followed by a dedicated discussion session for PhD students. At the end of each semester, there will be a workshop where we discuss what we have learned during the last four seminars.

### **Assessment**

The credits of the course are granted semester-wise. By participating in at least three out of four seminars + discussion sessions + closing workshop, the PhD student will credit 2 HP per semester. On occasion, PhD students may be asked to read a certain article prior to the seminar and be ready to answer questions about it during the discussion session.