Q-turn 2018: awareness program

Awareness talks

1. **Prof Havi Carel, University of Bristol, UK**  
   *Implicit bias, microaggressions and chilly climates: how can we improve equality and inclusion in academia?*  
   The aim of the talk is to make participants aware of the problems caused by implicit bias and stereotype threat. It will also explain the causes of 'chilly climates' within academia, caused by these factors, as well as microaggressions. If time permits, I will also offer some 'active bystander' tips on how to intervene. The purpose of the talk is to increase the awareness of factors that make our work environment less welcoming for some and suggest practical ways to change that.

2. **Prof Ariel Bendersky, University of Buenos Aires, Argentina**  
   *Working in academia. The good, the bad, and the ugly*  
   In this talk I will give a general overview on working rights in academia. I will begin by giving a brief overview on collective agreements and unions. Then I will discuss my views on how false consciousness plays a role in academia. In particular, how science workers refuse to identify themselves as workers. Finally, I will go into discussing how academic excellence is used as a way to deny labour rights. The talk will be open to discussion.

3. **Prof Renato Pedrosa, Unicamp, Campinas, Brazil**  
   *Social inclusion in higher education in Brazil: is merit and quality at peril?*  
   Since at least 2003 there has been frequent debate in Brazil about issues of merit and of impact on the quality of education, both inside and outside of academic circles. It was then when the first public universities adopted affirmative action programs to increase the chances of poor youngsters, including blacks, of being admitted to their programs, either by their own initiative (like University of Brasilia and Unicamp), or mandated by state and, later, federal law. We will discuss both issues, from a broad perspective, and will bring some evidence from studies on the second issue, of the impact of the policies developed on the quality of education provided by public higher education institutions (HEIs) in Brazil.

Panel discussion

- **Prof Anne Broadbent, University of Ottawa, Canada.** I am a professor in the Department of Mathematics and Statistics at the University of Ottawa, Canada, where I hold the University Research Chair in Quantum Information Processing. My research focuses on quantum complexity and cryptography. In 2011, I co-founded the Women in Physics Canada Conference, which encourages young women as they start their research career. I am a proud mother of three young children.
**Prof Ariel Bendersky, University of Buenos Aires, Argentina.** I am a physicist working at the Department of Computer Science from the School of Exact and Natural Sciences from the Universidad de Buenos Aires. I am also a researcher from the National Scientific and Technical Research Council (CONICET). I have done some union activism. I do not usually give talks on labor right issues, and I am far from an expert, but I expect my talk to be a good place for everyone to share thoughts and ideas regarding our labour situation (which is far from uniform).

**Prof Havi Carel, University of Bristol, United Kingdom.** I am a philosopher from Bristol, UK. I am very interested in equality, diversity and inclusion and have an institutional role as 'EDI champion' to promote this at my university. I am also a member of the society for women in philosophy and have helped develop best practice guidelines ([https://bpa.ac.uk/resources/women-in-philosophy/good-practice](https://bpa.ac.uk/resources/women-in-philosophy/good-practice)). I promote grassroots, small unit activism, as an effective mode of bringing about change. I think that large, national or university wide initiatives are good, but can be slow. So I suggest doing small things that can be immediately implemented, along the lines of what we have done in my department: [http://www.bristol.ac.uk/philosophy/about/equality-diversity-and-inclusion/](http://www.bristol.ac.uk/philosophy/about/equality-diversity-and-inclusion/)

I offer training in my university on implicit bias, microaggressions, and active bystander. I'm happy to speak to any of these themes. [http://www.bristol.ac.uk/school-of-arts/people/havi-h-carel/index.html](http://www.bristol.ac.uk/school-of-arts/people/havi-h-carel/index.html)

**Dr Lucia Ciccia, Institute of philosophical researchs (IIF/SADAF-CONICET) Buenos Aires, Argentina.** I did my Phd in Gender Studies. My main formation was in Biotechnology, and after graduating I did a two year research for CONICET in the laboratory of Neuroscience at the Medicine University of Buenos Aires, after which I decided to reorient my research toward the field of Feminist Epistemology. I finished my Phd in the Interdisciplinary Institute of Gender Studies in the Philosophy University of Buenos Aires. My main focus was the critic analysis of the neuroscientific discourse of sexual difference

Currently, I study how the sexual regime (hierarchic, dichotomic, heteronormative and cissexist) impacts on biomedical research. Specifically, I explore how cisgender women (heterosexual or not) and people that do not have normative identities and sexual practice are excluded from the studies oriented to understand the vulnerability, prevalence, development and treatment of sickness. In short, I am critical of the biological discourse of science about sex difference. I am part of the Research Institute of Philosophy.

**Prof Nara Guisoni, Universidad Nacional de La Plata, Argentina.** I am a physicist. My academic formation took place in Brazil. Currently, I am a researcher at the National Scientific and Technical Research Council (CONICET) at the University of La Plata (UNLP), La Plata, Argentina. My scientific work focus on investigate biological problems by using mathematical modeling and biological data, whenever it
is available. I am interested in problems like pattern formation, cellular differentiation, and cell migration and communication.

As a feminist, I am interested in improving gender equality in science and in society. I am an active member of the Gender Working Group of the National Physics Association of Argentina (AFA).

- **Prof Dominic Horsman, University of Grenoble in France.** I am chaire d’excellence in quantum engineering at University of Grenoble. I am a transgender man, and I transitioned over the last few years. I am interested in building community and support for trans and/or nonbinary academics, and placing this firmly within the broad scope of gender inclusion and other areas this intersects with. Before I transitioned I was a founder member of the Oxford Women in Computer Science Society. At the beginning of this year I was heavily involved in the University and College Union (UCU) strikes in United Kingdom, and it is important to me to continue to be part of international resistance against precarity. I stood for election as a parliamentary candidate in the United Kingdom in 2017 (Green) in the wake of the Brexit vote. I'm interested in how universities propagate exclusive and colonial ideals, and what we need to do to make this better.

- **Prof Renato Pedrosa, Unicamp, Campinas, Brazil.** I work at the Department of Science and Technology Policy at Unicamp. My undergraduate education was in engineering, in Brazil, then I did my PhD work in mathematics at UC Berkeley. After that I returned to Brazil in the early 1990s and worked at the Math Department for some time, but eventually became interested in higher education policy, initially regarding access, when I worked as research director for the Admissions Office at Unicamp. There, I coordinated a research project on how socio-economic background of students affected their chances of being admitted to Unicamp and develop their programs successfully. That was used to develop the first affirmative action program at the university, in 2005, one which has recently been revamped.

  I also became involved in other aspects of HEd policy in Brazil, such as Science, technology, engineering, and mathematics (STEM) education. Recently, I co-authored a book chapter comparing how Brazil and South Africa educate engineers, and how their insertion in the labor market is affected by factors such as race and gender. I have coordinated the Science, Technology and Innovation indicators program of Fapesp, the São Paulo State Research Foundation.

  I am currently and academic member of the national Commission on the Evaluation of Higher Education, CONAES, an organ of the Ministry of Education of Brazil, which supervises the evaluation and assessment of quality of higher education in the country.