

Making equality contagious: responsible leadership in the pandemic

I, Scientist 2020

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Welcome! Let's make equality contagious!



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istock

Workshop programme

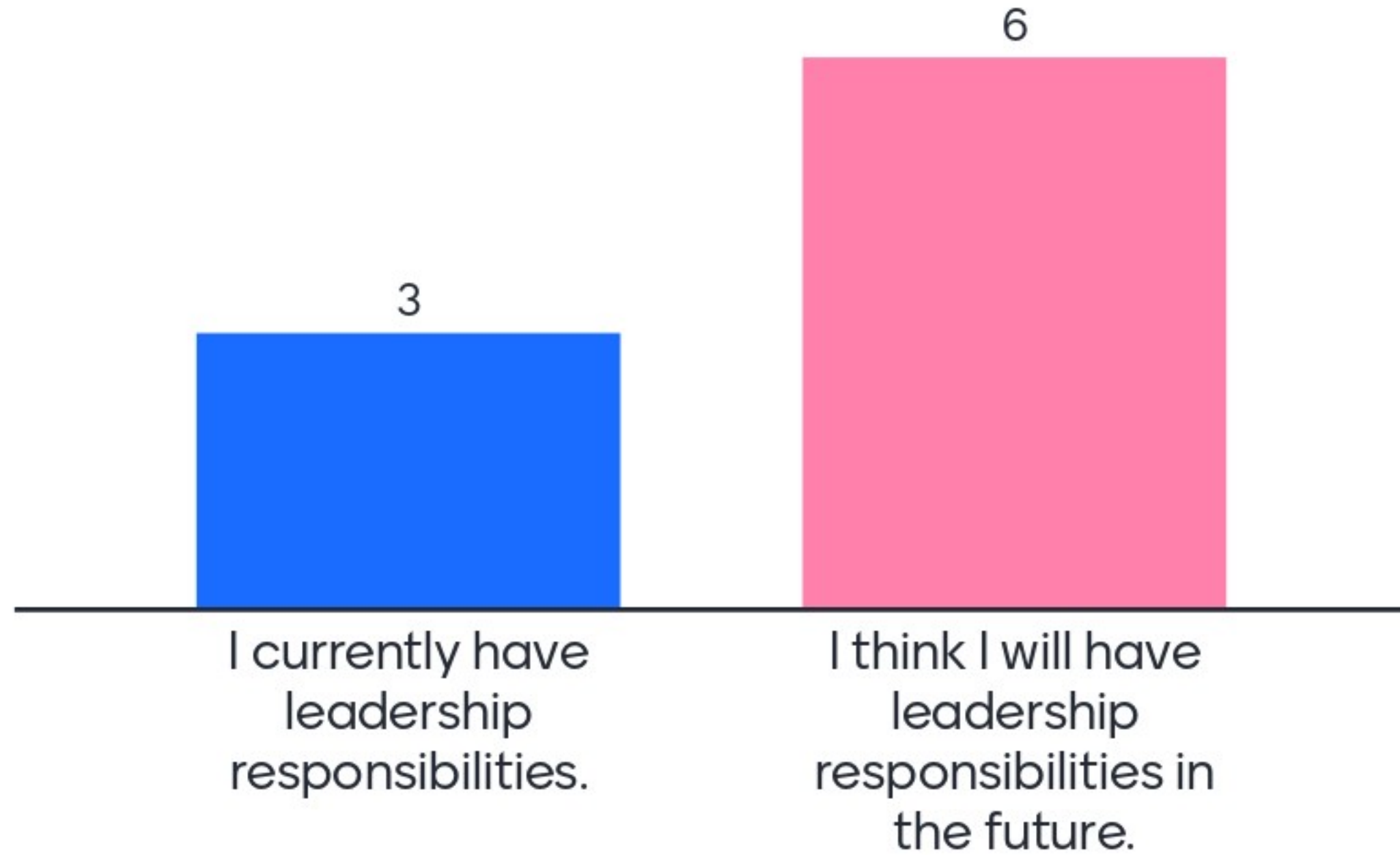


- Collecting first ideas and impressions
- Input: A tough challenge for leadership
- Group work: Making equality contagious
- Presentations: Making equality contagious
- Résumé

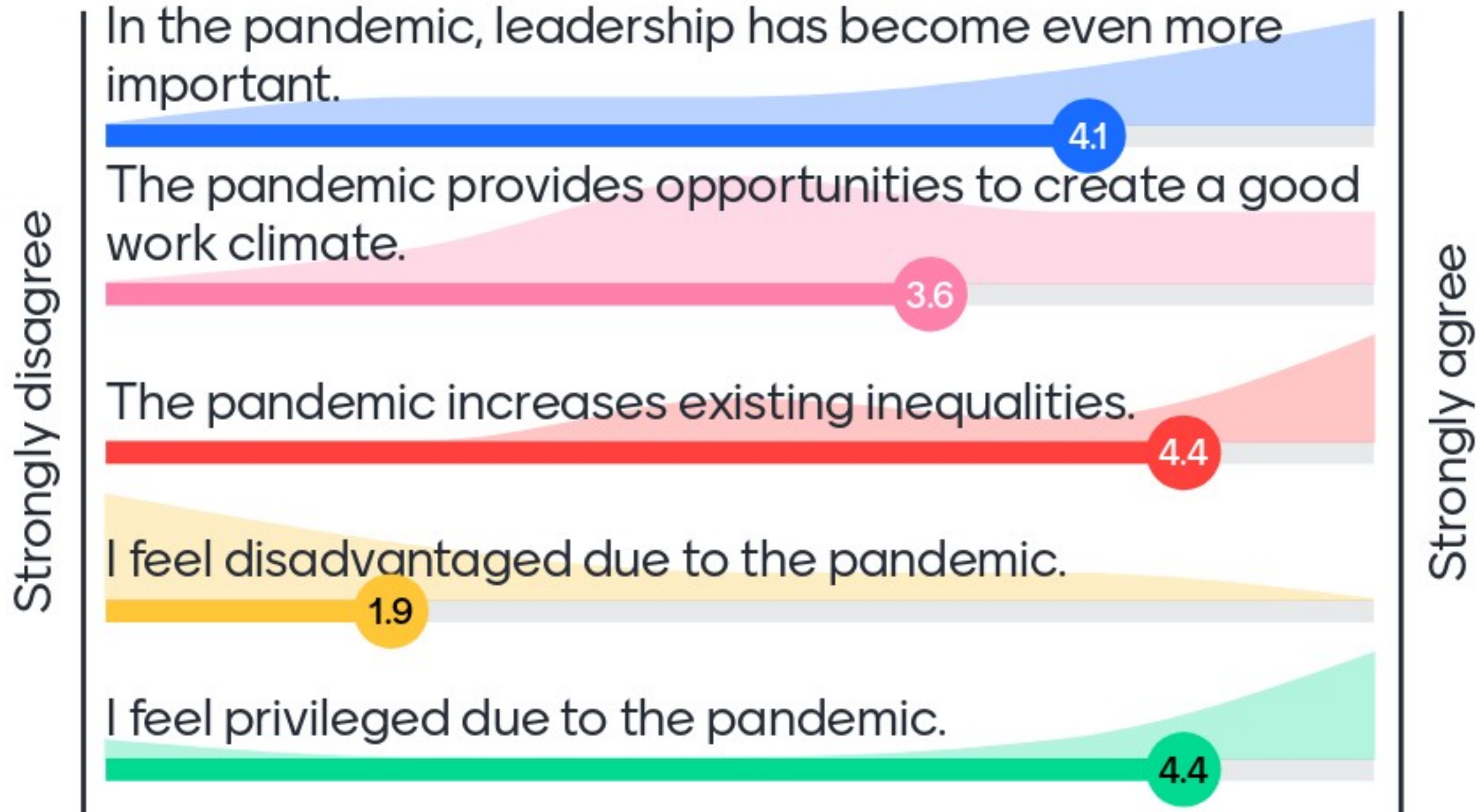
Think of the current pandemic. What is your first association?

exposure
home office
struggle
uncertainty
isolation
will my job be gone
stress
comfort

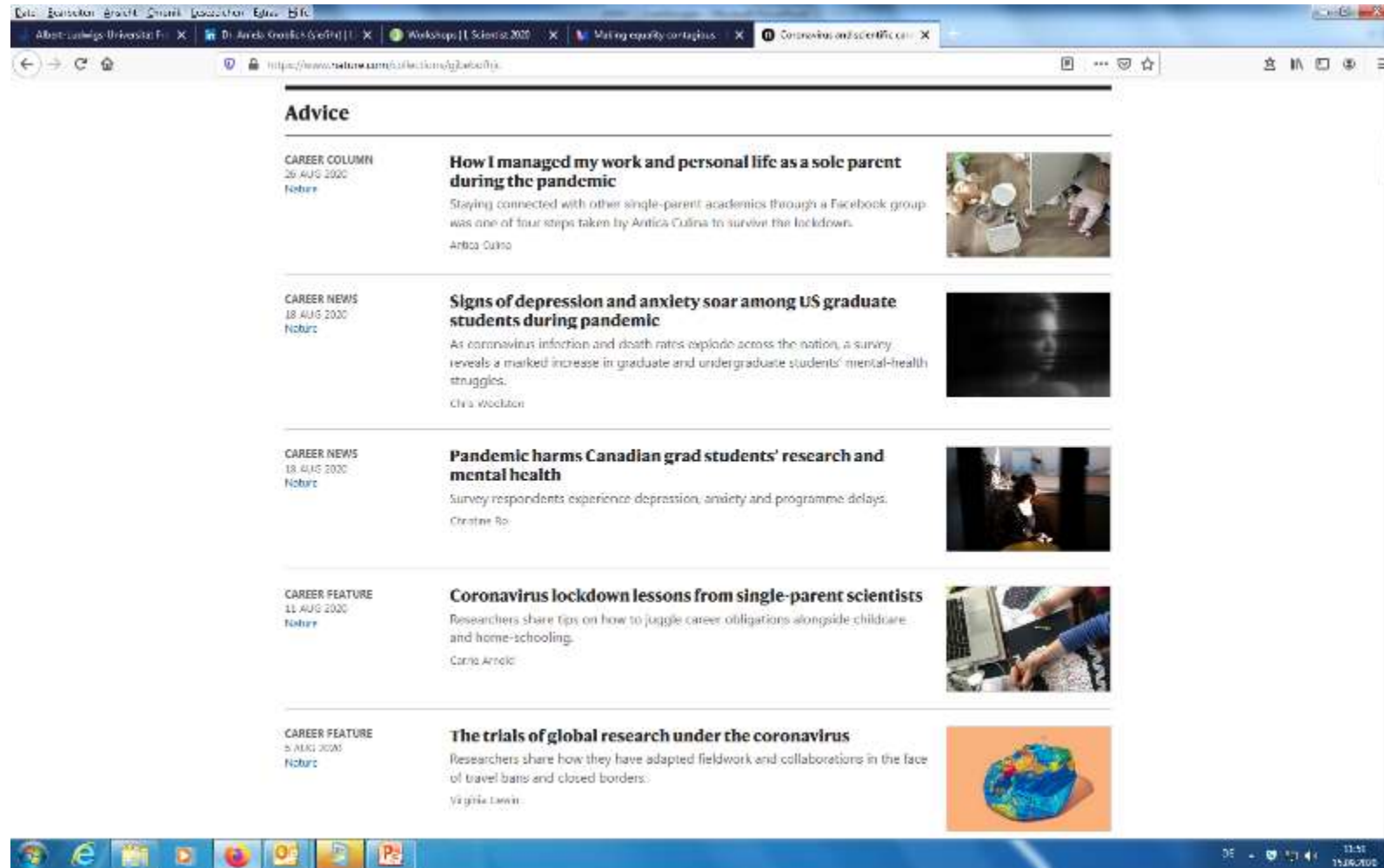
Leadership responsibilities



5 Statements. Do you agree?



The pandemic resonates in science ...

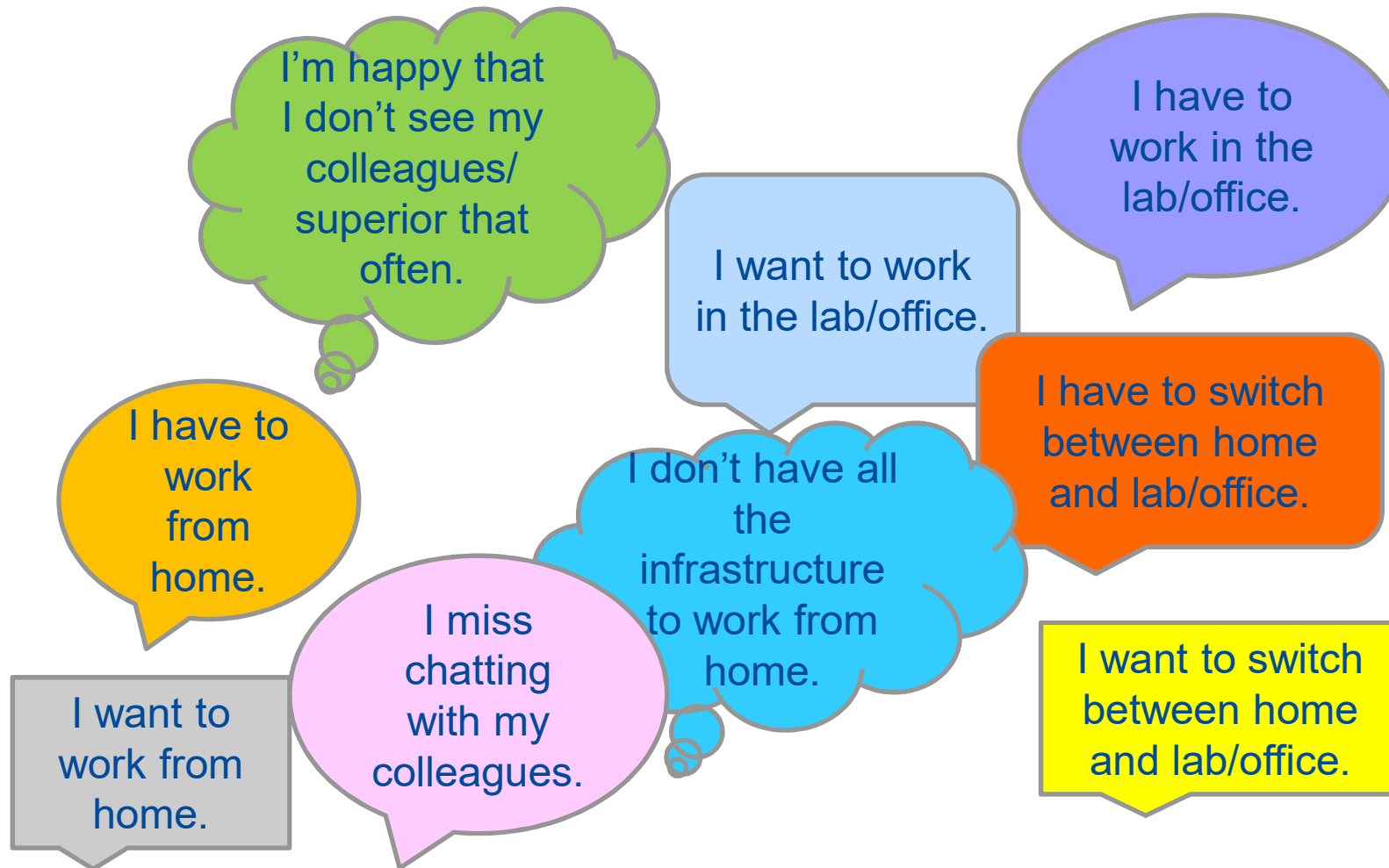


... and refers to all fields of life



- Work setting
- Care responsibilities
- Relationships
- Money
- Travelling
- Health and wellbeing
- Sanitation management
- Prioritization and dealing with change
- Discrimination
- ...

Work setting



Care responsibilities



I want to take care of my family.

I feel I have to take care of my family.

I have to do grocery shopping and run errands, which takes much more time nowadays.

I want to take care of my friends.

I would like to have more time for grocery shopping and running errands.

I feel I have to take care of my friends.

Relationships



I have to/want to stay away from my family/friends to protect them.

My friends/family urge me to finally see them again.

My family/friends prefer to stay away from me to protect me.

I have to/want to stay away from my friends/family to protect myself.

I am confined in a living arrangement that is harmful to me.

My family/friends prefer to stay away from me to protect themselves.

Money



I'm afraid of
losing my job.

I'm afraid of
budget cuts for
my research.

I'm afraid of
my partner
losing their job.

Travelling



I have to commute to get to my workplace.

I would like to travel for holidays but cannot do it.

I have to travel to get my work/research done

I would like to travel for holidays/work but dare not do it.

Health and wellbeing



I'm afraid of getting infected.

I feel so many limitations that I get depressed.

I'm afraid of one of my loved ones getting infected.

I belong to a high-risk group.

I feel so lonely that I get depressed.

I live with someone who belongs to a high-risk group.

Sanitation management



I have the feeling
that there is not
enough
sanitation at my
workplace.

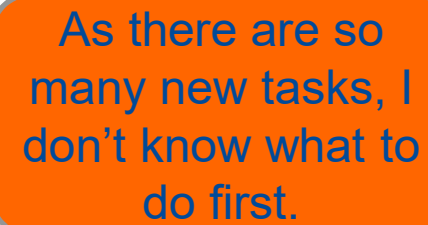
I have much more
to do due to all
the sanitation
rules.

I have the feeling
that all the
sanitation is not
necessary.

Prioritization and dealing with change



I feel uncomfortable with all the changes and new requirements in my daily routine.



As there are so many new tasks, I don't know what to do first.

Discrimination



I avoid certain people for fear of infection.

I don't know how to behave with certain people.

I feel overprotected by people around me.

I notice that people avoid me or stare at me because they think I might be infectious.

I have a feeling of being seen/treated in a stereotypical way due to the pandemic

Group work: Making equality contagious



- Group 1: Leadership in academia
- Group 2: Leadership in society

Please think of your own and other people's experiences and try to take into account diversity dimensions like gender, race, class, (dis-)ability, sexual orientation, age, belief.

- What qualities would you like to see in a leader (during a crisis)?
 - How can the pandemic contribute to responsible leadership?
 - How can we promote responsible leadership?
-
- Group 3: Free discussion group

Group 1: Leadership in academia



- 1. transparency from the leader
- 2. better communication - cooperative effort
- 3. listening, managing expectations - what do the employees need and expect?
- 4. involving employees into decision-making, showing them the bigger picture
- 5. creating the sense of belonging
- 6. accountability - if there is a goal, we need to work towards it in an organized way, make expectations clear
- 7. time management - for meetings with the leader and for work
- 8. promotion of good leadership depends on the leaders themselves, no push from the institutions
- 9. evaluation in both directions

Group 2: Leadership in society



What qualities would you like to see in a leader?

- self-reflexion
- openness for change according to new empirical evidence
- empathy, willingness to actively seek out others' opinions

How can the pandemic contribute to responsible leadership?

- necessity to re-evaluate common values (on political level) and work practices
- increased visibility/urgency of societal problems (gender, race, ...)

How can we promote responsible leadership?

- make suggestions to leaders
- support responsible leaders / amplify their voices
- be a good example

Thank you and goodbye!



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