Making equality contagious: responsible leadership in the pandemic

I, Scientist 2020

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Welcome! Let’s make equality contagious!
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?
Leadership responsibilities

- I currently have leadership responsibilities: 3
- I think I will have leadership responsibilities in the future: 6
5 Statements. Do you agree?

- In the pandemic, leadership has become even more important. (4.1)
- The pandemic provides opportunities to create a good work climate. (3.6)
- The pandemic increases existing inequalities. (4.4)
- I feel disadvantaged due to the pandemic. (1.9)
- I feel privileged due to the pandemic. (4.4)
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
- …
I want to work in the lab/office.

I have to work in the lab/office.

I have to work between home and lab/office.

I don’t have all the infrastructure to work from home.

I want to switch between home and lab/office.

I miss chatting with my colleagues.

I want to work from home.

I have to work from home.

I’m happy that I don’t see my colleagues/superior that often.
Care responsibilities

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 family.

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.
I have to/want to stay away from my friends/family 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 am confined in a living arrangement that is harmful to me.

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

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

I have to commute to get to my workplace.
Health and wellbeing

I’m afraid of getting infected.
I belong to a high-risk group.
I feel so many limitations that I get depressed.
I live with someone who belongs to a high-risk group.
I’m afraid of one of my loved ones getting infected.
I feel so lonely that I get depressed.
Sanitation management

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

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

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

I avoid certain people for fear of infection.

I feel overprotected by people around me.

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