

## Workshop “Strengthening an Inclusive Scientific Community: Equity and Diversity in Academia”

**Date:** 16 September 2025, 14:00–15:30 hours

**Location:** online via Zoom

**Trainer:** Viktoria Niebel, Graduate Center Plus

**Target group:** Postdocs from all disciplines, max. 12 participants

**Language:** English

### Workshop Description

Diversity and equality are integral components of an open and innovative scientific culture. In practice, however, gatekeeping and exclusionary practices are still evident. To meet this end, creating an academic community that encourages equal access to, and participation in science is crucial. In this session, we will explore ongoing efforts to dismantle structural barriers and enhance accessibility in academia in order to foster academic career progression, and discuss, how scientific communities can contribute to an inclusive academic culture. The session aims at reflecting biases and structural barriers that exist in academic career progression, and how these can impact the experiences of underrepresented groups. Furthermore, we will discuss strategies for creating an inclusive academic culture, including ways to address biases.

### Trainer

Viktoria Niebel is a social scientist and coordinates the tenure track mentoring program at the Graduate Center Plus and Science Support Center at the University of Duisburg Essen. Furthermore, she is responsible for career counselling for female early career researchers. She specialized in developing and implementing strategic equality initiatives within academic institutions. Her expertise encompasses intercultural competence development, organizational change management, and the design of comprehensive diversity strategies. In previous positions she advised universities across Europe on transforming their institutional cultures and successfully implementing evidence-based equality measures to advance scientific excellence through inclusive practices.