



## Invitation to LERU training of Unconscious Bias Observers (UBOs) October 4-5, 2022, Lund University, Sweden<sup>1</sup>

### The workshops

Lund University and Trinity College Dublin are holding a series of online training workshops for Unconscious Bias Observers (UBOs). The overarching objectives of the workshops are:

- to train UBOs drawn from the LERU members institutions.
- to create a network of UBOs across European universities.

The workshops consist of lectures, group tasks, discussions and networking opportunities and aim to equip UBOs with the knowledge and tools they need to play their role effectively in ensuring that their institutions have recruitment processes that lead to fair and well-founded appointment decisions.

### What are UBOs?

UBOs are people who serve on recruitment panels (or as part of other human resources processes) with the particular task of making the panel aware of any remarks, behaviors, or decisions that may be influenced by bias for or against particular candidates. If and when bias is an issue, UBOs are able to suggest practical ways that the panel can address and mitigate the effects of bias.

### Expected outcomes

Participants will benefit from the following expected outcomes:

- increased awareness and understanding of bias and its impact on career paths in academia (e.g. in LERU institutions);
- being prepared for their role as UBOs or types of involvement in career, recruitment and promotion processes in their universities;
- learning effective strategies and tools for mitigating the effects of bias in these processes; and
- being part of an ongoing and growing network of UBOs and other academic groups across LERU member institutions
- continuous access to redeveloped versions of course materials and communication.

### Practical information

The workshops will be held over Zoom and utilise a learning platform (Canvas or similar).

**Starting time: October 4, 2022, midday.**

**End time: October 5, 2022, mid-afternoon.**

**Registration: at <https://forms.office.com/r/jeNkX0Hkth> with deadline: August 15, 2022**

Participation in the workshops is free of charge for participants from LERU universities, which have priority to the workshops. If places remain after the registration deadline, an invitation might be extended to other research-intensive universities.

Looking forward to seeing you in the workshops in October!

Eileen Drew, Professor  
Email: [Eileen.drew@ted.ie](mailto:Eileen.drew@ted.ie)

Tomas Brage, Professor  
Email: [tomas.brage@fysik.lu.se](mailto:tomas.brage@fysik.lu.se)

<sup>1</sup>The workshops were developed with the support of the LERU Policy Group for Equality, Diversity and Inclusion (PG EDI)