

Program

#we are anti- ANTI Discrimination & abuse of power

Contribution of the University of Siegen to the
12th German Diversity Day

#DDT24 #StimmeFürVielfalt #WirSindAnti #EUDiversityMonth



#WirSindAnti

ANTI-Diskriminierung

#WirSindAnti – ANTI Diskriminierung und Machtmissbrauch



Greetings

This year, the University of Siegen is once again taking part in the nationwide [12. Deutschen Diversity-Tag](#) (May 28) with a series of events, once again raising its voice against discrimination and abuse of power in the university context under the motto **#WirSindAnti**.

The planned series of events is another important step in the university-wide **#WirSindAnti** campaign, which was launched in 2023 and with which the University of Siegen is speaking out against all forms of discrimination and group-based misanthropy. While last year, student's experiences of discrimination were made visible by means of an anonymous digital survey, this year the campaign is being expanded to include the additional topic of abuse of power in the university context. The campaign is part of a larger context of the development of systematic protection against discrimination and abuse of power at the University of Siegen.

Abuse of power at universities is based on the exploitation of structurally established (professorial) privileges of financial security, decision-making power and knowledge hierarchies. This can take many forms, e.g. humiliation in events, targeted overworking of employees, bullying, stalking and physical, sometimes sexualized violence in the academic setting. Abuse of power is closely linked to various forms of discrimination because science and teaching are still characterized by patriarchal and white perspectives. Academia, with its hierarchies, precarious working conditions and dependencies, is therefore particularly susceptible to abuse of power. This has recently become clear through the increased publicity of several cases of abuse of power at German universities in the press (e.g. HU Berlin [taz](#), University of Erfurt [taz](#), University of Göttingen [taz](#), University of Cologne [FuL](#), University of Applied Sciences Gelsenkirchen [wa](#), Crime scene university [ZDF](#)). This covers a spectrum of circumstances ranging from suspected sexual assault and allegations of discrimination to reports of appropriation of authority or the assignment of unrelated tasks. It also shows that abuse of power in science is not exclusively a matter of individual misconduct, but rather a systemic, structural problem. As these wellknown cases illustrate, abuse of power and discrimination have far-reaching consequences for those affected. Coping with such experiences takes time and a lot of energy, which further exacerbates the disadvantage. In the worst-case scenario, the university is left or the academic career is abandoned.

In a joint declaration by the state rectors' conference last year, the universities in NRW reacted to the issue and condemned any form of abuse of power in the strongest possible terms. They are committed to resolutely investigating any evidence of such abuse and to consistently punishing such incidents. Among other things, the [voluntary commitment](#) stipulates that the universities raise awareness of the issue among their members and create opportunities to provide information, advice and further training.

This is precisely where the event series **#WirSindAnti - ANTI Discrimination and Abuse of Power** comes in. A total of four lectures by relevant experts in this field are intended to open up the universitywide discourse. The aim is to sensitize all university members to the topic and create broad awareness. After each presentation, there will be space for questions and discussion with the speakers. What can victims or witnesses do in cases of conflict and who

can they turn to? What additional services, counseling structures and structural changes are needed in the academic system? What sanctions are available and what preventative measures can universities take to prevent cases of discrimination and abuse of power?

This year, the **Diversity Days** are being organized by the Diversity Policies Officer and the "Diversity Culture in Human Resources Development" working group. As this is a continuing education program, employees of the university are permitted to attend the lectures during working hours after consultation with their respective supervisors, provided there are no official interests to the contrary.

We look forward to welcoming many interested guests and to a profitable exchange!



Prof. Dr. Petra M. Vogel

(Vice-Rector for Students and Junior Faculty, Diversity and International Affairs)



Katharina Miketta

(Diversity Policies Officer) and the "Diversity Culture in Human Resources Development" working group



» Metooscience - Abuse of power in the academic system - experiences & background

Monday, May 27, 14 p.m. - 16 p.m.

Opening of the event series by the Vice-Rector for Students and Junior Faculty, Diversity and International Affairs Prof.' Dr.' Petra M. Vogel

A lecture followed by a discussion by the founders of [#metooscience](#) M. Sc. Franziska Saxler (University of Bern) and Dr.' Victoria Striewe (Cologne).

Moderation: Katharina Miketta (Universität Siegen)

Location: Online via Webex - [LINK](#)

Language: German

Meeting-Kennnummer: 2740 409 7839

Passwort: 77wuVeFpHyk9

Über Videosystem beitreten

Wählen Sie 27404097839@uni-siegen.webex.com

Sie können auch 62.109.219.4 wählen und Ihre Meeting-Nummer eingeben.

Über Telefon beitreten

+49-619-6781-9736 Germany Toll

Zugriffscod: 274 040 97839

Webex-Info: <https://uni-siegen.webex.com>

Teaser

In this lecture Dr.' Victoria Striewe and Franziska Saxler present their network #metooscience. They will provide insights into research findings on the prevalence, psychological mechanisms and perpetuating factors of harassment in the academic system. Through an exercise, participants will train to recognize harassment more quickly in order to better protect themselves and intervene as allies in the right places. The status quo of #metoo in the academic system will be discussed in an interactive exchange.

Speaker:

Dr.' Victoria Striewe is a psychologist, business psychologist and systemic psychotherapist in training. She works as an independent coach specializing in feminist therapy, abuse of power and systemic coaching. She holds a doctorate in social and cognitive psychology from the University of Cologne. She is also a lecturer in self- and conflict management at the University of Wismar. Her academic work focuses on social cognition, radicalization and sexism. She has also worked as a personnel consultant.

M. Sc. Franziska Saxler is also a psychologist and business psychologist and is currently doing her doctorate at the University of Bern on the subject of sexual harassment in the workplace. Her research focuses on sexualized violence with a focus on harassment and intercultural gender research. She is also a freelance author and has just written her first book, which will be published shortly.

Both combine an academic and an activist perspective. After being affected themselves, they launched the metooscience initiative in 2021 to draw attention to the issue of abuse of power and, in particular, genderbased discrimination in science.



» Power Imbalance and Power Abuse in Science (and their Relation to Good Scientific Practice)

Tuesday, May 28, 14 p.m. - 16 p.m.

A lecture followed by a discussion by *Dr. Daniel Müller* (University of Siegen).

Moderation: Jun.-Prof. ' Dr. ' Dörte Negnal (Universität Siegen)

Location: US-S 001/002

Language: English

Teaser:

The talk will focus on the structural imbalance of power and the resulting potential for abuse of power in science, highlighting systemic issues with the situation of term-limited junior researchers (PhD candidates and postdocs) in particular. The talk will also try to connect some dots linking those problems to issues of good scientific practice AKA research integrity, including its core topics concerning data (prevention of falsification and fabrication) and authorship (prevention of plagiarism and misattribution). Intersectional aspects of power abuse in science and hence the connection to diversity and discrimination are touched upon as well.

Speaker:

Dr. Daniel Müller has been the head of the University of Siegen's postgraduate centre "House of Young Talents" (HYT) since its inception in 2016. The HYT supports junior academics, i.e. PhD candidates and postdocs as well as junior professors without a permanent position. He is also responsible for the tenure-track program at the university, as well as the European Union certificate "HR Excellence in Research" for the university's "Human Resources Strategy for Researchers" (HRS4R). Before joining the University of Siegen, he was the head of TU Dortmund's postgraduate program (2009 to 2015), and a researcher before that (1996 to 2009). In 2021, he co-founded the "Network Against Power Abuse in Science" in the "D-A-CH" countries (Germany, Austria, and Switzerland), a private charitable association counselling and supporting victims of power abuse in academia, and has spoken on the topic to various forums, e.g. at the Charité Berlin, RWTH Aachen University, and Lübeck University.



» Actively shaping protection against discrimination at universities: Challenges and opportunities

Wednesday, May 29, 14 p.m - 16 p.m

A lecture followed by a discussion by *Nathalie Schlenzka* (Anti-Discrimination Office of the Federal Government in Berlin).

Moderation: Katharina Miketta (Universität Siegen)

Location: Online via Webex - [LINK](#)

Language: German

Meeting-Kennnummer: 2743 372 6536

Passwort: wSfErJDMq834

Über Videosystem beitreten

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Teaser:

Racist insults, sexual harassment or bullying based on sexual identity, but also institutional discrimination, do not stop at universities. How does discrimination at universities manifest itself in concrete terms? What kind of understanding of discrimination is necessary in order to take action at universities? What obligations do universities have to protect against discrimination under the General Equal Treatment Act and the Higher Education Act? How do universities go about preventing and intervening in cases of discrimination and what challenges do they face? The input will address these and other questions and show what scope for action and future development opportunities universities have for effective protection against discrimination. The role of guidelines for protection against discrimination, complaints offices and complaints procedures as well as counseling services at universities will also be highlighted.

Speaker:

Nathalie Schlenzka is Head of Division for Research and Policy at the Federal Anti-Discrimination Agency, where she has been working since 2011. In recent years, she has dealt with issues of discrimination in working life, at universities and in early childhood education. Prior to this, she worked for many years as a research assistant in the field of migration and integration research at the Berlin Institute for Comparative Social Research/European Migration Center and the Alice Salomon University of Applied Sciences in Berlin. She studied political science at the Free University.



» Abuse of power at universities: structural causes and levels of potential measures

Thursday, June 6, 14 p.m. - 16 p.m.

A lecture followed by a discussion by *Prof.' Dr.' Jutta Stahl* (University of Cologne).

Moderation: Katharina Miketta (Universität Siegen)

Location: US-C 102 und online via Webex – [LINK](#)

Language: German

Meeting-Kennnummer: 2742 682 9925

Passwort: iiBK22nAr5Mn

Über Videosystem beitreten

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Webex-Info: <https://uni-siegen.webex.com>

Teaser:

Abuse of power is a challenging problem in various areas of work and forms of organization. In the scientific context, too, an increasing number of cases of abuse of power and interpersonal and scientific misconduct have recently come to public attention. This has triggered a debate as to whether these are individual cases or a structural problem. The results of two surveys conducted by the Ombuds Committee of the German Psychological Society (2020, 2023) do not support the assumption that these are purely isolated cases. An analysis of the links between systemic conditions and unethical behavior identified 12 problem areas. Over 80 possible solutions were proposed at various system levels (e.g. training of individual actors, design of better care situations, through to legislative changes). The aim of this work is the continuous and (self-)critical examination of the topic of abuse of power and misconduct, as well as the (further) development of constructive prevention and intervention measures in order to make such an important and exciting field of work as science more attractive and productive for committed and excellent scientists. In the lecture, the results of the survey and the analysis of the system levels will be presented and then discussed.

Speaker:

Prof.' Dr.' Jutta Stahl has been Professor of Differential Psychology and Psychological Diagnostics at the Department of Psychology at the University of Cologne since 2009. Since 2017, she has been spokesperson for the Graduate School and ombudsperson for early career researchers at the Faculty of Human Sciences. Since 2022, she has been Vice Dean for Academic Careers and Equal Opportunities. Since 2020, she has been a member of the Ombuds Committee of the German Psychological Society, to which researchers in the field of psychology can turn if they are confronted with academic or other misconduct at their place of work or study. In coordination with the DGPs board, the ombuds committee conducted a survey of all DGPs members and employees at psychological institutes and other research institutions in 2020 and a followup survey in 2023 ([LINK results report](#)) Since 2022, she has been a [member of the German Psychological Society's working group on incentive systems](#), abuse of power and scientific misconduct.



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of the University of Siegen:

<https://www.taskcards.de>



During the Diversity Days there is the possibility of interactive collaboration

#WirSindAnti - Digitale Pinnwand zum Thema Diskriminierung und Machtmissbrauch:

Informationen, Dokumentation, Q&A

Taks Cards & Co. - An offer from the Center for the Promotion of University Teaching at the University of Siegen: [LINK](#)

Do you have any questions or need help or support to take part in the program?

Then contact us in advance at: diversity@uni-siegen.de

Note on data protection: We would like to point out that no photos of the (digital) offers may be taken! Upon request, materials will only be passed on by the organizers themselves. Please also note the [Code of Conduct](#) for (digital) events at the University of Siegen!