

Gender and/or Diversity Bias Awareness

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The Gender and Diversity Bias Awareness seminars and workshop were for PhD students and advisors and helped raise awareness of gender and/or diversity biases.

Organized activities

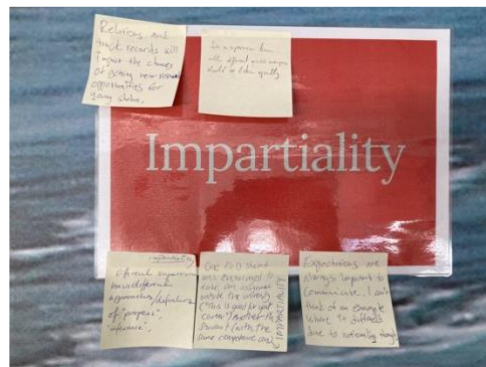
In our project on increasing the Gender and Diversity awareness at Halmstad University we have conducted the following activities:

1. We organised a workshop on gender, ethnicity and diversity awareness. This event took place on November 20th, 2025, where we invited speakers from Women in Tech Gothenburg.
2. We invited Dr Amir Hossein Payberah, Senior Lecturer in Computer Science at KTH, who lead a seminar for both PhD students and PhD supervisors on data feminism and how to detect and proactively mitigate gender and diversity biases in the development of human-centered AI. The event took place on November 21st, 2025. Amir also took part in the planning of a new course in Data Ethics and Society for PhD students.
3. During the workshop organised in November, the PhD students noted that the same workshop would be beneficial to their supervisors; therefore we organised a workshop on gender, ethnicity and diversity awareness specifically for PhD supervisors. This event took place on April 7th, 2026.

The activities organised for the PhD students were part of a mini PhD course. Our students wrote final reports in which they included their own reflections and what they learned during these two days of seminars. This resulted in a deeper understanding of gender and diversity biases, and current challenges in human-centered AI.

Through these activities, we have reached the goal of training and inspiring PhD supervisors and PhD students in Information Technology regarding gender and diversity awareness. We have managed to kick-start the development of a PhD course in research ethics in Information Technology. At the same time, we have raised awareness of the discrimination processes that were indicated as a problem in our school in the PhD student barometer from last year.

Here are some pictures from our organized activities.



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