

Halkes Women+ Faculty Network Annual Roundtable Event 2024

The Halkes Women+ Faculty Network Nijmegen, in collaboration with the Radboud Women Professors Network, invite you to their **Annual Roundtable Event**. Our roundtable discussions aim to create an opportunity for reflection and facilitate the sharing of experiences and ideas around urging matters in our daily life as women+ members of the academic community. This year's list of roundtable topics include:

Roundtable topic I: Inclusion and exclusion in the context of academic mobility, including sub-topics such as the impact of international mobility requirements for the purpose of academic progression, the two-body problem in academia, language inclusivity, and exclusion experienced by international staff. Examples questions include, but are not limited to:

- *What support systems are essential for academic who relocate internationally to ensure their career growth?*
- *What strategies can Radboud implement to support dual-career academic couples?*
- *How does language inclusivity impact participation in decision-making within Radboud?*
- *What strategies have you or others, as international staff, used to overcome feelings of exclusion in academia?*

Roundtable topic II: Embracing diversity: from ageism to neurodivergence, a topic aiming to strengthen the discussion about different, often less recognized forms of diversity in academia, such as neurodiversity, age diversity, and first-generation academics.

Example questions include, but are not limited to:

- *How to best design a supportive environment that meets the needs of neurodivergent individuals in academia and helps them thrive?*
- *What are the different types of age discrimination in academia and the barriers raised by them?*
- *What struggles do first-generation academics face and what causes them?*

Roundtable topic III: Academic activism: A safe space to raise voice, a topic suggested to explore our perspectives

on (1) the university community as a venue for abuse victims' breaking the silence and building solidarity and on (2) academic communities' protests against serious human rights violations around the world (e.g. situation in Gaza).

Example questions include, but are not limited to:

- *(1) Can academia become a safe space for breaking the silence surrounding abuse victims' vulnerable experiences and building solidarity? (if so, how do we share? how do we respond? how do we keep the space safe? What would this mean to **you**?)*
- *(2) How should universities address global human rights issues, and to what extent should they maintain neutrality (or not)?*

Roundtable topic IV: Transparency tensions in research and teaching, a topic aiming to help us delve into the challenges of embracing open science, the implications of striving for transparency in teaching, as well as future trends and the role of institutional policies in shaping transparency practices in academia.

Example questions include, but are not limited to:

- *What challenges do researchers face in adopting open science practices, and how can these be mitigated?*
- *How does recording web-lectures impact teaching, e.g. regarding academic freedom and freedom of speech for educators or the participation of students? How can a balance between transparency and privacy be reached?*
- *How might emerging technologies further influence transparency practices in academia?*
- *What role do institutional policies play in fostering or hindering transparency in both research and teaching?*