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Workshop on Gender in Teaching at TU Wien

The third workshop planned within the European **GEECCO** project took place on February 13th 2019 at TU Wien (Vienna) and was led by Bente Knoll from B-NK GmbH (Büro für nachhaltige Kompetenz).

How can lecturers integrate the dimensions gender and diversity in teaching? And which gender and diversity sensitive methods are useful for lecturers at a university? The guiding principles of TU Wien include gender equality and social equality – principles which should also be taken into account while teaching. In the workshop “Gender in Teaching”, conducted at TU Wien by Bente Knoll, the participants learned about ways to use the diversity and potential of students productively, and reflected on their own teaching as well as their teaching practice.

To get an overview about what gender and diversity in teaching includes, Bente Knoll showed [a short film of Freie Universität Berlin](#) which focused on the diversity of students. She introduced the term intersectionality as well as two models of diversity and made it clear that gender and diversity are relevant categories which improve the quality of teaching. Lecturers should acknowledge the different study conditions and learning needs of their students: Teaching should be made as barrier-free as possible and study conditions should be made compatible with working or caring duties. Also, language can be discriminatory and it will be difficult for students to attend class when being confronted with sexism or racism. In contrast, acknowledging gender and diversity implies being attentive to the question who sits in the audience. In addition to being aware of the group dynamics in a discussion as well as using gender-sensitive language, lecturers can integrate gender itself as topic in their teaching. Gender and diversity in teaching also implies self-reflection, the extension of the lecturers' own competence and the promotion of responsibility for the students' own learning process.

The participants of the training discussed how they are confronted with gender and diversity in teaching and about what could be improved at TU Wien. Small group discussions on topics such as networks, structures and teaching experience had a future-oriented focus. After analyzing the respective status quo and its goals, participants focused on the questions: Which measures should be taken by whom, when and with whom in order to reach the goals? What needs to be done within the next 3 weeks/months?

Dr. Bente Knoll is a landscape and transport planner and gender expert. She holds a diploma in social media design, has a MSc in Landscape Planning and Architecture and a PhD in Transport and Traffic Planning. Since establishing her company [B-NK GmbH](#), Bente Knoll as founder and managing director has managed over 40 projects. She took part in over 15 national and international project consortiums. Bente Knoll is a highly qualified project manager, social and gender expert. In all her projects, she has fulfilled beside of project management tasks alongside several key expert positions.

The European **GEECCO** project (*'Gender Equality in Engineering through Communication and Commitment'*) aims to increase the presence of women in the world of science and technology, engineering and mathematics.

Dr. Brigitte Ratzer (Office for Gender Competence, TU Wien) is coordinator of the GEECCO project.

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