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Titolo	Gender Diversity, Equity, and Inclusion in Academia : a conceptual framework for sustainable transformation // Edited by Melina Duarte, Katrin Losleben, Kjersti Fjørtoft
Pubbl/distr/stampa	Abingdon, Oxon : , : Taylor & Francis, , 2023 ©2023
Descrizione fisica	1 online resource (294 pages)
Disciplina	378.0082
Soggetti	Sex discrimination in higher education
Lingua di pubblicazione	Inglese
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Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Part I. Minorities and group-based vulnerabilities in academia LGBTQ+ / Annamari Vitikainen Transgender staff and students / Mathea Sagdahl Underrepresentation of women / Ana Rieger Schmidt Canon / Fredrik Nilsen Motherhood / Mitieli Seixas da Silva Intersectionality / Katrin Losleben & Sarah Musubika Part II. Underlying culture, attitudes, and practices Discrimination / Kasper Lippert-Rasmussen Meritocracy / Dominik Jackson-Cole & Gabriel Goldmeier Excellence / Kate Maxwell Patriarchy / Marianna Poyares Epistemic injustice / Kerstin Reibold Self-respect / Attila Tanyi Stereotype threats / Hege Cathrine Finholt Implicit gender bias / Katharina Berndt Rasmussen Microaggressions / Jennifer Branlat Sexual harassment / Trine Antonsen Part III. Inclusive actions towards transformation Assessments / Hege K. Andreassen Feminist pedagogy Nastassja Pugliese Dis-empowering gender stereotypes / Arianna Porrone & Margherita Poto Gendered spaces and practices / Hannah Winther Gender balance / Lilli Mittner Affirmative action / Melina Duarte Democratic equality / Kjersti Fjørtoft Learning for sustainable transformation / Rikke Gurgens Gjørsum, Filip Maric & Katrin Losleben.
Sommario/riassunto	"Institutional focus on diversity, equity, and inclusion affects all parts of higher education management. Gender Diversity, Equity, and Inclusion in Academia: A Conceptual Framework for Sustainable Transformation scrutinises the conceptual framework for diversity, equity, and

inclusion (DEI) actions in academia, to facilitate research-based and critically-reflected decisions in higher education management. The book contains 25 chapters, each focused on one of 25 fundamental concepts that are essential for identifying, understanding, and implementing organizational changes and counteracting unjustified disadvantages faced by women and members of other gender minorities in academia. The book also discusses concepts directed towards solutions, such as affirmative action and feminist pedagogies and overcomes the traditional binary approach on gender by incorporating specific challenges faced by LGBTQ+ and transgender staff and students. Gender Diversity, Equity, and Inclusion in Academia will be key reading for academics in Gender Studies and Education Studies, while also serving as a vital resource for individual consumers, working in or preparing to enter leadership positions in higher education"-- Provided by publisher.
