

Wed Oct 25, 2023 | 4.15pm | Altensteinstr. 48 | seminar room 010

INVITATION

We are pleased to invite you to the
**GENDER STUDIES SEMESTER START LECTURE AND DISCUSSION
& RECEPTION**

Programme:

Welcome by Einstein Prof. Kathrin Zippel, PhD
Institute of Sociology, Research Group Gender Studies

Talk by Dr. Bontu Lucie Guschke
Institute of Sociology, Research Group Gender Studies
“The Persistence of Sexism and Racism at Universities”

From 6pm:

Reception with snacks and drinks

*Hosted by Einstein Prof. Kathrin Zippel, PhD
Institute of Sociology, Research Group Gender Studies*

“The Persistence of Sexism and Racism at Universities”

#MeToo, #BlackLivesMatter, and related social movements have over the last years continuously shown us that sexism and racism persist in our societies, our workplaces, and our universities and that we need to invest time, care, and resources into understanding how the sexism and racism that so many continuously experience is reproduced.

This presentation discusses how sexist and racist harassment and discrimination are reproduced in workplaces at universities. Building on empirical research that integrates discourse and affect analysis to focus on the interplay of individual- and structural-level factors, it details how harassment and discrimination are facilitated in a context of informality which prevails at universities, leading to a continuous reproduction of inequality. Drawing on dis/organization theory as well as queer and Black feminist understandings of vulnerability, autonomy, and discrimination, it is further discussed how harassment and discrimination remain imperceptible and unspeakable.

On this basis, implications for organizational practice are discussed that recognize anti-harassment and anti-discrimination as ongoing, relational organizational practices and address the affective ambiguities of harassment and discrimination.

Dr. Bontu Lucie Guschke is a postdoctoral researcher in the project “Negotiating Equality: Policy discourses on gender equity and diversity in science” which is part of the research stream “Diffusion of Policy Ideas on Gender and Diversity” funded by the Einstein Foundation, in the Research Group Gender Studies at the Institute of Sociology, Freie Universität Berlin. She earned her PhD degree at the Department of Organization, Copenhagen Business School. Her research interests include intersectional feminist organizational analyses, queer feminist and norm-critical theory, anti-/racism research, feminist epistemologies and the interplay of discourse and affect analysis. She wrote her PhD dissertation on ‘The persistence of sexism and racism at universities - Exploring the imperceptibility and unspeakability of workplace harassment and discrimination in academia.’



Guschke, B.L. 2023. *The Persistence of Sexism and Racism at Universities: Exploring the Imperceptibility and Unspeakability of Workplace Harassment and Discrimination in Academia*. Frederiksberg, Denmark: Copenhagen Business School [PhD]. [[Available online](#)]

Guschke, B.L., Just, S.N. and Muhr, S.L. 2022. Organizational norms of sexual harassment and gender discrimination in Danish academia: From recognizing through contesting to queering pervasive rhetorical legitimation strategies. *Gender, Work and Organization*, online first.

Guschke, B.L. and Sløk-Andersen, B. 2021. Paying Attention to Tension. Towards a New Understanding of the Organizational Mechanisms Enabling Sexual Harassment. *Ephemera: Theory & politics in organization*, 22(1), 27-56.