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# Workshop: Challenging Meritocracy: Gender, Intersectionality, and Implicit Bias

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# Challenging Meritocracy: Gender, Intersectionality and Implicit Bias

Ana María Munar

How can caring take place in academic environments with imbalanced and gendered structures and practices? One report after the other points to the underrepresentation of women in academic leadership positions (e.g., European Commission, 2013; Strid & Husu, 2013). Recent analysis (Munar et al., 2015) indicates that this is also the case in tourism academia. Aiming to facilitate a culture of caring, in this workshop we explore the possible causes of this situation and develop ideas to change it. We will do this through a series of activities that include reflexivity, visualization, and design pedagogics. The theoretical framework of this workshop connects the notion of caring with three dimensions of the gender in academia debate: intersectionality, implicit bias, and meritocracy.

## Workshop Format

1. Introductory presentation
2. Individual activity
3. Activity in pairs
4. Common dialogue/debate
5. Teamwork exercise (design)
6. Presentations by teams
7. Final dialogue on learning/actions