3rd Workshop on Gender in Adaptive Design:

How can Adaptive Systems promote Diversity in an Increasingly Digital World?

May 19, 2025, at KD²Lab, KIT

10:00 – 10:30	Registration & Coffee
10:30 – 10:45	Welcome Address and Opening Remarks by Petra Nieken
10:45 – 11:45	Keynote by Brice Corgnet (EM Lyon): **In Bot We Trust: Should We Let Machines Make Critical Decisions?** (Chair: Petra Nieken)
11:45 – 12:00	Poster Pitches
12:00 – 12:45	Lunch Break
12:45 – 13:45	Session 1: **Gender and AI Tools** (Chair: Chiara Krisam)
	12:45 – 13:15 Zahra Murad (University of Portsmouth): **The Role of Gender and Unequal Access to Digital Technologies in Perceptions of Fairness**
	13:15 – 13:45 Marina Chugunova (MPI Munich): **AI in Science: Evidence from a Large-Scale Survey in Germany**
13:45 – 14:15	Coffee Break (+ Poster Q&As)
14:15 – 15:45	Session 2: **Gender Stereotypes and Performance** (Chair: Leon Houf)
	14:15 – 14:45 Lennart Rehm (University of Potsdam): **Legal Compliance and Detection Avoidance: Results on the Impact of Different Law-Enforcement Designs**
	14:45 – 15:15 Müge Süer (Halle Institute for Economic Research): **Predictive Power of Biological Sex and Gender Identity on Economic Behavior**
	15:15 – 15:45 Adrian Chadi (University of Southampton): **Female Role Models in the Labor Market and Physical Attractiveness**
15:45 – 16:00	Short Bio-Break
16:00 – 17:00	Session 3: **The Gender Competition Gap** (Chair: Danisz Okulicz)
	16:00 – 16:30 Joo Young Jeon (University of Reading): **Can behavioral differences in competitive attitude and gender identity explain the gender pay gap?**
	16:30 – 17:00 Argun Aman Hild (University of Mannheim): **Competing Against Stereotypes: Gender Beliefs and the Competition Gap**
17:00 – 17:30	Coffee Break (+ Poster Q&As)
17:30 – 18:30	Academic Career Workshop **Navigating Diversity in a Digitalized World across Academic Systems and Organizations** Panel Discussion with Brice Corgnet, Zahra Murad, and Petra Nieken
18:30 – 19:00	Walk to Dinner Venue
19:00 – open	Workshop Dinner at Hoepfner Burghof

3rd Workshop on Gender in Adaptive Design:

How to Address Gender Biases in the Design of Hybrid Adaptive Systems?

<u>**May 20, 2025, at KD²Lab, KIT**</u>

08:30 – 09:00	Coffee
09:00 – 10:30	Session 4: **Facial Features, Discrimination, and Type Detection**
	(Chair: Sven Walther)
	09:00 – 09:30 Carina Hausladen (ETH Zurich):
	Social perception of faces in a vision-language model
	09:30 – 10:00 Adam Zylbersztejn (GATE Lyon):
	Don't look at them: Experimental evidence on the distribution of information and ability regarding trustworthiness inference from faces
	10:00 – 10:30 Cornelia Chadi (Zeppelin University):
	Using AI Images in Experimental Research
10:30 – 11:00	Coffee Break (+ Poster Q&As)
11:00 – 12:30	Session 5: **How Gender and Digital Tools Affect Attentional Processes**
	(Chair: Luisa Weber)
	11:00 – 11:30 Tom F. Reuscher (Karlsruhe Institute of Technology):
	The Eyes Speak Louder than Words: Visualizing Gaze Contact in Virtual Teams
	11:30 – 12:00 Yuki Takahashi (Tilburg University):
	Attention Discrimination and Performance Evaluation
	12:00 – 12:30 Michelle Hörrmann (Karlsruhe Institute of Technology):
	Beyond Words: Non-Verbal Cues in Virtual Collaborations
12:30 – 13:30	Lunch (+ Poster Q&As)
13:30 – 15:00	Session 6: **Hiring and Task Allocation** (Chair: Konstantin Soballa)
	13:30 – 14:00 Jan Hausfeld (University of Amsterdam):
	Hiring for others: The role of intermediaries in discrimination
	14:00 – 14:30 Luisa Santiago Wolf (University of Cologne):
	AI or human? Applicants' decisions in discrimination settings
	14:30 – 15:00 Aleksandr Alekseev (University of Regensburg):
	Human Premium in Work Allocation between Humans and Machines
15:00 – 15:05	Closing Remarks and Farewell