

RMU Weeks for Equal Opportunities 2021

A digital event series for research alliances at Rhine-Main-Universities

As part of the Alliance of Rhine-Main Universities, the Equal Opportunity Offices of Goethe University Frankfurt am Main, Johannes Gutenberg University Mainz and Darmstadt University of Technology are once again organizing the event series “Weeks for Equal Opportunity in Research Alliances”. This year, the events will focus in particular on **equal opportunities during and after the Corona pandemic**.

In her opening lecture, Prof. Dr. Jutta Allmendinger will look at the effects of the pandemic on the scientific landscape and the personal situation of scientists. This is followed by different online training sessions in October and November, which will address topics on career development, raising gender and diversity awareness, and work-life balance.

The short workshops are designed to strengthen female scientists on their further career path, to give new impulses and insights to researcher in leadership positions, and to support scientists with care responsibilities in their search for more balance and compatibility of family and work.

Opening Lecture

28. September 2021, 16.00-17.30 (online, in German)

Prof. Dr. Jutta Allmendinger

President of the Wissenschaftszentrum Berlin für Sozialforschung (WZB)

„Auswirkungen der Pandemie auf die Karrierechancen von Frauen in der Wissenschaft“

Ob Re-Traditionalisierung von gesellschaftlichen Rollenbildern, vermehrte (unbezahlte) Care-Arbeit durch Homeschooling und Kita-Schließungen oder die Unmöglichkeit von Forschung, Frauen und Mütter in der Wissenschaft sind in der Pandemie besonders betroffen von Unsicherheit und Veränderungen. Die gesellschaftlichen Folgen des andauernden Ausnahmezustands zeichnen sich ab und die Aussichten erfordern ein bewusstes und gezieltes Gegensteuern. Prof.‘in Jutta Allmendinger, Präsidentin des Wissenschaftszentrums Berlin für Sozialforschung, gibt einen Überblick über die Auswirkungen der Pandemie auf die Bedingungen und Karrierechancen von Frauen in der Wissenschaft und diskutiert Möglichkeiten, ihnen entgegenzuwirken.

Open to: Everyone. Registration is not required.

Link to the event:

<https://tu-darmstadt.zoom.us/j/83157254646?pwd=VUQrSEVhUEVvRXlTNGdjYThiUnhQdz09>

Workshop Program (online)

Participation and registration

Researchers who are members of a research network (e.g. DFG- or LOEWE-funded) at TU Darmstadt, Goethe University Frankfurt or Johannes Gutenberg University Mainz can participate in all workshops, regardless of their own affiliation or of another institution participating in the network. Depending on the date and demand, there are different participation fees per person for the workshops (between approx. 95 € and 490 €). The costs incurred can be settled via the network's equal opportunity funds. Please register for an event in consultation with the coordination of your research network by e-mail and contact your management in CC.

For further information, questions or suggestions, please contact us at any time.

We look forward to hearing from you!

Workshop Overview:

06.10.2021	<i>Wie weiter mit dem wissenschaftlichen Werdegang? Wissenschaftlerinnen-Karrieren zwischen Drittmitteln, Pandemie und vielfältigen Rollenanforderungen</i>	<i>(German)</i>	<i>Female PhD students and female post doc</i>
26.10.2021	<i>Work-Life (Im)Balance – Reconciling Family and Work for Scientists</i>	<i>(English)</i>	<i>Researchers of all genders with care responsibilities</i>
10.11.2021	<i>Presenting your best self – Improving online public speaking skills</i>	<i>(English)</i>	<i>Female PhD students and female post doc</i>
23.11.2021	<i>Gender and Diversity in Academia – Between Experi- ence and Leadership Skill</i>	<i>(English)</i>	<i>Researchers of all genders with personnel responsi- bility</i>

Workshop (in German) + Individual Coaching (opt. in English)

„Wie weiter mit dem wissenschaftlichen Werdegang?

Wissenschaftlerinnen-Karrieren zwischen Drittmitteln, Pandemie und vielfältigen Rollenanforderungen“

06.10.2021, 10.00-13.00

Forschungsverbünde bieten Wissenschaftlerinnen exzellente Entwicklungsmöglichkeiten, bringen zugleich aber auch viele Herausforderungen mit sich: Auch wenn Verbundprojekte wie Sonderforschungsbereiche in der Regel längerfristig angelegt sind, erreichen beteiligte Forschende nicht immer die Sichtbarkeit und Anerkennung, die ihren Beiträgen und Leistungen entspricht. Dies betrifft in besonderem Maße Wissenschaftlerinnen, die versuchen, private und berufliche Rollen unter einen Hut zu bringen. Verschärft hat sich diese Situation seit März 2020 durch die Auswirkungen Corona-Pandemie, die die Arbeitssituation stark verändert hat, Rollenkonflikte verstärkt und mitunter auch zu einer Retraditionalisierung von Rollenmodellen, nicht zuletzt durch Care-Work, führt.

Der Kurz-Workshop mit anschließenden Individual-Coachings stellt die Erfahrungen und Profile, Ziele und Visionen der Teilnehmerinnen in den Mittelpunkt, unterstützt sie bei der Entwicklung weitergehender Perspektiven für ihren wissenschaftlichen Werdegang und führt ein in aktuelle internationale Trends und Entwicklungen bei der Bewertung erreichter Leistungen unter besonderer Berücksichtigung spezifischer Lebensumstände und Pandemiebedingungen.

Trainer: Dr. Beate Scholz (*Scholz CTC*)

Date: Wednesday, 06.10.2021, 10.00-13.00 (*in German*) +
Individual coaching sessions: 06./07.10.2021 (*opt. in English*)

Open to: Female PhD Candidates and Postdocs

Registration: Until the 02nd of September via genderconsulting@uni-mainz.de
Maika Schikora, Stabsstelle Gleichstellung und Diversität JGU Mainz

Workshop (in English)

„Work-Life (Im)Balance – Reconciling Family and Work for Scientists“

26.10.2021, 10.00-14.00

The goal of the online workshop is for participants to reflect on their own division of labor within the family system and how they deal with their goals and resource expenditures. For this purpose, they are offered competence-strengthening methods and support. Furthermore, the group setting has a solidarizing and relieving effect.

The participants are given the opportunity:

- to analyze resources, objectives and influences, perceived as beneficial and/or harmful and,
- to create material and symbolic spaces and to use their energies to cope with reconciliation tasks
- to develop possibilities for change

Participants can clarify their challenges together in the group under the guidance of experienced coaches. The setting offers space for questions and exchange. Information on strategies as well as tools for everyday coping can be experienced.

Trainer: Dr. Iris Koall und Michael Tunç (*Kompetenzentwicklung Dr. Koall*)

Date: Tuesday, 26.10.2021, 10.00-14.00

Open to: scientists of all genders with care responsibility

Registration: Until the 28th of September via ka.meyer@em.uni-frankfurt.de
Dr. Katharina Meyer, Gleichstellungsbüro Goethe-Universität Frankfurt

Workshop (in English)

„Presenting your best self – Improving online public speaking skills“

10.11.2021, 09.00-13.00

The last year has made meeting and presenting online the rule rather than the exception. Yet navigating this new territory has proven to be a challenge in terms of how we present ourselves, participate in meetings, and pitch our ideas. In an environment where it is becoming ever more important to convey trustworthiness, competence, and authenticity, this workshop helps academic professionals to effectively present themselves, give presentations with impact, build an atmosphere of trust, increase their presence, and feel and convey confidence in the online setting.

After the workshop, participants will...

- Build an awareness of their presentation style and presence,
- Be able to identify their strengths as a speaker and to leverage them,
- Properly host and moderate an online discussion,
- Understand how to adapt to presenting online including working with the camera,
- Have tools to help them overcome obstacles when presenting such as stage fright,
- Become familiar with the principles of creating a powerful presence.

Trainer: Francesca Carlin (*fc Coaching*)

Date: Wednesday, 10.11.2021, 09.00-13.00

Open to: Female PhD Candidates and Postdocs

Registration: Until the 24th of October via genderconsulting@zv.tu-darmstadt.de
Dr. Anna Laura Raschke, Gleichstellungsbüro TU Darmstadt

Workshop for researchers with personnel responsibility (in English)

„Gender and Diversity in Academia - Between Experience and Leadership Skill“

23.11.2021, 10.00-14.00

This workshop sets out to provide a general introduction to Gender and Diversity: their political and structural backgrounds as well as their importance to academia, e.g. #ichbinHanna. Based on this introduction, implicit biases, their definition, a wide selection of both cognitive as well as gender biases will be presented (based on studies) and related to the reasons of and effects on academic careers. Dealing with biases and introducing gender and diversity competence as a vital part of modern leadership will form the last part of this workshop.

Topics:

- Why Gender and Diversity?
 - Good reasons
- Implicit Biases and Gender Stereotypes in Academia
 - Definition and Stereotypes as foundations of biases
 - Reasons and consequences of biases for academic careers
- Gender and Diversity Competence
 - Definition and sub-competences
- Gender and Diversity Competence as Leadership Skill

Trainer: Dr. Sabine Blackmore (*Blackmore Coaching*)

Date: Tuesday, 23.11.2021, 10.00-14.00

Open to: Scientists of all genders in leadership positions

Registration: Until the 19th of October via ka.meyer@em.uni-frankfurt.de

Dr. Katharina Meyer, Gleichstellungsbüro Goethe-Universität Frankfurt