

RMU Weeks of Equal Opportunities 2022

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 of Equal Opportunity in Research Alliances*.

Online-Keynote

Wednesday, 14th September 2022, 14:00 to 16:00

Professor Tomas Brage | Lund University, Sweden

Biases and Career Paths in Academia

Academia, alongside universities, runs on the core values of meritocracy, academic freedom and excellence in research and teaching. These Values are challenged in many different ways, but the most important threat might come from within: evaluations and selections are not only common and important processes of academic career paths – they are also susceptible to bias. More and more evidence, research and studies show that our preconceptions are a clear obstacle for the fair process that the meritocratic principle so heavily relies on.

In this keynote, Prof. Tomas Brage (Lund) will discuss bias as a psychological, an individual and a systemic problem that hijacks processes and hinders academic careers. An essential part will be devoted to checklists, tool-boxes and good practices to combat bias in selection processes and foster fair and equal opportunities.

Join us via zoom:

<https://uni-frankfurt.zoom.us/j/64584841660?pwd=VmoycUR2eTdralJaSGtKSfVuSzBGdz09>

Meeting-ID: 645 8484 1660 | Kenncode: 616021

Registration is not required. The keynote is open to everyone.

Keynote-Speaker



Tomas Brage is a professor of physics at Lund University. He is strongly involved in work on Gender and Science, where he regularly gives talks on “Gender and Physics” around Europe. He is a steering group member of the LERU Policy Group for EDI and participates in the GENERA network and the GenderEX Horizon 2020 project. He is the chair of the section for equality, diversity and inclusion of the Swedish Physical Society and has led or co-led projects on Gender Certification, Antidiscrimination, Core-Values, mentoring for change and Unconscious Bias observers in Lund and beyond.



Overview Online Workshops

The workshops are open to scientists who are members of a research alliance (e.g. DFG- or LOEWE-funded) at one of the RMU universities.

Participation and Registration:

Depending on the date and number of participants, the costs of the workshops range from 45 € to 340 € per person. The costs can be covered by the equal opportunity funds of the alliance. **Please register in consultation with the coordination of your research alliance and a confirmation of cost coverage from the alliance's equal opportunities funds.** The opening keynote is free of charge.

For further information, questions or suggestions, please contact us at any time.
We look forward to hearing from you!

29.09.2022	Gender and Diversity in Science. Does scientific thinking protect us from unconscious bias?	<i>Scientists of all genders</i>
06.10.2022	The (in)compatibility of academic work and care work. Building resilience through mindfulness	<i>Researchers with care responsibilities</i>
13.10.2022	Career Crafting for female junior researchers	<i>Female PhD students and female post docs</i>
15.12.2022	Erfolgreich führen: heterogene Teams gender- und diversitätssensibel leiten	<i>Wissenschaftler*innen mit Führungsverantwortung</i>

Workshop

Gender and Diversity in Science. Does scientific thinking protect us from unconscious bias?

29.09.2022, 10:00 to 15:00

Despite legal regulation and past efforts, gender equality and diversity are still far behind targets in scientific landscape. Statistics show less female and diverse persons in leading academic positions, as well as higher drop out quotes among non-male persons. At the same time, many scientists claim to make rational decisions based solely on measured performance, free of gender stereotypes.

So how do those statements fit together? Are male persons simply better scientists? Do we measure the wrong indicators on gender equality and diversity? Or do we have a blind spot in our decision-making?

We invite you on an exploration tour towards gender equality and diversity in science. All you need to bring along is an open mind, curiosity and kindness for each other.

Your Trainer:



Noah Fleischer serves as Managing Director for Strategy and Data Analytics at LUB. The certified project manager combines his many years of experience in international management consulting in the corporate, political, and academic sectors with expertise as a university lecturer in advanced analytics and AI application development. With his focus on sustainable implementation of diversity measures, he continuously develops the diversity-by-design principle and was, among others, awarded as #Game-Changer of the Equal Pay Day campaign. He also advocates for the integration of diversity into the sustainability strategy and EU taxonomy. Noah Fleischer is also active as a mentor in the Friedrich Ebert Foundation and UN speaker on the topic of gender lens investing.

Time: Thursday, 29.09.2022, 10:00 – 15:00

For: Scientists of all genders

Registration: Registration until 09. September and further information

ka.meyer@em.uni-frankfurt.de

Dr.'in Katharina Meyer, Gleichstellungsbüro Goethe-Universität Frankfurt

Workshop

The (in)compatibility of academic work and care work. Building resilience through mindfulness.

06.10.2022, 09:00 to 13:00

Many academics who hold care responsibilities are challenged by the multitude of tasks they have to fulfill as well as by the mental load associated with these tasks. Data have shown clearly that female academics are more often affected by this situation than male ones. While showing excellence in their professional work, they tend to children or other family members or friends who are in need of care on a daily basis. These multiple demands can cause feelings of strain, exhaustion and overwhelm and compromise the pursuit of the academic career.

In this workshop, the individual experience of the participants is contextualized within a structural framework. While the workshop obviously can't tackle the political and structural dimension of this topic, it can be helpful to embed the participant's individual experience in this dimension. The main approach of this workshop is to shift the wellbeing of the participants (back) into focus. Learning about resilience and mindfulness can create understanding of the importance of personal health and contentment. Mindfulness is a key factor for building up individual resilience as has been shown in numerous studies. Practical, short and easy mindfulness techniques are introduced that help strengthen individual resilience. Participants are encouraged to honestly assess their personal capacity and practice to act accordingly. Also, a friendly and nonjudgmental attitude towards oneself is suggested and practiced.

Your Trainer:



Dr. phil. Taiya Mikisch is a freelance resilience and mindfulness trainer. She holds a doctorate in dance studies and an ethnologist and is mother of two children. In addition to her many years of experience in the scientific field, she is an experienced trainer in the areas of meditation, mindfulness, resilience and self-regulation, dance, bodywork, somatic techniques and body therapy. She is also trained in the facilitation methods Theory U and Social Presencing Theater by Otto Scharmer and Arawana Hay (Presencing Institute and Generative Facilitation Institute).

Time: Thursday, 06.10.2022, 09:00 - 13:00

For: Researchers with care responsibilities

Registration: Registration until 09. September and further information

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Dr.'in Katharina Meyer, Gleichstellungsbüro Goethe-Universität Frankfurt

Workshop + Coaching Session

Career Crafting for female researchers

13.10.2022, 10:00 to 13:00 (+ one-to-one speed Coaching 14.10.2022)

Do I stay in academia and become a professor? What else is out there? After the PhD there are many different options for scientists within but also outside of academia. This workshop facilitates your personal career decision by bringing together an individual qualification profile with your personal motivators and skills. Your identity as a scientist but also in other professional roles is often influenced by factors like gender and background – this workshop will address these topics to strengthen your self-efficacy in regard to your career. This workshop focuses on strategic career planning within academia but provides also ideas on how to transfer to other fields.

- Careers in Academia – Key concepts and parameters
- Third Space: Alternative career options in research institutions
- Transfer into the private and public sector – factors and strategies
- Compilation of skills and competences: what have I achieved so far and what's next?
- Professional networking
- Work-Life-Balance
- Gender, family and professional development

Your Trainer:



Dr. Siofra McSherry is a trainer and coach with Scienza Berlin. She completed her PhD in American Studies at the Freie Universität Berlin in 2017. In her workshops she aims to support others in this process, helping participants get to know themselves better, develop their own voice and confidence through their interactions with the group, and begin to make choices more in line with their fundamental values.

Time: Workshop: Thursday, 13.10.2022, 10:00 – 13:00

Individual coaching session: Friday, 14.10.2022

(Depending on the number of participants, the date for the coaching session might change)

For: Female PhD students and female post doc

Registration: Registration until 27. September and further information

genderconsulting@uni-mainz.de

Maike Schikora | Stabsstelle Gleichstellung und Diversität JGU Mainz

Workshop

Erfolgreich führen: heterogene Teams gender- und diversitätssensibel leiten

15.12.2022, 09.00-13.00

Als Gruppenleitung in einem Sonderforschungsbereich sind Sie mit vielfältigen Aufgaben betraut. Sie bewegen zwischen permanent zwischen vielgestaltigen Anforderungen, Ihren eigenen Ansprüchen und den unterschiedlichsten Bedürfnissen der Wissenschaftler*innen Ihres Teams. Nicht zuletzt diese gilt es wahrzunehmen, um die Ressourcen aller aktiviere zu können. Um das erforderliche Anforderungsspektrum zu bewältigen und sich zugleich Freiräume zu erhalten bzw. zu schaffen, ist Rollenklarheit und ein hoher Grad an Selbstreflexion von zentraler Bedeutung. Dazu gehört auch, sich mit der Umsetzung von Chancengerechtigkeit im eigenen Führungshandeln auseinanderzusetzen.

Der Kurzworkshop gibt Ihnen Impulse, um über Ihre Führungsrolle als PI oder Nachwuchsgruppenleiter*in strukturiert nachzudenken und sich mit Spannungsfeldern z.B. zwischen Freiheit/Kontrolle in der Führungsbeziehung vertieft auseinanderzusetzen. Das Seminar zeigt Ihnen Wege auf, wie Sie erprobte Führungsinstrumente einsetzen können, um Ihren Arbeitsalltag als wissenschaftliche Führungskraft wirksam zu gestalten und gendersensibel zu führen. Im Rahmen verschiedener Austauschformate haben Sie die Gelegenheiten Ihre individuellen Fragen zum Thema „Führen in der Wissenschaft“ zu bearbeiten.

Der Schwerpunkt des Workshops liegt auf folgenden Themen:

- Besonderheiten der Führung in Forschungsverbünden
- Meine Führungsrolle im SFB: Aufgaben, Verantwortlichkeiten, Bedürfnisse meiner Mitarbeitenden – „wie werde ich allem/allen gerecht ohne mich aufzubrauchen“?
- Kernelemente gendersensibler, wirksamer Führung
- Kommunikation als Basistool guter Führung
 - Feedback und das Ansprechen von kritischen Themen
 - Lösungsorientierte Gesprächsführung

Ihre Workshopleitung:



Prof. Dr. Uta Bronner ist Spezialistin für Führungskompetenzen und Führungskräftecoaching. Die promovierte Psychologin und Volkswirtin war über 10 Jahre in verschiedensten Funktionen (überwiegend HR) in der Robert Bosch GmbH tätig. Vor ihrem Ruf an die Hochschule für Technik Stuttgart hat sie bei einer Konzerntochter die Organisations- und Personalentwicklung geleitet. Die Professorin für Human Resource Management bringt eine einzigartige Mischung aus theoretischer Expertise und praktischer Erfahrung in ihre Trainings und Coachings mit ein und ist seit über 18 Jahren als Trainerin und Coach in der Wissenschaft tätig.

Zeit: Donnerstag, 15.12.2022, 9:00 – 13:00

Zielgruppe: Wissenschaftler*innen mit Führungsverantwortung

Anmeldung: Anmeldung bis 17. November und mehr Informationen

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Maike Schikora | Stabsstelle Gleichstellung und Diversität JGU Mainz