

RMU WEEKS OF EQUAL OPPORTUNITIES 2025

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 organizing the annual online-event series Weeks of Equal Opportunities in Research Alliances from 9th to 19th September 2025.

ONLINE-KEYNOTE

Dienstag, 09. September 2025, 14:00 -16:00 Uhr

Jun.-Prof. Dr. Amrei Bahr

AUF DEM WEG ZU GLEICHSTELLUNG UND FAIRNESS: WO STEHT DAS DEUTSCHE WISSENSCHAFTSSYSTEM NACH VIER JAHREN #ICHBINHANNA?"

Machtgefälle und Benachteiligungen sind tief eingeschrieben in das deutsche Wissenschaftssystem. Durch deren Abbau die deutsche Wissenschaft zu einem faireren Ort zu machen ist eine Gemeinschaftsaufgabe, der sich Gleichstellungsbeauftragte und -akteur_innen seit Jahrzehnten widmen. Besondere Aufmerksamkeit erlangen die Missstände seit 2021 durch die Initiative #IchBinHanna, die sich gegen prekäre Beschäftigungsbedingungen im Wissenschaftsbetrieb richtet. In ihrem Vortrag wird Amrei Bahr einen besonderen Fokus auf die Bedingungen für marginalisierte Gruppen legen: Was wurde seit Beginn von #IchBinHanna für sie erreicht und was bleibt noch zu tun, um Hindernisse abzubauen und so zu mehr Gerechtigkeit in der deutschen Wissenschaft beizutragen?"



Amrei Bahr ist Juniorprofessorin für Philosophie der Technik und Information an der Universität Stuttgart und widmet sich u.a. Fragen der Angewandten Ethik. Sie setzt sich für faire Arbeitsbedingungen in der Wissenschaft ein und ist Mitinitiatorin von #IchBinHanna.

Dial-in link via ZOOM:

<https://tu-darmstadt.zoom-join/j/62612840615?pwd=fcQf6431zqtSRA4lVriaHPsHFA1RFS.1>
oder <https://tinyurl.com/52txwcy9>

Meeting-ID: 626 1284 0615 | Kenncode: 345819

Eine Anmeldung vorab ist nicht erforderlich. Wir freuen uns auf Sie!

OVERVIEW ONLINE LECTURES & 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. The mixed programme offers workshops in English and German, please see the language of the announcement texts. Some workshops are only for women, the lectures and the workshop on Alley-Ship are explicitly for researchers of all genders.

Participation and Registration

Depending on the date and number of participants, the costs of the workshops range from 125€ to 350€ 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 and the lecture are free of charge.

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

Dr.'in Anna Laura Raschke

genderconsulting@zv.tu-darmstadt.de



Anne Reiff

reiff@em.uni-frankfurt.de



Maike Schikora

genderconsulting@uni-mainz.de

JOHANNES GUTENBERG
UNIVERSITÄT MAINZ



All Events

Further information can be found in the detailed descriptions attached

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|--------|---|---|
| 09.09. | Keynote
Auf dem Weg zu Gleichstellung und Fairness: Wo steht das deutsche Wissenschaftssystem nach vier Jahren #IchBinHanna | Everyone welcome,
no registration required |
| 10.09. | Lecture
Parenthood and science. Motherhood penalty, fatherhood bonus and other obstacles – how to reach more equal care in science? | Everyone welcome,
no registration required |
| 12.09. | Workshop
Performing under Pressure. The path to become pressure proof | Early-Career Researchers
from underrepresented
genders and first-
generation academics |
| 15.09. | Workshop
Be an Ally – Gemeinsam Stark für Inklusion und Vielfalt | Researchers of all
genders and career
levels,
Everyone welcome |
| 19.09. | Workshop
Empower Your Networking Strategies in Science | Female PhD students and
female post docs |

Parenthood and science. Motherhood penalty, fatherhood bonus and other obstacles – how to reach more equal care in science?

Wednesday, 10.09.2025, 12:00 - 14:00

More than 70% of professorships in Germany are still held by men, more women than men work part-time and are more affected by the gender pay gap, pension gaps and exclusion from male-dominated networks. All of this is intensified when female academics become mothers - in addition to the glass ceiling and leaky pipeline, mothers face the maternal wall and a motherhood penalty. For fathers, on the other hand, there is still a fatherhood bonus meaning that they are more likely to get promoted if they have children because they are supposed to support a family financially. This traditional view upon men and women and their stereotypical roles is hurtful to all of us. Female academics are under general suspicion that at some point their children could be more important than their career - even if they don't want to or can't have children. Fathers are supposed to spend most of their lifetime at work and not with their children. Which solutions and what kinds of support can there be for parents in academia? What options do universities have to counteract the increased dropout of mothers (which is currently 50%)? In addition to analyzing the status quo of so-called compatibility, we will discuss these questions and present examples of good practice.

Speakers

Lena Eckert, PhD, is a gender studies scholar and researcher of writing and education. In 2021, she founded the nationwide Motherhood and Science network (Netzwerk Mutterschaft und Wissenschaft) together with Dr. Sarah Czerney. She publishes internationally on interdisciplinary media, and educational topics in critical gender studies and continually seeks to bring together activism, art, and science. She is the founder of the icp – institute for critique and practice - and lives with her family in Berlin. www.lenaeckert.org



Sarah Czerney, Ph.D., is a media and cultural studies scholar and currently works at the Koordinierungsstelle Genderforschung und Chancengleichheit Sachsen-Anhalt. She is co-founder of the Motherhood and Science Network (Netzwerk Mutterschaft und Wissenschaft) and a systemic coach. Together with Dr. Lena Eckert, she has edited two books on motherhood and science and published several articles on the topic. She lives with her family in Magdeburg.

Dial-in link via ZOOM:

<https://uni-frankfurt.zoom-x.de/j/65175035092?pwd=azjDUOYI09J66SbYBKU5SG9iNdbN69.1>

Meeting-ID: 651 7503 5092 | Kenncode: 163599

Everyone Welcome! No registration required.

Online-Workshop

Performing Under Pressure.

The path to become pressure proof for all genders

Friday, 12.09.2025, 9:30 - 14:00

"Academics are working longer and longer, and harder and harder, and they can't reach that topbar because it keeps moving."

Matthew Finders, Professor at Sheffield University

Today's academics face intense pressure to excel in all areas: research, publishing, teaching, and making an impact in their field. This constant juggling often leads to stress and burnout. First-generation academics frequently experience heightened feelings of self-doubt and belonging uncertainty. Without family backgrounds in higher education, they may question their place in academic spaces, despite their achievements and capabilities. This sense of not quite fitting in can be persistent and deeply challenging. Both men, women and non-binary people handle pressure differently, but many share feelings of inadequacy or self-doubt. So how can academics stay confident and focused despite these pressures?

In this workshop, participants explore the different ways people deal with pressure and stress; learn practical skills for coping, focus and productivity; examine and redefine the roles they play in their professional lives in order to gain clarity, direction, and a renewed sense of purpose.

After the workshop, participants will...

- have a deeper understanding of how gender can affect our response to change and Challenge and become more sensitive to the other gender's response to pressure and stress.
- learn tools and methods for coping with stress and high pressure situations.
- examine and redefine their professional roles in order to gain clarity, direction and purpose.
- acquire tools to combat imposter syndrome.
- create a self-introduction or a mission statement.

Please note: all participants are required to have an initial 1 minute introduction.

Trainer



Francesca Carlin is an American communication trainer and personal coach. For over a decade she has helped professionals improve their public speaking, develop their presence, and apply the practice of mindful communication. She has worked in Russia and the U.S. and is currently working in Germany, Austria, and Switzerland. Francesca is a trained actress and studied theatre at Boston and Harvard University. Over the years she has found that using acting techniques and exercises helps people to overcome personal barriers and to become more effective communicators. With her background in the performing arts, She has created a unique approach to her workshops and trainings, in which she incorporates and implements the best practices from both the world of communication skills development and theater

Time: Friday, 12.09.2025, 9:30 - 14:00

Target Group: Early-Career Researchers from underrepresented genders and first-generation academics

Registration: by 22. August & further information via
genderconsulting@zv.tu-darmstadt.de
Dr.'in Anna Laura Raschke | Gleichstellungsbüro TU Darmstadt

Online-Workshop

Be an Ally – Gemeinsam Stark für Inklusion und Vielfalt

Montag, 15.09.2025, 09:00 – 15:00 Uhr

Wir leben in einer Zeit, in der Polarisierung zunimmt und der Umgang mit kontroversen Themen immer schwieriger wird. Ob an der Uni, am Arbeitsplatz oder in der Gesellschaft – viele Menschen fragen sich, wie sie sich für Vielfalt und Inklusion einsetzen können, ohne in Konflikte zu geraten oder ihre berufliche Position zu gefährden.

Genau hier setzt der Workshop an: Wie gehe ich damit um, wenn Menschen aus meinem Umfeld diskriminierende Bemerkungen machen? Wie setze ich mich für eine inklusive Gesellschaft ein, ohne Eskalationen zu riskieren?

Das erwartet Sie im Allyship Training:

- Sie lernen die Definition und Bedeutung von Vielfalt in den „Diversity Dimensionen“ kennen.
- Sie erfahre, wie Stereotype und Vorurteile entstehen.
- Sie erkunden, welche Rolle Privilegien und Diskriminierung in deinem Arbeitsumfeld und Alltag spielen.
- Sie erarbeite Strategien, wie Sie an der Universität und im Berufsleben zu einem inklusiven Miteinander beitragen können.

Der Workshop lebt von einem lebendigen Erfahrungsaustausch und Miteinander. Das Training richtet sich insbesondere an Wissenschaftlerinnen, die sich – unabhängig von ihrer Karrierestufe oder Position – für Diversität und gegen Diskriminierung in der Wissenschaft und im Arbeitsalltag einsetzen möchten und sich dafür mehr Wissen oder Handlungskompetenzen sowie Verbündete wünschen.

Trainer



Mina Mangal ist HR-Expertin und Gründerin von Diversity Connects. Mit sieben Jahren kam sie als Geflüchtete nach Deutschland – eine prägende Erfahrung zwischen Kulturen aufzuwachsen und sich gegen Barrieren und Vorurteile zu behaupten. Als zertifizierte Diversity Managerin und erfahrene Personalerin zeigt sie auf, wie Bildungsinstitute und Unternehmen durch gelebte Vielfalt nicht nur gesellschaftliche Verantwortung übernehmen, sondern auch profitieren können. Die Diversity Agentur „Diversity Connects“ aus Stuttgart bietet Trainings und Consulting rund um Diversity, Interkulturelle Kompetenz, Anti-Rassismus und Anti-Bias.

Termin: Montag, 15.09.2025, 09:00 - 15:00 Uhr
Zielgruppe: Wissenschaftler*innen aller Karrierestufen sowie alle Interessierten
Anmeldung: bis 30. August & mehr Informationen via
 genderconsulting@uni-mainz.de
 Maïke Schikora | Stabsstelle Gleichstellung und Diversität JGU Mainz

Online-Workshop

Empower Your Networking Strategies in Science

Friday, 19.09.2025, 9:00 - 15:00

This seminar focusses on networking strategies and professional performance in scientific settings such as international conferences or meetings with peers and other researchers. It aims at improving your individual performance by successfully communicating and discussing your research, your expertise and professional achievements in different scientific contexts.

First, the participants evaluate their professional skills and background so that a confident performance at conferences and meetings is backed-up with concrete achievements. Lessons learned from different steps in their career will be assessed and articulated. With the tool of the elevator pitch, they learn how to engage other people in a meaningful conversation of their own work, how to make them trust in their research expertise and ideas and how to discuss their research with confidence. We will develop and put into practice the elevator pitch: The concept of small talk will be learned and practiced and then used as a door opener to introduce one's science project.

Lastly, one's physical appearance concerning body language and vocal expression are being developed to round up a professional and convincing self-presentation

- Input: What is a network?
- Career landscape: Assessment of personal development, strategies & career milestones.
- Framing research: Why should others be interested in me and my research? (Speed Dating)
- Elevator pitch to introduce professional work
- Small Talk as a tool
- Aspects of body language to create a professional standing

Trainer



Kathrin Keune, psychologist/opera singer (MA in Expressive Arts Therapy/ Coaching, BA in the Performing Arts), has successfully been offering career development trainings at universities/institutions such as SBP La Jolla, Max-Planck, Helmholtz, RUB, RWTH Aachen, University Duisburg- Essen etc. since 2009. She gained insight into the sciences through a lab management position at SBP La Jolla (2005-2011). www.artsbased.de

Time: Friday, 19.09.2025, 09:00 - 15:00

Target Group: Female PhD students and female post docs

Registration: by 22. August & further information via
genderconsulting@uni-mainz.de
 Maike Schikora | Stabsstelle Gleichstellung und Diversität JGU Mainz