



Gender & Diversity Measures within the RTG 2530

Measures ensuring gender equality and a successful compatibility of care responsibilities in the family and a career in science are key in early career support of the PhDs of the RTG2530.

We would like to draw your attention to the following modules offered by different institutions of Universität Hamburg.

We are glad that RTG 2530 received funds through the “DFG Gender Equality Measures in Research Networks”, to incorporate further aspects of gender equality and family-friendliness of the scientific community into the RTG.

To also include your wishes/needs, we will send around an anonymous questionnaire on further support offers (also for female PhD students only).

Courses offered by UHH Join in the summer term 2022

(<https://www.uhh-join.uni-hamburg.de/de/reihe.html?120>)

- **Negotiations**

08.06.22 (9 a.m.- 5 p.m.) & 09.06.22 (9 a.m.- 5 p.m.)

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1197>

Negotiations take place always and everywhere – we negotiate on business and university level, as well as in private-emotional spheres. Whether we represent our own interests or those of our team or our employer, every negotiation situation is unique. And, in an increasingly complex world, negotiations interrelate with almost all other aspects of our lives.

However, how do I prepare for negotiations and where are my particular competences and resources in a negotiation situation? The aim of this workshop is to develop first steps to be able to prepare for negotiation situations at work, to start to get to know your own personal negotiation style and the strengths associated with it, and furthermore to develop new skills and reveal your potential.

- **Understanding Diversity**

22.06.22 (9 a.m.- 5 p.m.) & 23.06.22 (9 a.m.- 5 p.m.)

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1198>

Whether in academia, in the professional world or in everyday life we are directly and indirectly confronted with a variety of belief-systems other than our own - and, more importantly, diverse concepts of identities. In a world that is constantly growing closer, understanding diversity and coping with a multitude of cultural backgrounds, values, and mentalities has become a key qualification. This workshop is about developing an informal approach on different concepts and findings and will reflect upon our personal ideas, actively examine the key



terms and mechanisms in intercultural interaction such as culture, diversity, identity, stereotypes, racism and whiteness. For this purpose, we will look at a variety of scientific concepts and identity formation. Together, we will reflect on and discuss the impact that concepts around diversity have on values, norms, and beliefs. The goal is to improve our own understanding of diversity and to strengthen one's personal communicative resources in a resource-oriented way in the future.

- **Female Networking - Karriere erfolgreich & selbstbestimmt gestalten**
(in German, but we can arrange for an equivalent English course)
01.07.22 (9 a.m.- 5 p.m.) & 02.07.22 (9 a.m.- 5 p.m.)
<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1211>

Ideas for additional courses

(some of which have been held during the last corona-free semesters, others are available in German and we will try to find an equivalent course in English)

- **(More) clarity about your competence profile**
What am I particularly good at? Where are my greatest strengths and competencies and when and where did I discover this? In the workshop, we present various areas of competence and show how you can identify your own potential. We deal with your values, talents and competencies and how to communicate them. The (new) awareness of your abilities will support you in a better professional positioning and authentic presentation towards your environment.
- **Good negotiations are half the battle – negotiation strategies in the academic world**
There are numerous negotiation situations in an academic career – whether as a research assistant, doctoral candidate, in the post-doc phase, when acquiring third-party funding or when taking up a professorship. But these situations aren't always as clear-cut as when negotiating for a professorship. So what are the concrete negotiation situations? How much leeway is there? And what tips and tricks can help you go into negotiations confidently and well prepared? We've invited experts who will give you the answers to these questions.
- Conflict training - Are you still quarreling or already mediating?
- Communication training - what women and men can learn from each other



- Work-Life-Balance: reducing stress - being successful with power and serenity
- Crisis management
- Learn how to learn - how to motivate our brain to learn effectively
- Here I am! Career planning and creating one's own path