

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.

Courses on diversity that are open to all PhD candidates of the RTG 2530 are also listed here.

Courses offered by the Hamburg Research Academy in the summer term 2023

[Kursportal HH : Hamburg Research Academy \(hra-hamburg.de\)](https://www.hra-hamburg.de)

- **Self-Management, Stress Coping and Self-Motivation for PhD-Researchers (open to all PhD students)**

Thu, 13 April 2023, 09:00 AM - 04:00 PM & Fri, 14 April 2023, 09:00 AM - 01:00 PM, Hamburg Research Academy, Gorch-Fock-Wall 7, 20354 Hamburg

[Self-Management : Hamburg Research Academy \(hra-hamburg.de\)](https://www.hra-hamburg.de)

A doctorate is a marathon. Many setbacks must be overcome, enthusiasm and disillusionment are close together. In addition, it is often a balancing act to reconcile scientific work with other areas of work and life – such as teaching, project work or a family. In order to meet the different demands and to stick to the doctorate, both self-management and self-care are essential.

The workshop is about developing an individual concept on how to successfully deal with the diverse challenges during the doctoral process. Against the background of your individual work and life situation, you will critically scrutinize your goals, motivators and working methods. You will learn techniques to work more effectively and to keep an eye on the big picture despite the daily business. In addition, you will develop beneficial thought and behavior patterns in order to stay healthy in stressful phases and to stick to the doctorate even in difficult times.

- **Navigating Uncertainty (K02-21) (open to all PhD students)**

Fr. 21.04.2023, 12.00 – 1.00 p.m.

[https://www.pe.uni-](https://www.pe.uni-hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-21)

[hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-21](https://www.pe.uni-hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-21)

Doctoral and Postdoctoral Researchers face several uncertainties and challenges regarding their plans for the future. When you choose academia, non-



permanent contracts are common and the pressure to create excellent results is high. If you want to leave the system, uncertainty may be given through a new environment and unknown expectations. Navigating through these uncertainties successfully helps you to unlock your resources and make profound and satisfying decisions.

- **Taming the Inner Critic (K02-22) (open to all Phd students)**

Mo. 24.04.2023, 12.00 – 1.00 p.m., digital

<https://www.pe.uni-hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-22>

Scientists and scholars are prone to be critical about themselves as their daily routine is about questioning their work to create new results. This however can be hindering when making career decisions, as the same critic can hold them back to take the next step in academia or into the industry.

- **Building Your Competence Portfolio for an Academic Career (open to all PhD students)**

Thu, 4 May 2023, 02:00 PM - 05:30 PM, HRA, Gorch-Fock-Wall 7, 20354 Hamburg

<https://tools.hra-hamburg.de/en/hra-sose-23-010>

The profiles of PhD candidates, postdocs, group leaders or professors require changing skill sets. Researchers are often focusing on skills directly connected to research itself. However, in order to successfully navigate an academic career track, additional skills particularly in strategy, management, and communication become more crucial along the way. The workshop will cover the following topics and you get the chance to discuss your questions.

Contents

- Academic career tracks in Germany
- Relevant skill sets in academia at different career stages
- Strategy vs. lucky coincidences: How to prepare for the uncertain
- Identifying your personal skill portfolio
- Developing your narrative/profile as a researcher
- Communicating your skills & „fit“

- **Career & Parenthood - Managing the Mental Load (K02-24) (open to all PhD students)**

Mi. 17.05.2023, 1.00 – 2.15 p.m., digital

<https://www.pe.uni-hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-24>

How do we juggle work life balance when “life” comes with such a huge mental load? When the family to-do list is three times as long as the work to-do list and it is you feel like you are always the one that has to remember. The thinking part



of having children is permanent and it is exhausting. It is invisible, unmeasurable and often inescapable.

How do we thrive at work whilst navigating the worry and guilt of managing a family at home? How do we learn to share the planning and management of our homes and not just the delegation of a never-ending task list in our minds? **It is possible.**

- **Active Job Search: Researching - Networking - Visibility (K02-18) (open to all PhD students)**

Do. 22.06.2023, 12.00 – 1.00 p.m., online

<https://www.pe.uni-hamburg.de/webbasys/index.php?id=18&kathaupt=11&knr=231-K02-18>

On the so-called hidden job market, up to 70 percent of all vacant positions are filled! This talk shows how bold networking and increasing your visibility can help you tap into this enormous potential. You will get suggestions and tips for bold networking and for using LinkedIn and XING. There will be room for your questions afterwards.

Courses offered by UHH Join (open to all students enrolled at Universität Hamburg)

<https://www.uhh-join.uni-hamburg.de/de/>

- **Diversity Week bei PIASTA -Wir wechseln die Perspektive (German & English) (open to all PhD students)**

Mi, 07.06.23, 06.00 – 9.00 p.m., PIASTA, Rentzelstraße 17

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?2010>

Wie kann man mit Brailleschrift lesen? Welche Gesten braucht man für Small Talk in Gebärdensprache? Bei unserer International Night während der Diversity Week wollen wir mit Dir gerne einmal unsere gewohnte Perspektive wechseln. Du kannst Deine Wahrnehmung erweitern und Deine Vorurteile auf den Kopf stellen.

- **Leadership für Frauen (in German) (for female students only)**

01.06.23, 09.00 a.m. – 4 p.m., TransferAgentur, Rothenbaumchaussee 19

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1868>

Frauen in Führungspositionen haben besondere Herausforderungen, die sie von Männern in gleicher Position unterscheiden, bringen aber auch besondere Fähigkeiten mit.

In diesem Workshop von, mit und für Frauen geht es darum, stärkenbasiert in Führung zu gehen.