

## 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 gender, diversity and mental health 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 2024***

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

#### *Career & Parenthood – Managing the Mental Load*

*09.04.2024, 9.30 – 11.00 am, digital*

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.



### [HRA Promovierendentag 2024: Fokus Mental Health](#)

18.04.2024, 9.00 am – 5 pm, Betahaus, Eifflerstraße 43, Sternschanze

#### **Don't Let It Stress You Out: Stress Management for Early Career Researchers**

10 am – 12.30 pm

As a young researcher you enter into a time of great change. You have to meet new professional demands, play numerous roles, and know your personal qualities. Oh, wait, there's also a thesis to write and a private life to take care of... Don't let this stress you out! This short workshop introduces you to ready-to-use tools for stress management. We will focus on factors creating mental and physical stress, their impact on health and productivity, as well as early symptoms and warning signs. The course finally explains how you can introduce the mental health toolkit in your daily and weekly routines so you can, in the long run, keep on rockin' in the academy.

#### **Decision-Making for Academics**

10 am – 12.30 pm

In this workshop, academics are able to explore the main factors affecting our decision-making, with examples and tools adapted to the academic experience. We discuss worry, procrastination and avoidance, fear of regret, decision paralysis and a selection of cognitive biases affecting our decisions.

#### **Mental Health Literacy: Mental Illnesses in Academia – Signs and Symptoms, Causes and Treatments**

1.30 – 2.30 pm

### [Mental Clarity & Decision Making](#)

17.09.2024, 9 am – 5 pm. Digital

How do we create the mental clarity to make big decisions when academia leaves us with so little time or energy and very few resources to cope? Often, we are left trying to make life changing decisions from a place of self-doubt, emotional reactivity, and exhaustion.

In this workshop, we explore the factors that impact on how we think and make decisions. We work on how our cognitive biases, cognitive fatigue, short-term emotion, mindset and other thinking patterns play in how we evaluate situations and available options. We also explore the forces that keep us from making decisions: the worry, the overwhelm, the self-critical inner voices that make you think you do not belong, you can't do it, and you shouldn't apply yet. We discuss and study our assumptions about uncertainty and control. And we put in practice concrete strategies to improve our decision-making and compensate for some of the most common cognitive traps.