



## 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 winter term 2022/2023**  
(<https://www.hra-hamburg.de/en/unser-angebot/kursangebot.html>)

- **Female Leadership for Innovation**

15.09.22 – 16.09.22 (9 a.m. -5 p.m.) at TU Hamburg-Harburg

[Registration \(tuhh.de\)](https://www.tuhh.de/registration)

The aim of this two-day workshop is to provide female early career researchers with effective tools for actively stepping up into a 360° leadership position inside or outside of academia. In other words, the focus of this workshop prepares not only for a senior leader’s role, but reflects on options to lead in all directions (upward, downward, and lateral as well as oneself). Special attention is given to women’s perspectives and challenges of leadership and on how to lead (diverse) teams towards high innovation by creating the necessary conditions for it.

- **Networking for Women in Academia**

03.11.22 (9 a.m.- 12 p.m.)

[Anmeldung : Stabsstelle Gleichstellung : Universität Hamburg \(uni-hamburg.de\)](https://www.uni-hamburg.de/stabsstelle-gleichstellung)

What do you think about networking? Do you enjoy it, is it your "second" nature, so to speak, or do you find it more of a nuisance? In this workshop, participants have the opportunity to be inspired by new perspectives and practice-proven tips. They can become even more aware of their personal strengths in terms of networking and develop a networking strategy that is individually tailored to them.



- **HRA spotlight – Intercultural Awareness for International Collaboration (open to all PhD students)**  
31.01.23 (3 p.m. -5 p.m.), online  
[HRA spotlight : Hamburg Research Academy \(hra-hamburg.de\)](https://hra-hamburg.de)  
Effective collaboration with scientists from diverse and versatile cultural backgrounds, disciplines and mindsets is not an easy task but a challenging one. Various understandings and perspectives on commitments provide special challenges for research, teaching and supervision in international groups. At the same time collaboration with professionals having different educational backgrounds makes the gap of understanding even bigger. The special circumstances of the pandemic and its distance communication bring additional impact in cross-cultural communication and collaboration.
- **Mental Clarity & Decision Making (K02-05) (open to all PhD students)**  
15.02.23 (9 a.m. – 5 p.m.), online  
[Veranstaltungsübersicht : Universität : Universität Hamburg \(uni-hamburg.de\)](https://uni-hamburg.de)  
How do we create the mental clarity to make big decisions regarding career choices when academia leaves us with little time or energy and few resources to cope? We are left trying to make big life changing decisions from a place of self-doubt, emotional reactivity, and exhaustion.  
In this workshop, we look into the factors that impact on how we think and make decisions. Exploring the role that our biases, thinking patterns, and behavioural choices play in how we evaluate situations and interactions, and how we engage (or not) with certain individuals and environments. We examine the self-critical inner voices that make you think you do not belong, you can't do it, and you shouldn't apply yet.  
Learn to question how your mindset can help or hinder your day-to-day life and your future career prospects; Push back on certain maladaptive coping strategies (e.g. procrastination and avoidance) once you see how they maintain your self-sabotaging thought and behaviour cycles. Also learn how to reshape your thinking and behaviour patterns to work for you in pursuit of your goals.
- **HRA spotlight – Active Bystander Training (open to all PhD students)**  
03.03.23. (12 p.m. – 1:30 p.m.), online  
<https://tools.hra-hamburg.de/en/hra-wise-2223-018>  
The Active Bystander training program aims to empower doctoral and early career researchers to challenge poor behaviors, and bring about cultural change through the reinforcement of messages defining the boundaries of unacceptable behavior.



### Contents:

- An understanding of what bystander apathy is and the importance of being an active bystander
- Learn skills and techniques to positively challenge bullying, harassment, micro-aggressions and other inappropriate behaviors
- Agreed steps to take to be an effective bystander
- Decision-making techniques to help delegates overcome fear and self-doubt when faced with a challenging situation
- Assertiveness techniques to give delegates confidence and tools to speak out, whether they are dealing with the challenge directly or calling for help from others

### **Courses offered by UHH Join (open to all students enrolled at Universität Hamburg)** [UHH JOIN \(uni-hamburg.de\)](https://www.uhh-join.uni-hamburg.de)

- **Transcultural Awareness Training**

16.12.22 .17.12.22 (2 p.m. -5:30 p.m.), online

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1589>

The English-language "Transcultural Awareness Training" goes global! Let's use the chance of the virtual exchange and discuss about transculturality and communication across borders and with students from universities all over the world. No matter where you come from or where you study: join us and enrich our training with your perspectives and perspectives!

As students, people and individuals, we belong to different social networks and groups. Which groups we belong to depends, for example, on where we were born, where we study and where we live, on our (body-)specific identity and on our individual inclinations.

But are we actually aware of the influence that certain social groups have and had on us? And what does this have to do with culture? What does culture have to do with communication? And how is communication and culture influenced by local politics, colonial history and global power imbalances?

- **Let's talk about racism**

13.01.23-14.01.23 (2 p.m. -7:30 p.m.), online

Start of registration: 13.10.22

[Let's Talk about Racism! Antirassismus und Dekolonialisierung – virtuelles Training für Studierende der Universität Hamburg und weltweiten Partneruniversitäten - UHH JOIN \(uni-hamburg.de\)](https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1589)

The English-language PIASTA workshop "Let's Talk about Racism" goes global! Let's take the chance to exchange and discuss anti-racism and decolonisation



across borders and with students from universities all over the world. No matter where you come from or where you study: Join us and enrich our training with your perspectives and views.

Racism, colonial structures, critical whiteness - we hear and read these terms everywhere but do we even know what they are about? What do they mean and how do they have in our everyday lives? In this workshop we will look at the origins of critical whiteness research, the origins of critical whiteness studies, look at the colonial power construct of race, trace its history and look at the consequences of structural and institutional racism.

We listen, discuss and reflect on privilege. We address the discomfort that white people feel when they are confronted with (their own) racism (white fragility), and address the need for empowerment strategies for people affected by racism.

With the help of exercises, the analysis of videos and discussion rounds, we will raise our self-awareness, question universal truths and stereotypes and try to understand intersectional forms of discrimination, always practising a change of perspective.

Ideally, we create a space for the practice of a fear-free, respectful exchange of thoughts on a socially highly topical issue. We strengthen our stance for an equal, anti-racist coexistence.

- **Understanding diversity**

09.02.-10.02. (9 a.m. – 5 p.m.), Career Centre, Monetastr. 4,

<https://www.uhh-join.uni-hamburg.de/de/veranstaltung.html?1536>

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 informed approach on different concepts such as culture, diversity, identity, stereotypes, racism and whiteness. For this purpose we will look at a variety of scientific concepts and findings and will reflect upon our personal ideas, actively examine the key terms and mechanisms in intercultural interaction 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.