

**Von:** Sarah Czerney  
**Gesendet:** Mittwoch, 12. Januar 2022 14:13  
**An:** Hausverteiler; guests-ovgu; guests-dzne  
**Betreff:** Hello 2022! Newsletter N°9 office for equal opportunities and career development



**Dear readers,**

Once again, a year full of challenges has come to an end. Despite all the adversities caused by the pandemic, it has been a successful FEM POWER year at the LIN. In 2021, 20 FEM POWER events with a total of 334 participants took place, including workshops for various target groups, scientific lectures in the [“Gender and Neuroscience”](#) lecture series, group and individual coaching and training for equality actors. A highlight was definitely the [online screening of the documentary "Picture a scientist"](#) and the subsequent panel discussion, in which over 100 people took part.

We would like to thank everyone who commits to a fair work culture and equal opportunities at the LIN!

We have also planned many exciting events in 2022 that will support equal opportunities at the LIN. With this newsletter, we provide an outlook and gather valuable information on the subject of equal opportunities in science. As always, all FEM POWER events at the LIN can be found on our [website](#). All previous editions of this newsletter can also be found there (under “For

everyone at LIN”).

We wish you a happy and, above all, a healthy new year!

Enjoy reading and best regards,

Sarah Czerney and the FEM POWER Team.

P.S. Follow us on [Twitter](#), [Instagram](#) und [Facebook](#)!

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### **EQUAL OPPORTUNITIES IN SCIENCE**

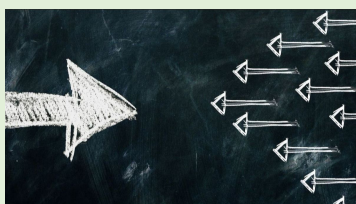
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### **1. Workshop "Developing and maintaining resilience during challenging times" for PhD students, January 13th 2022, 9 am - 5 pm, online**

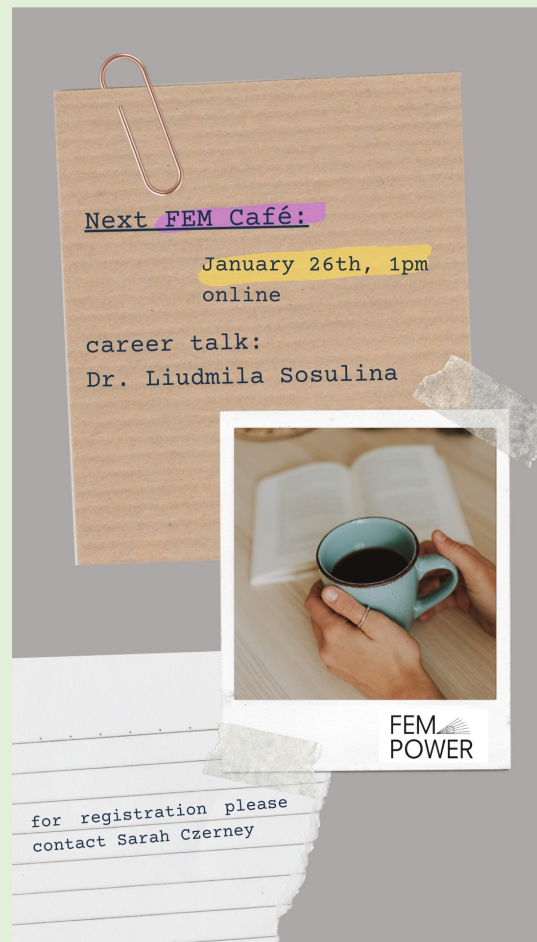
In challenging times, resilience is more in demand than ever, i.e. the maintenance or rapid restoration of mental health during and after adversity. Some also refer to it as our mental immune system. The good news is that resilience is not innate, it is learnable. In this workshop you will receive impulses on how you can regain your strength even in difficult times, focus your energy on the positive and take care of your own stabilization. You develop action steps in order to live your life confidently and self-effectively.

If you would like to participate, please write an email to [Sarah Czerney](#). [^](#)

## 2. FEM Café with career talk for female scientists of LIN, January 26th 2022, 1 -2 pm, online

The FEM Café is a place where female LIN scientists can exchange ideas, support each other and network in an informal setting. Regularly we invite established female academics to speak honestly about their professional careers, successes, challenges, but also failures, to give tips and answer questions. This time, Dr. Liudmila Sosulina will speak about her career and as always there will be time to chat and network.

The event takes place online. Please write to [Sarah Czerney](#) if you would like to participate. [^](#)



## 3. Workshop „Umgang mit Widerständen gegen Veränderungen in Organisationen“ for actors in equal opportunities, February 24th 2022, 9:30 am - 2:30 pm, online [in German]

Despite all participation, preliminary arrangements and planning, there are repeated rejection or defensive attitudes towards the initiators, the working method or the topic in the implementation of measures in the area of equal opportunities and diversity. In the workshop, models for the design of change processes are presented, one's own practice is analyzed using examples and options for action are developed on this basis. The workshop is aimed at the equal opportunities officer, the AGG consultants and everyone who is interested in the topic.

If you would like to participate, please write an email to [Sarah Czerney](#).



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#### **4. Workshop and Coaching „Female Leadership“ for female scientists at LIN with Deborah Ruggieri, March 30th and 31st 2022, online**

Knowledge of power or status games can lead to a broader perspective and a wider range of communication and negotiation skills for managers. The participants are supported in recognizing the specific patterns of communication and status behavior in organizations and in developing tools to deal with them.

Information on participation will follow shortly.



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#### **5. Workshop for executives „Excellence through gender-sensitive leadership“, May 10th 2022, online**



The requirements for executives in the science system have changed over the last 20 years. Research performance and reputation were once the central qualifications of an executive in science, but today core competencies such as personnel management and development as well as conflict management are indispensable. Also gender and diversity sensitivity are part of modern leadership in research institutions in order to be able to meet the demands on leadership and excellence in all areas.

The series of workshops starts exactly at this point and opens up a repertoire of topics for gender and diversity-sensitive leadership in 4 events. The date in May is the second workshop in the series and is aimed at the scientific managers of the LIN. The invitations will be sent out in advance of the event. [^](#)

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## 6. Lecture series "Gender and Neuroscience"

The FEM POWER lecture series ["Gender and Neuroscience"](#) deals with gender-theoretical perspectives on brain research. Since its start in October 2020 it has attracted a steadily growing number of interested people over the past year.



We welcomed renowned scientists such as Sigrid Schmitz, Anelis Kaiser and Kerstin Palm at the LIN who have played a key role in shaping the field of gender research in the neurosciences.

The series of lectures will be continued in 2022 - including the topics of diversity and intersectionality. For example, for the second half of the year we were able to gain Dr. Emily Ngubia Kessé as a speaker, who will give a lecture entitled

"Neuro SCIENCE - What's race got to do with it? How societal values 'contaminate' Neuroscience research, theory and practice."

We will soon publish all dates on our [Website](#).



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## **7. Lecture series at OvGU: "Fehler im (Uni-)System aufdecken", monday 1:15-2:45 pm, online [in German]**

Not taking into account the findings of gender and diversity research is a potential for errors for research and teaching in all scientific subjects and thus also for professional practice. A well-known example is knowledge of the symptoms of a heart attack in women. For years these were not recognized because they differ from those of men. And even today, knowledge about it is not standard in medical training. Errors that exclude users are also known in product design or in the programming of AI. Due to the orientation towards unreflected standards, non-contact disinfectant dispensers are then developed that do not react to hands with dark skin color. Many more examples could be given here.

The lecture series is intended to draw attention to such potential for errors when ignoring gender and diversity research and to help develop new perspectives for subjects and courses of study at the OVGU. The [upcoming 2022 dates](#) deal, for example, with gender stereotypes in the development of digital products and with gender aspects in mathematics.





## **8. FEM POWER lecture series at FH Merseburg: (Un-)Gleichheiten. Introducing: Intersectionality [in German]**

The lecture series of the FEM POWER project at the FH Merseburg this semester is dedicated to the question of (in)equality: To what extent do gender, (social) origin and / or racist classification influence knowledge, teaching and everyday (university) life?

The lecture on January 18 is about structural racism in society and in science. The event takes place online and anyone can participate. Please find more information [here](#). <sup>^</sup>

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## **9. New: Network Motherhood and Science**

The question of the (in)compatibility of motherhood and science preoccupies many women in science, even if they do not (yet) have children. With the pandemic, the topic has become even more urgent because it was mainly women who took over more care work as a result of daycare and school closings. That is why the [network Motherhood and Science](#) has now been founded.

The network offers a forum for all those who identify themselves as mothers and work in the scientific community in order to exchange ideas, network, support and empower one another. <sup>^</sup>

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## 10. Recommendations for scientist in case of discriminatory attacks

**bukof**

Bundeskonferenz der Frauen-  
und Gleichstellungsbeauftragten  
an Hochschulen e.V.

a/f/  
g/  
berlin/

Diskriminierende Angriffe im Hochschulkontext –  
Handlungsempfehlungen für Wissenschaftler\*innen und ihr Umfeld

Have you been insulted, defamed, despised or threatened in teaching, in your research context, at conferences, via social media or in the press with anti-feminist, sexist, racist and / or anti-Semitic remarks? You are not alone in this. People are increasingly being attacked personally in order to delegitimize their scientific position, their field of research or their research results.

People who are targeted by hate speech often feel powerless. Affected scientists can, however, receive support and solidarity. The working group of women and gender research institutions in Berlin universities (afg) and the Federal Conference of Women and Equal Opportunities at Universities e. V. (bukof) have drawn up [recommendations](#) to show what you can do and where you can get support.

If you are looking for support at the LIN, you can contact the [AGG Complaints Office](#).



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## 11. Listening recommendations: #MeToo in Science

The #MeToo debate, which has been shaking the international media, art and culture scene in particular since 2017, also increased awareness at universities in Germany for the subject of sexualized discrimination



Foto von Lum3n von Pexels

and violence that had been a taboo until then.

The [podcast series #MeToo in Science](#) of the Marie Jahoda Center for International Gender Studies documents the contributions of an online conference on the topic from last summer. [^](#)

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## **12. support for international PhD students: international circle**

To support international students, the Psychosocial Student Advisory Service at OvGU has started an international circle. The meetings are intended as safe spaces, completely confidential and non-binding. Participants can bring along all the topics that concern them and receive support. To get more information please contact [Angela Nossack](#). [^](#)

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## **13. Career paths in and outside of academia [in German]**

**#IchBinHanna**

#IchBinHanna brought the important question of appropriate career prospects for postdoctoral researchers into the public eye. In the

media coverage an alternative career path outside of academic research was often portrayed as a failure or as a forced escape from science. An online forum run by the Joachim Herz Foundation questioned this black and white perspective and allowed various actors to have their say. You can watch he contributions [here](#). [^](#)

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### **Thank you for your attention!**

We are happy about your feedback! Please send an email to [Sarah Czerney](#).

The FEM POWER project is funded by the European Union (ESF) and the state of Saxony-Anhalt.



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