



20 February 2025, 9:30-16:30

Workshop

Dr. Neela Enke

Gender (still) matters. How to navigate your academic career

Venue: a:head area, Rudower Chaussee 24, 12489 Berlin

Goals and contents

This workshop will help you build awareness of gender-related issues in the academic career and provide a framework for self-reflection and group exchange. We will explore the issue of gender within the cultures and structures of research institutions, e. g. the attribution of logical and analytical thinking as "male" qualities, the construction of scientific careers as "1,5 persons careers" or the lack of female role models. We will consider the issues and challenges posed by gender, being an international researcher in Germany and other diversity dimensions from an intersectional perspective.

The discussion will be grounded in an overview of the current data available on gender within academia in Germany, including gender ratios and career outcomes. With the help of case studies, we will consider potential gender-specific challenges participants may encounter as their careers progress through the doctoral and post-doctoral phases and developing strategies to deal with these challenges.

Through exercises designed to facilitate self-reflection and assessment, we explore the sometimes unconscious mechanisms of gender bias and gendered perception, both within ourselves and the research cultures within which we operate. If participants desire, there will be the opportunity to explore specific personal challenges.

Content in Brief

- Overview of career development in Germany from the perspective of gender
- Gender issues from an intersectional perspective
- Identifying and dealing with conscious and unconscious bias
- Gender-related challenges in career progression

Methods

- Trainer input through short presentations
- Individual and small group exercises
- Role play
- Self reflection
- Group feedback and exchange

About the trainer

Dr. Neela Enke holds a doctorate in Biology and has over 10 years experience as a researcher and leader in several European research institutions. She is also a coach for PhD students, Postdocs, university employees and teams. As a trainer she offers workshops on career development in science as well as diversity and conflict



management. She is also a trained mediator with a focus on conflicts in research organisations (<http://www.scienza-berlin.de/>).

The event is aimed at female PhD students and postdocs, max. 12 participants.

Please register until 15 February