

## Overview: RTG Equality Measures and Career Guidance

| <b>Date</b>                   | <b>Event type</b>  | <b>Participants</b>  | <b>Organization</b>                  | <b>Location</b> | <b>Report</b>              |
|-------------------------------|--|--|--------------------------------------|-----------------|----------------------------|
| 15/02/2018                    | External Training:<br>Sexism in Science  | PhDs & postdocs  | Bergmann,<br>Krickel & Yahya         | Osna-<br>brück  | <a href="#">Click Here</a> |
| 04/08/2018<br>–<br>05/08/2018 | Personal Exchange:<br>Career Perspectives  | PhDs & postdocs<br>(internal &<br>associated)                                  | Krickel & all<br>PhD students        | Soest           | <a href="#">Click Here</a> |
| 24/10/2018                    | Minorities and Philosophy:<br>Inaugural Meeting  | Philosophy students<br>in Bochum   | Löhr & Venter                        | Bochum          | <a href="#">Click Here</a> |
| 30/10/2018                    | Internal Workshop: Self-<br>presentation and networking<br>for scientists. How it works<br>best for women and men? | PhDs & associates of<br>the University of<br>Osnabrück                         | Bergmann                             | Osna-<br>brück  | <a href="#">Click Here</a> |
| 22/11/2018                    | External Training:<br>Personality (Part I)   | PhDs & postdocs  | Krickel &<br>Venter                  | Osna-<br>brück  | <a href="#">Click Here</a> |
| 18/01/2019                    | External Training:<br>Personality (Part II)  | PhDs & postdocs  | Bergmann,<br>Krickel &<br>Venter     | Bochum          | <a href="#">Click Here</a> |
| 02/07/2019                    | Public Workshop:<br>Career Options Outside of<br>Academia  | PhDs, postdocs,<br>students, & three<br>professionals from<br>outside academia | Ehli, Krickel,<br>Newen &<br>Venter  | Bochum          |                            |
| 14/11/2019                    | Minorities and Philosophy:<br>Publishing Workshop  | Master & PhD<br>students in Bochum   | Löhr & Venter                        | Bochum          |                            |
| 12/06/2020                    | Online Workshop:<br>Academic Career Options  | PhDs & postdocs<br>(internal &<br>associated)                                  | Coninx, König,<br>Newen &<br>Stephan | Online          |                            |

**DFG Graduiertenkolleg Situated Cognition**  
**Gender Equality Workshop, Osnabrück 15.02.2018**

Against the background of issues of gender equality in the sciences and, especially, philosophy, the DFG-Graduiertenkolleg 'Situated Cognition' held a one-day gender equality workshop in Osnabrück. In this workshop we considered the role of gender and power more generally, as well as the impact this has on science and the academic life. We were very fortunate to benefit from the expertise of an experienced coaching team with Kathrin Keune (<http://www.artsbased.com/blog/about/>) and Martin Denzel (<http://denzellab.com/labmembers/#/martin/>) who, as a scientist and leader of his own research team was able to contribute valuable insights these issues in academic life specifically.

The session began with the participants categorising different adjectives as being either male or female. This set the scene for later discussions of gender and stereotypes. This was then followed by a presentation on recent cases of sexual misconduct and abuse of roles of power, primarily by rich, powerful men, leading to an engaging discussion of responsibility in the context of power inequalities. A positive message from this presentation was that it also reviewed evidence of social change, brought about by things such as the #MeToo movement. Whereas previously powerful men were able to sexually harass women with relative impunity, accusations of sexual harassment are starting to have real repercussions for the perpetrators.

As well as raising awareness for issues of gender and resulting power inequalities, the workshop also aimed to equip us with some tools how to respond to inequalities and cases of discrimination. A useful component of this was the discussion of case studies. In small groups we discussed several examples of everyday discrimination and how these might be addressed and resolved. One important issue raised was the responsibility we all have in virtue of our own power within the academic community - as teachers or merely as older and more experienced students - towards those with less power.

The afternoon activities called for a more active engagement with issues of power and dominance. In line with the RTG's topic 'Situated Cognition', a core element of this workshop were exercises on embodied explorations of power and dominance. The aim of these was to test and discover different ways of standing one's ground and how one might do so in a respectful manner.

Finally, we ended the workshop on a positive note by delivering a short speech on what motivates us and how we see ourselves as scientists; reaffirming confidence in ourselves and empowering us to implement the strategies to address gender inequality we had previously learned.

The Gender Equality Workshop was a full success; promoting team spirit, raising awareness for these important issues and providing us with some tools to address issues of gender inequality on a personal as well as a broader level.

Julia Wolf

Samuel Cospers

Bochum/Osnabrück 23.03.2018

**DFG Graduiertenkolleg Situated Cognition**  
**Weekend excursion, Soest 04.–05.08.2018**

The DFG Graduiertenkolleg Situated Cognition held a weekend meeting of doctoral students, post-docs, associated early career researchers and invited early career researchers from Ruhr-Universität Bochum and Universität Osnabrück. The purpose of the event was to share experience and best practices, develop soft skills necessary in academia and to promote team spirit and collegial atmosphere within the Graduiertenkolleg. The event was held at the Tagungsstätte der Evangelischen Frauenhilfe, e.V., in Soest.

The first activity upon arrival was the “Ask a Post-Doc” session focused on sharing best practices and experience. Doctoral students had the opportunity to submit anonymous questions before the event concerning practical matters connected with writing the dissertation and preparing for future careers in academia or elsewhere. The questions were then discussed by all participants, with Graduiertenkolleg post-doc Berate Krickel, Babette Voigt, post-doc at the Ruhr-Universität Bochum psychology department, and Gregor Härzer, who had just submitted his dissertation in Philosophy at the Universität Osnabrück. Questions discussed included dealing with different styles of supervision, or the use of productivity-enhancing software, as well as appropriate workloads and dealing with stress.

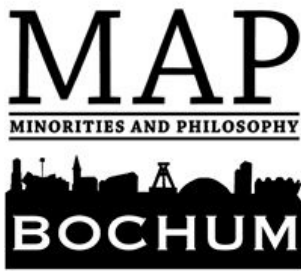
The next point on the programme was a session on writing paper/contribution abstracts for journal articles and conference contributions. The session consisted of two parts – a short presentation by Beate Krickel and Babette Voigt about the most common mistakes made in writing abstracts and the differences between practices in philosophy and in empirical sciences. In the second part of the session the participants divided into two groups, each of which discussed an example abstract submitted for feedback by one of the doctoral students. The discussion of abstracts led to the broader topic of reviewing practices in the discipline. Recommendations for more efficient and fair reviewing practices which could be implemented by the Graduiertenkolleg were discussed.

The third activity on the programme was the Powerpoint Karaoke. This activity combined entertainment and skills training. Volunteer doctoral students took turns in pairs to present a powerpoint presentation which they have not seen before, and on an unfamiliar topic. Aside from entertainment, the activity was useful for overcoming anxiety from public speaking. Since delivering presentations of research results is increasingly more and more important in academia, and conference attendances are used as performance measures, public speaking skills are indispensable for early career researchers. The Powerpoint Karaoke trains the ability to deliver presentations confidently even under pressure and against technical difficulties.

The Powerpoint Karaoke was followed by an informal social event.

Matej Kohar

Bochum 27.09.2018



Bochum, den 25.10.2018

## Report

### MAP INAUGURAL MEETING

MAP (Minorities and Philosophy) is an international network of students with the shared aim of examining and addressing issues of minority participation (class/gender/race) in academic philosophy.

<http://www.mapforthe-gap.com/>

Elmarie and I, Guido Robin Löhr, founded a MAP chapter in Bochum in order to improve the situation here for minorities and to increase the international visibility and reputation of the philosophy department in Bochum.

So far the only continental European departments that have joined are Berlin, Bochum and Munich.

We met on October 24<sup>th</sup> for our first meeting where we introduced MAP and discussed how we can establish a friendlier philosophical environment in philosophy in the Ruhr area.

This event was open to everyone, including Essen and other Ruhr University BA/MA students/PhDs/PostDocs etc.

13 people attended.

## Protocol

1. Introduction of MAP, and MAP Bochum and the representatives
2. Introduction of SWIP, the society for women in philosophy
3. Brainstorming

We had the following ideas for MAP BOCHUM

1. Movie night at the end of November. We will be watching Precious.
2. Establish regular office hours for students to come in and discuss their problems
3. Establish a mentoring program. Everyone who attended agreed to become a mentor or mentee.
4. Collaborate with SWIP to organize events with speakers from underrepresented groups

Guido Robin Löhr

Elmarie Venter



## Self-presentation and networking for scientists. How it works best for women and men?

Location: University of Osnabrück  
Date: October 30, 2018

For this full-day workshop the RTG had invited two professional coaches, Dr. Philipp Gramlich and Peter Kronenberger from *naturalscience.careers*, in order to introduce the RTG members to methods of improving their self-presentation and networking skills, with a special emphasis on gender-specific issues and appropriate conduct. It was open to and attended by the PhD students of the RTG Situated Cognition as well as further PhD students of the Institute of Cognitive Science at the University of Osnabrück.

The day started with a general introduction given by Dr. Gramlich, followed by a short vote on which specific topics should be focused. The topics which received most votes were academic networking, behaviour on conferences, Q & A sessions, and gender issues. Some of these topics were covered by presentations given by both coaches (such as how to deal with the complex social dynamics and hierarchies at scientific conferences and how these are possibly contributing to gender biases present at such events). However, the bulk of the workshop was interactive, including practising pitches of one's research topics with a subsequent plenary discussion of how they could be improved which proved to be particularly beneficial for all participants.

Finally, the attendees also received additional reading materials also covering topics which were not covered during the day, such as body language and social media. All attending PhD students found this workshop to be useful for their presentation and networking skills and for sensitising them to gender-specific issues.



## Personality Workshop

Location: Ruhr University and Osnabrück University  
Date: 22.11.18 + 18.01.19

The DFG Research Training Group “Situated Cognition” hosted Dr. Hartwig Fuhrmann for a personality workshop split over two days. The first day of the workshop took place in Osnabrück on 22 November 2018. This group session was followed by individual meetings between the members of the RTG and Dr. Fuhrmann at their respective universities. On 18 January 2019, the second day of the group workshop took place at Ruhr University in Bochum. The objective of the workshop was to provide members of the RTG with resources to understand their personality types and how to exploit their strengths in possible careers outside academia.

Dr. Hartwig Fuhrmann managed the workshops and the individual meetings. He was recommended by the Research School of the Ruhr University, and is a highly reputable psychologist. On the first workshop day, the members of the RTG shared important information about how they came to be in their current positions, this gave a lot of insight to each of their personalities which helped structure the second day of the workshop. With all the information on each of their strengths, the second workshop day was aimed at how this can be exploited in careers. Through vivid discussion, members of the RTG discussed possible career options for scientists and philosophers outside academia. The final activity of the day was a group activity where everyone could collaborate to solve a problem. This functioned really well as a team building exercise. On both workshop days, the group and Dr. Fuhrmann could have lunch together in a less formal setting providing an opportunity for continued discussion in a more relaxed atmosphere.

Elmarie Venter  
5 February 2019