

Working Group on Equal Opportunities Arbeitskreis Chancengleichheit (AKC)

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Overview of Invited Talks and Sessions (Lecture hall HSZ 301)

Invited Talks

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|---------|-----|-------------|---------|--|
| AKC 1.1 | Mon | 15:00–16:30 | HSZ 301 | Diversity in Physics? — •ANDREA BOSSMANN, FRANZISKA KAISER, HELENE GÖTSCHEL |
| AKC 2.1 | Wed | 11:00–12:00 | HSZ 301 | Closing the gender gap: avoid dropout in the postdoc and junior professor phase — •PETRA RUDOLF |

Sessions

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|-------------|-----|-------------|---------|--|
| AKC 1.1–1.1 | Mon | 15:00–16:30 | HSZ 301 | Diversity in Physics? |
| AKC 2.1–2.1 | Wed | 11:00–12:00 | HSZ 301 | Closing the gender gap: avoid dropout in the postdoc and junior professor phase |

AKC 1: Diversity in Physics?

Time: Monday 15:00–16:30

Location: HSZ 301

Invited Talk AKC 1.1 Mon 15:00 HSZ 301
Diversity in Physics? — ●ANDREA BOSSMANN¹, FRANZISKA KAISER¹, and HELENE GÖTSCHEL² — ¹Technische Universität Berlin — ²Technische Universität Darmstadt

Still today, the environment in physics departments and research institutes in Germany appears to be quite homogeneous: the vast majority of physicists is cis-male, white and heterosexual. Why is it like this and what does this mean for the environment in physics departments and for the production of knowledge? To investigate the climate and culture of physics in Germany and gain a differentiated intersectional perspective we are interviewing physicists in Germany who have a

history of migration, as well as queer physicists. Based on their experiences we are analyzing how gender is created and performed within the culture of physics. Recent studies by the American Physical Society, the British Institute of Physics, the Royal Astronomical Society and the Royal Society of Chemistry reported discrimination against people of color and LGBTIQ+ in physics. In this session, we aim to open a space for the exchange of experiences and empowerment. The session will start with a brief overview and a talk by Prof. Dr. Helene Götschel. Then a moderated discussion will follow, in which everyone in the audience is invited to participate. We are looking forward to discussing with you!

AKC 2: Closing the gender gap: avoid dropout in the postdoc and junior professor phase

Time: Wednesday 11:00–12:00

Location: HSZ 301

Invited Talk AKC 2.1 Wed 11:00 HSZ 301
Closing the gender gap: avoid dropout in the postdoc and junior professor phase — ●PETRA RUDOLF — European Physical Society, Mulhouse, France

The first big drop out from the scientific career for both women and men happens after the postdoc phase. In this talk I shall analyze the reasons why the postdoc phase is the most vulnerable phase in every young researcher*s career and discuss what institutions and young researchers can do to better move on to a fulfilling position inside and

outside academia. Of course every young scientist has to be good to make it but as a community we have a clear responsibility to foster talent development in physics.

Then I shall concentrate on academic careers and suggest some support actions for junior professor/ tenure track assistant professors to help these young talents to develop their full potential. Proper onboarding and mentoring in addition to practical help to easier reconcile professional and family duties can avoid losing the young academics at this stage of their career.