

Working Group on Equal Opportunities  
Arbeitskreis Chancengleichheit (AKC)

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Overview of Invited Talks and Sessions  
(Lecture hall KH 01.011)

Invited Talks

AKC 1.1	Thu	11:15–11:45	KH 01.011	<b>Visibility, invisibility and hypervisibility of women in quantum technologies</b> — MARTINA ERLEMANN, ANDREA BOSSMANN, •TAMAR GROSZ
AKC 1.2	Thu	11:45–12:15	KH 01.011	<b>Leadership, Cooperation and Conflicts in Physics: Research Leaders’ Perspectives</b> — •MAIKE REIMER
AKC 1.3	Thu	12:15–12:45	KH 01.011	<b>From Taboo to Transformation: Addressing Gender-Based Violence in Academia</b> — •ANJA WIEDE

Sessions

AKC 1.1–1.3	Thu	11:00–12:45	KH 01.011	<b>AKC</b>
AKC 2	Thu	13:00–13:45	KH 01.011	<b>Women in Physics Lunch</b>

## AKC 1: AKC

Time: Thursday 11:00–12:45

Location: KH 01.011

**Begrüßung durch Agnes Sandner, Sprecherin des AKC****Invited Talk** AKC 1.1 Thu 11:15 KH 01.011**Visibility, invisibility and hypervisibility of women in quantum technologies** — MARTINA ERLEMANN, ANDREA BOSSMANN, and •TAMAR GROSZ — Fachbereich Physik, Freie Universität Berlin, Deutschland

Quantum technologies are widely recognized as key technologies of the future. With their broad range of applications, they have the potential to address major societal challenges and contribute to the sustainable, future-oriented development of society. However, equal participation of highly qualified women in quantum technologies has not yet been achieved. Women remain significantly underrepresented in STEM fields that lead to careers in research and development within quantum technologies, such as physics, computer science, and certain branches of engineering. Additionally, high-achieving women in quantum technologies often receive less visibility than their male counterparts. This lack of visibility is evident both within the scientific community, in the form of fewer awards, recognitions, or leadership appointments, and externally, in public discourse, industry, politics, and the media. At the same time, women in these fields are hypervisible because of being part of a minority, which however doesn't lead to recognition, but rather to a higher level of being exposed and scrutinized. Here we will discuss the effects of these competing types of visibility and preliminary findings of our BMBF-funded research project WomenInQuantumTech: In/visibility of Women in Quantum Technologies - Development of effective strategies for better participation.

**Invited Talk** AKC 1.2 Thu 11:45 KH 01.011**Leadership, Cooperation and Conflicts in Physics: Research Leaders' Perspectives** — •MAIKE REIMER — Bayerisches Staatsinstitut für Hochschulforschung und Hochschulplanung (IHF), Arnulfstraße 56, 80335 München

“Can Germany rein in its academic bullying problem?” This question was recently raised prominently in a nature article. Anecdotal evidence as well as systematic surveys among researchers indeed paint a bleak picture of research leadership and institutional structures for conflict prevention and management in research settings in Germany

and its German-speaking neighbouring states. However, the perspectives and voices of senior researchers are conspicuously absent from this discourse. Therefore, in collaboration with the DPG, we conducted 11 interviews and a survey among all members with leadership experience, about one crucial aspect and challenge of leadership: dealing with conflicts in their research teams. Here, we will present results from the full report on the frequency, kind, antecedents and consequences of conflicts and the ways they were resolved with or without institutional support. In addition, we investigate gender specific patterns in conflict experience. We hope to contribute to a more nuanced discussion and ultimately an improvement in research institutions conflict management structures.

**Invited Talk** AKC 1.3 Thu 12:15 KH 01.011**From Taboo to Transformation: Addressing Gender-Based Violence in Academia** — •ANJA WIEDE — TU Dresden, Dresden, Germany

Gender-based violence in academia is not a side issue but part of how power and inequality are reproduced within universities. According to recent UniSAFE findings, around 62% of respondents have encountered at least one form of such violence since joining their institution. Psychological violence and sexual harassment are particularly common, while reporting remains rare.

This lecture treats sexualised discrimination and violence not as individual misbehaviour or desire, but as a way power is exercised through everyday academic relations. It examines how universities with their status hierarchies, insecure employment paths, male-centred norms, and self-image as progressive spaces, create conditions in which these forms of harm are downplayed, rendered invisible, or dealt with inadequately. These structural features interact with individual tendencies of perpetrators, making violence both possible and easy to hide.

The lecture explores why such violence persists despite equality and diversity rhetoric and how gender-based violence operates as a form of power abuse in academic systems. Participants will gain concrete insights into the structural and cultural conditions that enable these dynamics, and they will be invited to reflect on their own institutional contexts. The session offers practical ideas for creating safer academic environments from strengthening accountability and reporting structures to developing everyday practices that confront power imbalances.

## AKC 2: Women in Physics Lunch

Time: Thursday 13:00–13:45

Location: KH 01.011

**Female physicists of all career stages are cordially invited to join our meet-and-greet networking lunch or snack. Diverse and all kinds of interested colleagues are also welcome!**