Unfortunately, we have still not seen enough change in the underrepresentation of women in academia. Although the percentage of female researchers has definitely increased across the board over the past few years, the phenomenon of the “leaky pipeline” (the higher the qualification level, the lower the proportion of women) remains an issue.

Women earn less, hold fewer management and leadership roles, receive fewer research fellowships and are cited less often due to a complex web of societal, institutional and sociocultural factors. Even though this applies to women in various sectors of employment, academia is unique in a number of respects, one of which we would like to single out here: research findings need to be published, find an audience and be cited in order to gain relevance. And it is precisely here that differences between the genders emerge: gender inequalities in how care responsibilities are shared out have a negative impact on women’s publication achievements, as the coronavirus pandemic has highlighted. Yet it is not just the quantity of publications that will secure a wider audience – how research findings are prepared to maximize their media and public impact also plays a major role. For instance, the degree of recognition enjoyed by women researchers and how their research findings are received in the mass media can make them much more likely to be cited, and these factors can contribute to the “gender citation gap” (Franzen 2018).

Besides traditional publication media and open access publications, public academic communication also offers opportunities for raising one’s profile. All too often, however, women are still being overlooked here as a result of structural barriers (Reiber & Dick 2020) and social mechanisms (Franzen 2018).

Media training could help to boost women’s empowerment in this area so that more of them will be able to cross the necessary “awareness threshold.” It is these issues that the Gender Equality Office’s new program of events entitled #InvisibleNoMore (#UnsichtbarWarGestern) seeks to address. Read more about this on the following page.
The program focuses on three elements:
- The principles of academic communication and PR work
- Confident communication with media representatives and in front of a camera
- The structure and content design of an academic social media profile

The series will be rounded off with an exchange between successful female academic bloggers and Twitter users.

The offer is aimed at advanced female PhD students, postdocs and junior professors who would like to expand their knowledge in the field of science communication and improve their media presence and self-presentation.

Since the workshops build on each other in terms of content, it is recommended to attend all events if possible. The program language is German.

You can find more information about the program and details of how to sign up on our webpage at:

Support measures/#InvisibleNoMore – Successful academic communication
We recommend using content notes to make events inclusive, free from discrimination, and safe and respectful for all participants as this will prepare students for any potentially distressing content. You can find information, examples and suggestions for handling the teaching of sensitive content here.

We are currently preparing a course catalog for the 2021/22 winter semester that will highlight courses that pay particular attention to the aspects of gender and diversity. Details of the concept and comprehensive information on the events will soon be available on our website!

EVENTS AND PROGRAMS
2021/22 winter semester (full list on our website)

September 23/24, 2021 Feeling safe? Fearless and safe when out on the street! Self-confidence and empowerment training for women and trans* individuals (in German)
For students and staff. Due to popular demand, we are offering our online self-confidence and empowerment training targeted specifically at women, lesbians, intersex people, non-binary people, trans people, and agender people. More

September 28, 2021 Brave, Strong and Confident – Dealing with Sexual Harassment and Discrimination (in English) Online self-confidence and empowerment workshop for female students, held in English. More

December 2/3, 2021 Resilience Training for Female Scientists: How to Transform a Crisis into a Challenge (in English) The workshop teaches methods for gaining strength when dealing with crises and conflicts. For female doctoral students and postdoctoral researchers. More

***

Short-term support for parents in the final phases of their degree or thesis Until October 1, 2021, parents who are in the final phase of their degree program (bachelor’s or master’s) or their doctorate still have time to apply for short-term support worth up to €400 a month for up to six months. Further information is available here.

Call for applications – Gender Studies Prize 2021 The University of Bonn awards the Gender Studies Prize for outstanding final theses and doctoral theses focusing on an issue from the field of gender studies and/or queer studies. Information on submitting an application is available here.

On July 21, 2021, the Gender Equality Office organized a panel discussion on the themes of the documentary Picture a Scientist (US 2020). Anyone who was interested was able to stream the film in advance and send in questions to be debated by our six speakers.

The issues raised included sexual harassment and assault, exclusions and dropout, and the role of individuals in management or leadership roles.

The moderator for the event was Anneliese Niehoff. On the panel were Professor Diana Imhof, Dr. Sinah Kloß, PD Dr. Eva Youkhana, Dr. Amma Yeboah, Dr. Nina Steinweg and Professor Heike Kahlert. You can read more about the film and a summary of the themes discussed here.
**What is gender equality controlling for?**

Strategic gender equality controlling is an additional tool for planning, organizing and implementing the gender equality policy. Among other things, it takes care of documenting the trend in the proportion of women in all areas and at all levels of the University, monitoring appointment procedures, evaluating existing measures for promoting equality and helping to develop new ones. With the aid of reports and statistical evaluations, strategic gender equality controlling sets out to highlight areas in which women are underrepresented, the structural barriers to female career progression that still remain, and gender gaps for specific issues that might exist anywhere in the University.

**Gender equality controlling in practice**

One key objective of the University of Bonn’s strategic development plan is to increase the percentage of women professors, which has risen in recent years from 13% in 2010 to 23% in 2021. The Rectorate has set a target of 30% female professors for 2026. The proportion of women in professorship posts has grown by an average of 1.2 percentage points over the past ten years. Assuming this rate remains constant, achieving at least 30% by 2026 seems a realistic goal.

**New face in the Gender Equality Office**

Tristan Bodes was appointed Strategic Gender Equality Controller in November 2020. With his background in sociology, he will strengthen the Gender Equality Office and bring his skills in empirical social research to the Controlling unit in order to conduct statistical analyses and communicate their content.

Please feel free to contact us if you have a project relating to gender equality and need robust data to underpin it.

***

**Contact:**
Tristan Bodes M.Sc.
https://www.gleichstellung.uni-bonn.de/de/controlling

---

**At the Café-Roller food truck with assistant professor**

*Sandra Hanke:* Shall we order? I’m having a cappuccino. What do you fancy to drink?
*Carmen Brandt:* I’d like a latte macchiato.

*Sandra Hanke:* Thinking about the many challenges on your plate at the moment, what gender equality issue is taking up most of your time?
*Carmen Brandt:* At the moment, I am particularly concerned about the fact that many young female scientists still female scientists either decide not to have either to have a child or to pursue an academic career, as it is still difficult to reconcile the two. Unfortunately cosmetic changes, such as gender-sensitive do not offer a solution.

*Sandra Hanke:* How are you finding working from home? A blessing or a curse?
*Carmen Brandt:* Actually, it’s a bit of both. On the one hand, you make savings in all kinds of ways, including the time you’d otherwise spend stuck on public transport. But, on the other hand, I really miss having direct contact with the students and the genuine feeling that I’m switching off at home, which sometimes feels more like a workplace than a place to relax at the moment.

*Sandra Hanke:* Finally – and be honest – what aspect of your appearance do you worry about during a Zoom meeting?
*Carmen Brandt:* Whether what’s supposed to be my hip fringe is actually sitting nicely.