

Summary of key points and highlights of the workshop (26-27 June 2024):

Day 1:



Panel Discussion:

Participants: 36 (Including everyone in the room)

The panel featured Prof. Beate Kampmann, Prof. Ludwig Sabine, Prof. Clarissa Prazeres da Costa, and Prof. Johanna Hanefeld, moderated by Sabine Campe. The discussion was based on personal stories and examples from their career development.

Notes from the discussion:

Family Support:

- The panel emphasized the role of family support in navigating the challenges of career progression. The discussion highlighted that traditional barriers persist but can be overcome with support (mentioned: hysterical women, childcare, women who don't want children)
- Beate noted on childcare, "The whole burden shouldn't sit with you; it's not just women's duty."
- The panel emphasized awareness and early identification of workplace discrimination. Beate: "Awareness of possible discrimination—get it early."

Gender Equity:

- Beate: "Leadership positions have the power to create equity, not just for gender but also across LMICs."

Academic Structure:

- There was a discussion on the difficulty of transitioning from post-doc to independence. Participants agreed that self-sufficiency is crucial; as Beate put it, "If you can hire yourself, you're good to go."

- The panel stressed the importance of deserving recognition in research and not letting others take credit unjustly. Johanna mentioned, "Do not let people have authorship without deserving it."
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- Participants encouraged assertiveness and confidence in professional settings, for example: unnecessary apologies. Beate & Johanna advised, "Do not apologize; project yourself."
- The discussion questioned systemic privilege within education systems and highlighted initiatives like GLOHRA for implementing gender equity norms.

Solidarity and Support:

- Participants emphasized building solidarity among colleagues and mentors to foster supportive networks. Johanna added, "Build solidarity; someone needs to have your back."
- The panel debated whether achieving 30% representation of women in leadership positions is adequate, reflecting on ongoing efforts for gender parity.

Focus Groups:

Participants: 22 applicants, 5 moderators 5 note takers

Participants engaged in focus groups to share personal barriers and challenges they've faced in their careers. This qualitative data collection session was for identifying common themes and issues, which will be used to create a future publication.

Day 2:

Participants: 26 (Including everyone in the room)

Speed Dating Session: Participants engaged in speed dating to discuss their career aspirations for the next 10 years and the support they need to achieve those goals.

Group Discussions: 3 randomly assigned groups discussed and pinned out the key topics on opportunities at individual, structural, and societal levels within the field of global health research (referring to women's role and current structure for women's leadership).

Action Roadmap Development: Stations were set up where participants discussed and developed concrete action steps to support women in global health research. This structured approach aimed to create actionable plans with clear objectives for implementation by June 2025.

To support women's leadership in global health research in Germany we ask (our universities/institutions - research founders - as peers) to commit:

- Our objectives by June 2025
- Concrete steps we will take

Results Discussion: The day concluded with a discussion on the outcomes from the action roadmap stations. We have 10 people who wish to support the roadmap development.