Writing and publishing in academia

**Description and objectives**
For PhDs and postdocs, academic writing is a necessary skill to master. Often, proof of this mastery is measured in the form of publishing in peer-reviewed journals. However, the publication process can be daunting for authors, new or experienced. Knowing more about the process can help writers better tailor their work to the specific journal sought and increase their chances of success in publishing.

**After this workshop, participants will better understand:**
- Who the players are in the publication process
- How to cite their work to avoid plagiarism, boost credibility, and support their arguments
- How to choose the right journal for their work
- How to adapt a paper that has been reviewed to increase their chances of publication
- What to include in cover and response letters to best communicate with reviewers and editors.

Although these topics are germane to many different scientific domains, this workshop will be aimed at publishing in the human and social sciences. APA norms will be referenced as examples for citation and avoiding language biases. By the end of the workshop, participants with all levels of writing and publishing experience should be able to confront the process more confidently in order to increase their chances of publication in peer-reviewed journals.

**Approach**
Presentation, discussion, and interaction in small and large groups will be offered to exchange experiences and tailor the workshop to the participants’ level(s) of experience with the publication process.

**Trainer**
Dr. Sarah Stauffer, psychologist FSP; Editorial Board member of the “International Journal of Play Therapy”; Clinical Editor of Play Therapy™ Magazine

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Ally Training for men: How to stand up against discrimination, sexism, and bias

**Description and objectives**
Has it ever happened to you that you witnessed a situation where somebody got treated unfairly and you felt bad because you did not know how to react? Or did a female or minority colleague of yours complain about being discriminated and you did not know how to support them? In this workshop participants will explore how they can change passive bystanders and become active upstanders and allies in situations where others are confronted with discrimination, sexism and bias. In this workshop participants will learn that they can have a positive impact in challenging situations and leave with a toolbox of smart intervention strategies. Knowing how to speak-up for others will also help you to learn to speak up for yourself with courage and confidence.

**The workshop will focus on three elements:**
- **Awareness:** How to recognize (subtle) discrimination and understand why it is harmful not just for the targets, but the entire team or organization.
- **Obstacles:** Why is speaking up difficult.
- **Skills:** How to listen, learn and engage towards positive change of behavior without creating aggression and defensiveness.

**Approach**
This workshop is highly interactive. We will play a simulations game to kick off an open discussion on participants’ own experiences. They will learn from each other and get introduced to various techniques like centering or active listening, that will help them to become fearless and skillful allies for a more human workplace of dignity, equality and innovation.

**Trainer**
Dr. Bettina Palazzo, expert in ethical leadership, PALAZZO ETHICS ADVISORY

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Se préparer à la leçon d’épreuve

**Description and objectives**
Doever préparer une leçon d’épreuve, c’est le signal que votre dossier de candidature a passé les premières phases de sélection et que votre profil a émergé par rapport à l’ensemble des dossiers. La commission de nomination souhaite vous voir à l’œuvre et s’entretien avec vous pour attester de votre adéquation avec le poste. La leçon d’épreuve est l’occasion de démontrer vos compétences, votre potentiel et mettre en valeur vos recherches.

Les éléments de contenu abordés seront notamment le contenu de l’exposé, les moyens de communication et aussi les questions du jury.

- **Situé les enjeux de la leçon d’épreuve**
- **Développer vos habiletés de communication**
- **Déterminer le contenu de l’exposé**
- **Anticiper quelques questions de la commission de nomination**

**Approche**
Cet atelier pratique alterne des moments d’exposé interactif, de discussions et réflexions collectives, mais aussi de mises en pratique amenant les participantes à se projeter au mieux dans la préparation d’une leçon d’épreuve à venir.

**Animation**
Dir Mallory Schaun, responsable du Pôle de Soutien à l’Enseignement et l’Apprentissage (Pôle SEA); Prof. Sévane Garibian, Département de droit pénal, Université de Genève

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Finding and applying for funding in academia

**Description and objectives**
The objectives of this workshop are:
- Receive information about funding organizations and suitable funding possibilities especially for women researchers (Switzerland and EU) and in respect of the academic level and career planning
- Know the most important features about planning and preparing an application
- Know all elements of writing a convincing research project
- Receive tips & tricks, Do’s & Don’ts
- Practical exercises: work on the first part of an application. This part will be prepared by the participants before the workshop and according to the trainer’s requirements
- Group coaching: participants present and discuss their concepts within the group and receive individual feedback by the trainer

**Approach**
Theory by the trainer combined with individual work, interactive exercises, group discussion and feedback.

This workshop will be organized as an online training session.

**Trainer**
Susanne Matuschek, Coach and Consultant; MATUSCHEK CONSULTING

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| Number of participants | 15 |
| Date and location | 1st April 2022, University of Lausanne |
| Registration opening | 18th February 2022 |
| Duration | 1 day (9h–17h) |
| Contact | egalite@unil.ch |

| Number of participants | 16 |
| Date and location | 27th April 2022, EPFL |
| Registration opening | 16th March 2022 |
| Duration | 1 day (10h–17h) |
| Contact | bureau.egalite@epfl.ch |

| Nombre de participantes | 15 |
| Date et lieu | 29 avril 2022, Université de Genève |
| Inscription dès le | 18 mars 2022 |
| Durée | 1 journée (9h–17h) |
| Contact | ateliers@unige.ch |

| Number of participants | 10 |
| Date and location | 12th May 2022, Online workshop |
| Registration opening | 3rd March 2022 |
| Duration | 1 day (10h–16h) plus individual preparation before the workshop |
| Contact | regard@unifr.ch |