**Seven ways to organize as a PhD Student**

Dear XX

Part of my work as your union representative is to organize researchers at XXXX. In DM we believe that creating strong collegial communities is essential for securing good working conditions for researchers. For this reason, I here send you suggestions for seven ways you as a PhD student can get engaged and help build your local research community.

1. *Join your union club!*

Many institutes have union clubs, which are forum for sharing experiences and raising agendas on for instance collaboration with management, wage negotiations, working environment and the conditions for your research. The club elects the union representative and is an essential part of the way employees organize locally to excert their influence on the workplace. Ask your local representative about club meetings or contact DM’s secretariat for contact information to your local club.

1. *Create joint spaces for dialogues about work lives!*

For some PhD students social and professional isolation is an issue, that lowers the quality of their work life and can be a factor in developing stress or dropping out. It is important to give PhD students an opportunity to discuss their experiences in order to build a sense of community. You can help create the spaces for these dialogues through organizing events, regular meet ups or social activities. DM supports these kinds of events are is always happy to participate with a presentation or give input on topics such as work-life strategis, well-being or career development. Write phd@dm.dk for additional information.

1. *Create online spaces for information and experience sharing!*

You can support new PhD students by helping share your knowledge with them. In many cases a simple Google doc or a joint text chain can serve as a resource to provide new PhD students with information including local practices, relevant emailing lists, recurring activities or mental health and career resources.

1. *Use DM’s resources to create a local PhD network!*

DM supports the creation of local networks with funding to cover speakers’ fees or other activity expenses. If you are a member of DM you can start a local PhD network that can help support a good working environment and experience sharing. DM helps organize existing networks for [PhDs interested in alternatives to academic careers paths](https://dm.dk/din-karriere/netvaerk/phd-career-network) as well as a network for [PhD’s interested in Data Science](https://dm.dk/din-karriere/netvaerk/phd-data-science-network).

1. *Build joint working habits!*

The covid-19 pandemic has highlighted a number of difficulties often encountered by PhD students around feelings of isolation and unclear expectations. You can do something to combat these experiences. Partner up and work together – even if you are physically separated. Use the online platforms made available to you by the university to eat lunch, formulate daily goals and conclude the day together. Plan joint speed writing sessions, study groups or go on writing retreats. A shared workspace is foundational for a sense of community – and you might inspire each other.

1. *Support your local and university wide PhD association!*

The last years have seen a growing awareness among PhDs of the need for local organizing and participation in local PhD associations. The examples of the kind of work local PhD associations do includes organizing events, collection of data on local working conditions or entering into dialogues with university leadership on PhD work lives and conditions for research. DM supports local PhD associations and their national network PAND.

1. *Participate in the local democracy at your institution!*

Danish workplaces are often structured to create avenues for employee participation. You can be a part of everyday workplace democracy by running for your PhD council. If you do not feel like running yourself, support those of your colleagues who do – an encourage those who you think be strong advocates for you to run.

These are some of the ways you can help create an inclusive and strong community at your institute. If you are interested in here more about how we support PhD students at DM look at our [website](https://dm.dk/din-karriere/din-arbejdssituation/ph-d) or write us at phd@dm.dk

Yours sincerely

Name and contact details