



MEDICAL UNIVERSITY
OF VIENNA

Gender Equality Plan

[www.meduniwien.ac.at/en/
diversity-equality-and-inclusion](http://www.meduniwien.ac.at/en/diversity-equality-and-inclusion)

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1 Preamble

The Medical University of Vienna (MedUni Vienna) is a long-established, international medical school and research centre. As an innovation driver for the medical sciences, the principle of equality of opportunity is an inherent part of MedUni Vienna's culture. The university is committed to ensuring that all staff are respected. It has established a gender mainstreaming approach to promote equity and cooperation, reduce barriers, increase awareness and combat all types of discrimination.

According to the Federal Act on the Organisation of Universities and their Studies (Universities Act or UG 2002), gender equality is one of the leading principles and duties of all universities in Austria. One of MedUni Vienna's strategic planning instruments is the Development Plan, which is agreed between the university and the government (represented by the Federal Ministry of Women, Science and Research) every three years. The Development Plan includes the basis for the Performance Agreements, which are legal contracts for the period and include control mechanisms such as indicator-based budgets and gender equality objectives. Internally, target agreements are made with departments to ensure implementation of the university's strategic objectives, which can include gender equality projects, quotas and goals.

Austria has endorsed the Ljubljana Declaration on Gender Equality in Research and Innovation. Diversity and inclusion are important at the Medical University of Vienna, hence the Gender Equality Plan is a useful instrument to foster an intersectional approach to both. Many diversity aspects are considered, including, for example, age, accessibility, disability, race and ethnicity, religion or belief, sexual orientation, social status, etc.

2 Equality at the Medical University of Vienna

MedUni Vienna has a “Career Advancement Plan for Women and Equal Opportunities Plan” (in German, “Frauenförderungsplan und Gleichstellungsplan”) which contains 51 legally binding paragraphs clearly defining its goals, quotas, activities and monitoring obligations with regard to the equal treatment of all and the advancement of women. This Gender Equality Plan is a summary of the provisions therein.

The Gender Equality Plan incorporates the following thematic areas recommended by the European Commission: work-life balance, leadership, recruitment, integrating gender into research, and preventing harassment and gender-based violence. In each section, the applicable legally binding paragraphs are presented in a table. The colour-coded categories in these tables have been adopted from the toolbox of the Horizon 2020 GENERA project (Gender Equality Network in the European Research Area, 2018¹). Additionally, since gender equality is embedded within a range of initiatives, in line with a mainstreamed approach, further actions and criteria are mentioned in the text. Mandatory process requirements such as capacity building, training, resources and monitoring are listed in separate sections within the plan.



¹ www.genera-network.eu/toolbox_list-of-measures

3 Gender mainstreaming

Gender mainstreaming is embedded in the university's procedures and structures. Important goals include the promotion of women, improving equal opportunities and removing structural obstacles. Increasing the proportion of women at all career stages, and in particular to management positions (including department heads and deputy heads) is also a priority.

MedUni Vienna has a dedicated Diversity, Equality and Inclusion department, as well as a Working Group for Equal Opportunities, both prescribed by the Universities Act. These units offer advice, supervise processes and procedures, raise awareness and train staff in all areas of gender, equality, inclusion and diversity.

Special programmes and targeted measures are implemented to encourage women to take up scientific careers and to support them in this endeavour. MedUni Vienna aims to achieve a balanced ratio of women and men in all staff positions, to eliminate any underrepresentation or disadvantaging of women, and to strengthen the professional status and visibility of women in science and medicine.

Since becoming an independent university in 2004, a range of sex-disaggregated data has been collected and published. Activities are regularly assessed and reviewed for efficiency and possible improvement. Participatory processes such as focus groups and surveys are employed to evaluate the status quo and effectiveness of measures and programmes over the years.

Table of general measures and instruments

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity
Advancement of women								
Promote women and remove structural barriers (2.1)	✓	✓	✓	✓	✓	✓	✓	✓
Quota of 50 % female staff (2.2)	✓	✓	✓	✓	✓			✓
Prevent discrimination of women (2.3)	✓	✓	✓	✓	✓		✓	✓
Always consider advancement of women (2.4)	✓	✓	✓	✓	✓			✓
Equal conditions and equal access for women (2.5)	✓	✓	✓	✓	✓	✓	✓	✓
Gender mainstreaming								
Gender mainstreaming (3)	✓	✓	✓	✓	✓	✓	✓	✓
Networking of Working Group for Equal Opportunities and Dept. of Diversity, Equality and Inclusion (43)	✓	✓	✓	✓	✓	✓	✓	✓
Implementation of the women's advancement plan/equality plan (46.1)	✓	✓	✓	✓	✓	✓	✓	✓

Numbers in brackets denote paragraphs in the university's legally binding Career Advancement Plan for Women and Equal Opportunities Plan.

4 Work-life balance and organisational culture

MedUni Vienna aims to be one of the most attractive academic employers in the field of medicine in Europe. The University promotes a culture of cooperation and attaches great importance to open communication. Employees are encouraged to engage in lifelong learning and are offered numerous training and development opportunities. The physical and mental health of employees is very important and they are supported, for example, via various health promotion programmes. The legal situation in Austria offers good general working conditions as standard and the university goes beyond the statutory requirements, with additional benefits and programmes that aim to ensure an attractive work environment and work-life balance. Benefits vary depending on position and the personal circumstances of the staff member, for example, family support programmes for those with children. Work-life balance is relevant for both women and men and involves ensuring that all staff are properly supported to advance their career alongside personal responsibilities that they may hold outside of the workplace, including caring responsibilities.

Work-life balance: Comprehensive benefits covering social security, health insurance and pension contributions, and annual leave plus a generous number of public holidays as standard, staff health improvement programme. Flexible working conditions: flexitime with core hours, part-time/full-time options, expanded access to telework. Mobility programmes including Erasmus+, sabbaticals and educational leave. Further training offers.

Family-friendly working: Children are co-insured under statutory health insurance; other family members including partners are co-insured under certain circumstances; broad range of maternity, paternity and parental leave options as standard; care leave allowances; various childcare options, childcare support and advice; two on-campus nursery schools; subsidised childcare during school holidays; flexible short-term emergency childcare; return-to-work counselling and schemes; rest facilities for pregnant and breast-feeding women; parents networking events; online teaching for those with care commitments; continuation of teaching activities during maternity leave possible on a minor basis; dual career service.

Family-friendly study provisions: Risk-assessed courses for pregnant students listed in study guide; flexible study arrangements and timetables; priority seminar places for parents; online learning options; flexible examination options; financial support for parents; various childcare options including nursery school advice and subsidised holiday programmes; student support and advice; extensions and leaves of absence; virtual parents network; option for parents to bring babies to lectures.

Other care obligations: Extra care leave allowances for family and non-family members, including those not living in the same household; seminars and support network for carers.

Measures relating to work-life balance and care obligations

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Care work								
Combining pregnancy, parenting and care responsibilities with studies (16.1-4)	✓	✓	✓	✓	✓			✓
Improve compatability of work or studies with family care obligations (35; 36.1-7)	✓	✓	✓	✓	✓			✓
Communication								
Raise awareness of participation of women via media (4.1-4)	✓	✓	✓	✓	✓	✓		✓
Publish report on effectiveness of measures to support combining care obligations with work or study (36a. 1-5)	✓	✓	✓	✓	✓			✓
Communication of topics specific to women and relevant to gender equality (49)	✓	✓	✓	✓	✓	✓	✓	✓

5 Gender balance in leadership and decision-making

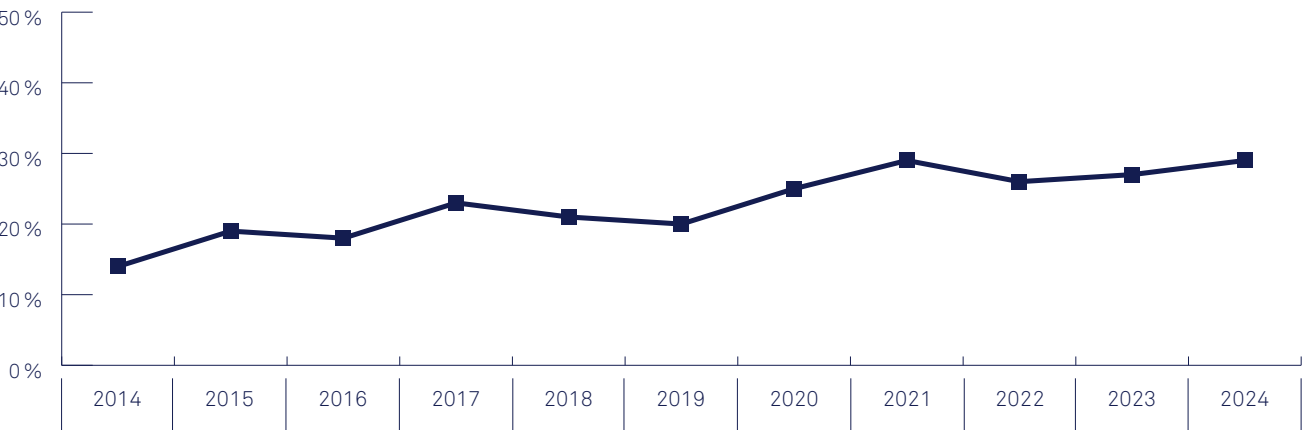
The Rectorate, the Senate and the University Council comprise the management bodies of MedUni Vienna. The Rectorate has a gender balance of two women and three men, and consists of a Rector and four Vice-Rectors (for Research and Innovation, Finance, Clinical Affairs, and Education). The collegial bodies are subject to legally binding quotas of a minimum of 50 percent female members, including chairs and deputy chairs.

Senior management: The collegial bodies consist of the Senate and the University Council. Senate members are elected for three years on a fixed-term basis in a transparent process. In spite of the relatively balanced representation of two genders in collegial bodies, management of organisational units shows an imbalance. This situation is continually monitored and the university seeks to improve the balance when opportunities arise. The Equal Opportunities Plan includes a priority to increase the proportion of women with management responsibilities and supports actions to encourage and recognise a commitment to advancing the careers of women, so that more women advance to senior roles.

Participatory processes: Participatory processes are embedded in the university's systems. The collegial bodies and various committees are composed of representatives of the university's professors, other teaching and research staff, general university staff and the student body. As stated in the Code of Conduct, the University is committed to achieving transparency in all actions and decision-making processes. Information is communicated clearly and decisions are made transparently.

Percentage of female professors

The proportion of female professors is monitored annually. In the ten years from 2014 until 2024, the percentage of female professors increased from 14 to 29 percent.



Source: internal data with the annual reference date, December 31st, of each year.

The university has a clear commitment to the advancement of women and equal treatment, and both are top priorities. However, starting at the postdoctoral level, there is still a gender gap, with the typical characteristics of a “leaky pipeline”. Therefore, MedUni Vienna is continually developing measures to recruit (internally and externally) and retain more female candidates for positions at the postdoctoral level and above. Despite continuous and comprehensive efforts to achieve equality, further issues need to be addressed, for example in the proportion of female heads of organisational units and professors. The current proportion of female professors is 29 percent (as of 31 December 2024). The Leadership Curriculum offers MedUni Vienna staff the opportunity to expand and further develop their leadership skills. Various events and activities aim to increase the visibility of women at the university.

Table of leadership measures

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Gender balance in leadership								
Inform Working Group for Equal Opportunities of appointments or changes involving leaders (31.1)	✓	✓		✓	✓			✓
Part-time employment also offered for management roles (31.2)	✓	✓	✓	✓	✓			✓
Min. 50% female nominations to Collegial Governing Bodies, commissions and committees (32.1)	✓	✓		✓	✓			✓
Chairs & deputies of Collegial Governing Bodies, commissions and committees at least 50% female (32.2)	✓	✓		✓	✓			✓
Commissions and committees must observe the requirement to advance women (33.1,2)	✓	✓		✓	✓			✓
Right of Working Group for Equal Opportunities to observe activities of commissions and committees (33.2)	✓	✓		✓	✓			✓

6 Gender equality in recruitment and career progression

Equality of opportunity is a central pillar of human resources recruitment and development at MedUni Vienna. The diversity of staff is key to the success of the University. All processes, from advertisement, selection, and interviewing to retention, further training and development are conducted to ensure fairness. The university has been awarded the HR Excellence in Research Award from the European Commission. The Working Group for Equal Opportunities is responsible for counteracting any discrimination and oversees recruitment, selection and promotion procedures.

Recruitment and retention: Open advertisement of vacancies; targeted advertising and re-advertising in selected cases; fair pay via the mandatory collective bargaining agreement; more recruitment and employment resources available internally in English; unconscious bias training for staff involved in recruitment; oversight by the Working Group for Equal Opportunities.

Inclusive recruitment: The University has a major project focusing on the inclusion of people with disabilities and/or chronic diseases. Internal experts advise staff on aspects of recruitment and support new staff with disabilities and/or chronic diseases during onboarding. Coordinating with external organisations, they assist in the search for potential applicants and can advise on funding opportunities and reasonable accommodations.

Employment: Mandatory annual performance review meetings; internal job postings; staff health programme; staff cafeteria.

Career development for women

Currently four different coaching and mentoring programmes specifically for women, or those who identify as female, are available in both German and English.

- **CareerCoachingGroup:** This coaching group is offered in German and English to female PhD students at the start of their doctoral journey with a series of six focused coaching sessions.
- **CareerMosaic:** The programme “CareerMosaic” is directed towards female scientific staff at the beginning of their career. The one-year programme offers workshop modules in German and English, comprising info events and coaching in self-management, scientific writing, job applications, team competence and conflict management, student guidance and self-presentation.
- **CareerCompass:** The six-month programme is aimed at PostDocs looking for targeted support and guidance for their further career planning. The programme is held in English and German.
- **Women’s net.work Medicine:** The mentoring for women programme is directed to PostDocs who are planning or have received internal career agreements. It is an interdisciplinary group mentoring programme providing targeted promotion and support of highly qualified female researchers at MedUni Vienna.

Personal development programmes: Career development training; supervisors and staff obligated to engage in further training; mentoring programmes; professional networks; coaching; alumni mentors and coaches; alumni career platform; career days.

HR Excellence in Research Award: The Medical University of Vienna received the HR Excellence in Research Award in 2022. The continuous implementation of the Action Plan is accompanied by an ongoing periodic evaluation process carried out by reviewers from the European Commission. In 2024, the Interim Assessment for the HR Excellence in Research Award has been completed successfully, confirming the MedUni Vienna as an attractive employer for researchers.



Table of measures for recruitment

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Recruitment								
Consideration of skills in women's and gender studies for university professor vacancies (17)	✓	✓		✓	✓	✓	✓	✓
Aim for 50 % women at all levels and functions (18.1)	✓	✓		✓	✓	✓		✓
No discrimination in recruitment (18.2-4)	✓	✓	✓	✓	✓			✓
Encourage women to work in administration (18.5)	✓	✓	✓	✓	✓			✓
Flexible working (18a.1,2)	✓	✓	✓	✓	✓			✓
Positive action statement in job advertisements (19.1)	✓	✓	✓	✓	✓			✓
Professor positions require gender competence (19.2)	✓	✓		✓	✓	✓	✓	✓
Gender balance of reviewers (19.3)	✓	✓		✓	✓			✓
Involvement of Working Group for Equal Opportunities in recruitment (19.4;20.1-3; 23; 24.1,4; 26; 27)	✓			✓	✓			✓
Invite all qualified applicants (24.2)	✓	✓	✓	✓	✓			✓
Job advertisements published on the internet (21)	✓			✓	✓			✓
Measures to find suitable female candidates (22.1,2)	✓	✓	✓	✓	✓			✓
Prevent discrimination in recruitment (25.1-5)	✓	✓		✓	✓			✓
Rector informs units about existing quotas for women (26.4)	✓	✓		✓	✓			✓
Career progression and promotion								
No discrimination in career progression (28.1-5)	✓	✓		✓	✓		✓	✓
Mentoring (30.1-4)	✓	✓	✓	✓	✓			✓
Training								
Equal opportunities for training (29.1-5)	✓	✓	✓	✓	✓			✓

7 Integration of gender and diversity dimensions into research and teaching content

MedUni Vienna is committed to sustainably embedding gender and diversity issues and awareness into both research and teaching. The university aims to teach its students gender medicine skills. Teaching staff can avail of workshops on gender and diversity in teaching as part of MedUni Vienna's internal certificate programme "Medical Teaching Vienna". When reviewing or updating curricula, the Diversity, Equality and Inclusion department is involved in the process. Recommendations to include gender and diversity aspects in biomedical research are part of the university's Good Scientific Practice guidelines. The gender balance of the curriculum committees, who are responsible for all tasks related to the development of curricula and courses, are tracked annually in the Gender Equality Report.

Gender medicine professorship: Established in 2010, this was the first chair of Gender Medicine in Austria. Activities include management of the Gender Medicine unit, development of research projects with a gender focus, organisation of events (meetings and congresses), promotion of gender considerations in research and the integration of gender medicine in teaching (undergraduate and postgraduate) as well as strengthening national and international networking in gender medicine.

Gender studies: Conducting academic gender research (e.g. in public health); support and advice for researchers to include aspects of sex, gender and diversity in project planning and proposals; webpage with resources including a gender and diversity lens tool; Gender and Diversity in Medicine guidelines.

Gender and diversity lectures: Including lectures on gender medicine, sex and gender in research, and diversity, with a changing focus each semester, plus intranet resources.

Working Group for Gender and Diversity in the Curriculum: Develops strategies to strengthen gender and diversity aspects within the curriculum; broad participation with members from the Rectorate, academic staff, student body, etc.

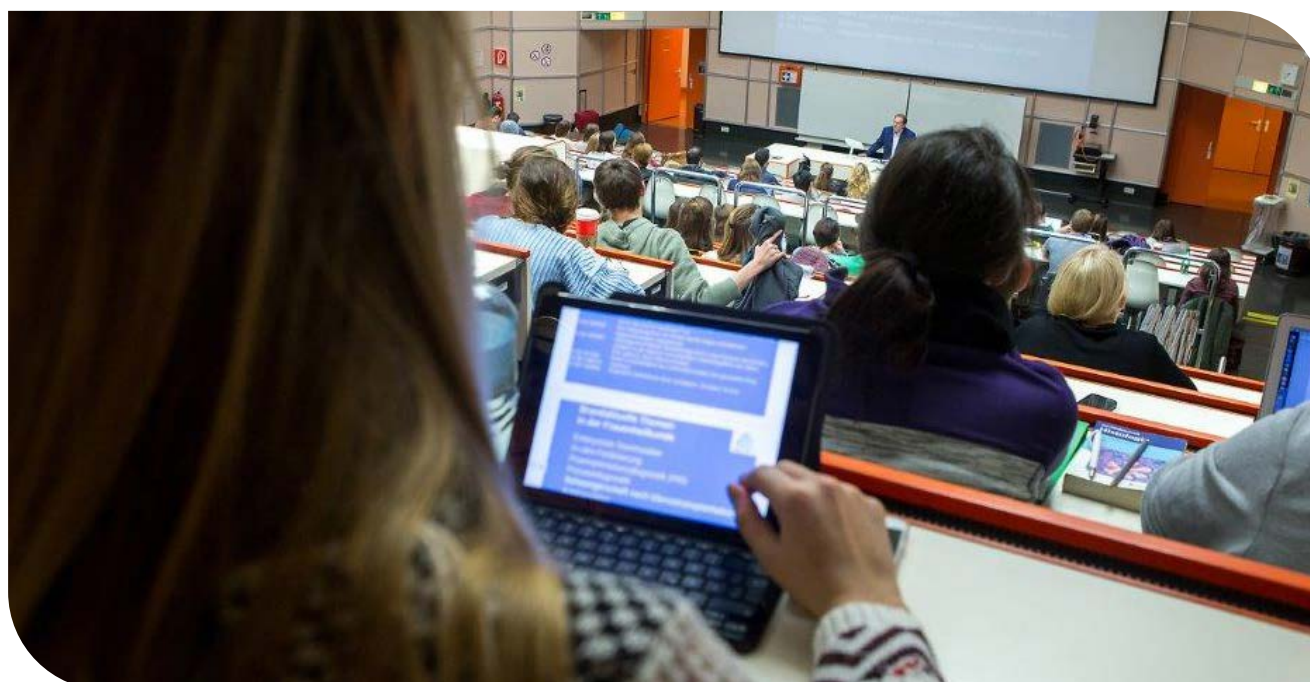
Queer Awareness in Teaching: The Rainbow Group continues to work on raising queer awareness in the curriculum, mainly focusing on teaching materials for specific blocks (e.g. genetics, gynaecology), in order to ensure that queer topics are reflected accurately in the curriculum.

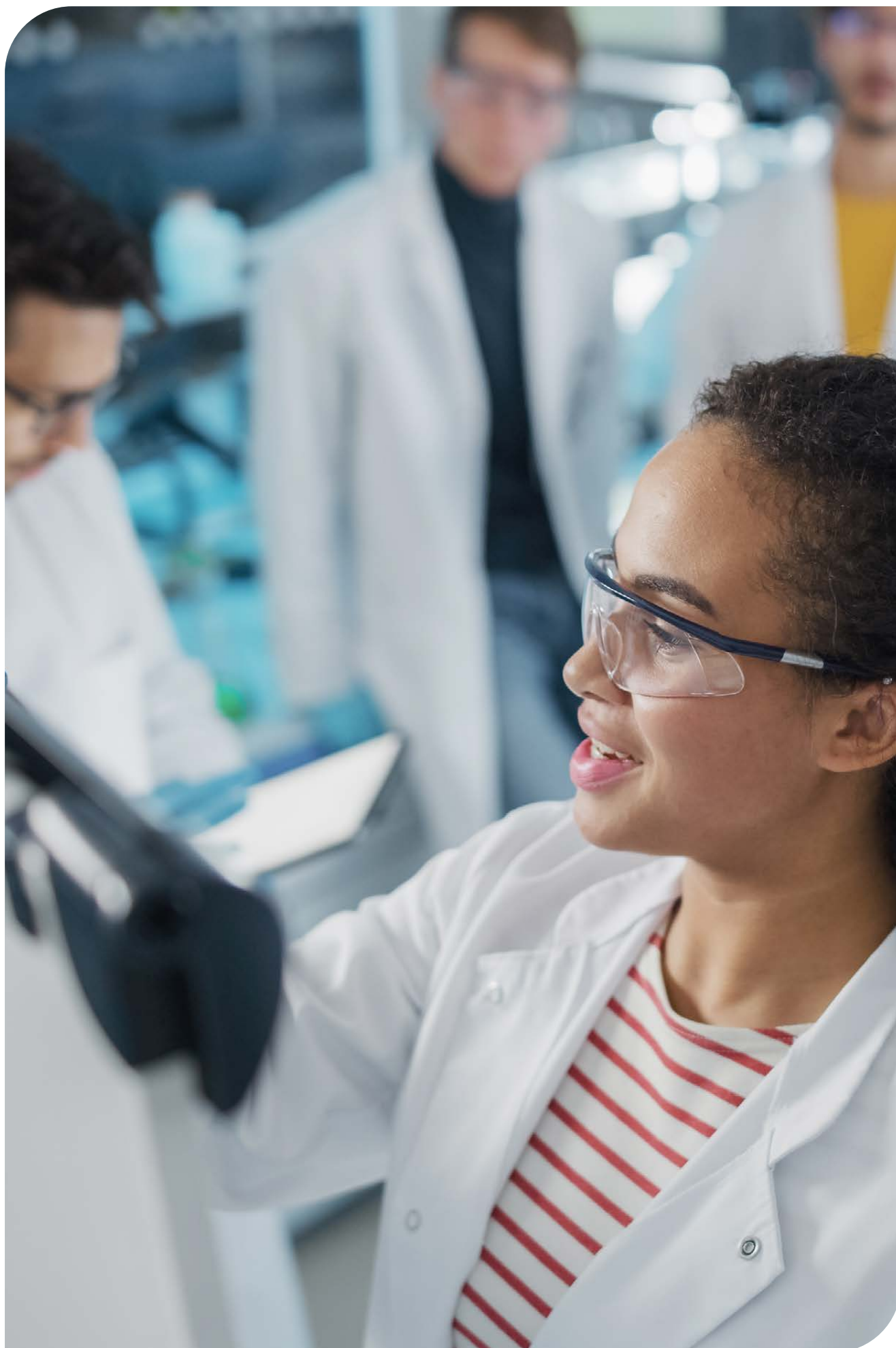
Diversity Award: Veronika Fialka-Moser Diversity Prize awarded annually in two of four categories (diploma/master thesis, engagement, research and teaching) to raise awareness, promote a conscious examination of diversity and enhance the visibility of both gender and diversity.

Building on the above measures, MedUni Vienna will continue to improve the integration of sex, gender and diversity aspects into curricula and research projects. This includes taking part in events like the Day of Gender Studies, supporting working groups and teaching staff in raising awareness, and organising further workshops on the topic.

Measures for integrating sex and gender aspects into research and teaching

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Integrating the gender dimension in research and teaching								
Consideration of women's studies, gender studies and gender-based medicine (7.1)	✓			✓	✓	✓	✓	✓
Teaching quota of 50 % women (9 and 10)	✓	✓	✓	✓	✓	✓		✓
Promotion and integration of gender studies and gender-based medicine in research (12)	✓			✓	✓	✓	✓	✓
Promotion and integration of gender studies in curricula (13)	✓	✓		✓	✓	✓		✓
Promote access for female students when underrepresented (14)	✓		✓	✓	✓	✓		✓
Funding								
Measures regarding grants and scholarships (15)	✓	✓	✓	✓	✓	✓		✓





8 Measures against gender-based violence, including harassment, sexual harassment and discrimination

Discrimination, harassment and exclusion have no place at MedUni Vienna. The University does not tolerate gender-based violence, sexual harassment or sexist behaviour. The university is committed to taking all appropriate measures to prevent sexual and gender-related harassment, other forms of discrimination, bullying and similar misconduct. Discrimination based on a person's background, gender, sexual orientation, religion, age or physical abilities is not tolerated.

Activities:

- New anti-discrimination contact point; Dedicated pages about anti-discrimination with guidelines, definitions and relevant contacts, in German and English; Policy for the Prevention of Mobbing and Harassment, including Sexual Harassment
- Participation in "Orange the World" campaign to increase awareness of gender-based violence
- Awareness-raising events organised to coincide with the International Day for the Elimination of Violence against Women; Lectures on the topic of gender-based violence
- Training: seminars covering legal, psychological, personal and safety perspectives, including all forms of harassment and bullying; Specific training for managers; Training for individual departments on request
- Regular evaluation of aggression and violence in the workplace (online and via interviews)
- Confidential counselling services
- Regular evaluations of facilities and security to ensure a safe working environment (facility management, campus safety, etc.)

Measures against gender-based violence and discrimination:

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Measures against gender-based violence, including sexual harassment and discrimination								
Prevention of discrimination (1a.1)	✓	✓		✓	✓		✓	✓
Measures to prevent discrimination, mobbing and similar misconduct (37 and 37.a-g)	✓	✓		✓	✓		✓	✓
Safety and risk assessment of campus facilities and buildings (38.1)	✓	✓		✓	✓		✓	✓
Self-defense courses for women (38.2)	✓		✓	✓	✓		✓	✓
Collective agreements must not discriminate (48)	✓	✓		✓	✓			✓

9 Gender equality and diversity processes

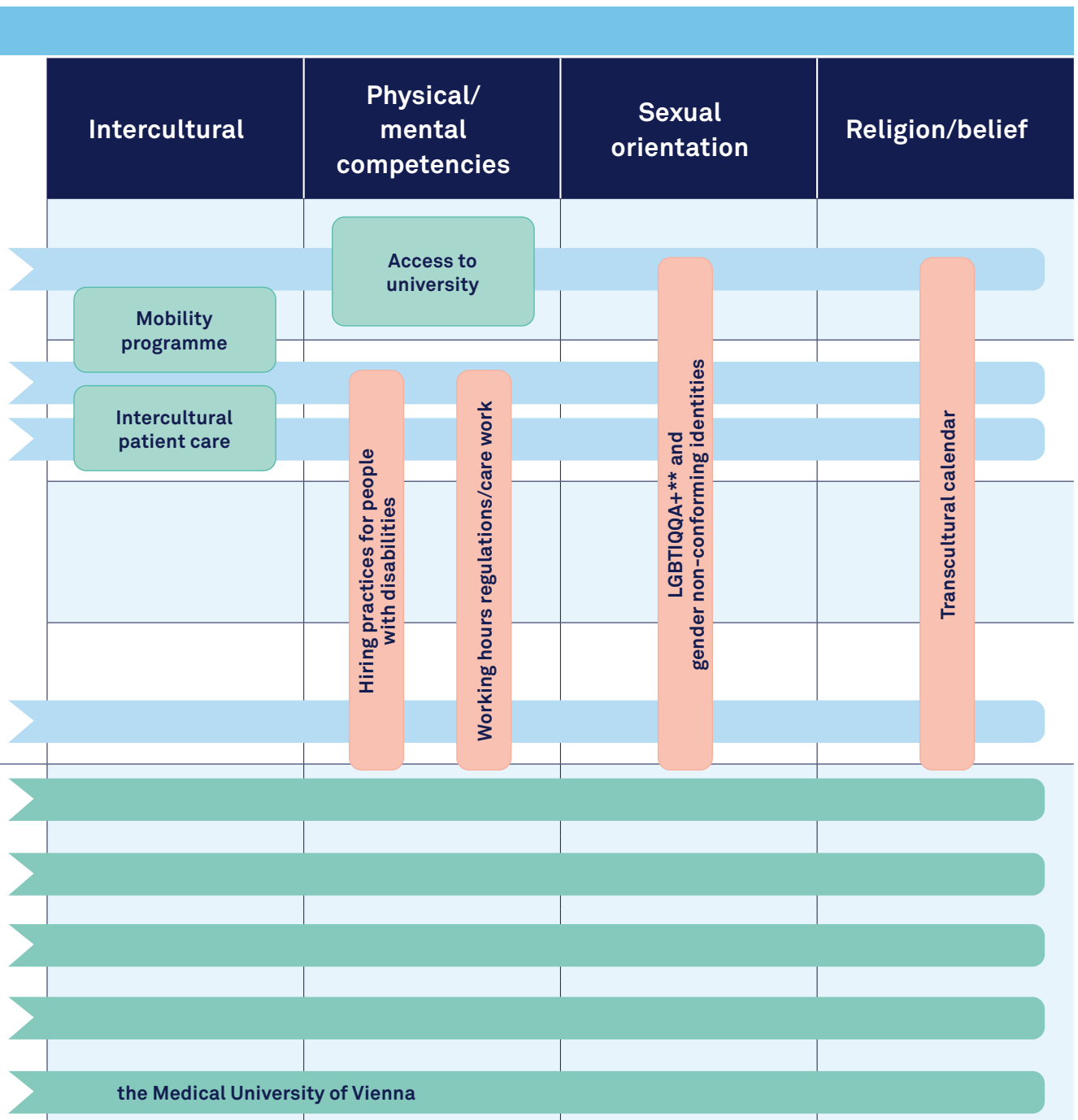
The Gender Equality Plan of the Medical University of Vienna contains a summary of mandatory process requirements stipulated in the Horizon Europe eligibility criteria. MedUni Vienna has a diversity matrix showing various activities and priorities in place and covering many aspects of diversity, as depicted in the following table. This matrix is used as a reference and also evaluated and updated as appropriate.

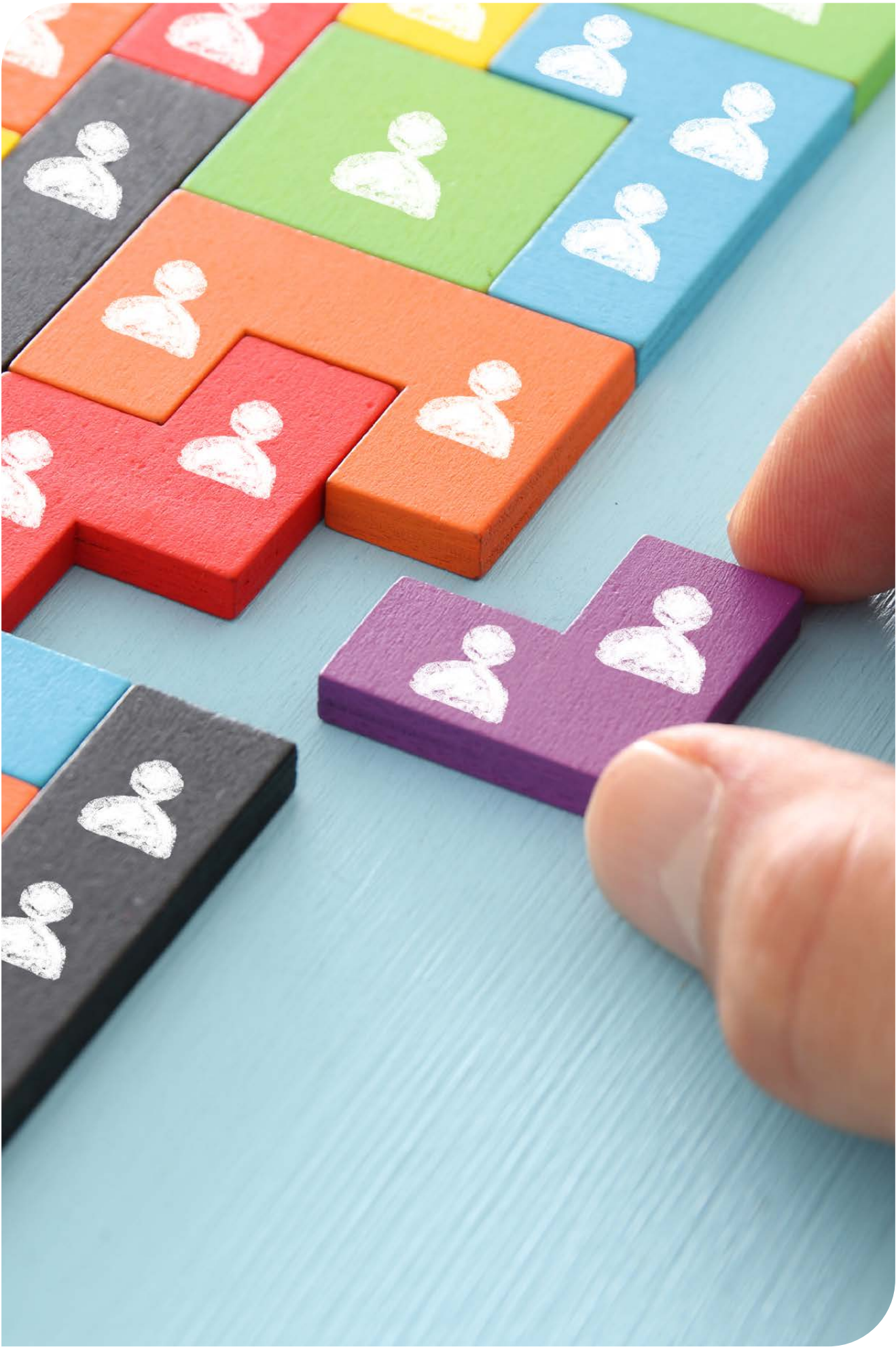
Diversity matrix

		Diversity dimensions		
		Sex	Age	
Area of activity	Studies/teaching	Gender gap MedAt*	Diversity teaching	
	Research/clinic	Diversity mentoring		
		Diversity studies		
	Services	Paternity leave	Age-appropriate working hours	Workplace health policy
	Management	Managing diversity		
MedUni Vienna overall		Diversity monitoring		
		Incentives/Veronika Fialka-Moser Diversity Prize		
		Workplace diversity		
		Anti-discrimination & anti-harassment policy		
		Steering Group Diversity at		

* MedAt is the admissions test to study medicine or dentistry in Austria

** LGBTQIA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Questioning, Asexual, etc.





10 Dedicated resources

MedUni Vienna's commitment to gender equality and diversity is evident in the range of dedicated resources it has put in place. These resources can be categorised into expertise, staff and physical or financial resources. Obviously, all of these resources necessitate significant budgetary commitments, particularly the staff and expertise resources. Staff obligations may be full-time roles or functions that are fulfilled alongside other duties. Physical resources include buildings, events, virtual resources (the provision and support of webpages and the intranet) and communication via newsletters, e-mail and social media.

Dedicated resources

Staff and Expertise	Staff and expertise in the Diversity, Equality and Inclusion department (§3,42,43)
	Staff and expertise in the Working Group for Equal Opportunities (§3,39,40,41,43)
	Staff and expertise in the Dept. of Evaluation and Quality Management
	Staff and expertise in the family services office (§36)
	Staff and expertise in inclusion
	Staff and expertise in accessibility officer and disability representative
	Chair of Gender Medicine
	Steering Group Diversity at the Medical University of Vienna
	LGBTIQA+ Group
	Board for Non-Aggression and the Prevention of Violence
Physical/ Financial Resources	Organisation of events (§3.3)
	Increasing visibility of women in medicine and science (e.g. "Frauenwege")
	Publication of brochures (Good Scientific Practice, Code of Conduct, Career Development, Unconscious Bias, Family Services, Inclusive Language, Diverse Identities etc)
	Gender and Diversity Lens Tool, Gender Lens Tool (both for research and teaching)
	Intranet pages of services (childcare, family support, diversity etc)
	Parent-child rooms in new buildings (§36)
	Gender-neutral bathrooms in new buildings
	Budgetary framework for the advancement of women (§44.1)
	Resources for the Working Group for Equal Opportunities (§41)
	Involvement of Working Group for Equal Opportunities in development of target agreements and budgetary issues (§44.2)
	Budgetary incentive systems for the advancement of women (§45)
	Budget for Working Group for Equal Opportunities
	Budget for the Diversity, Equality and Inclusion department (includes family services officer)
	Budget for Inclusion Project
	Budget for the Rainbow Group
	Budget for accessibility
	Budget for childcare activities including subsidised holiday care
	Veronika Fialka-Moser Diversity Prize

The above list is not exhaustive and is intended to provide examples of the resources available.

11 Data collection, monitoring and follow-up

MedUni Vienna has been collecting a comprehensive range of data annually since 2004, including sex- and gender-disaggregated data. The data are published internally and/or externally and reported to authorities and for the purposes of international rankings, etc. The university will continue to evaluate the effectiveness and sustainability of measures in order to accelerate progress on increasing gender equality, monitoring underrepresentation and empowering women, while safeguarding gains already made and preventing backsliding.

Activities:

- Conducting impact and evidence-based assessments of programmes, e.g. report on childcare needs
- Auditing processes and procedures, e.g. the University and Family Audit, HR Excellence in Research Award, Balanced scorecard
- Identifying and implementing innovative strategies
- Addressing obstacles, resistance and underrepresentation
- Dissemination, education and training
- Evaluation of benchmarking using indicators – transformative, qualitative, quantitative – e.g. Center of Excellence Women and Science (CEWS) ranking data, Glass Ceiling Indices, etc.

The data collection and monitoring processes (listed above and below) are important for enabling assessment of the quality of programmes and activities, highlighting progress, and analysing the impact (intentional or otherwise) of interventions. As a result, modifications can be made or corrective action taken to ensure programmes are targeted accurately, are on track, and/or to improve efficacy.

Gender Equality Report: It is the centerpiece of the comprehensive gender monitoring efforts of the Diversity, Equality, and Inclusion department and provides a comprehensive quantitative overview of the current gender dynamics at MedUni Vienna. In addition to gender, the annual report also covers other diversity categories such as the age and nationality of staff members. Each year, a total of approximately 100 key figures are collected across the categories “Management, Committees, and Commissions,” “Research Staff,” “Indices,” “Researchers as Parents,” “Nationality,” “Research Output,” and “Students,” summarized and published in the Gender Equality Report in tabular and graphical form.

Balanced Scorecard: An annual process for corporate management, used to review and measure the degree to which development planning and quality management objectives have been achieved. The balanced scorecard includes key performance indicators (KPIs) in accordance with the development plan and some performance metrics are selected in conjunction with the Gender Equality Plan.

Explanation of the terminology: Our interpretation of the term “gender” in the Gender Equality Plan is broad. When referring to gender here, we include sex as a biological attribute and also gender as a social construct. Data in the Gender Equality Plan is still predominantly binary, even if this does not reflect the actual diversity of the organisation. When collecting data, the university now collects personnel data including those who identify as “diverse”, “open”, “inter” or “no entry”. Such data will be included in the future as the numbers increase and data protection can still be observed. The university recognizes that others might identify as women or men and we use the terms reflecting the more conventional interpretation.

Data collection and monitoring

Regularly	Reporting between Diversity, Equality and Inclusion and the Rectorate
	Reporting about accessibility to the Rectorate
	Reporting between the Working Group for Equal Opportunities and the Rectorate (§47)
Annually	Comprehensive sex and gender data and indicators collected and published (§5.1-2)
	Collection and reporting of data on women in research (§8)
	Sex-disaggregated data on all management and leadership roles
	Quotas of women and men on committees and boards
	Reporting of extensive sex-, age- and diversity-disaggregated data to the authorities – with changing emphases
	Sex-disaggregated data on population pyramid, career progression, publications, authorship ratios, patents, travels refunds etc
	Data on integration of sex and gender dimensions in research projects
	Calculation and reporting of glass ceiling, dissimilarity and gender indices
	CEWS (Center of Excellence Women and Science) ranking data
	Sex-disaggregated data on students, grants and teaching
	Reporting between the Working Group for Equal Opportunities and the Senate
	Reporting between the Diversity, Equality and Inclusion department and the Senate
	Regular and annual reporting obligations of the reconciliation officer (§36a)
	Detailed data on maternity, paternity & parental leave, ages of children, FTEs etc
Every 3 semesters	Evaluation of gender-sensitive teaching (§11.1)
	Evaluation of inclusion of women's studies, gender studies & gender-based medicine in teaching (§11.2)
Every 2 years	Gender pay gap monitoring & reporting
	Evaluation of aggression & violence in the workplace
Every 3 years	Report on childcare needs of staff (§36.2)
	Report on effectiveness of reconciliation measures (§36)
	Report on the status of people with disabilities (§37f.2)
Every 5 years	External review of equality & advancement of women at the University commissioned by the Working Group for Equal Opportunities (§6)
	Evaluation of measures for people with disabilities (§37f.3)
As applicable	HR Excellence in Research Award certification process
	Balanced Scorecard audit process

The above table contains the most significant examples but is not exhaustive.

12 Training and capacity building

Gender, equality and diversity considerations are anchored in the university's procedures and processes at the organisational level. The Diversity, Equality and Inclusion department, and the Working Group for Equal Opportunities oversee inclusion and adherence at the operational level.

Employees of MedUni Vienna are encouraged and invited to improve their skills and acquire new ones on an ongoing basis, in line with a state-of-the-art academic lifelong learning strategy drawn up in accordance with the latest educational approaches. The goal is to integrate gender, diversity and intersectionality into the training courses offered to staff. Specific training courses on aspects of diversity are also included in the standard schedule as part of the ongoing, long-term process of cultural change, engaging the whole organisation.

Training programmes are updated regularly and new courses are added, including training on unconscious bias. Since the Covid-19 pandemic, more online courses have been developed and are available. The university also supports staff to attend events, networking and training externally, where appropriate.



Training and capacity building

Training	Mentoring programmes and guidelines (§30 (1-4))
	Organisation of awareness-raising events e.g. International Women's Day (§3.3)
	Raising awareness of participation of women via the media (§4.1)
	Obligation to prevent bullying and sexual harassment (§37.3)
	Advice and support for carers
	UniKid-UniCare Webinars Carework (quarterly)
	Broad range of diversity training (Gender Competence, Unconscious Bias, Intercultural Communication, Harassment Prevention etc)
Capacity building	Austrian legal framework stipulating equality (University Act 2002)
	University Development Plan
	Governmental Performance Agreements
	Internal target agreements
	Existence of and requirement to fulfil quotas (§2.2; §9.1; §10.1; §18.1; §32 (1,2))
	Dedicated webpages (§4.2)
	Certificate "University and Family" Audit (since 2010, recertified every 3 years)
	Signatory to Charter "Familie in der Hochschule"
Network building	Involvement in outreach (Long Night of Research, Children's University, Girl's Day etc)
	European Network Gender Equality in Higher Education (every 2 years)
	DACH Network of Equality Officers (1 meeting a year)
	Austrian Gender Platform (2 meetings per year)
	Network for Women in Medicine (wnw med)
	Internationale Konferenz "Mentoring in der Medizin" (2 meetings per year)
	European Network of Mentoring Programmes in Academia: eument-net (1 meeting a year)
	Equinet European Network of Equality Bodies
	Best Practise Club Charter "Family at University" (2 meetings per year)
	Network UniKid-UniCare (2 meetings per year)
	UniKid-UniCare Motherhood & Science online exchange
	UniKid-UniCare Vienna Unis Carers Network (monthly)
	German Association for Medical Education (GMA)
	Diversity Think Tank (quarterly); Diversity Congress (annually)
	Pride Biz Austria
	Attendance at conferences and events (e.g. Österreichische Gesellschaft für Geschlechterforschung {ÖGGF}, Audit "workandfamily", Gender+, GE Academy)

The above table contains an extensive list but is not exhaustive.

13 Accessibility, Diversity and Inclusion

The Medical University of Vienna aims for the highest standards in research, teaching and patient care and towards building a diverse and inclusive community that provides opportunities for all.

The diversity of University members is key to its success. As stated in the Code of Conduct, the university is committed to the creation of an inclusive and sustainable University community. Discrimination, harassment and exclusion have no place.

Diversity and intersectionality: MedUni Vienna recognizes diversity using an intersectional perspective that includes age, accessibility, disability, ethnicity, family status, religious beliefs, social diversity, sexual orientation and identities etc. Activities include the diversity wheel and the transcultural calendar available to all staff to download. Other resources include a diversity glossary that is regularly updated.

Communication: The university requires the use of inclusive language and produces instructional folders on the topic in both German and English.

LGBTIQA+* identities: Activities include an LGBTIQA+ group supported with a budget and admin. The group consists of LGBTIQA+ students and staff of the Medical University of Vienna and staff from the University Hospital Vienna. They are dedicated to ensure that topics related to sexual orientation and gender identities are acknowledged, recognized and respected. Regular actions include networking and social events, organisation of conferences, training and lectures, Pride events, LGBTIQA+* and Progress Pride flags. The women's career development programmes are offered to all who identify as female.

Disability Mainstreaming: Incorporating the University's strategic approach to ensure that the diverse experiences, concerns and views of people with disabilities and/or chronic diseases are integrated within the procedures and structures. As an employer, MedUni Vienna firmly believes in the full, equal and effective participation of people with disabilities and/or chronic diseases at the University.

Inclusion project: The central focus of the Inclusion@MedUni Vienna project is to create a working environment of inclusion. This important project raises awareness, and aims to recruit more new employees with disabilities. Staff with expertise give advice and support to employees with disabilities and/or chronic diseases and to the departments. Advice on reasonable accommodations in the workplace, and the funding thereof, is also provided.

Accessibility: With the recruitment of an accessibility officer, the university is intent on improving accessibility for staff and students. It's not only barriers in the buildings that need to be removed. It is equally important to meet the diverse needs of people with disabilities in the areas of communication, digital applications, events, evacuation situations, and in the workplace. In addition, the role is an important interface to offer advice and training and for raising awareness. The Advisory Board for People with Disabilities aims to ensure that people with disabilities or those with a chronic condition are able to participate in all educational and research activities at the university. Discrimination of any kind is not tolerated.

Student disability services: Providing advice and information to students with disabilities or chronic conditions on all areas relating to their studies, including financial support and information on legal provisions; working with all staff and bodies to create appropriate conditions for disabled students.

* LGBTIQA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Questioning, Asexual, etc.

Measures relating to accessibility, diversity and inclusion

Measures and instruments in the Career Advancement Plan for Women and Equal Opportunities Plan	Structural integration of gender equality	Engaging leadership	Flexibility, time and work-life	Presence and visibility	Gender-inclusive organisational culture	Gender dimension in research and education	Gender-based violence and harassment	Diversity and inclusion
Accessibility, diversity and inclusion								
Respect for those with diverse/non-binary identities (1b)	✓	✓	✓	✓	✓	✓	✓	✓
Ensure access to studies for those with diverse/non-binary identities (14)	✓		✓	✓	✓			✓
Training options to promote an inclusive workplace (37b.3)	✓	✓	✓	✓	✓	✓	✓	✓
Promote equal opportunities and participation for people with disabilities (37f)	✓	✓	✓	✓	✓	✓	✓	✓
Evaluate the situation of people with disabilities (37f)	✓	✓	✓	✓	✓	✓		✓
Review support measures for persons with disabilities every 5 years (37f)	✓	✓	✓	✓	✓	✓		✓
Communication								
Gender-sensitive language in communication (1c.1-2)	✓	✓	✓	✓	✓	✓	✓	✓

14 Approval and publication of the Gender Equality Plan

The Gender Equality Plan of the Medical University of Vienna has been signed and approved by the Rector on 16 February 2022. The first revision took place in 2026.

The document is published and available on the website.
It has been broadly disseminated within the university.

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