



Gender Equality Plan

Medical University of Graz

In Compliance with the Horizon Europe's Gender Equality Plan Requirements

The Medical University of Graz is committed to value gender equality as a benefit for research and innovation and a higher quality of work environment that ensures for everyone to maximise their potential and provide equal opportunities for all genders.

Public documents

According to Austrian requirements for Universities, the Medical University of Graz has published a [Gender Equality Plan](#) (german: Gleichstellungsplan) which is available online and addresses 10 specific goals*.

Dedicated resources

Within the Medical University of Graz there are two units dedicated to gender equality issues:

- The office for Gender Equality, Women's Advancement and Diversity Management (GENDER:UNIT). This unit currently supports the Rectorate with a team that ensures policies and services that target all the listed key issues.
- The Working Committee on Equal Opportunities (AKGL: Arbeitskreis für Gleichbehandlungsfragen). This collegial body oversees all personnel agendas, especially recruiting.

Data and Monitoring

The data on gender equality was monitored periodically and published every two years from 2018-2022 in print and online: <https://www.medunigraz.at/oes/oe-genderunit>

To meet the requirements of Horizon Europe, from 2023 on, there will be a biannual report online, with selected sex/gender data, which represents the most relevant indicators. Additionally there is an annual report as part of the intellectual capital statements (german: Wissensbilanz) which includes gender related data on personnel and students.

Training (Awareness and Anti-Bias)

A wide range of available information, trainings and workshops is available to educate all employees at the Medical University Graz on gender, diversity and anti-bias. Trainings

Pioneering Minds - Research and Education for Patients' Health and Well-Being

Medizinische Universität Graz, Neue Stiftingtalstraße 6, 8010 Graz, www.medunigraz.at

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comprise among other topics: gender inclusive language, gender and diversity basic trainings, unconscious bias and medicine, anti-bias in decision-making, gender and diversity in research.

Work-life balance and organizational culture

Work-life balance and care responsibilities are very important issues at the Medical University of Graz. To provide our employees with the best support there is a service unit covers the topics of childcare, dual career, and care of relatives (part of the GENDER:UNIT). There is a wide range of information, networking, service and a childcare facility near campus (kinderCAMPUS).

The Medical University of Graz is an active member of the Charta University and Family.

Gender balance in leadership and decision-making and Gender Equality in recruitment and career progression (Equality-Related Human Resource Development)

To insure gender balance a 50 percent quota is required for collegial bodies, management bodies and committees at Austrian Universities. The international orientation of the Medical University of Graz strengthens openness and interest in other cultures, helps to adopt global perspectives and to use the potential of diverse approaches. Personnel and organizational development is also regarded as an important instrument to promote women. The Medical University of Graz thus implements appropriate personnel, organizational, financial measures in the following areas:

- a. Promotion of scientific achievements of women and young scientists
- b. Elimination of still existing underrepresentation of women or men in a training or employment relationship in all functions and employment groups including management positions.
- c. Further education and promotion of professional qualification of women.
- d. Promotion of gender-mixed teams in all employment groups of the organizational units.

Currently, as a part of the anti-bias focus, the evaluation of career paths in academic positions is being revised regarding alternative academic biographies regarding e.g. parental leave.

Gender and Diversity in Research and Teaching

An annual award for student's theses (Preis für Abschlussarbeiten mit Genderbezug) that include gender aspects in research contents and methods, promotes the importance for gender dimensions in research.



For the integration of gender and diversity dimensions in research projects, a joint website is available for the Medical University of Graz and Graz University of Technology. This online platform supports researchers who are exploring options to implement sex, gender, and diversity dimensions in their research designs. The website offers information, ideas, and the possibility to read and register specific projects.

A lecture that includes various medical fields is part of the curriculum and insures the early awareness of gender and diversity issues in medicine.

Awareness, Working Groups, Empowerment

Several initiatives raise awareness among university staff and students and working groups on topics such as women's advancement, networking, or (child)care responsibilities and work have been implemented. To create a supportive and beneficial work environment for female researchers there is a wide range of specific trainings, coaching, and research funding that is available through the GENDER:UNIT.

- Continuing education and career program in cooperation with other universities in Graz (Potenziale)
- Ongoing workshops and trainings (representation, leadership, work-life balance, etc.)
- Mobility scholarships and research grants (March 8 scholarship)
- Coaching for female researchers
- Coaching program for female executives (focus on leadership)
- Networking programs for female researchers

Measures against gender-based violence including sexual harassment

The working committee on Equal Opportunities (AKGL) is the contact for measures against discrimination, (sexual) harassment is one of the acts of discrimination based on gender.

There is an awareness raising campaign called "Really happened" (Echt passiert) that provides information, trainings and an anonymous online reporting.

Univ.-Prof. Dr. Hellmut Samonigg,

Rektor

Medizinische Universität Graz

The EU commission is committed to promote gender, diversity and equality issues within research and innovation. As a part of the Gender and Equality Strategy, research and higher education institutions who wish to participate in Horizon Europe, need a Gender Equality Plan (GEP).



ANNEX

* The 10 goals of the gender equality plan

Through the implementation of the Equality Plan, Med Uni Graz pursues the following strategic and operational goals:

1. Equal opportunities

Equality of opportunity is to be realized without distinction of gender, ethnicity, religion or belief, age or sexual orientation or disability.

2. Active gender equality

Med Uni Graz sets itself the goal of active gender equality at all levels in order to eliminate any disadvantages and to enable the highest possible degree of reconciliation of work and family/care duties for women and men to the same extent.

3. Implementation of equality standards

The equality standards serve to ensure gender-sensitive and non-discriminatory communication both internally and externally and regulate career entry and advancement as well as training and continuing education to achieving equal opportunities.

4. Gender mainstreaming and diversity management

Med Uni Graz applies the principles of gender mainstreaming and diversity management in all decision-making processes.

5. Promotion of women and elimination of underrepresentation

The advancement of women is essentially regulated in the women's advancement plan of Med Uni Graz; however, since it is an immanent part of equality, essential principles are also to be anchored in this equality plan. In particular, Med Uni Graz aims to promote the scientific achievements of women and young scientists, to increase the proportion of women in professorships, leadership positions, lead of research projects, habilitations, and associate professorships. Any existing under-representation of women is to be eliminated in all organizational units, hierarchical levels, and in all functions and activities on the basis of uniform assessment criteria. In addition to measures to promote women, this also requires the consistent elimination of disadvantages.

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6. Avoidance of discrimination

Discrimination on the basis of gender, ethnicity, religion or ideology, age, sexual orientation or on the basis of disability and/or chronic illness in connection with employment or studies must be avoided.

7. Improvements in the working environment

In order to create a humane and liveable working environment for all persons working at Med Uni Graz, the compatibility of studies/profession with family obligations is guaranteed. Likewise, the protection of dignity at the workplace, in particular (also preventive) action against sexual harassment at the workplace and mobbing, against harassment in connection with gender, ethnicity, religion or world view, age, sexual orientation or disability or chronic illness is guaranteed.

8. Executive competence in equality management

In order to achieve the equality objective, it is necessary for all managers to naturally adopt a non-discriminatory attitude and to be competent in equality management. Both, increased awareness and competence development for equality issues should thus be taken into account at all management levels.

9. Infrastructure and information

An adequate infrastructure for the realization of equality is to be ensured. Internal information and communication on the topic of equality is to be ensured and improved as an essential prerequisite for the active implementation of these contents by all persons working at the Med Uni Graz.

10. Transparency

Transparency, objectivity, dialogue, and respect at all levels and in all areas shall be regarded as essential principles in the implementation of this equality plan and to actively counteract discrimination.