

Plan for the advancement of women and equality at the UAS BFI Vienna

1 Preamble

As a cosmopolitan and active part of society with the aspiration to qualify responsible professionals and leaders, the UAS BFI Vienna is committed to the advancement of women and the active equal treatment of all persons regardless of their gender in all areas of the higher education institution. The UAS BFI Vienna entirely rejects all forms of discrimination based on any diversity characteristics and takes active measures to rule them out. In addition to that, the UAS BFI Vienna considers the diversity of its employees, lecturers, students, and all other stakeholders an important resource to reach its strategic goals and therefore uses it proactively.

The following measures for the advancement of women and gender equality consequently not only follow the statutory regulations of the law for equal treatment as well as the respective regulations of the Federal Act on Universities of Applied Sciences Studies Act (FHStG) but also the gender & diversity guidelines of the UAS BFI Vienna.

Gender mainstreaming stands for the advancement of societal gender equality. Not only by law but also in real life, all genders shall have the same opportunities for their professional, cultural, material, and psychosocial development based on their qualifications. In addition to professional, scientific, didactical, and social qualifications, gender equality is an important value. This goal is implemented in all areas of the UAS BFI Vienna.

In addition to the basic characteristics (such as sex, age, disability, sexual orientation, religion, ethnicity/culture) which are subject to the statutory protection against discrimination, *diversity* also includes additional characteristics such as marital status, social background, organisation form of the degree programme, etc. The UAS BFI Vienna thus follows the intersectional approach which stresses that lists of diversity characteristics can never be considered complete. Instead, it is essential to understand them in their respective contexts, in constant interaction with one another and in the context of temporal change.

The UAS BFI Vienna is committed to an active diversity management. It is understood as a systemic recognition, acceptance, understanding, anticipation and consideration of the requirements and potentials which result from differences and similarities.

2 Goals

With regard to the advancement of women and gender equality, the following goals are pursued:

- ❖ Anchoring of gender equality in all areas and processes of the UAS BFI Vienna (teaching, research, administration) and for all groups of people (students, employees, internal and external lecturers)
- ❖ Advancement of an atmosphere that goes beyond the structural frameworks to make equality a reality which understands diversity as an important resource and fosters inclusion
- ❖ Development of gender and diversity competences as well as awareness raising among

employees, lecturers and students

- ❖ Strategic anchoring of diversity and elimination of the underrepresentation of gender groups in all areas in which underrepresentation exists and especially in all decision-making and executive committees as well as project groups
- ❖ Advancement of all frameworks in the work and study environments for the compatibility of career and private life or studies, career, and private life

3 Measures

The principles of gender mainstreaming, diversity management, and inclusion are considered an interdisciplinary issue in all areas of the UAS BFI Vienna (teaching, research, administration) and are also evaluated as such. The above-mentioned goals shall be reached by means of the following measures:

3.1 Advancement of a gender and diversity sensitive atmosphere

- ❖ Development and maintenance of the gender and diversity competences of all employees and lecturers as well as providing information regarding the goals, implementation and contact persons for gender & diversity management, gender equality and advancement of women for new employees
- ❖ Development of the students' gender and diversity competences by integrating gender and diversity topics in the formal and informal curricula
- ❖ Advancement and integration of equality-based topics in teaching and research
- ❖ Preventative measures against sexism, racism, harassment, etc.

3.2 Gender balance

- ❖ The UAS BFI Vienna is mindful of a gender-balanced composition of working groups and committees
- ❖ The principle of gender balance also applies to the composition of the academic council and the working committee of the academic council
 - For the composition of the academic council as an elected committee, the proportion of women in the election proposal of each group should be at least 45%, if possible
 - To reach this goal, women will be specifically addressed to stand as a candidate for the academic council
- ❖ The gender relations in all areas (students, employees, lecturers, etc.) are collected on a regular basis
- ❖ All personnel processes contribute to ensure gender balance within the organisation

3.3 Advancement of the compatibility of career and private life or studies, career, and private life

The UAS BFI Vienna is mindful of the compatibility of career and private life or studies, career, and private life among all employees and students by means of the following measures and offers, among other things:

- ❖ Flexible working-time models
- ❖ Advancement of employees re-entering the workforce and paternity leave
- ❖ Baby month independent of the family constellation
- ❖ Consideration of compatibility-related topics in the context of the development of degree programmes
- ❖ Regular needs assessment in the context of student evaluations and derivation of measures

3.4 Advancement of women

- ❖ Integration of the advancement of women in personnel planning and development
- ❖ Measures to promote the research activity of women
- ❖ Specifically addressing female external lecturers in subject areas and degree programmes in which women are underrepresented

3.5 Gender and diversity sensitive use of language

- ❖ Use of gender and diversity sensitive language and pictures in all areas of the higher education institution
- ❖ Teaching materials (scripts, slides, etc.) are formulated in a gender sensitive way
- ❖ The gender sensitive use of language is mandatory for all written works and is anchored in a respective organisational culture

3.6 Organisational anchoring

- ❖ Active involvement of the gender & diversity steering group or the gender & diversity commissioner when it comes to measures of organisational or strategic development and in a suitable form also in the internal process management
- ❖ Active involvement in the context of gender & diversity topics in higher education committees outside the UAS BFI Vienna
- ❖ Publication of information and contacts regarding gender & diversity management, gender equality and the advancement of women on the website
- ❖ Continuation of gender-specific evaluations in all areas of the higher education institution and derivation of respective measures