

Equal opportunities are important to us!



MEDIZINISCHE
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INNSBRUCK

Fact Sheet: Gender and Diversity Mainstreaming and Research

1. Introduction

We at the MUI are committed to equal rights, equality and equal opportunities for all our employees, students and patients. Equality work does not only concern the level of people and their careers, but also organizational structures, teaching and research to the same extent. Especially in research, the different sides of necessary equality work are not always visible: in addition to equal opportunities in the project team and in the project management, equality work includes the research content per se. Research results must ensure that for all genders and diversity categories such as age, ethnicities, socioeconomic status there are valid results, on which treatment and therapy can be based.

2. Medical research and equal opportunities ...

The continuous integration of sex/gender-sensitive and diversity-sensitive issues into medical research is the basis of any medical science that wants to provide answers tailored to the individual person and is also necessary to remain competitive in the international research and funding landscape. In addition to the consideration of gender (biological/"sex" and socio-cultural/"gender" factors), other diversity categories such as age, origin, financial background, but also education have an increased impact on health.

3. ... require the necessary balance on several levels: suggestions on the topic

Research content:

- ✓ Consideration of sex/gender-specific and diversity-specific aspects in the topics
- ✓ Integration of sex/gender and diversity into research hypotheses
- ✓ Formulation of sex/gender-sensitive and diversity-sensitive research questions
- ✓ Selection of sex/gender-sensitive and diversity-sensitive methods
- ✓ Sex/gender-sensitive and diversity-sensitive data collection and data analysis
- ✓ Use of inclusive language
- ✓ Publications that explicitly discuss sex/gender-specific and diversity-specific aspects

Personnel level in research applications:

- ✓ Formation of mixed-sex and diverse teams and/or targeted promotion of young researchers
- ✓ Creation of sex/gender-oriented and diversity-oriented working conditions
- ✓ Equal opportunities regarding lead authorship and senior authorship
- ✓ Equal evaluation of the work of all employees
- ✓ Introduction of an accompanying gender equality monitoring, supervised by experts;

4. Further information

Clayton, Janine A. (2016): Studying both sexes: a guiding principle for biomedicine. *FASEB J* 2016 30: 519-524. doi: 10.1096/fj.15-279554

Heidari, Shirin, et al. (2016): Sex and Gender Equity in Research: rationale for the SAGER guidelines and recommended use. *Research Integrity and Peer Review* (2016) 1:2. DOI 10.1186/s41073-016-0007-6

Legato, Marianne J. (ed.): *Principles of Gender-Specific Medicine. Sex and Gender-Specific Biology in the Postgenomic Era.* Academic Press Elsevier, 4th edition, 2023

Miller Leah R., Marks Cheryl, Becker Jill B., et al. (2016): Considering sex as a biological variable in pre-clinical research. *FASEB J* 2017 31: 29-34; doi:10.1096/fj.201600781R

Regitz-Zagrosek, Vera (2024): *Gendermedizin in der klinischen Praxis. Für Innere Medizin und Neurologie.* Springer, Berlin 2024

More about the topic:

Guidelines for the integration of a sex/gender-sensitive and diversity-sensitive perspective into research proposals: <https://www.i-med.ac.at/koostelle/gender-mainstreaming/leitfaeden-fuer-forschung-und-lehre.html.en>



“The lines separating maleness and femaleness (sex) on the one hand and femininity and masculinity (gender) on the other are blurred, but gender and sex are inseparable in their effects on health and disease and lead to functional differences in virtually all body systems. These differences begin to evolve at the fetal stage for the category sex and persist throughout life, while the additional layer of gender is added after birth. Women and men are differently affected by different diseases, may respond differently to treatments, and have different morbidity and mortality rates.”

Glezerman, Marek (2023): in Legato, M.J. (ed.)



Further information and advice:

Coordination Office for Gender Equality, Advancement of Women, Diversity
Gender Mainstreaming and Diversity Unit
E-mail: diversitaet-gleichstellung@i-med.ac.at