

Because equal opportunities are important to us!



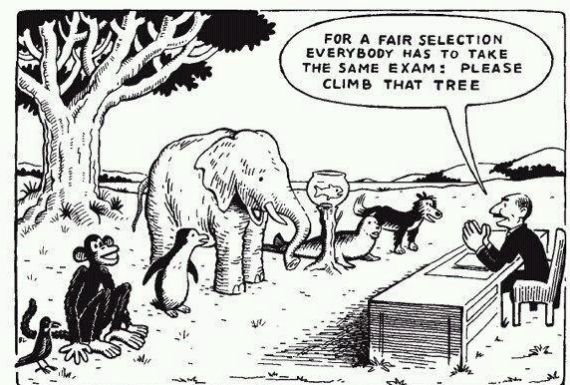
MEDIZINISCHE
UNIVERSITÄT
INNSBRUCK

1. Introduction

At the MUI, we are committed to equality, equal rights and equal opportunities for all our employees, students and patients. Equality work encompasses not only individuals and their careers but also organisational structures, teaching, and research. The umbrella term *gender mainstreaming*, used both in this context and in legal frameworks, refers to the systematic integration of the different realities experienced by women* and men* into social and political decision-making and practice. Targeted structural measures are implemented to advance gender equality. *Gender mainstreaming* is legally binding for all public institutions.

2. Gender and diversity competence in management

What do these objectives mean for management and administration? University administrators and executives are responsible for forming balanced teams, ensuring equal opportunities for all applicants, and critically reflecting on potential unconscious biases in personnel selection. For the administration, ensuring equal opportunities means recognising that women, men, and non-binary individuals may have different starting points, and establishing compensatory support measures or regulations where necessary.



3. For employees and managers: suggestions for practice

- *Data collection and statistics:* Is collected data disaggregated by gender to provide a basis for continuous equality monitoring?
- *Teaching and study organisation:* Are there relevant gender differences in academic achievement, communication, learning strategies, etc., that indicate a need for adapted programmes or support measures?
- *Public relations:* Is coverage of successful researchers and their projects balanced across genders?
- *Finance:* Is equal opportunity taken into account in budgeting? How, and according to which criteria, are resources distributed?
- *Human Resources Department:* Are unconscious values and assumptions that may influence recruitment decisions critically examined and addressed? Is adequate quality assurance in place to prevent unconscious or implicit discrimination (unconscious bias)?
- *Human resources development:* Is the need for continuing education and training the same for women, men, and non-binary individuals, or does it differ?
- *Team development and project teams:* Do managers ensure diverse team composition and equal opportunities for all employees?

- Is the *safety* of all staff on campus ensured?
- How is *sexual harassment* handled at the university? Are there clear guidelines and consequences for violations?

4. Further information

Federal Ministry for Women, Science and Research. *Rechtliche Grundlagen der Gleichbehandlung* [Legal foundations of equal treatment]. Retrieved on 19 September 2025 from <https://www.bmfwf.gv.at/frauen-und-gleichstellung/gleichbehandlung/rechtliche-grundlagen-der-gleichbehandlung.html>

Commission of the European Communities (1996). *Einbindung der Chancengleichheit in sämtliche politischen Konzepte und Maßnahmen der Gemeinschaft* [Incorporating equal opportunities into all community policies and actions]. COM (96) 67 final, ISSN 0256-2383

Meidert, U.; Dönnges, G.; Bucher, T.; Wieber, F.; Gerber-Grote, A. (2023.) Unconscious Bias among Health Professionals: A Scoping Review. *Int. J. Environ. Res. Public Health* 20, 6569. <https://doi.org/10.3390/ijerph20166569>

Wroblewski, A.; Grasenick, K. (2025). Navigating Conflicting Interests: The Role of Gender Competent Management for Effective Gender Equality Plans. *Social Inclusion*, 13, 9992; <https://doi.org/10.17645/si.9992>

Wroblewski, A., Striedinger, A. (2018): *Gleichstellung in Wissenschaft und Forschung in Österreich* [Gender equality in science and research in Austria]. Institute for Advanced Studies (commissioned by the Federal Ministry of Education, Science and Research)

More on the topic:

Guidelines and fact sheets on other topics:

<https://www.i-med.ac.at/koostelle/gender-mainstreaming/>

- Gender mainstreaming and diversity in research
- Gender mainstreaming and diversity in teaching
- Equality and language
- Key terms in equality and diversity



“For gender equality policies to be effectively implemented, senior managers must go beyond rhetorical commitment and create a climate where gender equality is a shared task for all members of the organization. Gender competence, distinct from gender expertise, is defined as competence relevant to all members of higher education institutions.”

Gutknecht-Gmeiner et al. 2017; Wroblewski, 2021



Information and advice:

Coordination Centre for Gender Equality, Affirmative Action for Women and Diversity
Gender Mainstreaming and Diversity Unit
Email: diversitaet-gleichstellung@i-med.ac.at