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MEDIZINISCHE
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Fact Sheet: Key terms in equality and diversity

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.

2. Key terms in equality and diversity

Gender mainstreaming / Gender and diversity mainstreaming

As a legally established strategy within equality policy, gender mainstreaming 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 has been enshrined in law since 1998 (Council of Europe, 2004). Diversity mainstreaming extends the goal of equal opportunities to include all categories of diversity.

Gender Medicine / Gender and diversity-sensitive medicine

Gender Medicine refers to gender-specific medicine, meaning medical research and treatment are examined for their relevance to individuals with regard to their sex and gender, and for their impact on biological sex and social gender differences. The goal is to ensure optimal medical care for people of all genders. Gender Medicine encompasses not only hormonal, physiological or metabolic differences, but also health-related behaviour, access to the healthcare system, and preventive measures. Sex-/Gender and diversity-sensitive medicine extends the concept of Gender Medicine to include all other diversity categories.

Diversity

Diversity means variety and refers to the economic, cultural, and social heterogeneity of people. Some characteristics are inherent, such as age, sexual orientation, sex assigned at birth, and physical traits (e.g. skin colour, disability). Others are acquired and must be considered in the context of historically rooted social inequalities, such as education, income, ethnic background, or religion. Certain characteristics, in turn, are context-dependent, such as geographic location or mobility. In addition to core dimensions, such as gender, age, ethnic background, disability, sexual orientation, and religion, personal attributes, behaviours, and talents are also taken into account. Diversity categories influence health and illness to varying degrees.

Intersectionality

Intersectionality is a theoretical approach that seeks to capture the complexity and interdependence of diversity-related factors such as gender, age, social background, citizenship, sexual orientation, disability, worldview, and others. It examines how these factors intersect and interact, serving as a framework for analysing social inequality.

3. Sources and detailed information

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Crenshaw, K. (1989). Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics. University of Chicago Legal Forum: 1989, Article 8. Retrieved from <https://chicagounbound.uchicago.edu/uclf/vol1989/iss1/8/>

Eberherr, H. (2012). *Intersektionalität und Stereotypisierung: Grundlegende Theorien und Konzepte in der Organisationsforschung* [Intersectionality and stereotyping: Fundamental theories and concepts in organizational research]. In: Bendl, R., Hanappi-Egger, E., & Hofmann, R. (Eds.): *Diversität und Diversitätsmanagement* [Diversity and diversity management]. 1st ed., pp. 62-64.

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Regitz-Zagrosek, V. (2024). *Entwicklung und Definition der Gendermedizin* [Development and definition of gender medicine]. In: Regitz-Zagrosek, V. (Ed.). *Gendermedizin in der klinischen Praxis. Für Innere Medizin und Neurologie* [Gender medicine in clinical practice. For internal medicine and neurology]. Springer, Berlin.

More on the topic:

In-depth guidelines and fact sheets:

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



"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:

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