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GENDER EQUALITY PLAN

IMC UAS KREMS

Management Team



Medieninhaber und Herausgeber
IMC Fachhochschule Krems GmbH
Piaristengasse 1 | 3500 Krems | Austria | Europe
T: +43 2732 802
I: www.fh-krems.ac.at | E: gf@fh-krems.ac.at

Preamble

The Gender Equality Plan of IMC Krems is based on the following principles:

- Equality and the promotion of anti-discrimination are essential endeavors of IMC Krems, equal opportunities at all levels is a concrete concern.
- The university has a clear commitment to equality of all genders by the university management. Through strategic and procedural integration, all members of IMC Krems assume responsibility for achieving the university's gender equality goals.
- The Gender Equality Plan, which is anchored in the statutes, represents a component of this detailed Gender Equality Plan.
- The fulfillment of the legal requirements for the equality of women and men § 2 (5) FHG and the Federal Act on Equal Treatment, BGBl. I No. 66/2004, and the advancement of women.
- In addition to the national legal basis for gender equality, IMC Krems is committed to enabling at least a third gender entry and to valuing gender identities apart from gender binarity in the sense of Article 8 of the European Convention on Human Rights (ECHR; see VfGH of 15.6.2018, ZI. G 77/2018-9).
- IMC Krems is committed to equal treatment of all employees and students without distinction of gender, gender identity, social origin, ethnicity, religion or belief, age, sexual orientation, and citizenship. Furthermore, IMC Krems is committed to the advancement of women and to active gender equality as well as to persons with disabilities and/or chronic illness.
- The implementation of these commitments and the broadening of gender and diversity competence are among the tasks of all team members of IMC Krems, in particular of all persons responsible for management.
- The Gender & Diversity Advisory Board is the most important body for all concerns in the area of gender and diversity. It is supported in particular by the person responsible for gender and diversity.

The Gender Equality Plan was developed by members of the Gender & Diversity Advisory Board, put into effect by the university management and communicated to all university employees accordingly.

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1 Introduction

IMC Krems was founded in 1994 and has three campuses in Krems, Lower Austria. It currently offers 17 bachelor's degree programs, ten master's degree programs and three courses ("Lehrgänge"). Of these, approximately 40 percent are taught in English. Many degree programs can be studied full-time and part-time. The range of courses is oriented toward the focus areas of business, digitalization & technology, health and life sciences. IMC Krems conducts research in the fields of health, life sciences and business.

In Austria, equality has been anchored in higher education policies and laws for many years. This applies not only to universities, but also to the University of Applied Sciences sector.

Equality goals and policies are anchored, among other things, in the University of Applied Sciences Act ("Fachhochschulgesetz"). § 2 Section 5 obliges course-providing bodies to observe gender equality and balanced representation of the sexes in all positions and functions. Course-providing bodies must also comply with the Federal Equal Treatment Act ("Gleichbehandlungsgesetz", BGBl. No. 66/2044).

§ 4 also stipulates that access to the University of Applied Sciences must be open to all students who meet the entry requirements, without distinction as to gender, social origin, ethnicity, religion or belief, age, sexual orientation or citizenship. With regard to university committees and commissions, according to § 10, gender-balanced representation is to be ensured wherever possible.

These provisions are based on three equality goals: (1) gender-balanced representation at all hierarchical levels, (2) elimination of structural barriers so that career paths in science and research are equally open to people of all gender identities, and (3) integration of the gender dimension in research content and research-led teaching. These goals also largely correspond to those of the European Research Area (ERA)¹.

The entire University of Applied Sciences sector is characterized by an almost balanced gender ratio among students and graduates, while the proportion of women among teaching staff and course directors is significantly lower at 34% (2016)².

¹ EC [European Commission] (2012). Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. A Reinforced European Research Area Partnership for Excellence and Growth, COM(2012) 392 final.

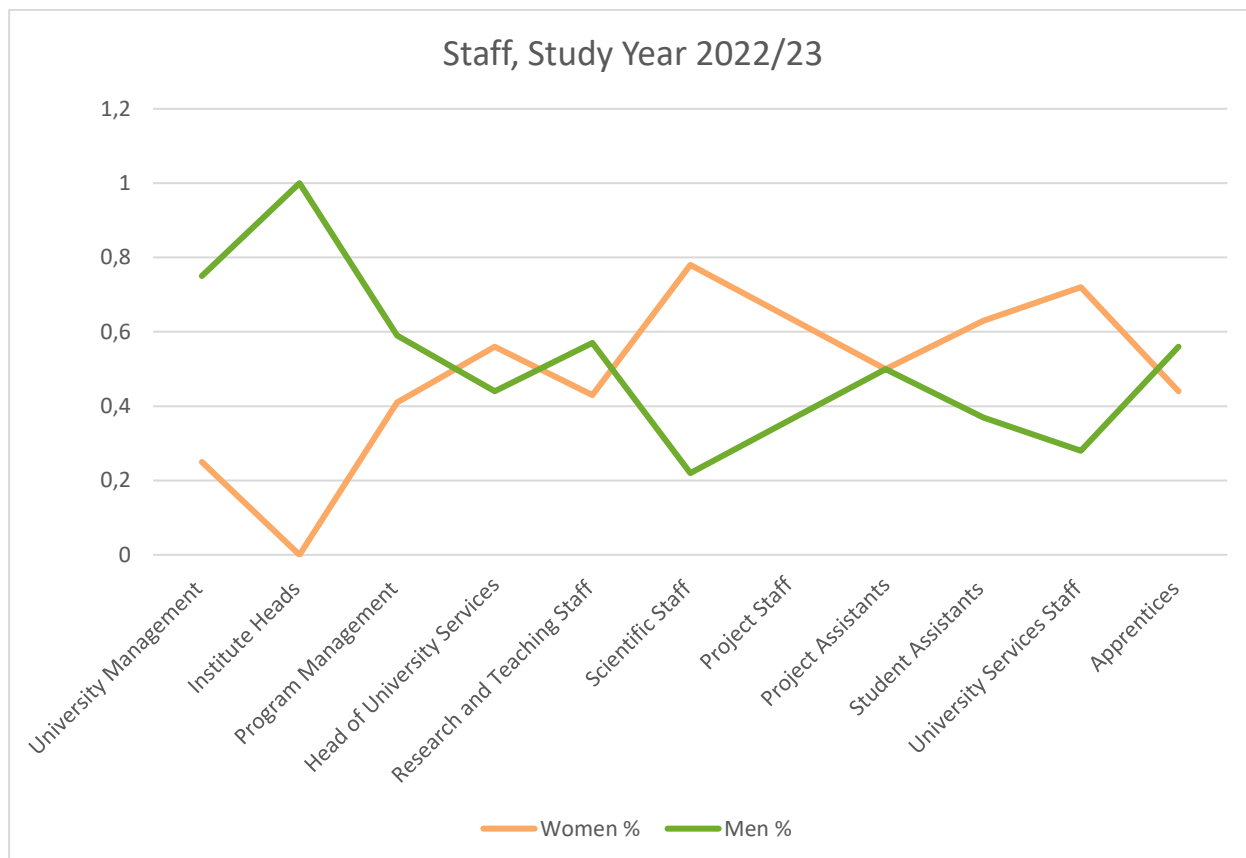
² Wroblewski, Angela; Striedinger, Angelika (2018). Gleichstellung in Wissenschaft und Forschung in Österreich, Wien, BMBWF.

2 Context Analysis

The following tables show the current status of gender distribution among employees and students. Monitoring of the defined key figures takes place regularly via the target controlling FHTargets and the annual report of IMC Krems. Specifically, the following key figures are collected: Gender, age, citizenship, highest completed education, number of hours worked by employees. In the case of students, the following data is also collected: professional status, access to studies (university entrance qualification) and semesters already completed.

The university management consists of a chairperson, an academic director, a university director for internationalization and a university director for research and innovation.

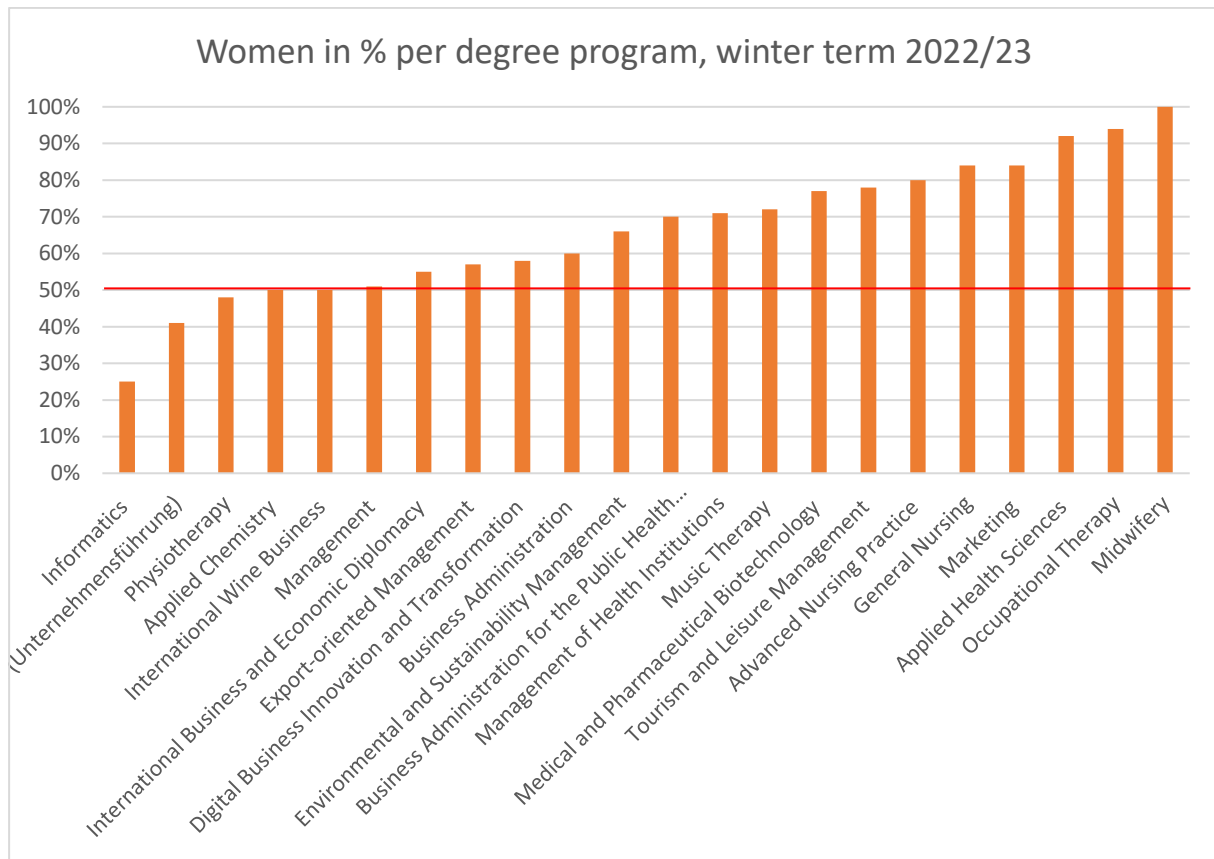
	women	Men	Sum	Women %
University Management	1	3	4	25 %
Institute Heads	0	10	10	0 %
Program Management	9	13	22	41 %
Head of University Services	5	4	9	56 %
Research and Teaching Staff	23	31	54	43 %
Scientific Staff	32	9	41	78 %
Project Staff	7	4	11	64 %
Project Assistants	3	3	6	50 %
Student Assistants	20	12	32	63 %
University Services Staff	100	39	139	72 %
Apprentices	4	5	9	44 %



A total of 3108 students are studying at IMC KREMS in the winter semester 2022/23, of which 2025 are women and 1082 men. This corresponds to a share of women of 65 %. The proportion of women is particularly high in the Department of Health: Midwifery, Occupational Therapy, Applied Health Sciences, General Nursing and Advanced Nursing Practice. The lowest proportion of women is in the Informatics program at 25 %.

	F	M	X	Sum	Women %
Advanced Nursing Practice	68	15	1	84	80 %
Applied Health Sciences	48	4		52	92 %
Applied Chemistry	52	51		103	50 %
Business Administration for the Public Health Sector	123	53		176	70 %
Business Administration	63	42		105	60 %
Digital Business Innovation and Transformation	55	40		95	58 %
Occupational Therapy	89	6		95	94 %
Export-oriented Management	101	77		178	57 %
General Nursing	244	45		289	84 %

Midwifery	66		66	100 %
Informatics	26	77	103	25 %
International Business and Economic Diplomacy	85	69	154	55 %
International Wine Business	38	38	76	50 %
Management	100	98	198	51 %
Management of Health Institutions	64	26	90	71 %
Marketing	101	19	120	84 %
Medical and Pharmaceutical Biotechnology	213	63	276	77 %
Music Therapy	31	12	43	72 %
Physiotherapy	89	95	184	48 %
Tourism and Leisure Management	204	57	261	78 %
Environmental and Sustainability Management	48	25	73	66 %
Business Administration (Unternehmensführung)	116	170	286	41 %



Almost 70% of the students at IMC KREMS are so-called first-generation students, i.e. students whose parents do not have a university degree.

3 Organizational Inclusion and Resources

IMC Krems assumes responsibility for creating the necessary framework conditions for a place of work and study where discrimination, role stereotypes, gender stereotypes and disadvantages of any kind have no place and where gender and diversity are taken for granted as integrative research and teaching content. Everyone should be able to learn, teach, research and work at IMC Krems on an equal footing without fear of discrimination, sexism or racism. Minorities and marginalized groups should not be hindered or prevented from access, through preferential treatment of certain groups of people.

IMC Krems has already founded the Gender & Diversity Advisory Board in 2019, which currently consists of 9 core members.

The Gender & Diversity Advisory Board includes the management, the academic head, the person responsible for gender and diversity, representatives of HR services as well as other members of the academic area and university services. If necessary, additional experts are invited to the meetings.

The goals of the Gender & Diversity Advisory Board are to support a productive overall atmosphere at IMC Krems, to recognize and prevent discrimination, and to improve equal opportunities for all university members while maintaining an intersectional perspective. This makes it possible to examine who exactly benefits from which measures and which implicit values and ideas of norms are possibly reproduced. Gender and diversity therefore flow as cross-cutting issues into all areas and levels of Academia and University Services, among students as well as employees alike, in order to enable participation for all members of the University of Applied Sciences. The Gender & Diversity Advisory Board is responsible for designing measures, implementing them and evaluating their success.

In addition to personal resources, the Gender & Diversity Advisory Board also releases financial resources, which go beyond the partial dedication of the person responsible for gender and diversity, for gender and diversity measures on an ad hoc basis. The Advisory Board also provides an opportunity for employees and students to make suggestions and proposals. The entire team of the Gender & Diversity Advisory Board has gender and diversity expertise and therefore also acts as a multiplier in the respective departments.

In the Gender & Diversity Advisory Board, the relevant key figures are collected, evaluated, documented and, if necessary, supplementary measures are developed and implemented annually in the winter semester after the BIS report.

In order to set a clear signal for diversity at the university, IMC Krems signed the Diversity Charter in 2013. This is a voluntary commitment to show appreciation for all members of society.

Work-life balance

IMC Krems is a family-friendly university and offers the same conditions for access to academic teaching, research, learning and work for all persons.

Also with the participation in the audit *hochschuleundfamilie*, IMC Krems positions itself as a family-friendly university. After all, it is a particular challenge, especially in the academic field, to be able to optimally reconcile professional opportunities and family needs. IMC Krems therefore assumes a key function as an employer and educational institution in order to be able to offer its employees as well as students a family-friendly working and learning

environment. Within the framework of this certification, measures for the concrete implementation of a better compatibility of family and work or study were jointly developed in a participatory process with employees and students from all areas of IMC Krems. This participatory process will also be maintained in future re-certifications.

In 2018, the "Family Matters" initiative was first launched for employees at IMC Krems and then also for students. Since then, "Family Matters" has pursued the goal of making it easier for employees and students to reconcile work, studies and (family) everyday life. IMC Krems understands the term (family) everyday life not exclusively to mean the care of children, but also the care of related persons as well as the general compatibility with family and private obligations and support in challenging phases of life.

In addition to childcare services and midwifery counseling, these measures also include re-entry programs, flexible working time models, home office, educational leave, as well as an extensive range of training and continuing education programs and various benefits. Care obligations and personal restrictions of students are also compensated for by exemption regulations and support offers.

Gender Equality in Personnel Decisions

In the statutes of IMC Krems, it is stipulated that gender equality is worked towards through gender mainstreaming and measures for the advancement of women in personnel planning and development.

IMC Krems aims to ensure that the IMC team is characterized by lived diversity and that a gender- and diversity-oriented corporate culture is promoted.

In hiring processes, the members of the Gender & Diversity Advisory Board are therefore available in an advisory and supportive capacity to reflect on and counteract potential bias.

IMC Krems offers an appreciative research, teaching and working environment for all persons to the same extent through flexible working models and comprehensible career paths. When filling and re-filling management positions, attention is paid to increasing the quota of women based on the set strategic goal. IMC Krems is one of the companies in Austria that has been particularly successful in promoting women within the company: This is also confirmed by the equalitA seal of approval.

Gender & Diversity in Teaching and Research

In the area of teaching and research, gender & diversity topics are taken up in study and research operations through anchoring in the statutes of IMC Krems, the study and examination regulations and in the curricula. The topics of gender and diversity also flow into all internal working groups, for example for course development and course review.

Examples of gender and diversity in teaching include the electives "Gender-Specific Health Promotion" and "Disabled Sports" in the BA Physiotherapy, "Diversity Management" in various business bachelor's and master's programs, "Diversity and Intercultural Competencies" and various courses on sustainability and ethics in all three departments (Business, Science and Technology, Health Science).

Examples of gender and diversity training and workshops offered on an ongoing basis for staff, faculty and research personnel:

- Cultural Awareness Training

- Diversity Competence - a general overview
- Intercultural Awareness - focus on Southeast Asia
- Basics of Gender and Diversity at IMC FH Krems
- IHS: "The Gender Dimension in Research and Innovation
- "Basics of Gender & Diversity in University Teaching".

The importance of the topics of gender and diversity is also very much reflected in the selection of topics for students' bachelor's and master's theses.

Gender-based and sexualized violence

Violence against women stems from gender inequality. In order to eliminate sexualized and gender-based violence, it is necessary to advance full social, economic and political equality.

IMC Krems takes its responsibility as an educational institution in this regard very seriously and does not tolerate any form of violence. In particular, IMC Krems insists on a zero tolerance policy in the context of sexual harassment at the workplace and in the course of studies. Neither suggestive looks, sexist remarks, inappropriate touching, (threats of) sexual violence, subtle or open pressure to perform sexual acts, sexual coercion nor rape are tolerated at IMC Krems.

This Gender Equality Plan thus clearly states that (sexual) harassment, gender-based violence or sexist behavior will not be tolerated among all stakeholders of IMC Krems. IMC Krems not only rejects any form of discrimination, but also ensures that all those responsible for management can take appropriate measures and offer support. In addition, the Gender & Diversity Advisory Board or the person responsible for gender and diversity can be contacted to report any incidents in consultation with the person concerned.

Accordingly, both a contact person and a transparent process for dealing with reports of sexual and gender-based harassment and violence have been established at the UAS. The contact person is responsible for supporting those affected by harassment and violence and for designing and implementing preventive measures.

This includes mandatory further training for persons with management responsibility to train them on this topic from 2023 on.

The intranet (eDesktop) also lists various organizations that can be contacted free of charge and anonymously if desired in the event of sexual or gender-based harassment. Students can take advantage of the free offer of psychological student counseling.

4 Strategy and Goals

In the strategy of IMC Krems, gender and diversity is anchored as an important corporate value and thus part of the mission statement as follows:

"As a family-friendly and inclusive university, we take into account the individual needs of our staff, students and faculty. Diversity is reflected in all dimensions. Therefore, we set our activities regardless of social or ethnic origin, gender, sexual orientation, religious affiliation, worldview, age or other personal characteristics."*

A culture of openness, trust and mutual respect shall be promoted.

The topics of gender & diversity are viewed holistically at IMC Krems, starting already at the strategic level. Through guiding processes and documents, including the PDCA cycle, in the areas of teaching, research and administration, gender mainstreaming is anchored as a cross-sectional task.

By anchoring gender & diversity in the mission statement of IMC Krems, the basis was created to derive related strategic goals (valid and published as of 01.09.2022) in the strategy process, primarily in the area of the SDGs:

Strategic Goal 13: Attractive framework conditions and innovative working environment.

"Through measures for personal development, health promotion and work-life balance, we create a modern and rewarding research, teaching and working environment. Diversity is lived by the IMC team and we thus enable equal access to teaching, research and work for all. Traceable career paths as well as a performance-based bonus system make the appreciation for above-average performance visible."

Strategic Goal 17: Social Impact

"We are committed to the Sustainable Development Goals (SDGs) as a guiding social concept and align our actions accordingly - in teaching, research and services. To this end, we set priorities in addressing individual SDGs and measure the contribution of our activities to all SDGs. We address this in dialogue with our stakeholders and work toward the goal of a climate-neutral university."

Derived from the strategic goals, defined operational goals serve to achieve and implement the targets. Strategic and operational goals were communicated to the entire team and reviewed through regular goal controlling.

The gender and diversity goals of IMC Krems, which are also anchored in all strategy documents, aim to create conducive conditions for freedom from discrimination and balanced gender relations in all areas and hierarchy levels. Measures are developed and implemented with a focus on gender mainstreaming, gender-specific personnel and organizational development, target group-oriented support measures, further training activities in the area of gender and diversity in the organization as well as in teaching and research. The gender pay gap is countered by consistent and transparent salary schemes.

Since language constructs reality, the use of gender-inclusive and anti-discriminatory language in words and images is a matter of course at IMC Krems. This applies to students (guideline for diversity-friendly language in studies) as well as to employees (recommendations of the Gender & Diversity Advisory Board).

Other concrete goals to be achieved by August 31, 2024 are:

1. broadening the gender and diversity competence of all university staff at IMC FH Krems

In order to achieve the goals of IMC Krems, it is not only necessary to strive for gender balance on all hierarchical levels and to value different diversity characteristics of the university members, but it is also necessary to build up gender and diversity competence of the employees and students.

Gender and diversity content should be given even greater consideration in teaching and research in the future. Support will be provided by the person responsible for gender and diversity.

In addition, starting in 2023, all new employees will receive mandatory training on these topics from the person responsible for gender and diversity.

IMC Krems already offers the following training courses, among others, in order to integrate the topics of gender and diversity into everyday teaching, research and work:

- General sensitization for the topics of gender & diversity.
- Integration of gender and diversity into university teaching
- Intercultural awareness trainings
- Intercultural Readiness Check
- Generation management
- Anti-bias trainings for staff and teachers

At IMC Krems, apprentices are also sensitized to gender and diversity issues and trained to better understand their own (gender) role, to learn to appreciate diversity and to counteract any kind of discrimination.

Employees who would also like to attend further external training courses on gender and diversity topics are also supported.

By broadening gender and diversity expertise, a common understanding of gender equality and diversity is also achieved.

2. data collection and annual evaluation

In addition to existing data, meaningful indicators necessary for gender equality measures will be developed and corresponding data will be collected centrally (e.g., educational and parental leave).

In addition, the relevant stakeholders are informed at least once a year about the developments of these indicators and the impact of measures already implemented and, if necessary, new measures promoting equality are designed on the basis of this information.

3. (Internal and external) communication strategy

The Gender Equality Plan is signed by the university management and published on the homepage of IMC Krems and on the intranet. To ensure that all university members are aware of this plan, an internal and external communication strategy is being developed.

4. Gender balance

IMC Krems is developing evidence-based measures with the aim of achieving a balanced gender ratio in those areas where there is currently no gender balance. In particular, this

applies to the institutes heads, which are currently staffed entirely by men, but also to degree programs such as computer science or business management.

5. Mandatory gender & diversity training courses

Starting in 2023, all new employees are required to attend gender & diversity trainings. The training will be conducted by the person responsible for gender and diversity. In various formats, such as the annual team conference, all other university employees will also be trained step by step, in particular those persons with management responsibility.

The focus of these trainings is to develop a common understanding of gender equality, implicit bias, and the prevention of sexual or gender-based harassment.

6. expansion of gender and diversity content in teaching and research

Gender and diversity should be given more consideration in research projects and teaching in the future. This refers to individual research proposals as well as to the conception of new teaching designs such as micro-credentials. The person responsible for gender and diversity supports this with her expertise. If necessary, additional external expertise is called upon.

7. Gender and Diversity as Criteria for Prizes

Gender and diversity will be relevant criteria in the awards that have just been designed, such as the Teaching Award. In this way, IMC Krems underlines that it also considers these topics to be central in teaching.

5 Related links to relevant documents

- [The employer values of IMC UAS Krems](#)
- [Strategy of IMC UAS Krems](#)
- [Employee Benefits](#)
- [Family-friendly university](#)
- [Gender and Diversity](#)
- [Gleichstellungsplan](#) – German only
- [Students with disabilities](#)

6 Entry into force

The Gender Equality Plan of IMC UAS Krems in version 02 Rev. 00 of 01.12.2022 has been approved by the provider and comes into force with immediate effect.

Mag. Ulrike Prommer
CEO IMC UAS Krems

Prof. (FH) Dr. Martin Waiguny
Academic Head