

The University of Natural Resources and Life Sciences Vienna is committed to equal opportunities for all students and staff members. Decisive objectives include the creation of a working and study environment free of discrimination, sexual harassment, and gender- and diversity-based violence, the elimination of existing underrepresentation of women, as well as the recognition and appreciation of diversity in its intersectional approach. In order to achieve these targets, BOKU has already taken several suitable measures, such as the adoption and implementation of a [Career Advancement Plan for Women](#) in 2010, the use of [Gender and Diversity Conscious Language](#), the agreement on promoting gender equality, diversity and inclusion within the [Development plan 2027](#) and within the performance agreement with the Federal Ministry of Education, Science and Research.

RESOURCES, DATA COLLECTION AND MONITORING

The established [Working Group on Equal Opportunities](#), founded in 1991, is responsible for combating gender discrimination as well as discrimination on the basis of ethnicity, cultural background, socio-economical background, disability, religious belief, age, generation, sexual orientation, gender expression, or educational background by university governing bodies and for advising and supporting the university's members and governing bodies in connection with these issues.

The University of Natural Resources and Life Sciences Vienna is committed to the [Equality Plan](#) which was implemented in the statutes of the university in 2020.

The [Coordination Office for Gender Equality, Diversity, and Accessibility](#) was founded in 2004 and is responsible for the promotion and implementation of BOKU measures in the field of gender equality, diversity, and accessibility and in the provision of information and advice to BOKU members on these topics, as well as the statistical proceedings of gender- and diversity-specific BOKU data. The Coordination Center provides the biennial [Gender Equality and Diversity Report](#) and is also the contact and counselling point for BOKU members as well as for external persons and institutions.

BOKU has its own division [KinderBOKU](#) that coordinates and develops services for children and parents at BOKU. The division informs and advises students and staff members with care responsibilities, develops and organizes both regular childcare and holiday care for children of students and staff as well as childcare during BOKU events. BOKU is also committed to the [Charta "Family in Higher Education"](#), confirming support and better work-life-balance for students and staff with diverse family concepts and care responsibilities.

RESEARCH, TEACHING & EDUCATION

BOKU carries out research and teaching activities on the topics of gender, diversity, and inclusion, such as the promotion of female researchers (e.g. mentoring programme for female professors) or the annual sponsorship [Inge Dirmhirn Award](#) for gender and/or diversity-specific bachelor's, master's and diploma thesis and dissertations. BOKU has implemented advanced didactics modules on gender- and diversity skills in teaching and offers [courses with gender- and diversity-specific content](#) (e.g. special class for social skills).

TRAININGS & AWARENESS RAISING

The University of Natural Resources and Life Sciences Vienna has established a constant column on Gender & Diversity in the journal BOKU Magazin and offers regular and further training on equality, diversity and inclusion for all BOKU members and organizational units (e.g. Awareness Days, Road Show for departments and service facility). In order to provide girls with more information on technical and scientific professions, BOKU regularly takes part in special support programmes and events (e.g. Women in Technology and Vienna Daughters' Day). BOKU is partner of the women's network [We4DRR](#) (Women Exchange for Disaster Risk Reduction).

BOKU is about to implement a long-term process of [Diversity Strategy](#) to promote gender balance in all organizational units, create an environment free of discrimination and with equal opportunities for all students and staff members, and establish a diversity-oriented organizational culture.



Working Group on Equal Opportunities



BOKU Rectorate



Coordination Center for Gender Equality, Diversity & Accessibility