

BOKU University, Gregor-Mendel-Str. 33, 1180 Vienna
Equal Opportunities Working Party (AKGL)

31 years AKGL BOKU

1991:

First constitution of the AKGL BOKU on 25 June based on § 106 a UOG 1975 and resolution of the University Council of 12 December 1990.

The AKGL BOKU has four members: 1 member each from the group of professors, mid-level staff, general university staff and students.

There are still no fixed regulations on how the AKGL BOKU is to be involved in staff recruitment procedures.

First, the areas in which commissions the AKGL BOKU should become active (above all personnel, appointment commissions) are defined.

The aim is to include a corresponding passage in the text of the call for applications regarding the priority admission of women with the same qualifications.

Appointment procedures check for applications from women

1992:

First meeting of all members of the Equal Opportunities Working Parties at Austrian universities at the Ministry of Science and Research

1994:

The number of AKGL BOKU members are doubled to 8 members (2 professors, 2 mid-level staff, 2 general university staff, 2 students) by decision of the University Council

1995:

It is determined that the documents on personnel admissions will be sent to the AKGL BOKU at its request if there are no applications from women.

Publication of an information sheet for vacancies as defined in the Women's Advancement Plan (sending the text of the advertisement to female graduates in the relevant field of study, to institutes with the same or related fields of work at European universities, publication in Austrian daily newspapers, specialist journals, AMS).

The AKGL BOKU gets its own showcase in the Mendelhaus (staircase leading down to the courtyard).

1996:

Increase of the AKGL BOKU to 12 members

1997:

On the occasion of the 125th anniversary of BOKU, the event "1st Feminist Salon" takes place at BOKU, organised by the Institute of Landscape Planning and the ÖH-BOKU Women's Department (with a review "Women at BOKU" and presentation of the ÖH-BOKU Women's Department and the AKGL BOKU).

1999:

Amendment to the Federal Equal Treatment Act (publication requirement for all functions and higher-level jobs that are not already subject to a tender procedure)

2000:

Establishment of a separate permanent post for the AKGL BOKU office

2001:

The first AKGL BOKU homepage is set up

Members of the AKGL BOKU can participate in the working sessions of the appointment committees

The AKGL BOKU prepares a guideline for advertising and filling vacant positions at BOKU.

The AKGL BOKU organises the discussion event "Profession - Child".

2002:

It is announced that the BM:BWK has issued a circular to the ministries with guidelines on gender-sensitive language and has instructed the ministries to review and amend all their documents and homepages in this regard.

First needs assessment "Childcare facilities and compatibility of family/study/profession at BOKU".

2003:

Founding of the working group "ARGE Universitätsfrauen", now ARGE GLUNA, as an association of all Austrian Equal Opportunities Working Parties

2004:

First nomination of members for the BOKU Arbitration Board by the AKGL BOKU

Amendment to the Federal Equal Treatment Act (protection against discrimination is extended to the new discrimination grounds of ethnicity, religion or belief, age, and sexual orientation).

2005:

First-time participation of a BOKU team in the Austrian Women's Run, organised by AKGL BOKU

2006:

ARGE GLUNA networking meeting on 4/5 May at BOKU, organised by AKGL BOKU

Resolution of the BOKU Women's Promotion Plan

2007:

Second needs assessment "Childcare facilities and compatibility of family/study/profession at BOKU

2008:

First call for applications for the Inge Dirmhirn Award for gender-specific master's (diploma) theses and dissertations

Information lecture "Burn-out and stress prevention". organised by AKGL BOKU

Amendment of the Federal Equal Treatment Act (introduction of the requirement of linguistic equal treatment)

2009:

First "BOKU Health Day" with an information stand of AKGL BOKU (together with the Coordination Office for Equality and Gender Studies) on the topics of equal treatment and promotion of women, women's health

Amendment to the Universities Act 2002 (introduction of the 40% women's quota for university collegial bodies)

2010:

"Open Day" of the AKGL BOKU and the BOKU Arbitration Board

2011:

First-time award of the Inge Dirmhirn Scholarship to promote a gender-specific master's thesis

2014:

The Dirmhirn Promotion Prize and the Dirmhirn Scholarship are also awarded for diversity-specific work

The "Club Scientifica Network Meeting", organised by AKGL BOKU, takes place at BOKU

The ARGE GLUNA networking meeting takes place in autumn at BOKU, organised by AKGL BOKU.

The AKGL BOKU holds an exchange of talks on gender mainstreaming and equality with representatives of the "Innovative University of Eurasia Kazakhstan".

2015:

Creation of the film "intercultural snapshots @ boku".

Amendment to the Universities Act 2002 (50% women's quota for university collegial bodies, preparation of an equal opportunities plan in addition to the women's advancement plan, anchoring the compatibility of studies/profession with childcare and obligations towards relatives in need of care as a guiding principle).

The AKGL BOKU workshop "Professional communication in the university context with special consideration of gender and diversity topics and issues" is held.

Panel discussion on the presentation of the film "intercultural snapshots @boku".

2016:

Planning and launch of the AKGL BOKU coaching programme "Women Science Circle", which aims to effectively support female professors in their tasks in committees and in their career development

Third needs assessment "Childcare facilities and compatibility of family/study/work at BOKU".

Celebration of event "25 years of AKGL BOKU"

2017:

Networking of AKGL BOKU on the topic of gender equality with the Civilian Equal Opportunities Officer of the University of the Federal Armed Forces Munich and with a representative of the department "Diversity & Inclusion, Family Services" at the Institute of Science and Technology Austria

Completion of the second film "intercultural snapshots @ boku".

Information Event "Discrimination in Higher Education: Inform - Recognise - Act"

AKGL BOKU Training Workshop "Power in the Context of Higher Education"

2018:

First Call for Applications "AKGL BOKU Travel Grant for BOKU Master and Doctoral Students".

Official presentation part 2 of the short film "intercultural snapshots @ boku" at an event

Information event "Discrimination in Higher Education: Inform - Recognise - Act" at the BOKU campuses Muthgasse and Tulln

AKGL BOKU Training Workshop "Appointment Procedures - Rights and Tasks of the AKGL".

Networking Meeting of the Offices of the Equal Opportunities Working Parties at Austrian Universities at BOKU

2019:

Anniversary "100 Years of Women's Studies at BOKU"

Follow-up workshop "Introduction Mentoring" of the "Women Science Circle" programme

Launch of the "Women's Mentoring in Forestry" programme

Preparation of a draft BOKU Diversity Strategy by an internal BOKU working group

AKGL Training Workshop "Non-binary University - Third Gender in Higher Education"

2020:

Start of the coaching programme "Professorinnen-Fit" for female scientists in mid-level positions

AKGL BOKU. Survey among BOKU students on the topic of "Discrimination and Sexual Harassment".

Resolution of the BOKU Equality Plan

Merging of the staff unit for the care of persons with special needs and the coordination unit for equality and gender studies to form the new "Coordination Unit for Equality, Diversity and Disability"

AKGL BOKU training workshops "Tasks and rights of the AKGL in the appointment procedure" and "Active instead of surrendered - positioning strategies for members of the Equal Opportunities Working Party".

2021:

Anniversary "30 years AKGL BOKU", foundation of "BOKU Team Diversity"

Final workshop and follow-up in the "Professorinnen-Fit" coaching programme

2022:

Follow-up workshop "Leadership in Balance: Delegation and Responsibility" for the participants of the "Women Science Circle" coaching programme