

Wordrap - What does AKGL BOKU wish for the future of BOKU in the next 5, 10 or 50 years?

A strict approach to discrimination with awareness-raising work and the use of gender-sensitive and non-discriminatory language, multilingual information events, surveys among BOKU members on the topic of "discrimination", contact points/procedures for dealing with complaints of discrimination;

Improving career opportunities for women, e.g. by closing the "leaky pipeline" and increasing the proportion of women in management positions, increasing the proportion of female students in those studies in which the proportion of women is still low, increasing the motivation of girls and young women to study STEM subjects;

Career and mobility support programmes and coaching for scientists and professional trainings;

Connecting interested female students to scientific work early on, leave/time for their own research;

A consistently gender-equal composition of collegial bodies with the creation of a recognition and incentive system to make it easier for BOKU members to increase their commitment to committee work;

The development and expansion of competences and resources in the field of diversity management and the implementation of the already developed diversity strategy;

The expansion of (internal and external) cooperation and synergies in order to strengthen gender and diversity competence in structures and processes;

Information and training events to strengthen the gender and diversity competence of BOKU staff;

Gender- and diversity-sensitive appointment procedures;

Gender and diversity competence as a requirement profile for commissions/committees;

The expansion of gender- and diversity-specific teaching with anchoring of the gender and diversity dimension in the curricula, with gender- and diversity-based advanced didactic training and with gender- and diversity-specific guest professorships;

The integration of gender and diversity dimensions in research projects, more events on feminist theory, research of women, gender as well as diversity and the targeted promotion of gender and diversity-specific research projects;

Promoting gender- and diversity-sensitive networks;

The consideration of real gender diversity in all BOKU areas, the implementation of the "non-binary university";

Promote reconciliation of work/caring responsibilities (childcare, care), no meetings in the late afternoon and evening hours;

That in 50 years at the latest, plans for the advancement of women and gender equality will no longer be necessary, as equal treatment and non-discriminatory action will be implemented and lived in all areas of BOKU;