

A. Strategic priorities 2025- 2027

	Measure (Sustainable Diversity)	Core Objectives (Sustainable Diversity)	Key Areas of Action (Sustainable Diversity)	Objectives (Measure)	Thematic areas (GEP Horizon Europe)
M e a s u r e s	Enhanced Gender and diversity monitoring	All 6 Core Objectives	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Establishing a reliable database for management and reporting	work-life balance and organisational culture gender balance in leadership and decision-making gender equality in recruitment and career progression
	Integration GEP into planning documents and quality management	All 6 Core Objectives	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Integrating diversity and equality into all central management and quality processes	work-life balance and organisational culture gender balance in leadership and decision-making
	Reflection Space Respekt.RAUM.BOKU	Equality and anti-discrimination	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Developing governance structures with preventive measures, fair complaint structures and support services; Developing a transparent anti-discrimination culture	measures against gender-based violence, including sexual harassment
	Reflection Space Climate Emotions	Accessability and Inclusion Ballancing studies, work and other areas of life Intergenerational equity & cooperation	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Awareness raising and developing strategies for mental stress caused by climate change. Promoting dialogue on the emotional and psychological impacts of the climate crisis.	work-life balance and organisational culture integration of the gender dimension into research and teaching content
	Diversity Awards for Teaching and Education	All 6 Core Objectives	Study, Education, Communication	Strengthening diversity in teaching practice; visibility, role-model character and social impact	integration of the gender dimension into research and teaching content
	Podcast - Inklusive Vielfalt	Accessability and inclusion	All key areas of action	Raising DEI-Awareness; visibility and information	work-life balance and organisational culture

Strategic Core objectives



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Measures	Measure (Sustainable Diversity)	Core Objectives (Sustainable Diversity)	Key Areas of Action (Sustainable Diversity)	Objectives (Measure)	Thematic areas (GEP Horizon Europe)
	Course „Gender, diversity and societal transformation“	All 6 Core Objectives	Study, Education	Understanding and critically reflecting on DEI; analysing inequalities and power structures; developing options for action	integration of the gender dimension into research and teaching content
	Course „Diversity, Inclusion and social Engagement in the University Context“	Accessibility and inclusion	Study, Education	Learning basic knowledge and DEI-skills; peer-to-peer offer; recognition of social engagement	integration of the gender dimension into research and teaching content
	STEM-Mentoring	Equality and anti- discrimination Ballancing studies, work and other areas of life Intergeneratual equity & cooperation	Study, Research, Human Resources	Support and visibility for women* and other underrepresented groups in the STEM field	gender equality in recruitment and career progression gender balance in leadership and decision-making
	DI*Partment Tour	All 6 Core Objectives	University management, Research, Human Resources, Education	DEI-Competency training for managers and persons with personell responsibility	gender balance in leadership and decision-making
	Training Intercultural Competences	Social inclusion Ethnic diversity & anti- racism	Human Resources, International Diversity, Study	Strengthening competences for international and diverse teams	work-life balance and organisational culture
	Uni-Care – Take Care	Social inclusion Ballancing studies, work and other areas of life	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Visibility and support for care work, care responsibilities, care load and psychological stress	work-life balance and organisational culture gender equality in recruitment and career progression

Strategic Core objectives



B. Continuing Measures

Measures	Measure (Sustainable Diversity)	Core Objectives (Sustainable Diversity)	Key Areas of Action (Sustainable Diversity)	Objectives (Measure)	Thematic areas (GEP Horizon Europe)
	Language Guide	Equality and anti-discrimination Accessibility and inclusion	All key areas of action	Promoting gender-sensitive, diversity-aware and inclusive language and images	work-life balance and organisational culture
	Social Dimension	Social Inclusion	University management, Research, Human Resources, Education	Systematically record and integrate the institution's social dimension	work-life balance and organisational culture gender equality in recruitment and career progression integration of the gender dimension into research and teaching content
	Involvement of the Coordination Office for Gender Equality, Diversity and Accessibility in processes and committees	All 6 Core Objectives	All key areas of action	Anchoring diversity competence and inclusion knowledge in strategic processes	work-life balance and organisational culture gender balance in leadership and decision-making
	BOKU goes barrierefrei	Accessibility and inclusion	All key areas of action	Implementation of legal requirements for digital accessibility	work-life balance and organisational culture
	Awareness Days	All 6 Core Objectives	All key areas of action	DEI-competence training for all BOKU members	All 5 thematic areas
	Diversity Day	All 6 Core Objectives	All key areas of action	Strengthening DEI-awareness und visibility	work-life balance and organisational culture
	Girls*Day	Equality and anti-discrimination	Study, Human Resources	Career orientation for girls* and young women*, strengthening STEM	gender equality in recruitment and career progression
	DEI Actions and Events (Pride, Orange The World, Purple Flag Promotions, March 8,...)	All 6 Core Objectives	All key areas of action	Strengthening DEI-awareness and visibility	work-life balance and organisational culture
	DEI-Visibility in BOKU Media	All 6 Core Objectives	All key areas of action	Strengthening DEI-awareness and visibility	work-life balance and organisational culture
	Care-Seiten zeigen (example: Pflegestammtisch - regular informal meet-up for people with care responsibilities)	Social inclusion Ballancing studies, work and other areas of life	All key areas of action	Ensure continuous visibility and support services	work-life balance and organisational culture gender equality in recruitment and career progression

Strategic Core objectives



C. Scheduled Measures 2028-2030

	Measure (Sustainable Diversity)	Core Objectives (Sustainable Diversity)	Key Areas of Action (Sustainable Diversity)	Objectives (Measure)	Thematic areas (GEP Horizon Europe)
Measures	Continuation and deepening of the reflection space Respekt.RAUM.BOKU	Equality and anti- discrimination	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Developing and establishing a safeguarding policy	measures against gender-based violence, including sexual harassment
	Further development of the Diversity Action Plan	All 6 Core Objectives	University management, Study, Education, Research, Human Resources, International Diversity, Communication	Systematic anchoring in the planning and quality processes of the university	gender balance in leadership and decision-making work-life balance and organisational culture
	Diversity Awards for Research Nr.2	All 6 Core Objectives	Research, Study, Communication	Strengthening diversity in research; external visibility; role model character and social impact	integration of the gender dimension into research and teaching content
	Institutionalising a networking format for students	Accessibility and Inclusion	Research, Study	Strengthening exchange, support and visibility	work-life balance and organisational culture integration of the gender dimension into research and teaching content
	Establishing an institutional offer for employees with disabilities	Accessibility and Inclusion	Human Resources	Building advice, support, networking and structural framework conditions	gender equality in recruitment and career progression

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