

### 2. University-specific Building Blocks

#### Building Block 2a: Equality and Equal Opportunity at the Medical University of Innsbruck – Steps for All Employees

The Medical University of Innsbruck endorses equality and equal opportunity for its staff and gender-specific research and teaching. Austria's University Act of 2002 calls for efforts to promote equality in the Medical University's Affirmative Action Plan for Women. The Medical University has a Working Group for Equal Treatment that is not subject to directives and has wide-ranging authority and rights to make appeals in an effort to achieve equality for university personnel. In addition to this Working Group, organizational units have been established to develop and implement steps for achieving equality: The Gender Medicine & Diversity Unit and the Women's Health Center at the University Clinics for clinical work and research and the Coordination Office for Equality, Affirmative Action for Women and Gender Research with its departments for Work-Family Balance, Empowerment of Women & Mentoring, and Gender Research & Teaching for the development and realization of equality-relevant efforts and tools.

The following efforts toward equality have been achieved at the Medical University of Innsbruck:

- ✓ statutory 50% quota for women in all university committees and bodies
- ✓ the Working Group for Equal Treatment has wide-ranging authority to appeal appointments and jobs granted
- ✓ the Medical University takes over 75% - 90% of the childcare costs for children of university staff until the children enter kindergarten
- ✓ the Medical University runs its own kindergarten
- ✓ the Medical University offers childcare during the summer and other school holidays for children of university staff
- ✓ wide-ranging empowerment and mentoring program for young female scientists
- ✓ Gender Medicine as a compulsory course in all Medical University medical curricula: human and dental medicine, PhD program in clinical medicine, Bachelor's and Master's Degree programs in molecular medicine
- ✓ guidelines for learning methodology: Gender Medicine in research, teaching and for writing grant applications

***[Possible transition to description of the project-specific equal opportunity measures, for ex.:]***

*Both the mentoring program for young female scientists and the offers and advice given on possibilities for childcare are used by the staff at Department XY. Every new female staff member is advised to take the Helene Wastl Mentoring Program, for which she is granted the necessary work schedules and time off....*