



Information sheet for internal and external speakers on equality at the Medical University of Innsbruck

1. Equality and equal opportunities at the Medical University of Innsbruck

The MUI is committed to equal rights, equality and equal opportunities for its employees, students and patients. The university's equality work includes people of different ages, ethnicities, religions, sexual orientations, capacities and social classes in its inclusive approach and is continuously developed until the goal of de facto equality is achieved. This approach permeates all levels and areas of university work as a cross-cutting issue: research, teaching, administration and management. All employees are required to contribute to this in their field of work.

2. Visibility and appreciation

Appreciation begins with recognising people in their diversity and making them visible. Only those who are visible are at the centre of attention.

3. Visibility means at the various levels of teaching, research and further education activities:

Language: in English, linguistic visibility of all people goes far beyond apparently neutral nouns. Use neutral pronouns or plural forms to signalise that you are addressing everyone in your speech or written contribution, address women, man and diverse people separately

Examples: male, female and diverse colleagues, chairperson, "everyone taking part in the workshop today", "the student who ...", etc.

Further information can be found under: <https://www.i-med.ac.at/koostelle/gender-mainstreaming/geschlechter--und-diversitaetssensible-sprache.html>

Images: Images also convey diversity (gender, age, ethnicity, etc.), or not. Make diversity visible in your illustrations.



Further information and graphics, e.g. at: <https://www.i-med.ac.at/koostelle/icon-Downl.oads.html.de>

Research questions & content: Are research questions the same for everyone or is it important to include the diversity of gender, age, ethnic, socio-cultural background, education, language proficiency, etc. as relevant characteristics?

Detailed information at: <https://www.i-med.ac.at/koostelle/gender-mainstreaming/leitfaeden-fuer-forschung-und-lehre.html>

Teaching: Does teaching content include gender- and diversity-sensitive perspectives? Do you take into account different starting positions (e.g. language, cultural value system, socialisation) when dealing with students?

Detail information at: <https://www.i-med.ac.at/koostelle/gender-mainstreaming/leitfaeden-fuer-forschung-und-lehre.html>

As a lecturer at the Medical University of Innsbruck, please contribute to these goals by taking them into account in your workshops.. – Thank you!

Suggestions, detailed information and examples can be found on the website of the Coordination Office for Gender Equality, Advancement of Women and Diversity:

