

Equality and Diversity Plan 2025

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Institutions of higher education function as socio-political role models. At FH Campus Wien we embrace this responsibility by committing to living equality and diversity. In our Strategy 2025, we institutionalized this pledge as "Success through Diversity and Social Permeability". With our Code of Conduct we aim to create an organizational culture free from discrimination.

Fixing the numbers – fixing the institution – fixing the knowledge

We define equality as the safeguarding of equal rights and the realization of equal opportunity. Here, equal rights refers to the legally mandated equality of all human beings and the associated prohibition of discrimination. Ensuring equal opportunities enables individuals to realize their potential on both a personal as well as a professional level, independent of age, disability or chronic illness, ethnic or social background, gender identity, religion or belief, sexual orientation as well as a combination of various diversity factors.

Gender identity is still regarded as one of the most essential categories of diversity against which structural inequalities are revealed. Similar to how we view other dimensions of diversity, our approach to gender identity is intersectional, i.e. grounded in the interplay of various lines of difference.

The three dimensions of gender parity (fixing the numbers, fixing the institutions, fixing the knowledge) guide us in sustainably institutionalizing equal opportunities within our organization.

In addition to the University of Applied Sciences Act (Fachhochschulgesetz FHG) and the Federal Constitutional Law (Bundesverfassungsgesetz B-VG), the legal basis for this Equality and Diversity Plan is formed by the Federal Act on Equal Treatment (BGIBG, available in German only), the Federal Disability Equality Act (BGStG, available in German only), the Disability Employment Act (BEinstG, available in German only) as well as the UN Convention on the Rights of Persons with Disabilities (UN-CRPD).

Our Equality and Diversity Plan reflects the most current developments regarding equality and diversity in the European research area (EIGE 2016, ERAC 2021, ERAC 2020, Horizon Europe 2021) as well as national recommendations such as the

Guideline for the Development of Equality Plans in Austrian Institutions of Higher Education and Research (BMBWF 2022, available in German only), Strengthening Gender Competencies in Higher Education Processes (BMBWF 2018) and the National Strategy on the Social Dimension in Higher Education (BMBWF 2017), strengthening the pioneering role of FH Campus Wien in Austria's higher education sector for years to come.

Management Board:



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Ing. Mag. Horst Rode – Chief Financial Officer



FH-Prof.in DI.in Dr.in Doris Link – Chief Operating Officer

Rectorate:



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HS-Prof.in Mag.^a Dr.in Evelyn Süss-Stepancik – Deputy Academic Director;
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FH-Prof.in Mag.^a Dr.in Elisabeth Haslinger-Baumann – Vice Rector for Research and
Development

Equality targets as defined in this plan address both the individual as well as the structural level and are defined in relation to the following focal points:

- **Creating and raising awareness and developing competencies**
- **Collecting data, monitoring and evaluation**
- **Developing staff and the organization**
- **Teaching and research**
- **Access and studyability**

Tailored to the individual requirements of the various stakeholders of FH Campus Wien in a participatory process, these targets and the measures derived from them will be implemented gradually in the period from 2021 to 2025.

Diversity monitoring makes it possible to visualize and analyze the implementation of measures, thus contributing to the quality assurance and equality-oriented further development of FH Campus Wien. (§23 FHG, ERAC 2021, ESG 2015)

The Equality and Diversity Plan was adopted by the University Council in agreement with the course-providing body and is anchored in the statutes of the University Council of FH Campus Wien. The university management is responsible for its implementation.

On behalf of the university management, the experts of the Department Gender & Diversity Management is to provide support in the coordination and development of equality targets within the framework of this Equality and Diversity plan. In accordance with their respective expertise, other executive departments as well as degree programs and teaching departments will also be involved in the development and implementation of measures.

Creating and raising awareness and developing competencies

Raising awareness and developing competencies in relation to equality and diversity, both among individuals and within the various subjects, represent core areas of this Equality and Diversity plan targeting everyone working, teaching, researching and studying at FH Campus Wien. The aim is to render apparent the relevance of equality and diversity throughout the various sectors and sections and to establish an organizational culture attuned to issues of equality and diversity.

Target

We continue to expand our topic-specific further education program in relation to equality and diversity and create offers for teachers, researchers, administrative staff and management.

Measures

- Teaching at least one basic course (8 units) and one advanced course (4 units) on diversity appropriate teaching and didactics every academic year
- Teaching at least three specialized workshops (4 units each) on diversity relevant focal topics every academic year, for example accessible documents/tools, diversity-fair research & development/projects, diversity competence for management/administrative staff, implicit bias in admission processes/recruiting ...)
- Offering tailored workshops for individual degree programs and admission teams ... when required
- Expanding and modernizing the format and methods of workshops currently in use (for example zoom, moodle, MOOC), communicating these offers to the various target groups

- Incorporating workshops on diversity appropriate teaching & didactics (8 units) in the University Didactics Certificate
- Introducing the special workshop on diversity competence for management into the management curriculum

Target

We raise awareness for the relevance of equality and diversity at the intersections with the departments, especially by including current issues.

Measures

- Hosting at least two Gender Salons every academic year with an emphasis on diversity aware institutions of higher education
- Realizing at least one Campus Lecture as well as one Future Talk/Zukunftsgespräch focusing on equality and diversity within the strategy period
- Expanding the visibility of expertise, existing processes and guidelines on equality and diversity via various internal FH formats (for example Research & Development Café, podcast...)
- Expanding the available literature on equality and diversity in the FH-library by at least 20 publications every academic year

Target

We create course offerings in which students can acquire competencies in the area of equality and diversity relevant for their future professional lives.

Measure

- Developing an extra-curricular, open course in the area of equality (including the awarding of ECTS credits and a diversity certificate)

Collecting data, monitoring and evaluation

Regularly collected insightful quantitative and qualitative data on equality and diversity forms the basis for developing target group specific and needs-oriented measures. These measures are then consistently and periodically evaluated and subsequently assessed in a monitoring of target achievement. In this way, participatory development of targets and measures throughout the cross-organizational “Community of Practice” can be realized and a procedure for quality assurance in relation to equality and diversity can be established.

Target

Each year, we assess the needs of the various stakeholder groups in relation to equality and diversity and conduct diversity screenings in order to derive evidence-based measures that are target group oriented and/or intersectional.

Measures

- Expanding the annual staff survey by two close-ended questions in the area of equality and diversity (currently one free text question) that measure targets within the equality and diversity plan and from which structural improvements may be derived
- Expanding the annual student survey by two close-ended questions in the area of equality and diversity (currently one free text question) that measure targets within the equality and diversity plan and from which structural improvements may be derived
- Integrating (or if necessary developing) an appropriate tool (Diversity Screening) for collecting and monitoring quantitative and qualitative data within the existing instruments employed by FH Campus Wien for data collection and monitoring in order to obtain informed data for needs-oriented development of measures and for assessing target achievement (staff, students, committees, internal services)

- Publishing a report on equality and diversity at the conclusion of the strategy period in order to highlight successes/best-practices and areas for further development in the context of quality assurance

Developing staff and the organization

Being an institution of higher education, we value the diversity of our staff, teachers, researchers and students, regardless of age, disability or chronic illness, ethnic or social background, gender identity, religion or belief as well as sexual orientation. By considering equality attuned to diversity in the structures and processes of our organization and in HR we create the basis for increasing equality of opportunities and allow staff and students to tap their potential.

Target

We anchor diversity-oriented equality in structures and processes, support needs-based exchange in relation to equality and diversity and thus support quality assurance and organizational development.

Measures

- Anchoring equality and diversity in fundamental internal documents and processes
- Implementing situational procedures for discriminatory incidents in accordance with the requirements of our Code of Conduct
- Establishing contact persons for equality and diversity throughout all departments
- Creating an open forum in order to invite exchange about equality and diversity (e.g. Diversity Café)

Target

We promote equal treatment and anti-discrimination in recruiting and career planning in order to increase diversity among the teachers and administrative staff of FH Campus Wien.

Measures

- Sending a representative of the Gender & Diversity Management department to job interviews of full-time teachers and Heads of degree programs
- Defining gender and diversity requirements for full-time teaching vacancies more concretely
- Reviewing the selection process for job interviews of full-time teachers as well as the assessment criteria
- Reviewing the salary structure and the opportunities for development of the administrative staff in relation to equality and diversity within the ongoing organizational development process (in coordination with the works council and human resource development)
- Implementing the PhD-degree service for full-time teaching and research staff including people working at least 50% of a full-time position and assessing the possibility of expanding the offer to also include scientific staff from 2025 onwards
- Establishing annual appraisal interviews for binding agreements on possibilities of development and further education
- Offering internal further education and human resource development
- Coordinating the implementation of work-life balance measures targeting staff with the respective supervisors (flexibility in relation to work model, work location, hours, flextime, etc.)
- Positioning FH Campus Wien as an attractive employer that values diversity (for example in framing its public image, by reviewing development measures, ...)

Target

We are committed to the structural equality of all genders and pursue the targeted advancement of women in areas where women are underrepresented in order to increase the ratio of women.

Measures

- Establishing a women's network in order to contribute to the structural equality of professional environments at FH Campus Wien
- Continuing the development of measures across the processes and data systems at FH Campus Wien in order to include transgender, intersexual and non-binary persons
- Developing measures derived from the findings of the Diversity Screening (see Section on Collecting data, monitoring and evaluation)

Teaching and research

Equality and diversity play an important role, both in terms of content and structure, in developing curricula, designing high-quality teaching and learning processes, and organizing exams. Research that is attuned to diversity recognizes relevant differences and similarities of human beings in relation to their opportunities to access and exploit the findings of research & development, and thus supports increased demand orientation and higher market acceptance. Taking equality and diversity into consideration on both a structural and content level therefore contributes to quality assurance in all teaching and research processes.

Target

We increase teaching quality and encourage broad participation of students through university didactics that are methodically diverse and through the accessible design of teaching materials.

Measures

- Building knowledge in relation to existing accessibility structures and using them (for example subtitling tools in Power Point, Panopto, Amberscript...)
- Communicating performance requirements and evaluation criteria transparently in individual courses at the start of the semester
- Adapting and designing classroom space to meet the needs of modern university didactics
- Reviewing the possibilities for establishing a central pool of (student) staff for redesigning at least 50% of existing course material to make it more accessible by the end of the strategy period

Target

We promote the consideration as well as the thematic processing of aspects of equality and diversity in research.

Measure

- Offering (external) expert advice concerning the topic of equality and diversity in grant applications via the Research and Project Coordination office at FH Campus Wien

Target

We create low-threshold networking opportunities in the key areas of teaching and research in order to foster awareness and the exchange of experiences in relation to equality and diversity.

Measures

- Including gender- and diversity-relevant aspects in research activities (for example exchange within Research & Development cafés)
- Emphasizing equality and diversity as well as diversity-sensitive didactics in the Campus Connect network
- Developing new formats such as “bring your lunch”, Q&A sessions, discussion evenings for an exchange on topics of diversity-sensitive didactics/research, equality and diversity

Access and studyability

Access to studies and their completion may be impeded by various factors in relation to the students' prior knowledge and the individual framework conditions they find themselves in. It is for this reason that certain student groups are underrepresented at FH Campus Wien. By intensifying the promotion of social permeability and of diversity-oriented equality, FH Campus Wien will be able to tap increased numbers of potential students and thus also contribute towards educational equity.

Target

In order to disrupt stereotypical degree choices and inequalities shaped by society, we use our outreach activities to address specific target groups that are currently underrepresented in our degree programs.

Measures

- Employing various platforms (such as website, portal, newsletter, social media, virtual consultation formats, guided tour of the university building, etc.) to address currently underrepresented groups
- Continuing our support services for applicants with disabilities, FiT Frauen in die Technik (Women into Technology) and expanding these services to include other groups of applicants, adult learners, first generation students, applicants whose first language is not German
- Increasing public awareness of the appreciation for equality and diversity at FH Campus Wien, e.g. through the use of diverse promotional images
- Communicating the requirements, professional fields and job opportunities in each degree program more clearly and transparently in order to prevent drop-outs
- Implementing the "Studieren probieren" (try studying at university) offer in selected degree programs

- Conducting a technical pre-qualification course for FiT Frauen in die Technik (Women into Technology) in cooperation with AMS (Austrian Public Employment Service) and expanding the part-time master degree programs offered
- Intensifying the deployment of target group specific testimonials/role models at the student and teacher level in order to promote individual programs
- Establishing measures to target men as potential students of health care and nursing programs

Target

We support non-traditional and currently underrepresented student groups during the application phase and provide fair access to higher education free from structural or technical mechanisms of exclusion.

Measures

- Implementing bridging courses for first semester students in the Technology Department and extending its range to include other programs
- Offering German classes in summer and classes on academic writing during the semester for students whose first language is not German
- Establishing a buddy network for applicants in the Technology Department and developing target group specific and needs-based offers for various degree programs based on the findings of the Diversity Screening
- Offering workshops on implicit bias and accessibility to admission teams
- Testing a model for part-time degree programs that last four years, especially in the area of Health Care and Nursing
- From 2025 onward: deciding whether and how admission procedures/online applications should be reviewed as part of curricula development in order to promote underrepresented student groups
- Starting in 2025: evaluating interfaces for the recognition of prior knowledge as part of curricula development

Target

We respect the fact that students face individual challenges connected to varying situations and needs. In order to prevent drop-outs, we try to accommodate students by being supportive and flexible during their course of studies.

Measures

- Raising awareness in relation to specific needs concerning deadlines/exams
- Guaranteeing students access to equipment such as computer workstations, work spaces with electricity, WIFI, rental laptops, cameras
- Providing students with breakrooms and retreat rooms
- Paying attention to common dietary restrictions and intolerances and labelling them appropriately in the canteen and the cafeteria
- Implementing structural and technical accessibility
- Ensuring the visibility of the central contact point for students with disabilities for confidential low-threshold support and counseling services
- Offering needs-based counseling services for degree programs that have accepted students with disabilities
- Implementing actions suggested by the student LGBTIQ network group
- Offering study groups and tutorials based on demand (currently happening in the FiT program)
- Establishing a buddy network for first-year students in the Technology Department and developing target group specific and needs-based offers for various degree programs based on the findings of the Diversity Screening
- Communicating clearly the possibilities of part-time studies, study breaks, retaking of courses to students with multiple responsibilities

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With more than 8,000 students at three locations and five cooperation sites, FH Campus Wien is the largest university of applied sciences in Austria. The departments of Applied Nursing Science, Applied Life Sciences, Building and Design, Health Sciences, Social Work, Engineering as well as Administration, Economics, Security, Politics offer a choice of nearly 70 part-time and full-time degree programs as well as continuing higher education programs. Application-related research and development is bundled in ten subject-specific competence centers. Continuing education in the form of seminars, modules and certificate programs is offered through Campus Wien Academy. FH Campus Wien is a founding member of the Sustainable Universities Cooperative.

FH Campus Wien is networked with the science, business, industry, social, public and health sectors, enabling us to offer excellent vocational training for everyone. And we mean everyone, with contact points for people with physical disabilities, chronic illnesses and an Equal Treatment Unit.

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