

Gender Equality Plan (GEP)

University of Music and Performing Arts Graz

In Compliance with the Horizon Europe's Gender Equality Plan Requirements

The University of Music and Performing Arts Graz is committed to the diversity and gender equality in art, science, education, profession, and society and is committed to ensuring a working environment that takes into account different life situations and realities of life. Measures for gender equality are reflected in particular in compatibility agendas, personnel policy, administration, teaching, research, development and exploration of the arts (EEK) as well as in the distribution of resources. Gender equality results, in particular, from the interaction of anti-discrimination, the advancement of women, gender mainstreaming, diversity management and intercultural competence.

The advancement of women and gender equality are central contents of the Gender Equality Plan and the interlinked and supplementary Women's Advancement Plan of the University of Music and Performing Arts Graz. In both plans, gender equality and the advancement of women are defined in more detail by individual principles, goals and measures.

Goals, measures, and activities

Organization

Goals

1. University of Music and Performing Arts Graz as a non-discriminatory place of training and an employer for whom art, culture and science are considered a special potential for change that takes into account the diversity of society in terms of gender, age, religion and belief, ethnicity, sexual orientation and disability.
2. University of Music and Performing Arts Graz as a place of lived diversity and de facto equality of people in art, science, education, profession and society.
3. University of Music and Performing Arts Graz as an institution in which women receive promotion and support
4. University of Music and Performing Arts Graz supports parents and people with care responsibilities
5. University of Music and Performing Arts Graz pays attention to work-life balance
6. Barrier-free university (infrastructure, public relations, digitization)

Measures and activities

- Diversity Management Strategy
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/diversitaetsstrategie/>
- Guideline of the Rectorate and Senate on Dealing with Sexual Harassment and Sexualised Violence at the University of Music and Performing Arts Graz
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/>
- Gender Equality Plan <https://www.kug.ac.at/universitaet/information/gender-diversitaet/>
- Women's Advancement Plan <https://www.kug.ac.at/universitaet/information/gender-diversitaet/>
- Reconcilability of family and working life, Care Responsibilities, Dual Career Service
<https://www.kug.ac.at/universitaet/information/arbeitgeberin-kunstuniversitaet-graz/die-kunstuniversitaet-graz-als-arbeitgeberin/vereinbarkeit-von-familie-beruf-karriere/>
- Gender-equitable composition of collegial bodies, cf. UG 2002, §20(a)
<https://www.ris.bka.gv.at/GeltendeFassung.wxe?Abfrage=Bundesnormen&Gesetzesnummer=20002128>
- Disability Officer, <https://www.kug.ac.at/universitaet/information/gender-diversitaet/anlaufstellen-und-ansprechpersonen/>
- Complaints Office (begins September 2023)
- Work Life Balance, cf. Gender Equality Plan
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/>
- Guidelines (gender-appropriate writing, checklist diversity in teaching, recommendations for treating trans, inter* and non-binary people with respect),
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/leitfaeden-und-handreichungen/>

Teaching and Research

Goals

1. Strengthening gender and diversity competencies in teaching and research
2. Anchoring and increasing the visibility of gender and diversity topics in curricula
3. Certification offers in the field of gender and diversity
4. Combining the promotion of young talent and gender equality
5. Support for students with disabilities or chronic illnesses
6. Supporting students with barriers due to language, educational or cultural background or with a need for financial support

Measures and activities

- Teaching Award for Gender and Diversity
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/ausschreibungen/>
- Training (Awareness, Anti-Bias) for employees and students, inter-university training program "potenziale", <https://koordination-gender.uni-graz.at/de/gleichstellung/potenziale-kooperation-der-vier-grazer-universitaeten/>
- Gender and Diversity Training (courses, workshops) at the University of Music and Performing Arts Graz, <https://genderforschung.kug.ac.at/diversitaet-gleichstellung/diversitaet/weiterbildungsangebote/>
- Consulting for Research Proposals, <https://genderforschung.kug.ac.at>

- Welcome Center for Students, <https://www.kug.ac.at/welcomecenter/>
- Guest Teaching and Guest Lectures on Gender and Diversity
<https://genderforschung.kug.ac.at/studieren/lehre/lehrveranstaltungen/>
<https://genderforschung.kug.ac.at/studieren/lehre/gastvortraege-und-workshops/>
- Gender Certificate for Students (is planned)
- Annual Gender Awards and Gender Scholarships
<https://genderforschung.kug.ac.at/studieren/genderpreise-genderdoktoratsstipendien/genderpreise/>
<https://genderforschung.kug.ac.at/studieren/genderpreise-genderdoktoratsstipendien/doktoratsstipendien/>
- No-Barriers and Inclusion, <https://www.kug.ac.at/universitaet/information/gender-diversitaet/barrierefrei/>
- Disability confidant, [https://online.kug.ac.at/KUGonline/pl/ui/\\$ctx/webnav.ini](https://online.kug.ac.at/KUGonline/pl/ui/$ctx/webnav.ini)
- Support for Students, <https://www.oehkug.at/>
- Career Service Center, <https://csc-kug.at/>
- Diversity Management Strategy (related to Teaching)
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/diversitaetsstrategie/>

Human Resources Management

Goals

1. Promotion and support of women in leadership positions and as decision-makers
2. Gender equality-oriented recruitment procedures
3. Career advancement of women
4. Appointments of staff with gender and diversity skills
5. Increasing the proportion of women in cases and fields of underrepresentation
6. Promoting young female talents
7. Supporting staff with caring responsibilities, part-time workers, remote working

Measures and activities

- Human Resources Goals, cf. University Development Plan 2022-2027
<https://www.kug.ac.at/universitaet/organisation/stabsabteilungen/personalentwicklung/>
- Training for executives, <https://www.kug.ac.at/universitaet/information/gender-diversitaet/weiterbildungszertifikate-und-workshops/>
- Mentoring for female executives (planned)
- Career Program for Female Scientists – Skills, Strategies and Networks <https://koordination-gender.uni-graz.at/de/gleichstellung/karriereprogramm-2024/>
- Qualification agreement, guidelines for selection procedures, career positions and qualification agreements in the artistic and scientific fields
- Quality assurance in job advertisement and staffing procedures by Dept. Recruitment
<https://www.kug.ac.at/universitaet/organisation/dienstleistungseinrichtungen-dle/serviceeinrichtungen/recruitment/> and by Working Committee for Equal Opportunities (AKG)
<https://www.kug.ac.at/universitaet/organisation/vertretungen/akg/>
- Anti Bias Training for Employees and Committees, <https://genderforschung.kug.ac.at/diversitaet-gleichstellung/diversitaet/weiterbildungsangebote/>

- Gender and Diversity Certificate for administration staff,
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/weiterbildungszertifikate-und-workshops/>
- Compatibility regulations and work-life balance, see Gender Equality Plan
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/>
- Diversity Management Strategy (related to Employees)
- <https://www.kug.ac.at/universitaet/information/gender-diversitaet/diversitaetsstrategie/>
- Guideline of the Rectorate and Senate on Dealing with Sexual Harassment and Sexualised Violence at the University of Music and Performing Arts Graz
<https://www.kug.ac.at/universitaet/information/gender-diversitaet/>

Dedicated Resources

- The **Centre for Gender Studies and Diversity** (ZfGD) is the coordinating body for women's and gender studies, equality and diversity at the University of Music and Performing Arts Graz. In music and theatre, women's studies focus on the history and significance of female composers, musicians, music educators, actors, and directors. Gender studies in this context relates to the reflection in music and theatre of social ideas and classifications of people relating to their gender identity. Diversity is considered to be an area of responsibility for recognising and celebrating the diversity of the people at the University. Strategic measures and adult education programmes are being developed to meet the individual needs of students and staff. The various subject areas are taught through research-led courses and guest lectures, conferences, and publications. Equal opportunities are seen as the task of fulfilling the constitutional and legal requirements for actual equality of different people at the University of Music and Performing Arts Graz, together with the Working Committee on Equal Opportunities (AKG). Most importantly, this includes ensuring that no one experiences unequal treatment on the basis of gender, ethnicity, religion, belief, age, sexual orientation or disability. Women are also supported in areas where they are currently underrepresented. The University supports measures to ensure the compatibility of work or study with caring responsibilities. The Centre for Gender Studies organises regular academic and art-related events and collaborations focusing on aspects of women's and gender studies, equal opportunities and diversity. <https://genderforschung.kug.ac.at/>
- The **Working Committee on Equal Opportunities** (AKG) is a collegial body established by the University's Senate and is available to students and staff at the University of Music and the Performing Arts Graz in equal measure. It is tasked with countering discrimination by university bodies on the basis of gender, ethnicity, religion, worldview, age or sexual orientation and also advises and supports university bodies and members on such matters. Members and bodies of the University of Music and Performing Arts Graz are advised and supported in relation to equal rights, non-discrimination and the advancement of women. The plan for equal rights and the plan for the advancement of women are the foundations for this work. Representatives of the working group participate and advise on relevant appointment procedures.
<https://www.kug.ac.at/universitaet/organisation/vertretungen/akg/>

Data Collection and Monitoring

The Quality Management department at the University of Music and Performing Arts Graz aims to describe, evaluate and promote quality in all areas – i.e. teaching, art-based research and administration – and implement a quality management system. The department initiates, participates and coordinates; it provides assistance, advice and support to all parties; it collects, prepares and documents information, figures and data, which it also analyses, assesses and publishes in various reports in the interests of transparent quality and performance-related documentation. In order to promote a culture of quality, the Quality Management department also encourages internal communications, highlights change potential, provides the basis for decision-making and works together with other departments to achieve the objectives of the University of Music and Performing Arts Graz.

- **Gender & Diversity reports** at the University of Music and Performing Arts Graz are important sources of orientation and provide an overview of diversity at the university. The reports, which are published annually, describe the current situation at the university in terms of equality and the promotion of equal opportunities, illustrated with graphs, tables and diagrams. At the same time, these data provide a basis for developing and reviewing goals and specific measures. The reports aim to raise awareness of diversity and highlight potential areas for action.
<https://www.kug.ac.at/en/university/information/facts-figures-reports/gender-diversity/>
- **Knowledge Surveys** are comprehensive statistical surveys comprising key figures from the areas of research, development and access to the arts, teaching and adult education, social objectives, personnel structure/development and promoting young talent, efficiency and quality assurance, cooperation and partnerships, internationality and mobility, and libraries and special university institutions. They also provide a narrative account of the sphere of action and the objectives and strategies of the university. The Knowledge Surveys support a comprehensive picture, evaluation and communication of the University of Music and Performing Arts Graz. They are intended to serve as a basis for the Performance Agreement and for clarifying how the objectives and plans of the Performance Agreement are implemented.
<https://www.kug.ac.at/en/university/information/facts-figures-reports/knowledge-survey/>
- **Facts and Figures**
The university's facts and figures provide a superb knowledge base for the organisation and for interested parties. This information is collated in reports on specific topics that are edited for a general readership. Readers can interpret this information and gain an insight into the university.
<https://www.kug.ac.at/en/university/information/facts-figures-reports/>

Training – Awareness-raising and training actions on gender equality

- **“Potenziale” Training Program, Cooperation between the four Graz universities on Gender equality** University of Graz, Graz University of Technology, Medical University of Graz and University of Music and Performing Arts Graz

Since 2001, the four universities in Graz – the University of Graz, Graz University of Technology, the Medical University of Graz and the University of Music and Performing Arts Graz – have put together a joint package of gender equality-oriented personnel development measures. The diverse courses and workshops on the topics of promoting young female talent, career planning, the advancement of women and gender competence as well as gender mainstreaming is carried out by the Office for Gender Studies & Gender Equality at the University of Graz. Women's and gender-related training offers serve the goal of equal opportunities and equality at universities. To compensate for the disadvantages of existing unequal treatment, further education programs, seminars and workshops are offered for women. The long-term goal of these measures is to increase the proportion of women* in higher positions. However, we also offer events on gender competence for women* and men* in order to provide support for more knowledge and sensitivity in everyday university life in science organization and teaching. The measures are carried out within the framework of "Potenziale".

<https://koordination-gender.uni-graz.at/de/gleichstellung/potenziale-kooperation-der-vier-grazer-universitaeten/>

- **Training, courses, workshops at the University of Music and Performing Arts**

The university's internal training program includes courses and workshops to increase knowledge about gender and diversity topics in teaching, research and administration. Anti-bias training is an important part of this, especially in the context of committee work, qualification agreements, assessments, recruitment, admission and final examinations or awarding scholarships and prizes. Training courses on gender and diversity are also adapted to specific needs and the topicality of subjects in personnel development and leadership development, promotion of young talent and career planning. There are also offers for reintegration of staff after career breaks, for support with stays abroad and mobility, for the topics of sustainability and for the health and well-being of employees and students. As part of the Artistic Citizenship concept, students also receive opportunities to expand their social skills with regard to gender and diversity. For teachers, training courses also include, among other themes, gender-sensitive language, dealing with trans, inter* and non-binary persons as well as inclusion of students with special needs. The further development of curricula is also supported by training opportunities.

<https://genderforschung.kug.ac.at/diversitaet-gleichstellung/diversitaet/weiterbildungsangebote/>

and

<https://www.kug.ac.at/universitaet/information/gender-diversitaet/weiterbildungszertifikate-und-workshops/>

and

<https://www.kug.ac.at/universitaet/organisation/stabsabteilungen/personalentwicklung/>

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