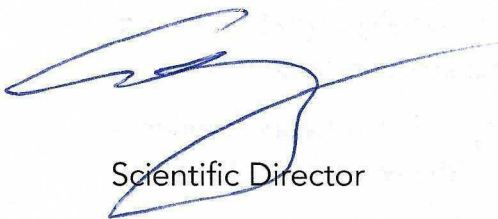


Dear Reader,

As a young association established in 2024, we recognize that gender equality is essential for building a strong and inclusive research community. While significant progress has been made at both the national and European levels, true gender balance in research and innovation is still far from reality. According to the She Figures report by the European Commission, women made up only one-third of researchers in the EU in 2018. To address this gap, the EU Gender Equality Strategy 2020–2025 introduced targeted measures, including the requirement for a Gender Equality Plan (GEP) under Horizon Europe.

From the very beginning, our association has been committed to creating an environment where **equal opportunities, diversity, inclusion, and work-life balance** are not just ideals but are actively implemented. We strongly believe that diverse perspectives and backgrounds **drive innovation, improve collaboration, and lead to better research outcomes**.

By working together, we can build a research environment that is more inclusive, fair, and innovative for all.



Scientific Director

Prof. Wolfgang Weninger



Managing Director

Dr. Baubak Bajoghli

Gender Equality Plan (GEP)

Gender equality is a fundamental value that strengthens institutions in multiple ways. In research and innovation (R&I), it enhances the quality and relevance of outcomes, attracts and retains talent, and ensures that everyone can reach their full potential.

Our association is committed to gender equality, diversity, and non-discrimination. We actively foster an inclusive environment that opposes all forms of discrimination and promotes equal opportunities wherever possible.

We believe that a non-discriminatory and equitable environment is built on mutual respect and awareness. Our goal is to create conditions that enable equal participation in all aspects of our association's activities for every individual. This commitment extends to all members, prospective members, and partners.

We strive to be an association that embodies inclusion and equality. We are dedicated to identifying and eliminating existing barriers, mechanisms of exclusion, and discrimination within our organization.

Diversity and gender equality are central to our strategic development efforts, with a focus on:

- **Inclusive Access:** Facilitating socially inclusive access to our cutting-edge imaging technologies, services, training programs, and workshop opportunities.
- **Personal and Professional Development:** Empowering all members to pursue their personal and career growth effectively.
- **Attracting Diverse Talent:** Ensuring our association is open and welcoming to individuals from all backgrounds.
- **Sustainable and Relevant Outcomes:** Striving for socially significant and sustainable results in our initiatives, with diversity as a key component.
- **Work-Life Balance and Organizational Culture:** Supporting a hybrid working model and implementing policies that promote a healthy work-life balance.
- **Gender Balance in Leadership and Decision-Making:** Committing to equitable representation of all genders in leadership roles and decision-making processes to foster diverse perspectives and inclusive governance. Currently, three out of five Executive Board members are women.

In our pursuit of diversity and gender equality, we implement targeted policies and cross-cutting approaches that address the needs of both our members and staff, ensuring that these strategies reinforce and complement one another.

We also recognize that our members – comprising Austrian universities and research institutes – have their own comprehensive GEPs in place (see the table below). These plans align with the Horizon Europe framework, which requires public bodies, research organizations, and higher education institutions to implement a GEP as a prerequisite for funding:

Medical University of Vienna

https://www.meduniwien.ac.at/web/fileadmin/content/ueber_uns/pdf/220123_MedUni_GEP_2021_V09_RZ_ANSICHT_WEB_navi.pdf

Technical University of Vienna

https://www.tuwien.at/fileadmin/Assets/dienstleister/abteilung_genderkompetenz/gender_ressourcen/Frauenfoederungsplan/GEP3.0_TUW_WithoutLogicModelsOrUpdate.pdf

University of Veterinary Medicine, Vienna

<https://www.vetmeduni.ac.at/en/gender-equality-plan-horizon-europe>

University of Vienna

<https://satzung.univie.ac.at/en/more-parts-of-the-statutes/affirmative-action-plan-for-the-advancement-of-women-and-gender-equality/>

Institute of Science and Technology Austria

https://ist.ac.at/wp-content/uploads/2022/06/20220531_GEP-V1.0-2022-2026.pdf

VRVis

https://www.vrvis.at/fileadmin/05_Ueber_uns/00_Jobs_und_Karriere/Gender_Equality_Plan/Gender_Equality_Plan_GEP_VRVis_02_2022.pdf

Ludwig Boltzmann Society

<https://lbg.ac.at/wp-content/uploads/2022/03/LBG-GEP-EN-1.pdf>