

Gender Equality Action Plan (GEP)

Konrad Lorenz Institute for Evolution and Cognition Research
(KLI)

Document Supervised by: Isabella Sarto-Jackson

Responsibility for updates: Guido Caniglia

A handwritten signature in black ink, appearing to read 'G. Müller', with a stylized flourish at the end.

Gerd B. Müller
President of the KLI

	Priorities	Ongoing and planned actions	Targets / Indicators
Enhancing gender (in)equality monitoring instruments	<p>A comprehensive assessment of gender equality among the staff and fellows</p> <p>Ascertain satisfaction with gender related working conditions</p>	<p>Regular surveys among the staff and fellows concerning gender equality issues</p> <p>Statistical assessment of gender distributions in the fellowship application and granting procedures</p>	<p>Maximum parity of female and male fellows</p> <p>Monitoring gender statistics in the applications and granting of fellowships</p> <p>Detection of any disbalance in the fellow selection procedures or working conditions</p>
<p>Building gender friendly work environments</p> <p><i>Axis1: Recruiting and Promoting Women and Gender-minorities in Research</i></p>	<p>Ascertain fair recruiting procedures for all genders</p> <p>Regular analysis of the needs of young researchers, especially women scientists</p>	<p>Active promotion of equal opportunities in the institution's recruitment and advertising materials</p> <p>Implementation of awareness raising activities on gender bias in academia</p> <p>Career counselling for scientists, especially women scientists</p>	<p>Balanced presence of female and male fellows at the KLI</p> <p>Statistics of the number of women among the fellows at the KLI in the last decade</p> <p>A needs analysis of young scientists, especially women scientists</p>
<p>Building gender friendly work environments</p> <p><i>Axis 2: Supporting work-life balance (WLB)</i></p>	<p>Prevention of self-exploitation and overworking conditions</p> <p>Ensuring a smooth return after parental leave and other career breaks</p>	<p>Supporting flexible working hours</p> <p>Maintaining active contact during parental leave or other absences (e.g. health related) and ensuring a smooth return to the research teams</p>	<p>Establish career guidance consultations for early-stage researchers</p> <p>Establish support schemes and implementation of appropriate communication channels</p>
Mainstreaming gender in research content	<p>Encourage reflection on gender perspectives in research projects</p> <p>Create a general awareness of the challenges related to gender issues in research</p>	<p>Introduce a gender perspective - when thematically adequate - to scientific events and cooperation projects with KLI partners</p>	<p>Enhanced gender awareness in KLI research activities</p>

<p>Training Academic & Research communities</p>	<p>Promotion of a systematic approach to gender education</p> <p>Development of an organizational culture supporting the fulfillment of the goals of the institute's gender policy</p> <p>Enhance internal gender knowledge</p>	<p>Organization of seminars on equal opportunities and women in leadership positions</p> <p>Training focused on specific topics (gender stereotypes, etc.)</p> <p>Participation in initiatives in Austria aiming to support women in science</p>	<p>Assess number of gender trainings and number of participants through internal evaluations</p>
<p>Measures to address sexual harassment and other forms of gender-based violence</p>	<p>Outline a clear approach to prevention and assistance</p> <p>Familiarize fellows with the anti-harassment procedures</p>	<p>Integrate guidelines in welcome materials</p> <p>Promote gender sensitive communication and behavior</p>	<p>Creation of a supportive and inclusive institutional environment</p>