

# Diversity at the University of Vienna

Mag.a Karoline Iber  
Mag.a Birgit Virtbauer

# Overview

- University of Vienna
- Development plan
- Diversity Services at UoV
- Diversity Management
- P(I)ay for Diversity

# University of Vienna



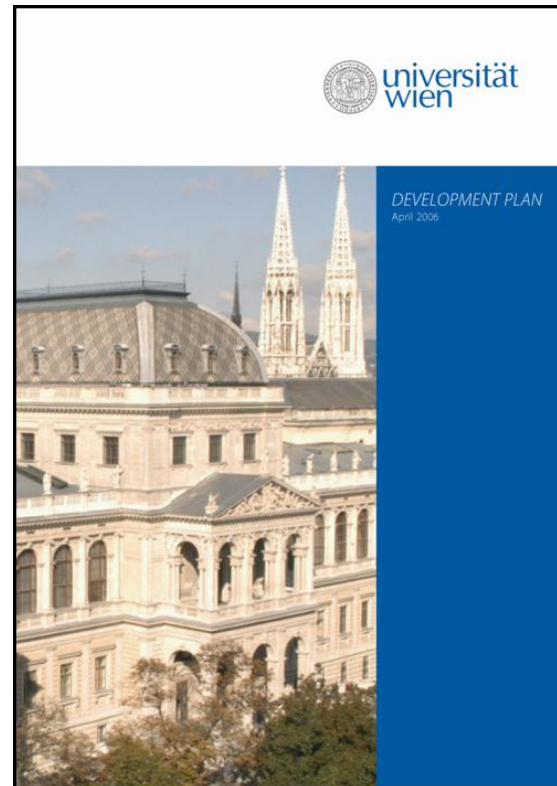
## University of Vienna

- Founded in 1365
- ~ 60.000 students
- ~ 5.000 scientists
- ~ 60 locations

## University of Vienna

- Universitas litterarum
- UOG 2002: autonomy of universities
- 2005: Development plan

# Development plan



## Content of Development Plan

- General strategies and commitments
- Specific Focuses
- 2010: goals

## Measures spanning all faculties and centers

- Equality and advancement of women
- Advancement of young scientists
- Strategic orientation of personnel development
- Quality assurance
- Diversity Management



## Preamble

“In the future, the University of Vienna would like to remain a place that reflects variety and diversity.”

## DIM

**“The University of Vienna is committed to furthering diversity in all areas, to support it, make it useful and visible, to support disadvantaged groups through decisive action against discrimination of any kind.”**

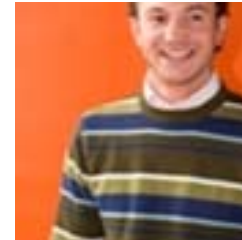
## Why is the UoV promoting diversity?

- Diversity as a source of innovation and creativity
- Enrichment of teaching, research & interpersonal relationships

## Benefits

- Benefits on an institutional level
- Benefits on a personal, individual level

# Diversity Services at UoV



## Gender

- Center for the Advancement of Women
- Gender Studies
- Equal Opportunities Working Party
- Center for Counselling on Sexual Harassment and Mobbing

## Mental and Physical Abilites

- Representative of disabled students
- Representative of disabled employees
- Work-place for blind and visually impaired students

## Parenthood/ Children

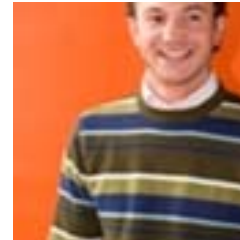
- Children's Office:
  - Child Care
  - Children's University
  - Children's University on Tour



## Others

- Advice in situations of Conflict
- Personnel Development
- Research Services and International Relations
- Student Point (Student Point provides information for Austrian and non-Austrian students and applicants interested in studying at the University of Vienna)

# Diversity Management

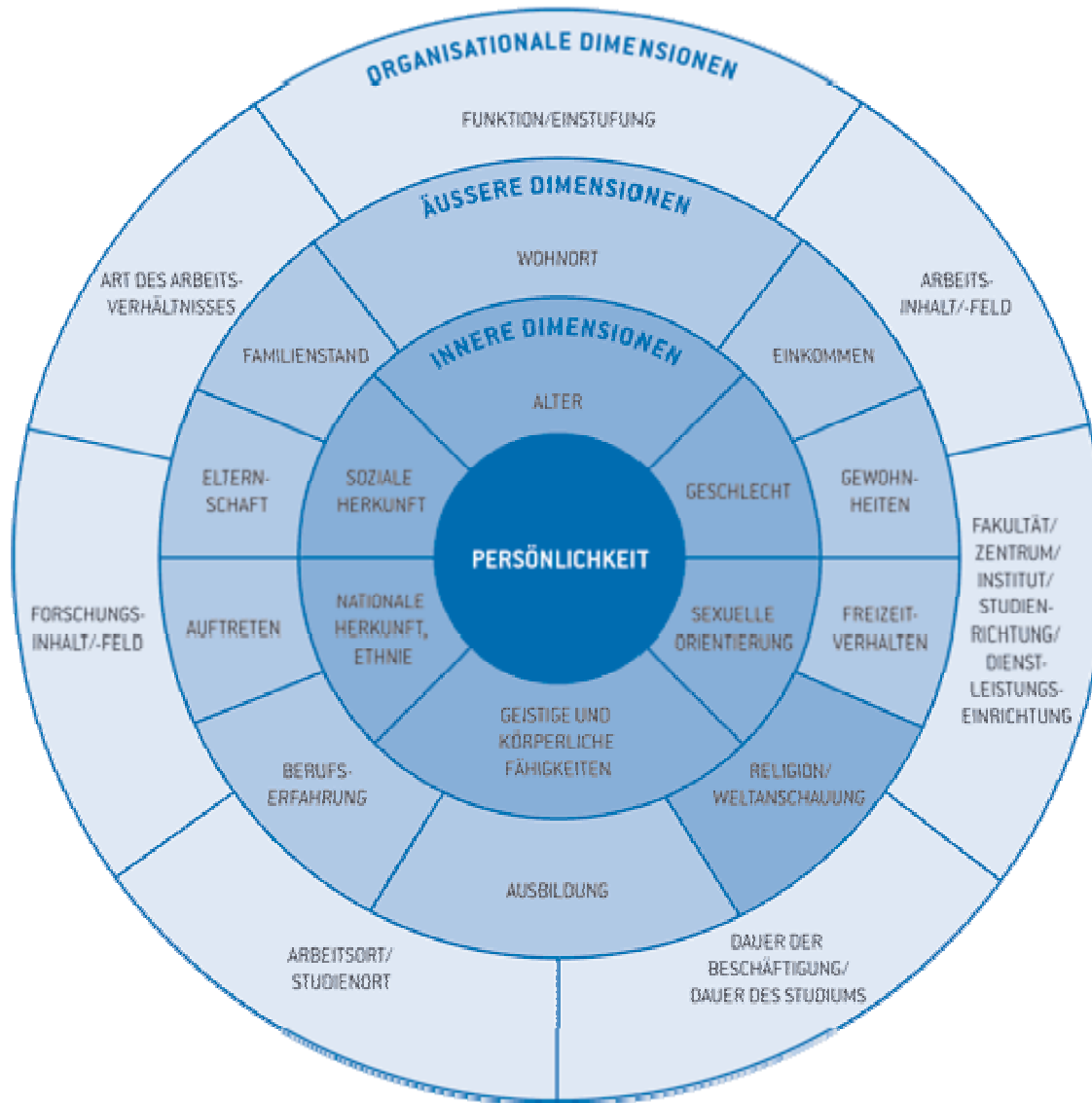


## Project „Diversity Management“

- Implemented since 2005
- 2 project-coordinators (part-time), 1 student-apprentice
- Situated at the rector's office

## What is diversity for us?

- Every human being's individuality contributes to diversity
- No dimensions are excluded
- There are priority-dimensions



# P(I)ay for Diversity

## Role Playing Game

# The Award for Diversity Ideas and Projects

University of Vienna is  
participating

- The Ministry of Science and Research arranges a „Diversity Award“
- This award will be bestowed to a department of an Austrian institution of higher education
- It will be passed to the „winner“ in a big ceremony (in the presence of the minister and press representatives)
- The Award endows € 200.000



## Framework for „Ideas and Concepts“

- Bring in a **concept** for a diversity measure...
- ...that supports **underrepresented groups** in your institution/ department and...
- ... is **innovative, creative and effective** at the same time.
- **Financial scope** for the measure: €200.000

You are head of a service department of the University of Vienna.  
You want this award and you want 200.000 Euro!

The rector's office encourages the different departments to take part in the competition:

1. Research
2. Student Acquisition & Counselling
3. Public Relations
4. Facility and Resources Management
5. Staff Development

# Timetable

Choose one of the Departments, get your hidden mission

Create a concept for the Award  
 $\frac{1}{2}$  h

Presentation of concepts, short reflection  
 $\frac{1}{4}$  h

# 1. Department for Research

## Your Job:

- Public Relations work for scientists: Appoints main research areas
- Administrative background for: Research platforms/networks
- Help scientists: Third-party funds
- Programmes for Young Researcher

## Hidden Mission/Problems:

- Social Sciences and humanities could need much more third-party funds.
- You need to stock up your staff.

## 2. Department for Student Acquisition & Counselling

### Your Job:

- Student Counselling: fields of study, organisational & administrative matters,...
- Represents the UoV at national/ international fairs
- Career Service

### Hidden Mission:

- What the UoV really needs is new equipment for fairs.
- The counselling staff needed to be stocked up.
- Some of the staff could fresh up their english skills.

## 3. Department for Public Relations

Your Job:

- Intramural communication
- Extramural communication
- Marketing, merchandising, image-building

Hidden mission:

- A relaunch of the University-Websites is long overdue.
- The UoV hasn't been in the press with good news for quite a time.
- Non-german image-folders don't exist yet.

## 4. Department for Facility and Resource Management

### Your Job:

- Maintenance and restoration of buildings
- University Libraries: purchase of books, services, administration

### Hidden Mission - Problems

- Some of the old university-buildings need to be modernized.
- Some faculty libraries are not up to date.

## 5. Department for Personnel Development

Your Job:

- Target group: scientific personnel, administrative personnel
- Offers courses and curricula
- Mediation & Coaching

Hidden mission – Problems:

- Some of the staff could really need an update in computer-handling (but not enough money)
- Mobbing is a big problem – Demand on coaching and advice is increasing



## Conclusion

Diversity Management Concepts...

... effect everyone and every task

... have a lot of possibilities for tying up

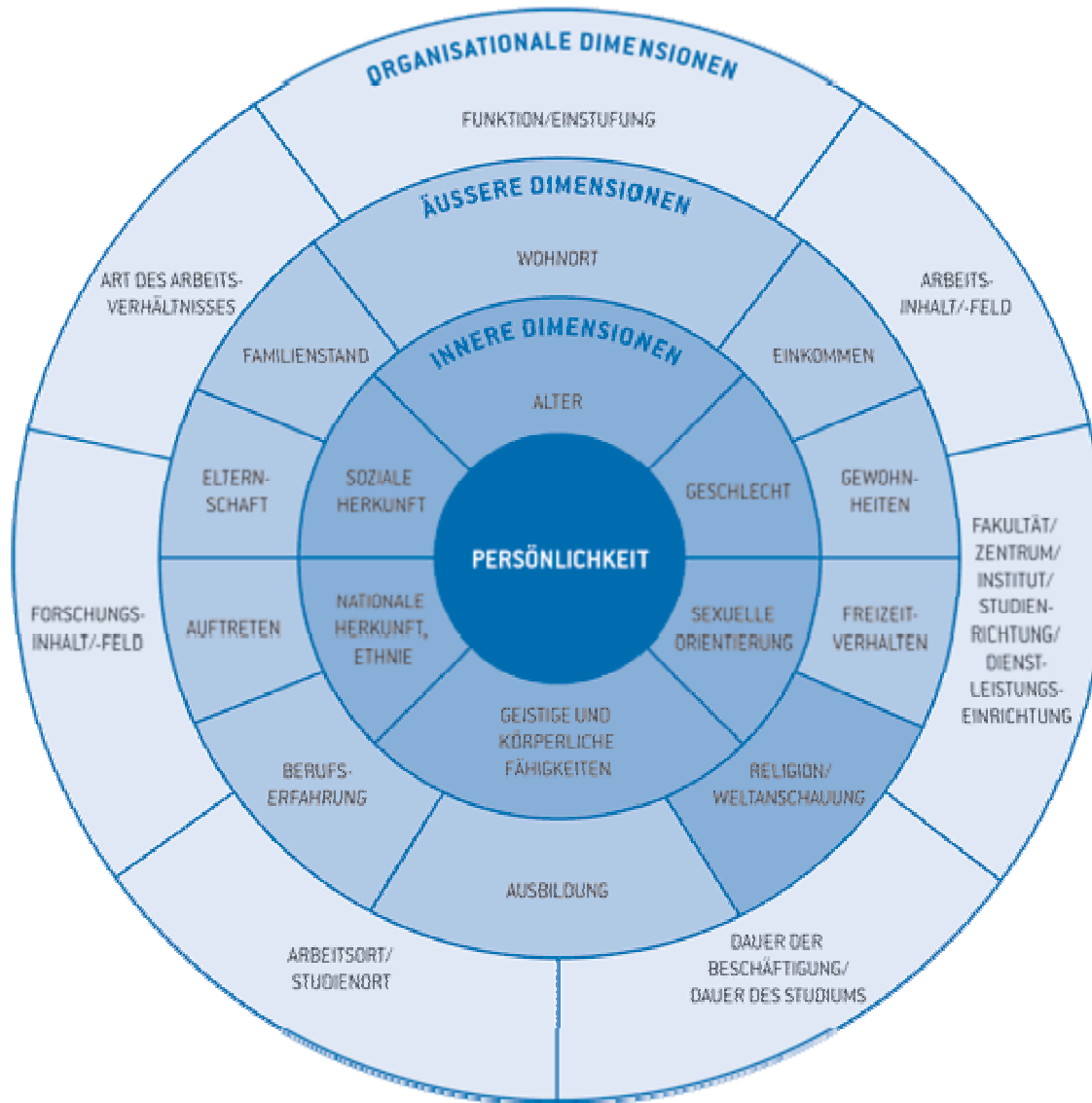
On the one hand:

- ... that is what we are working for!

On the other hand:

- ... everything and nothing (arbitrary)

That is, why you have to focus on selected methods,  
dimensions, projects ...



## What's real about the game?

- Lack of money in the whole educational system
- Diversity is always part of local strategies/ politics
- Diversity is compatible with almost every issue
- You have to take decisions

## DIM in an institution of higher education could be...

- Marketing & Image Building Strategy
- Focus of Research
- Strategy to improve Services  
(superficially  $\Rightarrow$  structurally)

# What are our goals? How are we doing diversity?

- Making diversity visible
- Strengthening networks, intensifying cooperations, involving focus groups
- DIM not as a roof but as a ground

## What has been done so far?

- Internal **communication** - commitment of leading persons and commitment of experts and representatives of minorities
- Active participation in „Diversity Forum 06“ (**Network** of organisations with Diversity Strategies)
- **Selected measures:** Initiating counselling for deaf students, Information paper „Situation of deaf students“ for teachers
- **DiversityNews** and Newsletter

## Our visible „product“ – the web portal

Building up a homepage (platform)

[www.univie.ac.at/diversity](http://www.univie.ac.at/diversity)

- Barrier-free websites  
for visually and hearing-impaired  
visitors

Vielfalt bildet! Bildet Vielfalt!  
Diversity Management



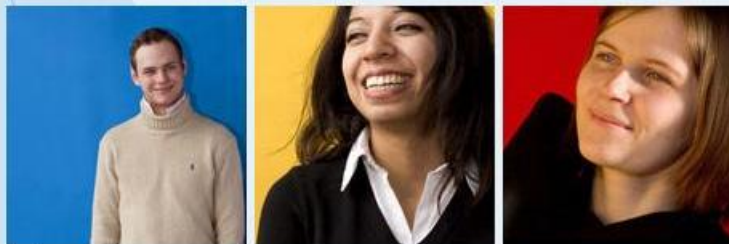
VIELFALT:WISSEN

VIELFALT:UMSETZEN

VIELFALT:BESCHREIBEN

VIELFALT:VERNETZEN

Schriftgrad:



” Ich habe an einem  
Raketenbau-Projekt  
teilgenommen.

Stand: 04.07.2007

AKTUELLES

**Regenbogen-Parade**

Am Samstag, den 30. Juni fand zum 12. Mal die Regenbogen-Parade in Wien statt. 120.000 TeilnehmerInnen feierten unter dem Motto "Sei wie du bist!". Ziel der Veranstaltung ist, auf die Diskriminierung Homosexueller (Partnerschaften) aufmerksam zu machen.

Die Universität Wien hisste zum Zeichen der Solidarität die Regenbohnens-Fahne.



**Ausstellung im Arkadenhof**

Unter dem Motto "Frauen Leben Wissenschaft" ist derzeit eine Ausstellung im Arkadenhof der Universität Wien zu besichtigen. Sie macht Doktorandinnen, Assistentinnen und Professorinnen mit den Freuden und Hürden ihres Berufes sichtbar.



Barrierefreie Seiten  
(in ÖGS und vertont)



### Willkommen an der Universität Wien!

Die "Alma Mater Rudolphina" ist die älteste und größte Universität Österreichs.

Sie beheimatet mehr als 60.000 Studierende, sowie 7.000 Mitarbeiterinnen und Mitarbeiter.

Eine Einrichtung, an der derart viele Menschen aufeinandertreffen, ist ein Ort voller Vielfalt.

Personen mit ganz unterschiedlichen Arten zu denken, handeln und fühlen, zu sprechen und wahrzunehmen kommen miteinander in Kontakt.

Die Unterschiede, die dabei erlebbar werden, können Inspiration und Kreativität hervorbringen, sie können aber auch Diskriminierung und Konflikte in sich bergen.

Die Universität Wien hat sich zum Ziel gesetzt, Diversität - also Vielfalt - wahrnehmen, fördern und nutzen zu wollen, um ihre Potentiale zur Entfaltung zu bringen.

Dazu gehört auch, auf unterschiedliche Bedürfnisse aufmerksam zu machen und Menschen in ihrer jeweiligen Situation ernst zu nehmen.

Ein Schritt in diese Richtung ist die Übersetzung der wichtigsten



universität  
wien



#### Textlayout:



[Gesamtansicht]



[auf Absätze aufgeteilt]

#### Schriftgröße:



[Text größer]



[Text kleiner]

videotext.web ist ein Angebot von  
Servicezentrum ÖGS und indeed! © 2005-2006

#### Systemanforderungen:

- XHTML 1.0 Kompatibler Webbrowser (ZB, Firefox1.4X, Netscape8X, Safari, Opera8X, IE6)
- Flash Player 7X - Javascript aktiviert

## Plans for the future

- Next term: Lecture series  
„Diversität:managen?“  
(„Managing:diversity?“)
- Diversity Monitoring

# Contact

**Mag.a Karoline Iber**  
**Mag.a Birgit Virtbauer**

**Universität Wien**  
**Diversity Management (Rektorat A)**  
**Dr.-Karl-Lueger-Ring 1**  
**1010 Wien**

**01/ 4277 10014**

**[www.univie.ac.at/diversity](http://www.univie.ac.at/diversity)**  
**[diversity@univie.ac.at](mailto:diversity@univie.ac.at)**