

Gender Equality Plan – Abstract

September 2025

The Gender Equality Plan (GEP) outlines the strategic framework and measures adopted by Know Center to promote gender equality, diversity, and inclusion across all levels of our organization.

As Austria's leading research centers for trustworthy Artificial Intelligence, the center has made significant progress in enhancing diversity in recent years. The plan is guided by national and international commitments to gender equity, as well as our internal values of fairness, respect, and equal opportunity. Key priorities include gender-neutral job postings, leadership awareness initiatives, and flexible work models to attract female applicants and others with caregiving obligations. These measures have shown promise and are already having a positive impact on recruitment and organizational culture. Currently, the ratio of non-male staff is over 30%.

Successful initiatives such as the FEMTech project Radreisen4All and the working group Trust your AI combine gender and diversity perspectives with technological innovation and contribute to an inclusive research and teaching practice. The balanced use of flexible working models by both women and men further demonstrates a lived culture of equal opportunities.

This GEP is designed as a living document, subject to regular monitoring, evaluation, and revision in response to institutional needs and social developments.

With the upcoming project Diversity@KNOW, efforts will be systematically expanded: through deeper and more frequent data collection and analysis, targeted support programs for underrepresented groups, and the establishment of sustainable structures for monitoring, evaluation, and capacity building. In this way, the Know-Center reaffirms its commitment to fostering an equitable environment and positions itself as a pioneer of diversity and equal opportunities in the Austrian research landscape and disseminates proven best practices through its national and international networks.



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