

Gender Equality Plan (GEP)

Austrian Society for Artificial Intelligence (ASAI)

Period: 2026 – 2028

1. Introduction & Commitment

ASAI is an academic platform dedicated to supporting research and young talents in the field of AI in Austria. We recognize that excellence in research requires diversity. This Gender Equality Plan (GEP) outlines our commitment to creating an inclusive, transparent, and bias-free environment. This document is approved by the Board and is publicly available at <https://www.asai.ac.at/en/downloads-and-publications>.

2. Mandatory Process Requirements (EU Standard)

2.1 Public Document

This plan is a formal commitment published on our official website and communicated to all members, researchers, and partners.

2.2 Dedicated Resources

We have appointed a **Gender Equality Officer** (or Committee) responsible for overseeing the implementation of this plan.

- **Contact:** Brigitte Krenn, brigitte.krenn@ofai.at
- **Resources:** Dedicated time is allocated during board meetings to evaluate progress.

2.3 Data Collection & Monitoring

To identify gender gaps, we collect and analyze sex-disaggregated data annually regarding:

- Board members and leadership roles.
- Applicants and awardees of talent support programs.
- Keynote speakers and participants in academic workshops.

2.4 Training & Capacity Building

We implement measures to tackle unconscious bias:

- Selection committees for grants or research support must undergo a "Bias Awareness" briefing before evaluating candidates.
- Annual internal workshops on gender-sensitive research design.

3. Key Action Areas

3.1 Gender Balance in Leadership

We strive for a balanced representation in our executive board and selection committees. Our target is to actively encourage applications from the underrepresented gender for all vacant leadership positions. We commit to a "comply or explain" approach: if a committee does not achieve a balanced representation (at least one-third), the selection process must document the specific outreach efforts made to diversify the pool.

3.2 Support for Young Talents

We ensure that our funding and mentorship cycles are inclusive. We offer "Clock-Stop" options for researchers with caregiving responsibilities (e.g., parental leave) to ensure they are not disadvantaged in academic competition.

3.3 Work-Life Balance

Meetings and academic events are scheduled within "Core Hours" (10:00–15:00) whenever possible to facilitate participation for members with families.

3.4 Zero Tolerance for Harassment

ASAI maintains a zero-tolerance policy regarding harassment. Any concerns can be reported confidentially to the Gender Equality Officer or a designated member of the board. All reports will be handled with strict confidentiality.

Bernhard A. Moser
Chair of the Board

A handwritten signature in black ink, appearing to read 'Bernhard A. Moser', with a long horizontal stroke extending to the right.

Signed on 16th of February in Vienna, Austria