

HEALTHGATEWAY.AUSTRIA

GENDER & DIVERSITY EVENT GUIDELINES

07.2025

Gender & Diversity Event Guidelines

HealthGateway.Austria is a hub for Austrian companies and research partners in the health sector and designed to actively connect them with the EU-wide innovation network of the EIT Health. It promotes the integration of Austrian companies in EIT Health activities and initiatives, so that the digitisation and sustainability of the healthcare system are strengthened in the long term.

One aspect of our work involves organising public events and semi-public or closed round tables, including those held as part of collaborations.

Keynotes, panels and roundtables are much more than mere discussion formats. They reflect power relations, influence visibility and help determine which knowledge is perceived as relevant. For this reason, we design these formats to be gender-sensitive from the outset – as spaces that enable diversity, promote openness and focus on shared learning.

We therefore try to organise our events in accordance with the following standards:

- 1) Right from the planning stage, we place particular emphasis on the visibility of diversity – both on stage and in the audience. We take into account not only a balanced gender distribution, but also age, origin, professional backgrounds and different perspectives based on experience.
- 2) We specifically target people who are often underrepresented in conventional event formats, including younger people, non-binary individuals, patients, and employees from operational areas.
- 3) The content of our events does not just touch on issues of gender equality and diversity, but deliberately focuses on them. Questions are formulated in such a way that they reflect diverse realities of life. Contributions from the audience are explicitly welcome.
- 4) Panelists are provided with comprehensive information in advance. We communicate our expectations transparently and explain how we ensure fair speaking time. We see moderation as an active contribution to a respectful, inclusive culture of discussion – we intervene to provide support where necessary.

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- 5) Our formats are designed to encourage genuine participation. Through agile structures, hybrid approaches, open fishbowl formats and spontaneous opportunities for participation, we create spaces that are open, permeable and flexible. Panellists meet on equal terms and engage in mutual dialogue.
- 6) Language and visual design are expressions of our attitude. We use gender- and diversity-sensitive language and take care to select images that reflect social diversity.
- 7) Even after the event, diversity remains a guiding principle for us. We systematically reflect on what has been successful and where there is potential for further development.

Your contact on the topic of gender and diversity at the HealthGateway.Austria innovation lab:



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Further information is available at www.healthgateway.at.

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