



Gender Equality Plan

Queer Base is dedicated to fostering an inclusive environment for LGBTIQ refugees and individuals of diverse genders and sexualities. By addressing recommended thematic areas, we aim to create a sustainable framework for gender equality within our organization and the communities we serve. Our commitment is reflected in our comprehensive support services, training opportunities, and community-building activities that promote intersectional approaches to gender and sexuality.

The GEP is a formal document published on Queer Base's website, ensuring transparency and commitment to gender equality.

Dedicated Resources

Queer Base has committed resources, including financial support and access to gender expertise, to implement the GEP effectively. This includes collaboration with various asylum and healthcare facilities in Vienna to enhance our support for LGBTIQ refugees.

Data Collection and Monitoring

We collect sex/gender disaggregated data on personnel and beneficiaries, including those accessing our legal advice, accommodation, and healthcare services. Annual reporting is conducted based on established indicators to monitor progress and identify areas for improvement.

Training

Queer Base provides regular training and lectures for staff, volunteers, and those working with asylum seekers on gender equality, unconscious biases, and specific issues faced by LGBTIQ individuals.

Work-life Balance and Organizational Culture

Implement flexible working arrangements and promote a culture that values work-life balance, including support for caregivers and mental health resources. We also organize leisure activities, such as swimming courses and basketball training, to foster community and well-being for our beneficiaries.





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Gender Balance in Leadership and Decision-Making

Our board is required to consider gender quota and quota for migrant/refugee representation. Set targets for gender representation in leadership roles and decision-making bodies within Queer Base, ensuring diverse voices are included in governance and program development.

Gender Equality in Recruitment and Career Progression

Establish transparent recruitment processes that prioritize diversity and implement mentorship programs to support career advancement for underrepresented genders, particularly in roles that engage with LGBTIQ refugees.

Integration of the Gender Dimension into Research and/or Teaching Content

Ensure that all training materials and educational content reflect diverse gender perspectives and include topics related to gender equality, sexualities, and the specific challenges faced by LGBTIQ refugees.

Measures Against Gender-Based Violence Including Sexual Harassment

Develop and enforce a zero-tolerance policy towards gender-based violence and harassment, providing clear reporting mechanisms and support for victims. This includes collaboration with organizations like AIDS-Hilfe Wien for preventative medicine and support services. Furthermore we do have a code of conduct for personnel and volunteers.

