

A...cademy of Fine Arts Vienna

Coordination Office for the Advancement of Women | Gender Studies | Diversity

Gender Diversity at Universities

Dr. Ingrid Schacherl – i.schacherl@akbild.ac.at, tinyurl.com/AkBildWomen

Legal Foundation

- Article 8 of the European Convention on Human Rights states the fundamental right to privacy, which includes sexual orientation and gender identity (2018):
bit.ly/3J8QfJg
- Resolution no. 2048 concerning “Discrimination against transgender people in Europe” (2015) and
- Resolution no. 2191, recommendations of the Council of Europe on the prohibition of “sex-‘normalising’ surgery”(2017):
bit.ly/3J6YKVe

Legal situation in Austria

A ruling of the Austrian Constitutional Court of 15 June 2018, which states that in addition to “female” and “male” the possibility of another gender designation must be created for personal documents, calls upon the legislature to pass legal provisions. With the decree of 9.9.2020 of the Ministry of the Interior, six options are now possible for the entry in the civil registry: female, male, inter, diverse, open, no entry.

“A ‘relevant medical report’ is required. This means a stigmatization and possible re-traumatization of inter* folks who have already been constantly medically examined since birth and have to explain themselves. Furthermore, it de facto leads to unequal treatment, since the relevant expert report requires an inter* diagnosis and thereby excludes all other persons.”

Rhonda D’Vine (free translation – Venib: Non-Binary NGO): bit.ly/3LEsmuR



Non-Binary University: Measures

The declared goal of the Academy is to develop strategies to help acknowledge the gender diversity of people. The Academy aims to support their students and staff in all matters and creating a space for trans, inter* and non-binary persons that guarantees the best possible self-actualization.

Student administration

- Change of name and/or gender designation:
information sheet for students
- Student ID cards with a “self-chosen name”:
for internal use ONLY
valid for the library, refectory e.g.

Advisory offices and interest groups

- AfG (Equal Opportunities Team):
tinyurl.com/AfGakBildEN
- trans. inter*. non-binary:
tinyurl.com/tinbEN
- Queer-Feminist Bureau of the Austrian Students' Union: tinyurl.com/queer-fem
- TransX – Association of Transgender Persons: tinyurl.com/TransXEN
- Intersex Platform Austria:
plattform-intersex.at
- and more...

Online system recommendation

- If possible, use gender-neutral content (no “Sir/Madam”)
- Instead of given name use of “self-chosen name” (cf. Artists' names)
- Gender registry is adapted to all legal options



Ina Schedlberger, Provocation and Staging, David La Chapelle's Life Ball-Poster 2014, 2017

Raising awareness through communication

- The underscore produces an in-between space that refers to lived gender beyond woman* or man*. In addition to the underscore, we propose the asterisk (*) to mark the limitedness and performative constitution of concepts like “woman” or “man”.
- As before, all writers and speakers are free to be creative with their texts.



Michael Zoe Dewitt, CIS/TRANS – Portrait of myself as Countess Cis Zoltowska, 2019/2019

Example for staff members

- Change of name and/or gender designation:

One-Stop Shop for Employees with Changes of Personal Data

Information sheet for staff members

- Example sentences for e-mail signatures:

Kind regards
First name last name (no pronoun)

A...kademie der bildenden Künste Wien

At the Academy of Fine Arts Vienna, gender-neutral forms of address are preferred. This is not for lack of politeness but to initiate communication that is as non-discriminatory and reflective as possible. Please let me know how I may address you in communication. I am addressed without pronouns.

Example of gender-sensitive communication:

- Alternative phrasing of the sentence, “As Mrs. XYX just explained ...”
“As first name (surname) just explained ...”
- Alternative phrasing of the sentence, “As she said, there can ...”
“As first name (surname) said, there can ...”

Sanitation recommendations

- Gender-neutral single cabins with sitting toilet and washing facilities in the cabin.
- Several gender-neutral cabins with sitting toilets and shared washing facilities.
- Binary toilets with sit-down toilets according to self-definition (women*, men*).
- In equipping facilities with single toilet stalls, attention should be given to offering barrier-free access for at least part of them.
- A sufficient number of diaper-changing tables should be available for barrier-free use by persons of all genders.



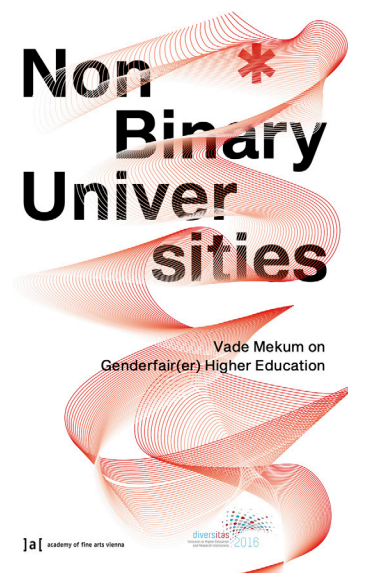
Vademekum zu geschlechtergerecht(er)en Hochschulen (German)

Download:
bit.ly/3Eko8WJ



Vade Mekum on Genderfair(er) Higher Education (English)

Download:
bit.ly/3uHV4FF



Booklet trans. inter*. nicht-binär. (German)

Download:
bit.ly/3OeAOmU



Poster Design: Vitória Monteiro