Actual Social Theme

You heard about it, you read about it, and now we talk about it! We selected one topic from a longer list of burning social LGBT topics namely how official bodies like cities and governments actively support gender equality and react on homophobic behavior in their environment.

1 Austria
Wolfgang Wilhelm, WAS St, Vienna City Administration

2 Belgium
Marijke Weewauters, Institute for the Equality of Women and Man
WASt

Anti Discrimination Unit for LGBTIQ Issues of the City of Vienna

East Meets West, 17.6.2016

Mag. Wolfgang Wilhelm
Discrimination of LGBTIQs

- NS-Regime: systematic prosecution of gay men
- Homosexuality was illegal in Austria till 1971
- Different age of consent till 2001
- Registered partnership only since 2010, no civil marriage
- Heterosexism – stigma
- Reduction on sexuality
- Diversity dimension is invisible
- Concerns private life and professional life
- Denial – double life - coming-out
- 80% suffered discrimination
Homophobia is ...

- means unfounded, irrational antipathy against homosexuality and homosexual people
- is connected with hate and disgust
- is a form of violence, not a phobia!
Results of discrimination?

• Experience of unfair treatment
• causes psychological strain
• leads to fear, anger, desperation, …
• 55 %: direct effects on work
• bad effects on job, team, …
• vicious circle: psychosomatic disorders, burnout, …
• main aim: ending this situation (how ever…)
• 36 %: plan to change job
Diskriminination injures our human basic needs

- valuation
- to belong to …
- autonomy (free choice, self-efficacy)
WASt – The Unit

- result of negotiations between SPÖ and Green-Party (after election 1996)
- started work on October 5th, 1998 as a Staff Unit
- at Bureau of Executive City Counsellor Sandra Frauenberger: Femal Affairs, Education, Integration, Youth and Personnel
- Staff:
  1 head of department: Wolfgang Wilhelm
  2 consultants: Angela Schwarz, Florian Wibmer
  1 secretary: Stefan Minarik
Our main tasks

- examination of Viennese laws
- suggestions to politics, administration, economy
- counselling of people suffering discrimination
- trainings, workshops, seminars
- subventions: „Queer Small-Projects-Pot“
- interface City of Vienna and LGBTIQ-Community
- EU-projects
- networking (local, national, international)
- public relations
Counselling

- Anonymously and free of charge
- about 150 councellings/year
- 1/3 refer to field of work
- statement: is it discrimination?
- counselling and support
- discover helpers there
- contacting bosses, colleagues
- mediation
- interventions of the City as employer
- individual support
Trainings

- nursing-schools
- administration-academy of the City of Vienna
- apprentices-trainings of the City of Vienna
- several departments of City administration
- KAV – City Health Care system
- training of young supervisors within the City administration
- several Universities
- many individual trainings
First European Transgender Council, 3.- 6.2.2005

- cooperation of WASSt and TransX
- opened by City Counsellor Sonja Wehsely
- 120 representatives of 66 groups out of 21 countries
Projects in the field of School

- international Conference „Dealing with Diversity“ (Okt. 2005)
- conference „Homosexuality and School“ (April 2006)
- more than 250 teachers taking part
- opened by City Counsellor Sonja Wehsely and school-president Susanne Brandsteidl
Conference „Dealing with Divercity“: PI-Vienna, 13.10.2005
Play for children „King & King“, Dschungel Vienna, 2008 and 2009

- cooperation of WASSt and Dschungel Wien
- detailed programme
- public panel discussion
EU-Project SCHOOLMATES

- on homophobic Bullying at school
- survey Fin Vienna, Madrid, Bologna, Warsaw
- workshops for students
- workshops for teachers
- 3 handbooks
- Website: www.arcigay.it/schoolmates
- international final conference in Warsaw, Spring 2008
Conference „Bullying at schools: ‚Being different‘ as a risk?“
Urania Vienna, 19.10.2009
Project „Schoolbook – LGBTIQ-Posters“, Hg. 2014

- „Orientations, Identities and Art“
- Hg: KÖR, WASSt, Akademie der Bildenden Künste Wien
- 11 posters for schools: 8 works of art + 3 texts

Mag. Wolfgang Wilhelm, WASSt
Spoken out: „ausgesprochen. schwule, lesbische, bi und trans* LehrerInnen in Österreich“

• founded in May 2014 by Markus Pusnik & Wolfgang Wilhelm
• First GLBT-Teachers-Association in Austria
• first meeting: 12 teachers
Dan Savage & Terry Miller: It Gets Better!

• 17.5.2015 in Amerika-House in Vienna

Mag. Wolfgang Wilhelm, WAST
„Ausgesprochen“-Poster Campaign for Schools, 2015

EINLADUNG
Vielfalt im Schulhaus ist sichtbar!
Plakatpräsentation des Vereins AUSGESPROCHEN:
Schwule, lesbische, bi & trans* Lehrer_Innen in Österreich
Montag, 5. Oktober 2015, 18:00 Uhr
Ort: ega, Windmühlgasse 26, 1060 Wien
Bitte senden Sie Ihre Zusage an philipp.haas@ausgesprochen.cc

Wolfgang Wilhelm, Wiener Antidiskriminierungsstelle für gleichgeschlechtliche Lebensweisen
Akademie der Vielfalt – Education under the Rainbow, 2015

1. Austrian Education Catalog, presented at WASSt, 23.10.2015
Day of Diversity @ Vienna City Hall (seit 2008)
WASt – Information Desks at Street Parties
FemVital at Wiener Rathaus

- WASt - information desk
- make LGBTIQ a topic
Regenbogen-Parade (CSD - Christopher Street Day)

- in Vienna since 1996
- supported by City of Vienna
Parade-Truck of WASt

HS and School, 2003

Monumentum for LGBTIQ-NS-Victims, 2005

Rainbow-Families, 2011

Out at Work, 2015

Mag. Wolfgang Wilhelm, Wiener Antidiskriminierungsstelle für gleichgeschlechtliche und transgender Lebensweisen
Regenbow-Ball by HOSI-Vienna
since 1997, fund-raising for Rainbow-Parade
World Aids Day December 1st:
Red Ribbon at Vienna City Hall
WASt-Conference 2011

Regenbow-Families
Queer City Talk „L, S, TG and Age“ (10/2008)

- Round Table and 4 public events on that topic
- City Counsellor Sandra Frauenberger & WASt & Community & Experts
"Biography-orientated Care of elder LGBTIQs“ (2014)

- input and panel discussion in City Hall
- pilot-seminar at nursing school SMZ-Süd
„Queer City Hall Tour“ (since 2001)

Mag. Wolfgang Wilhelm, Wiener Antidiskriminierungsstelle für gleichgeschlechtliche und transgender Lebensweisen
Memorial for LGBTIQ-NS-Victims

Several temporarily projects at Morzin Square

• 2010: Ines Doujak: The Picket

• 2011-2012: Carola Dertnig: „Too Late“

• 2013-2014: Jakob Lena Knebl: „Faggot!“

• 2014: WASt-Conference at Palais Epstein and City Hall
Rainbow Cities Network Meeting in Vienna: 13.11.2014
WASt-Survey „Queer in Vienna: Situation of Lesbians, Gays, Bisexuals, Trans*- and Inter*sex-People in Vienna“, 2013-2015
Some results: Im out in my job:

Sind Sie in Ihrem Arbeitsumfeld vollständig als LGBTI offen/ "out" bzw. "geoutet"?

- Ja (n=882)
- Nein (n=815)
Abstract: LGBTIs are happy to live in Vienna
Abstract: LGBTIs feel to be in good hands in Vienna

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Wolfgang Wilhelm, Wiener Antidiskriminierungsstelle für gleichgeschlechtliche Lebensweisen
Abstract: 27 % experienced discrimination/violence
Abstract: 69 % are not out at school/in training
Abstract Job: 47% are not out in their workplace
Presentation of survey-results and poster „No Right to consistently Joy?, June 2015
Thank you!

Contact: Wolfgang Wilhelm

Wiener Antidiskriminierungsstelle für gleichgeschlechtliche und transgender Lebensweisen

Auerspergstraße 15, 1080 Wien

www.queer.wien.at

www.facebook.com/wiener.antidiskriminierungsstelle