

vimö

verein intergeschlechtlicher
menschen österreich

Annual Report 2022

incl. VIMÖ Branch association Vienna



Photo VIMÖ Vienna: the whole crew behind the play "INTER*Story - a piece of activism" at the Dernière WERK X-Petersplatz on 26.11.2022

2022 was a very creative and varied year at VIMÖ and VIMÖ Vienna and our counseling center VarGes!

The book [„Inter* Pride – Perspectives from a worldwide human rights movement“](#) was published in May, which was produced with strong participation of VIMÖ. From the summer on, VIMÖ Vienna worked intensively on the theater play [„INTER*Story – a piece of activism“](#) which had its premiere in November. At the same time, VIMÖ Vienna was finally able to move into its first [office](#) at the [Cultural Center 4lthangrund](#), Augasse 2-6 in 1090 Wien, which means that VarGes now has its own consulting space in Vienna. The space was of course furnished more and more over the next months and as it should be for an intersectional cultural center, we also participate in the regular meetings that take place with all using groups to create a good common place for all.

Another highlight was the **Intersex Awareness Day**, where the 3 new videos on "Intersex", "Human Rights and Activism" and on "VIMÖ – Association of intersex people Austria" were presented in in [Austrian Sign Language](#) which were made in cooperation with Barbara Schuster and can be found on the homepage since then. A very important start for us for stronger networking and accessibility of our offers and contents.

There was another exciting **award** in 2022, this time related to participatory research on our counseling center VarGes!

We also worked on new materials (see below). Especially the brochure [„Sex & Gender Diversity in Companies - A Guide for Working with Inter*, Trans* and Non-Binary People“](#) was an important project, which was also presented at a large networking event with the cooperation partners ERSTE Group and IBM in Vienna in June 2022. We designed and printed flyers for the educational and consulting services of VarGes. We also contributed to the German version of OII Europe's [„Supporting your intersex child – A Parents' Toolkit“](#), which will be published in 2023.

VAR.GES
Beratungsstelle für Variationen
des Geschlechts

Bilungsangebote

Menschen mit Variationen der Geschlechtsmerkmale (VdG) sind überall in unserer Gesellschaft, in Ihrer Organisation ebenso wie in Ihrer Klientel, in Ihrem Freundeskreis oder Ihrer Familie.

Angebot:
Um ein Grundverständnis für die vielfältigen Dimensionen von Geschlecht zu vermitteln und so eine Basis für einen inklusiven Umgang mit geschlechtlicher Vielfalt zu schaffen, bieten wir:

- Fortbildungen für Teams/Organisationen
- Vorträge, Workshops, Seminare

Einem besonderen Schwerpunkt setzen wir in der Sensibilisierung von Fachkräften bzw. Mitarbeiter*innen in folgenden Bereichen:

- Gesundheit und Soziales
- Politik und
- Vererbung
- LGBTIQ
- Menschenrechte

Kontakt:
bildungs@varges.at
+43 732 28 700 210
www.varges.at

VARGES ist ein Projekt von
vimö
Verein intergeschlechtlicher
Menschen Österreich

Herausgeben von **vimö** **VAR.GES**
Verein intergeschlechtlicher
Menschen Österreich Beratungsstelle für Variationen
des Geschlechts

**Geschlechtervielfalt
in Unternehmen**

Ein Leitfaden für die Zusammenarbeit
mit inter*, trans* und
nicht-binären Menschen

VAR.GES
Beratungsstelle für Variationen
des Geschlechts

**Trainings & Consulting
zu Geschlechtervielfalt**

Was sind Variationen der Geschlechtsmerkmale?
Wer ist inter*, trans oder nicht-binär?
Wie können Unternehmen mit
alternativen Geschlechtsentwürfen umgehen?
Warum ist Sensibilität für Geschlechtervielfalt am Arbeitsplatz wichtig?

Angebot:
Wir erstellen ein Grundverständnis für die vielfältigen Dimensionen von Geschlecht, um so die Basis für einen inklusiven Umgang mit geschlechtlicher Vielfalt zu schaffen.
Von Vorträgen, Workshops, interaktiven Workshops oder mehrstägigen Fortbildungen bis hin zu einem begleitenden Consultingprozess bieten wir für Ihre spezifischen Fragestellungen ein maßgeschneidertes Angebot mit folgenden Schwerpunkten:

- Vielfalt / Diversität von Geschlecht
- Alternative Geschlechtsentwürfe / rechtlicher Rahmen
- Sprache und Kommunikation
- Geschlechtervielfaltssensibilisierende Maßnahmen

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2022 also meant a partial farewell: **Tobias Humer** left the board after 8 successful years together and also ended his employment at VIMÖ Vienna at the end of the year to dedicate himself to new personal goals. **Noah Rieser** took a temporary break at VIMÖ at the same time. However, both remain with VIMÖ as active members - Tobias Humer in networking and working on political agendas, just as a new part of the Steering Board of OII Europe as well as a peer counselor to VarGes and Noah Rieser as Vice Chairperson of VIMÖ Vienna. We thank them very much for all they have done and achieved for VIMÖ and intersex people and their families in Austria in the last years!

This also resulted in a **new board** at VIMÖ: Tinou Ponzer is now Chairperson, Magdalena Klein is Vice Chairperson and Luan Pertl is Secretary.

In 2022 we also have a new member: **Charlotte Wunn** started her job as coordinator for our educational trainings at the VarGes project in January 2022 and has since become a very important part of VIMÖ, VIMÖ Vienna and VarGes.



The current staff at VIMÖ Vienna, from left to right: Tinou Ponzer, Luan Pertl, Charlotte Wunn, Magdalena Klein

Community work and Networking

In 2022, we were fortunately able to organize meetings in presence for the intersex community again, but of course did not want to completely abandon online meetings. In addition, we invited through our network to international meetings, such as those organized by our umbrella organization OII Europe or



German-speaking meetings of [OII Germany](#) or [Intergeschlechtliche Menschen e.V.](#), these included for example the [Online OII Europe Community Event](#) from 30th September to 2nd October 2022. The intersex community in Austria came together more in 2022 at public events such as the Inter*Pride book presentations and the play performances, as well as at the Pride events in June, at the [Vienna Pride](#) and the [Linz Pride](#). VIMÖ also participated at the [Europride](#) and the associated human rights conference in Belgrade in the fall. There was again a VIMÖ info table at the "Villa Vida Street Festival" in May 2022, as well as at the [„Queer Feminist Festival“](#) on 24th September 2022, both organized by the Community Café Villa Vida and both opportunities where the important networking with the local/regional LGBTIQ* community, first and foremost the trans and non-binary community and their associations [Venib – Verein Nicht-Binär](#), [Cha\(i\)nge – Trans Peer Group Vienna](#) und [TransX](#) could take place.

As always, VIMÖ networks the Inter* community with monthly newsletters, provides updates on common issues, and invites them to events.

VIMÖ Community Events have taken place in 2022 on:

23th January @ online: Inter* meeting & game night

26th Junie @ Linz: Community meeting for intersex people/people with variations in sex characteristics and family members

30th August @ Vienna: Internal opening ceremony of the VIMÖ Vienna office with VIMÖ, VarGes and PIÖ

17th December @ Vienna: VIMÖ and VarGes Winter Party

At our inter* meetings, relatives and parents, who also see themselves as part of the overarching community and enrich our meetings, were also invited and present.

The project "Community- and Capacitybuilding of the inter* Community" of VIMÖ Vienna, which was successfully approved by the City of Vienna, was prepared in 2022 and the offer will be implemented in 2023, which we are already looking forward to. More about this in the next annual report, of course!

Advocacy and Policy work

The draft law from the **Ministry of Justice** on the ban of non-consensual and unnecessary medical interventions on children and adolescents with variations of sex characteristics, expected for 2022, unfortunately did not come. We will work to ensure that the government implements appropriate child protection and rights in 2023!

Apart from that, we have attended several valuable **networking** events, for example with [100% Sport](#), or the Austrian Chamber of Labor on the topic „[Why \(again\) promoting women*](#)“. In 2020, the city of Linz became part of the [Rainbow Cities Network](#), followed by the **cooperation** with the local associations of the LGBTIQ* community in 2022. VIMÖ is a member of this working group and has implemented the change of the Prideflag to the Progress Prideflag within the city of Linz. Furthermore, we were involved in important **surveys**, on the one hand in the Expert Advisory Board for [Gesundheit Österreich GmbH](#), which conducted a study on the health of LGBTIQ people in Austria for the first time, and on the other hand for the [European Commission](#), which conducted an EU-wide study on the situation of intersex people and their parents.

Internationally we also were in good **exchange** with LGBTIQ*-, especially the Inter*-organizations, e.g. at the [ILGA Europe](#) conference in Sofia in October and again contributed our expertise on the human rights situation of intersex people in Austria to the [ILGA Europe Rainbow Map and Annual Report](#). Of course, as every year, we also contributed to the [OII Europe Good Practice Map](#) with our current projects and achievements.

Furthermore, we published two statements, on the one hand on the still very poor **implementation of the alternative gender markers** and on the other hand on the **(non-)recognition of sex/gender diversity**, after media and political discussions on this increased strongly over the summer, also within the LGBTIQ community, whereby equal rights, equal treatment or even the existence of trans, inter* and non-binary people was sometimes questioned and instead presented as a threat. (Both statements are linked at the Media item.) We expect to do a lot of education work on this in 2023 as well, and to work hard for visibility and support for our causes.

Organizational development

In 2022, we entered the final phase of our organizational development process. We continued to receive professional support from [Fanja Haybach](#) and [Sarah Mayr](#). This included - in addition to coordination meetings and communication to coordinate the content - an online supervision appointment, a workshop on "Grasping Organization" at Willy*Fred in Linz, a conclave on "Giving Space To Change" at Schlosspark Mauerbach, a workshop on "Shaping Leadership" at Kulturzentrum 4lthangrund in Vienna and an online final meeting for January 2023. We are very grateful for the

valuable support in the last 3 years and with this richly gained basis we will be able to go well into the continuous independent development of our organizational structure.

Peer Counseling on Variations of Sex Characteristics (VSC)

7 peer counselors conducted about 90 counseling sessions in 2022, by phone, email and video chat, but some also took place in person again, e.g. already in the new counseling room in the VIMÖ Vienna office. In addition, there were regular counseling intervention



sessions and several online meetings of the active team. This team consisted of a **total of 11 peer counselors** based in Vienna, Upper Austria, Tyrol and Berlin. In 2022, the focus was more on dealing with the counseling concept and developing it specifically for the VarGes counseling center. This process will continue in 2023, as the counselors all work on a voluntary basis and it was determined that the content development in the online format was less suitable and more face-to-face meetings were needed. From 17th to 18th December 2022, a conclave meeting of the peer counseling team took place in Vienna in the premises of the Cultural Center 4lthangrunds to reflect on, organize and further develop the joint counseling activities.



One of the [LGBTIQ research awards of Pride Biz Austria](#) went to **Nicole Gebhart / Paul Haller / Sonja Huber / Julia Steiner / Tinou Ponzer / Tobias Humer** in November 2022 for their work "'Working on a VSC reinforcing level' - About the peer counseling understanding of the Counseling Center for Variations of Sex Characteristics VAR.GES. Participatory research report with hints for research practice and impulses for social work". This is a research group of the University of Applied Sciences Social Work Sankt Pölten, which together with co-researchers of our counseling center have illuminated aspects of participatory research, peer counseling and peer counseling specifically on variations of sex characteristics over 2 years. Last year, a broad scientific advisory board selected and chose these and 5 other research papers from 55 submissions. We congratulate all winners and thank Pride Biz Austria, the sponsors and of course the student group, whose initiative filled gaps in the research on peer counseling and variations of sex characteristics with more scientific knowledge and exemplary practice!

Educational work & Consulting



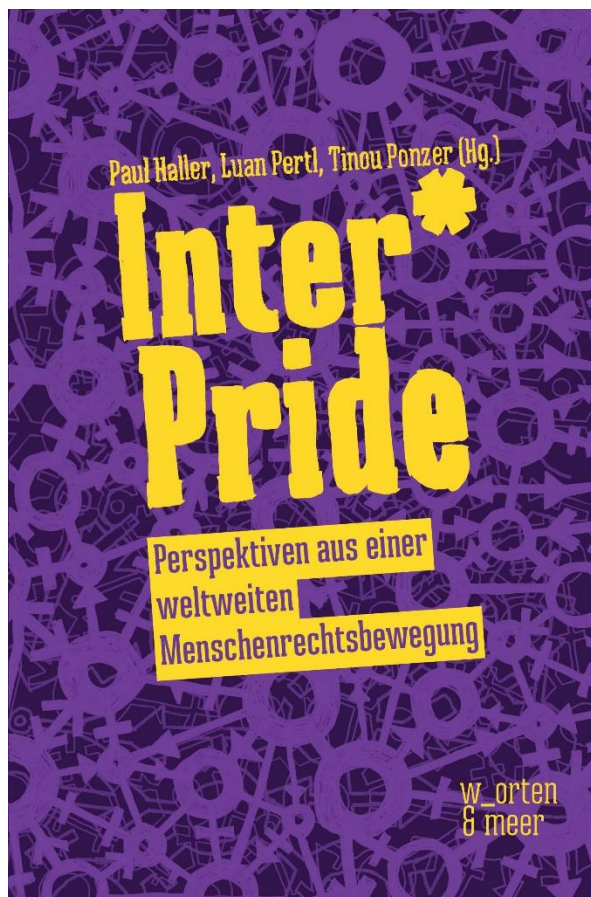
The panel at the launch event of the guide for companies on 1st June 2022, from left to right: Leo Söldner (VarGes), Tobias Humer (VIMÖ), Julia Valsky (ERSTE Group), Emily Scholle (IBM) and Barbara Bauer (ERSTE Group).

Our team was able to conduct a total of **50 workshops, trainings or lectures** in 2022 - online, but also much again in presence. We continued to give a high proportion of our workshops in the health sector and in sexual education training (for example for [SexOlogisch](#) and [Lil*](#)). **Consulting** appointments also took place, e.g. for the Austrian Federal Railways (ÖBB). Due to the publication of our guide for companies in June (see materials), there were more inquiries from the field of **labor and personnel management**. Some workshops were booked by agencies of the Public Employment Service Austria (AMS - Arbeitsmarktservice), which we are very pleased about. At the same time, the focus on **sports** also increased and, at the invitation of 100% Sport, we were able to sensitize the gender representatives of the Austrian sports associations to intersex/VSC. The topic of **language** and sex/gender diversity was also addressed, for example, in cooperation with the [Department of Human Resources Development, Gender & Diversity Management at Johannes Kepler University](#) in Linz. In addition, we were again involved in various professional contributions on the topic and accompanied **scientific work** of students, for example, through the involvement in the ongoing course of Persson Perry Baumgartinger on Trans_Inter*Nonbinary in Social Work, at the University of Applied Sciences in Vienna.

The **VarGes education team**, consisting of 4 educational trainers and the education coordinator, met regularly online to organize and coordinate the education work and to exchange and reflect on the content and improve the offerings. Compared to previous years, it was gratifying to see that the educational offerings in 2022 lasted longer on average, which allowed for a more in-depth study of the topic. Due to the theater project at VIMÖ Vienna, which also intensively involved most of the educational trainers (more on this in the Events section), a few educational inquiries were postponed to 2023.

Through a grant from the Federal Ministry of Social Affairs, Health, Care and Consumer Protection, which began in the fall of 2022, three part-time positions could be created or secured in order to involve health and social professional groups in focus groups, to offer awareness training for them and to develop materials such as toolkits in order to convey the needs of people with variations of sex characteristics in these areas in a specific, exchange and practice-oriented manner until 2024.

Events



The events in 2022 had a strong focus on the anthology **"Inter* Pride - Perspectives from a worldwide human rights movement"**, edited by Paul Haller, Luan Pertl and Tinou Ponzer, and a project of VIMÖ,

PIÖ and HOSI Salzburg. In addition, there were 12 book presentations (online and in presence), book tables of VIMÖ at several events such as the Autumn Festival of the Cultural Center 4lthangrund or in the main library of Vienna in the context of the “16 days against violence against women”, as well as 5 interviews and 6 book reviews. An overview is also available at the publishing house [w. orten & meer](#). The book brings together over 30 authors, interview partners and contributions from 6 continents on the topic of intersex activism, some of whom also contributed to a [video](#). We thank everyone who participated in this unique book project and made it possible!



On 22nd November 2022 "**INTER*Story - a piece of activism**" was premiered in Vienna. There were a total of 4 performances (22nd, 24th-26th of November), which were not only all sold out, but also received very positive feedback from the audience. The play was a production of [VIMÖ Vienna](#) in cooperation with [WERK X-Petersplatz](#) in 1010 Vienna. In the setting of a TV talk show, the intersex actors shared their own stories and experiences from activism. We benefited from the methodological know-how from the theater field of Magdalena Klein, who was also a performer in the role of the talk show host. The play was accompanied by multimedia elements, a lovingly designed backdrop and an exhibition by Alex Jürgen*. We thank the entire team of the production, on site, and all who accompanied the project and of course the sponsors who funded this special project. However, it is not over yet, in 2023 the film documentation of the play will celebrate its premiere.

Members of VIMÖ and VarGes have also participated in other public events or held them as well as organized them in cooperation with other organizations - these can be found under "Termine (Dates)" on the [homepage](#).

Intersex Solidarity Day

8. November 2022



19 Uhr

Depot
Breite Gasse 3
1070 Wien

Anlässlich des Intersex Solidarity Day am 8.11. informieren die Plattform Intersex Österreich (PIÖ) und der Verein Intergeschlechtlicher Menschen Österreich (VIMÖ) mit Wegbegleiter*innen über das Thema Intergeschlechtlichkeit in Österreich: Wie wurde Inter* in Österreich auch gesellschaftlich sichtbar? Wie sieht es derzeit z.B. in den Bereichen Bildung und Recht zum Thema aus? Wie hat alles begonnen? Was ist noch zu tun und wie können Anliegen von Inter*-Bewegungen unterstützt werden?

PROGRAMM

Büchertisch „Inter*Pride“

19 Uhr: **Podiumsgespräch:
Inter*-Aktivismus In Österreich**

mit: Mart Enzendorfer, Alex Jürgen*, Eva Matt,
Luan Pertl, Tinou Ponzer

Moderation: Paul Haller

Kurzfilm „Girlsboysmix“ von Lara Aerts
(NL mit engl. UT, 7min)

20.30 Uhr: Ausklang an der Bar, Get together

Wir freuen uns über euer Kommen!





Graphic and photo of the joint event of VIMÖ and PIÖ at the Intersex Solidarity or Remembrance Day on 8th November 2022 at Depot, Vienna - there was a panel discussion followed by a film screening of "Girlsboysmix" by Lara Aerts.

Media


A great deal of media work was again carried out in 2022: Press releases, statements, newsletters, social media posts, articles and interviews for TV, print, radio and online media, as well as the creation of our own information material.

- Own press releases at <https://vimoe.at/presse/>:
 - o *May 2022*: May 2022: "Inter*Pride" instead of interphobia!
 - o *May 2022*: Pride month begins, implementation of alternative gender markers still deficient. VIMÖ demands quick, consistent regulation!
 - o *June 2022*: Valuing and recognizing sex/gender diversity in companies
- Own statements:
 - o *March 2022*: [„Self-determined access to and comprehensive implementation of alternative gender markers for trans, intersex, and non-binary people.“](#)
 - o *October 2022*: [„VIMÖ statement on current media discussions about sex/gender diversity and its \(non-\)recognition!“](#)
- Own printed materials:
 - o „Sex/Gender Diversity in Business - A Guide for Working with Inter*, Trans*, and Non-Binary People“
 - o VarGes-Flyer „Educational Offers“
 - o VarGes-Flyer „Trainings & Consulting on Sex/Gender Diversity“
- Collected media reports on Intersex in Austria as well as a literature and media list in cooperation with Plattform Intersex Austria (PIÖ – Plattform Intersex Österreich) can be found at: http://www.plattform-intersex.at/?page_id=183 (Note: this will be extensively updated in 2023!)

We sincerely thank all those great people and organizations who have sponsored us, cooperated with us, or donated privately for supporting our work!





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VIMÖ
ZVR: 756342502
www.vimoe.at / info@vimoe.at

VIMÖ Zweigverein Wien
ZVR: 1235838269
wien@vimoe.at