

KEY TERMS IN RELATION TO UN GLOBE'S WORK

LGBTIQ+	An acronym for <i>l</i> esbian, <i>g</i> ay, <i>b</i> isexual, <i>t</i> ransgender, <i>i</i> ntersex and <i>q</i> ueer. The plus sign represents people with diverse sexual orientations, gender identities and/or gender expressions who identify using other terms.
SOGIESC	An acronym for <i>s</i> exual <i>o</i> rientation, <i>g</i> ender <i>i</i> dentify, <i>g</i> ender <i>e</i> xpression and <i>s</i> ex <i>c</i> haracteristics.
Persons with diverse SOGIESC	Umbrella term for all people whose <i>s</i> exual <i>o</i> rientation, <i>g</i> ender <i>i</i> dentify, <i>g</i> ender <i>e</i> xpression and/or <i>s</i> ex <i>c</i> haracteristics place(s) them outside culturally normative categories.
Sexual Orientation	Each person's enduring capacity for profound romantic, emotional and/or physical feelings for, or attraction to, people of a particular sex and/or gender. Encompasses hetero-, homo- and bisexuality and a wide range of other expressions of sexual orientation.
Gay	An adjective traditionally used to describe men whose enduring romantic, emotional and/or physical attraction is to other men. The term is also used to describe women who are attracted to other women.
Lesbian	A woman whose enduring romantic, emotional and/or physical attraction is to other women.
Bisexual	An adjective that describes people who have the capacity for romantic, emotional and/or physical attraction to people of the same sex and/or gender, as well to people of a different sex and/or gender.
Queer	Traditionally a negative term, queer has been reclaimed by LGBTIQ+ people to describe themselves. It is considered inclusive of a wide range of sexual orientations, gender identities and gender expressions.
Gender	Whereas "sex" refers to physiological characteristics, "gender" refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth.
Gender Identity	Refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with the sex they were assigned at birth or the gender attributed to them by society.
Gender Expression	The external manifestation of one's gender identity expressed through one's name, pronouns, behaviour, clothing, haircut, voice, mannerisms and/or bodily characteristics.
Transgender	Transgender is used by some people whose gender identity and, in some cases, gender expression, differs from what is typically associated with the sex they were assigned at birth. Trans, transgender, gender non-binary and gender non-conforming are used as "umbrella terms" representing a variety of words that describe an internal sense of gender differing from the sex assigned at birth, whether one feels male, female, another gender or no gender.
Sex Characteristics	Each person's physical features relating to sex, including genitalia and other sexual and reproductive anatomy, chromosomes, hormones and secondary physical features emerging from puberty. Infants are typically assigned the sex of male or female at birth based on the appearance of their external genitalia.
Intersex	Intersex people are born with sex characteristics (including genitals, gonads and chromosome patterns) that do not fit typical binary notions of male or female bodies. Experts estimate that up to 1.7 percent of the population are born with intersex traits.
Homo-, Bi-, Trans- & Intersexphobia	Fear or hatred of homosexuality, bisexuality or of transgender or intersex individuals. May manifest in exclusion, discrimination or violence.



WHO ARE WE?

UN GLOBE is the inter-agency association representing LGBTIQ+ people in the UN system. Founded in 1996, UN GLOBE was established in response to the need for better information and knowledge exchange about issues in the UN workplace, particularly amongst LGBTIQ+ people.

WHAT IS OUR GOAL?

Our goal is the inclusion, equity and non-discrimination of LGBTIQ+ people in the UN System and its peacekeeping operations.

To achieve this goal, we advocate for:

Inclusive & equitable employment conditions

More practically, UN GLOBE was established in response to a need for systemic policy and procedural change. UN GLOBE focuses on human resources policies related to a wide range of topics, including personal status recognition, mobility, security, recruitment and selection, to ensure the inclusion and consideration of LGBTIQ+ people. UN-GLOBE advocates for diversity and inclusion in all policies and strategies, and facilitates frank dialogue on sexual and gender identities issues in the UN. We believe firmly that equality and equity should start at home.

The representation & engagement of LGBTIQ+ people

UN GLOBE gives LGBTIQ+ people and allies a collective voice and strength to ensure an inclusive, diverse and equitable UN workplace. We know that combatting discrimination in the UN workplace can't be done alone, so we work continuously to build alliances and develop support at all levels.

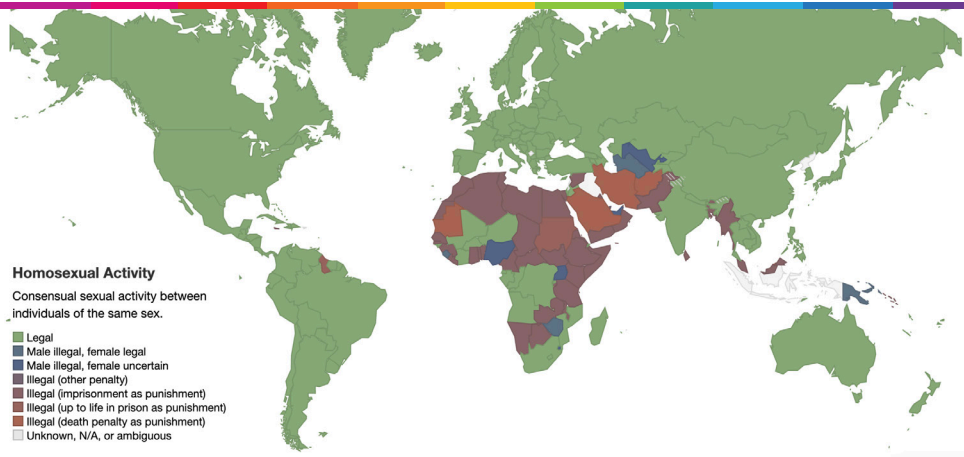
By lending our technical expertise, we ensure that LGBTIQ+ issues are mainstreamed for a UN that is representative and reflective of today's world.

Diverse, safe & enabling working environments & cultures

Too often, there is complete silence on issues related sexual orientation, gender identity, gender expression and sex characteristics in the UN workplace, if not hostility. The end result is that LGBTIQ+ people often live in "hiding", without revealing any details of their lives to their colleagues out of fear of reprisal.

UN GLOBE works to help change mind-sets and attitudes in the UN system, where there is a broad mix of backgrounds, through advocating for the inclusion of LGBTIQ+ issues and concerns in all relevant and appropriate trainings, information, campaigns and communications.

GLOBAL LANDSCAPE FOR LGBTIQ+ RIGHTS



www.equaldex.com, 2020

Only 92 UN-member States protect against discrimination in employment. Seventy-one countries in the world still criminalize same-sex sexual acts, and more countries criminalize 'homosexuality' in other ways, subjecting individuals to dangers, abuses, harassment, and violations on the basis of their gender and sexuality. In 6 UN-member States, homosexuality is punishable by death or life imprisonment.

VIENNA CONTACTS & RESOURCES

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Local Resources

Die Türkis Rosa Lila Villa
www.dievilla.at

Die Homosexuelle Initiative (HOSI) Wien
www.hosiwien.at

African Rainbow Austria
www.aforainbow.at

Trans X
www.transx.at

Plattform Intersex
www.plattform-intersex.at

LGBTIQ+ RIGHTS IN AUSTRIA

HOMOSEXUALITY		MARRIAGE	
	✓ Legal		✓ Legal
CHANGING GENDER	✓ Legal, surgery not required	ADOPTION	✓ Legal
HOUSING DISCRIMINATION	✓ Sexual orientation and gender identity	EMPLOYMENT DISCRIMINATION	Sexual orientation only
AGE OF CONSENT	✓ Equal	DONATING BLOOD	✗ Banned (indefinite deferral)
		CONVERSION THERAPY	✗ Not banned
		DISCRIMINATION	✓ Illegal
		MILITARY	✓ Legal

www.equaldex.com, 2020

Transgender persons can change their legal gender and name without medical requirements since 2009. There is an "X" gender option on official documents since 2019. As of 2020, birth certificates may include the terms "inter," "open" or "divers" following medical assessment.

OUR WORK IN VIENNA

- 1 Present to and discuss LGBTIQ+ issues with UN Senior Management with an Inter-agency approach
- 2 Capacity building for UN Personnel on LGBTIQ+ issues
- 3 Advocate and Campaign for Inclusive Language and Inclusive Workplace
- 4 Advice UN Personnel on how to address gender-based discrimination
- 5 Get together as a group in order to discuss about key issues and create a community

HOW TO BE AN ALLY

Consult with your coordinators

Find your organizational or regional coordinator on our website at www.unglobe.org

Consider giving

We rely on membership dues and donations from supportive organisations. Contact a UN Globe board member for more information.

Get Involved

We send invitations to events and updates about our activities to our email list. Sign up on our website at www.unglobe.org