



FAIRNESS CODEX

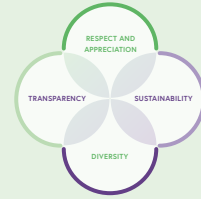
Arts and Culture in Austria

We agree:

- Arts and culture are essential for the functioning and progress of the Austrian society.
- Austria is internationally recognized as a country where arts and culture hold a very high value. The resulting added value is substantial for life in our country and can be utilized in various ways.
- We - that includes all those involved in arts and culture in Austria, regardless of the form, level, or employment relationship.
- Through our work in arts and culture, we form the foundation for a modern, progressive, diverse, innovative, attractive, economically strong, and unique Austria.
- In our daily work, we aim to foster a culture of cooperation, mutual respect, and appreciation.
- Fair collaboration in arts and culture means to us: respect and appreciation, sustainability, diversity, and transparency.
- We hereby agree to embrace these values as principles of the Fairness Codex in our individual spheres of influence, to raise awareness, and to promote their implementation continuously.
- The Fairness Codex provides the framework for the development of independent strategies and measures that contribute to greater fairness in arts and culture - in our everyday reality.

- We are all called upon to diligently embrace the Fairness Codex in a manner that is feasible and suitable for each individual. This Codex serves as a fervent proclamation of our shared duty as artists, artistic directors, cultural event organizers, institutions, associations, funders, and politicians, in order to nurture a climate of respect and appreciation within the realm of arts and culture in Austria.

Our fundamental values: **respect and appreciation, sustainability, diversity, and transparency.**



Respect and Appreciation

We stand for a culture of cooperation, mutual respect, and mindfulness. Our aim is to strengthen a productive, process-oriented, and future-oriented working environment in arts and culture, where diverse positions and voices engage in dialogue and controversial debates can take place in an atmosphere of appreciation. Advancing this development is the responsibility of all of us, recognizing that this responsibility takes on different forms, just as the actors in arts and culture are diverse.

A culture of respect and appreciation is also reflected in the form of employment and social security, family-friendly working conditions, and fair compensation. However, the realities in these areas vary greatly, and the possibilities are often limited. Within our means, we commit ourselves to advocating for fair working conditions and recognizing the value of artistic and cultural activities. We understand that improvements in these areas can be achieved through multiple steps, taking into account the actual circumstances.

Regarding fair compensation, voluntary work holds a special position: Volunteering in arts and culture promotes social cohesion while also increasing individuals' involvement in cultural life. It is important to differentiate this from involuntarily unpaid artistic and cultural work in the professional and semi-professional sectors.

Sustainability

We take part in the shared responsibility for a mindful use of individual and institutional resources – ecologically, economically, and socially. We understand sustainability as anticipatory action. Therefore, we develop long-term strategies that ensure the preservation of valuable aspects while also allowing for innovation.

The principle of sustainability entails a critical examination of the use of personal and material resources within arts and culture. In this sense, we actively participate in the development of operational conditions and work processes in arts and culture towards greater sustainability. The focus is not solely on maximizing the number of artistic productions but rather on the high quality of work, its long-term impact on our society, and the responsible use of ecological, economic, and social resources.

Diversity

We aspire to give greater visibility to diversity in arts and culture and to strengthen it fundamentally. With the means available to us, we create an environment in which arts and culture can thrive freely and in a pluralistic manner. Diversity in the forms, content, and various perspectives of artistic and cultural work is a valuable asset and a desired goal. Diversity finds expression in a variety of disciplines, interdisciplinary projects, and artistic and cultural innovation.

We acknowledge the ongoing need for action regarding the structural discrimination of individuals based on visible and invisible characteristics.

Therefore, we aim to actively address the visibility of marginalized perspectives in the cultural sector. Arts and culture should be as diverse as Austrian society is. We strive to enhance awareness of diversity within our respective spheres of influence, foster open discussions about exclusionary mechanisms and discrimination, and, in doing so, initiate necessary impulse.

Transparency

Transparency in decision-making and action makes the work and impact of artists, artistic directors, cultural event organizers, mediators, institutions, associations, sponsors and politicians easier to understand and thus more accessible. We want to develop arts and culture in partnership. A transparent approach is an important prerequisite for a joint approach.

Transparent action strengthens trust in decision-makers and enhances the effectiveness of arts and culture in society. At the same time, transparency expresses appreciation towards partners. Arts and culture are largely funded by public resources. This entails an obligation to transparency towards society, including in the context of personnel matters. In accordance with data protection and necessary confidentiality, we aim to contribute to increased transparency in arts and culture. The greater the scope for action, the greater the need for transparency.

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