



**Dear people who shape the arts and culture in Austria,**

Following the proposal of the IG Freie Theaterarbeit (Association of Independent Theater Work), the Federal Ministry for Arts, Culture, Public Service, and Sports (BMKÖS) has extended an invitation to the federal states and interest groups to collectively establish guidelines for enhanced collaboration among all stakeholders in the Austrian arts and culture scene.

In this informational letter, we aim to provide you with essential details regarding the inception, objectives, and implementation of the **Fairness Codex**. It is our hope that through the **Fairness Codex**, we can continue to foster our passion and dedication to the principles of “Fairness in Arts and Culture.”

### What is the Fairness Codex?

The **Fairness Codex** is a supportive framework for organizations of all sizes and individuals committed to advancing “Fairness in Arts and Culture”. It takes a firm stance and encourages continuous development across all aspects of the arts and culture domain. **Fairness Codex** was developed with input from interest groups and representatives of arts and culture administration at both federal and state levels.

### How was the Fairness Codex created?

The **Fairness Codex** emerged against the backdrop of the Covid-19 crisis, which further exposed fault lines and inequalities within the arts and culture sector. In September 2020, State Secretary for Arts and Culture, Andrea Mayer, initiated a collaborative “fairness process” by inviting participation from federal states and interest groups. Multiple working meetings were conducted to generate a multitude of ideas and potential approaches to enhance fairness. The discussions focused on strengthening fairness in arts and culture, identifying pressing challenges, and exploring potential solutions. The development of the Austrian process drew inspiration from the *Fair Practice Code* in the Netherlands and the *FairSpec Code* in the German-speaking Swiss performing arts sector.

The core values of the **Fairness Codex** were unanimously recognized by all participants as central aspects of the theme “Fairness in Arts and Culture” within the framework of the “fairness process”. Between June 2021 and January 2022, representatives from interest groups, the federal government, and the federal states collaborated on the text, structure, and recommendations for implementing the **Fairness Codex**. The development of the **Fairness Codex** involved several intensive sessions led by the **Fairness Codex** focus group. Moreover, a trial phase was conducted, during which selected flagship institutions at the federal and state levels tested the practical applicability of the **Fairness Codex**. The insights gained from this real-world experience were subsequently incorporated into the **Fairness Codex**.



### What is the objective?

Fairness in arts and culture is an ambitious aspiration. The **Fairness Codex** serves as a catalyst for achieving this goal by defining essential core values. It offers comprehensive guidelines for the arts and culture sector, ensuring clarity and transparency. The **Fairness Codex** is accessible to all users and organizations, fostering inclusivity and empowering everyone to actively engage with it.

The **Fairness Codex** is intended for a broad audience, including cultural institutions, cultural associations, organizations, interest groups, funding bodies, and cultural policymakers at various levels. Additionally, individuals can also embrace and apply the principles of the **Fairness Codex** in their respective roles and endeavors.

### How do I apply the Fairness Codex?

The **Fairness Codex**, while not legally binding, operates on the principle of self-commitment. We utilize the **Fairness Codex** as a guiding framework, integrating its core values into our daily work. This entails embodying these values and developing meaningful goals, measures, and strategies specific to our areas of operation.

Embark on a transformative journey towards enhanced fairness within your organization! Emphasize self-commitment and individual responsibility as primary drivers. Leverage the **Fairness Codex** as a solid foundation to foster improved working relationships with your employees, colleagues, and artists. Customize your own strategies in alignment with the fundamental principles outlined in the **Fairness Codex**.

Organizations that embrace the **Fairness Codex** are encouraged to proactively make it public, such as by publishing it on their website or displaying it on a notice board. Furthermore, integrating the core values of the Codex into existing annual reports, public presentations, or project reports is highly recommended. By taking these actions, you clearly communicate your commitment to the core values of the **Fairness Codex** and demonstrate that they serve as the bedrock of your work.

### Take part!

Your focus group Fairness Codex

