

## Program

# The University of Siegen becomes #TINKLUSiv!

Trans\*, Inter\*, Non-Binary - Gender Diversity at the  
University of Siegen

Contribution of the University of Siegen to the 10th German Diversity Day  
and IDAHOBIT\* 2022 #FlagForDiversity #DDT22 #DiversityConnects

**we**  **diversity**  
#TINKLUSiv - Gender Diversity at the University of Siegen

# Greeting

The University of Siegen, having officially signed the Diversity Charter and being a certified diversity-friendly university, will once again raise the [redacted] and participate in the [redacted] (May 31), offering a cultural programme focusing on the topic of gender diversity. We will also want to seize the occasion to make our contribution to the International Day against Inter-, Homo-, Bi- and Transphobia ([redacted]), which is celebrated annually on May 17. The objective of this year's events is it to shift focus on the topic of gender diversity within the context of the university, to strengthen perspectives on this topic and to raise awareness for the needs of those affected under the motto #TINKLUSiv! - Trans\*, Inter\*, Non-Binary.

Based on the decision of the Federal Constitutional Court (BVerfG) of October 10, 2017, the Personal Status Act (PStG) was amended in Germany as of December 18, 2018. As a result, there are now four options for recording gender: male, female, diverse, no registration. The BVerfG decision strengthens the right to protection of gender self-determination and is therefore also groundbreaking for trans\* people and people who identify as non-binary. Gender diversity is a tangible reality at and in universities. As public institutions, universities have a responsibility to create conditions that enable all their members to work, study and interact with each other without discrimination (cf. [redacted] 2022, p. 1).

At the University of Siegen, the Gender Diversity Taskforce, founded in 2020, this exact mission: the dismantling of discriminatory structures and strengthening of equal opportunities. This year, by installing the first university-wide unisex toilet – located on the first floor of the NA building of Adolf-Reichwein-Str. Campus – a first achievement could be realized. Further locations for so-called “toilets for everyone” at the respective campus locations of the University of Siegen will be implemented shortly. In addition to creating and enforcing inclusive infra-structure, the Taskforce engages in developing concrete measures regarding the inclusivity of name & gender records in University documents, gender records in digital recording systems as well as language & address.

Within this event schedule, you will find exciting offers that the Gender Diversity Taskforce has put together for you. All of the included activities can be pursued by all interested members of the university



as well as, in part, by citizens of the region and external guests. Employees of the university are allowed to participate in the activities during working hours after consultation with their respective superiors, as long as there are no conflicting business interests.

This year, the combination of Diversity Day and IDAHOBIT\* is organized by the aforementioned AG Geschlechtliche Vielfalt (Gender Diversity Taskforce) in addition to the Diversity Policies Officer, and is financially supported by the Equal Opportunities Office, Gestu\_S, the Graduate College “Folgen sozialer Hilfen”, AStA and queer@uni.

We are looking forward to numerous, diverse and interested guests and an interesting exchange!

gez.

Prof. Dr. Alexandra Nonnenmacher  
(Prorector for Education)

Katharina Miketta  
(Consultant for Diversity Policies)

and the AG Gender Diversity



## Gender Diversity at the University - Experiences, Challenges and Opportunities

A lecture for the university public and interested citizens\* by Né Fink

**Date:** 31.05.2022, 18:00 - 19:30 Uhr s.t.

**Location:** online via Zoom - you can register

This online lecture will explain terms that often come up in relation to gender diversity, such as inter\*, trans\*, diverse, and abinary. What are the experiences of trans\* and abinary people in the context of higher education? What challenges and opportunities arise from gender diversity? In addition to these questions, the lecture will also address which structural conditions reinforce or weaken discrimination against trans\* and abinary students and how a natural approach to the topic of gender diversity is possible in personal encounters in everyday university life (correspondence, personal contact, teaching). At the end of the lecture there will be time for exchange and questions.

**Né Fink** is a systemic consultant and self-employed as a gender diversity trainer. Xe (pronoun) has coordinated the project „Support for trans\* students“ at the Georg-August-University Göttingen for two years. Through counseling sessions with students and consulting sessions with employees of various universities, xe gained insight into the situation of many trans\* and abinary students and staff, as well as the everyday problems in their daily lives at the university. Né Fink is voluntarily involved in trans\* and family counseling.

## My journey from a white woman to a young man with an immigrant background

A reading by Jayrôme C. Robinet for all interested university members and citizens\* of the region

**Date:** 02.06. 2022 / 16:00 - 18:00 Uhr s.t.

**Location:** online via Zoom - you can register

What makes a woman a woman, a man a man? After a gender reassignment, Jayrôme C. Robinet has the direct comparison. With wit and lightness he tells his personal story and shows how much our behavior is shaped by prejudice - startling, honest, highly political.

Jayrôme used to live as a white Frenchman. Then he moves to Berlin, starts taking Testosterone and experiences a second puberty. He grows a dark beard - and suddenly he is spoken to on the street in Arabic. Whether in a café, in the locker room or at passport control, he notices that not only his identity, but above all the behavior of those around him has changed radically. He can compare: How am I treated as a man, how am I treated as a woman? And what does it mean when not only gender changes, but apparently also origin and age? He talks about his queer everyday life in a rousing way, and reveals how insane social perceptions and classifications often are.

**Jayrôme C. Robinet**, born in France in 1977, is a poet, spoken word artist and translator. His most recent publication is *Das Licht ist weder gerecht noch ungerecht* (2015). Jayrôme C. Robinet has been awarded numerous prizes and scholarships. He un-teaches at the Alice Salomon Hochschule and lives in Berlin.



## Gender diversity in everyday work - taught in a practical way

A workshop for employees in science as well as in technology and administration

*The workshop can be credited with 4 work units towards the certificate program „Professional teaching competence for university teaching“ (basic module).*

**Date:** 03.06. 2022 / 09:00 - 13:00 Uhr s.t.

**Location:** online via Zoom - Please register bindingly by May 20 at:  
[diversity@uni-siegen.de](mailto:diversity@uni-siegen.de) (You will receive the access data in time before the workshop starts)

Gender diversity is also becoming more and more visible at universities. Students and faculty are coming out as trans\* or inter\*, using neo pronouns, transitioning socially, legally, and/or medically.

However, gender diversity, including the linguistic inclusion (salutation, forms) of these in everyday work, is still often experienced as a challenge. How can employees in science and administration think about gender diversity in their daily work? What does it take to integrate the topic as a cross-section in everyday work?

In this digital workshop, the basics of dealing with gender diversity will be conveyed and uncertainties in this regard will be clarified. Terms that are often used in connection with gender diversity (e.g. inter\*, trans\*, non-binary) will be defined. The trainer introduces the realities of life of so-called gender minorities and gives practical tips for a respectful, unbiased interaction in everyday work.

### Forms of work

Impulse lectures; constellations; individual and group work; discussion; exercises

**Né Fink** is a trainer and consultant in the field of gender diversity. Xe (pronoun) coordinated the pilot project „Support for trans\* students“ at the University of Göttingen for two years. Né Fink has a master's degree in „Gender and Ethnicity“ and is a systemic consultant. Xe also has many years of experience in trans\* and family counseling.

**Do you have questions, do you need help or support to participate in the offers?  
Then please contact us in advance at: [diversity@uni-siegen.de](mailto:diversity@uni-siegen.de)**

**Note on data protection:** We would like to point out that no photos of the (digital) offers may be taken! Materials will only be passed on by the organizers themselves upon request. Please also note the [data protection policy](#) for digital events at the University of Siegen!

**Link to the Program:**