



Universität der Künste Berlin



Studierendenparlament
Universität der Künste Berlin

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JOB POSTING

Department for anti-discrimination

The Student Parliament (StuPa) is filling the department for anti-discrimination in the General Student Committee (AStA). If you are studying at the Berlin University of the Arts, will be enrolled at the university for at least one more year and are flexible with time schedules, you are welcome to apply.

Note: There used to be two AStA departments for Anti-Discrimination (focus: discrimination cases, counselling and coordination of student engagement) and Diversity and Social Justice (focus: dismantling structural and systemic discrimination), in this position you would need to cover both areas. There is the opportunity to actively participate in this organ of student governance and by that to help shape two new needs-oriented AStA departments.

Flexibility, close cooperation with other AStA members and students, and adherence to agreements are required.

Term of office: from 2nd Mai 2024 for 1 year

Areas of responsibility:

- Work against structural discrimination on student level (e.g. racism, sexism, ableism, classism, faith-based discrimination and others)
- Dismantling linguistic and structural barriers
- Special representation of the interests of all students facing discrimination to the head of the university, on committees and in internal university structures.



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- Develop a channel of direct communication and support, such as consultation hours for students who face discrimination to mediate and work with all the departments involved
- Monitoring of the Critical Diversity Policy and follow the current process of the Code of Conduct, and work on its implementation
- Organisation of awareness- and empowerment workshops for the students
- Working closely together with the Anti-Discrimination and Diversity Office of the UdK
- Participation and active involvement in the AG Critical Diversity¹, KfC², AG Barriereabbau
- Participation in the regular meetings of the AG Intersectional Anti-discrimination and work on the sustainability of the space
- Support and cooperation with the different autonomous students initiatives that work in the frame of Anti-discrimination such as Interflugs, Common Ground, Eine Krise Bekommen and Critical Costume, I.D.A. and others)
- Participation in the Runder Tisch Antidiskriminierung & Gleichstellung / Round Table Antidiscrimination & Equality organized by the university administration
- Support of and cooperation with the corresponding StuPa-committees (Committee for Social Affairs and Equality, Committee on Intercultural Diversity, Empowerment and Anti-Discrimination)
- Participation in the weekly AStA meetings, the monthly StuPa meetings and in the committees of the UdK
- Representation of the AStA and the student body externally and internally
- Administrative tasks in cooperation with the university administration are a large part of this position

¹ Working Group of the KfC for Developing a Strategy for a Diversity-Sensitive UdK

² Kommission für Chancengleichheit: Permanent commission of equal opportunities of the academic senate



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Requirements:

- Diversity Competence³ and an intersectional contextualization
- Willingness to communicate with institutional offices (ämter und behörden), ability to work in a team and ability to solve problems and communicate non-violently
- Absolute reliability and confidential handling of sensitive data

Desirable:

- Trauma-informed handling of crises and crisis cases with the involvement of psychological counseling centers
- Own intersectional discrimination backgrounds

Language barriers are no obstacle. We are working towards a language barrier-free university work.

For your work in the AStA you will receive a compensation of 538€ as a mini-job contract without specific work hours per week.

Apply in person at the StuPa meeting on the **25th April from 18 o'clock**. There might be a preliminary talk with members of the StuPa a few days before. You will be informed of the exact time and place in time. Please send your anonymous application (letter of motivation and CV without name and address as PDF, max. 2 Din A4 pages) to stupa@asta-udk-berlin.de until **16th of April**. Please make sure to check your spam folder after submitting your application, as our emails sometimes end up there. If you are interested or have any questions, you can also contact the chair of the student parliament at the same address. The election takes place directly at the student parliament meeting.

Applications from people with intersectional (multiple) discrimination experiences are explicitly welcome! If you have a severe disability, you can indicate it in your application if applicable. Recognised severely disabled persons will be given preferential consideration if they are equally qualified.

³ Ability to recognize similarities and differences between people (e.g. in terms of age, gender, disability, migration history, religion, sexual and gender identity, chronic illness, social status, language), to take them into account in the performance of tasks, to break down existing barriers and to maintain a non-discriminatory and appreciative approach



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We are a large team of people who are socialized and positioned very differently. We constantly try to bring these differences and positions together, complement each other and learn from each other. In our view, there are no spaces free of discrimination. This is another reason why we are constantly working on our awareness, attitudes and perspectives and try to do justice to the intersectional approach in our work.

Apply for the AStA of the UdK Berlin! We are looking forward to meeting you!