

Statutes of the AG Awareness

§ 1 Name and residence

The name of the working group is *Arbeitsgruppe Awareness* (short: *AG Awareness*) of the FRANZ LISZT University of Music Weimar. It is based in Weimar. The working group is part of the FRANZ LISZT University of Music Weimar.

§ 2 Purpose, objectives and concept of the working group

The *AG Awareness* is committed to preventing and fighting all forms of discrimination in everyday life at the University. This includes all forms of discrimination in a broad social context such as sexism, racism and age discrimination, intersectionality and multiple discrimination as well as individual cases of harassment and bullying. The *AG Awareness* aims to promote respectful and appreciative interaction and giving feedback constructively. Its goals are to establish transparent ways of communicating and to combat the abuse of power at the university. It views hierarchies as themselves as problematic, it criticizes habits of mixing personal and professional relationships between teachers and students and calls for an open culture of discussion about the very tension between closeness and distance in (individual) teaching. It is committed to promote equal opportunities and is aware that individual study conditions and opportunities vary and that international students and people with mental or physical disabilities in particular face disproportionate hurdles in their day-to-day studies. The overarching goal is to promote a change in mentality and values, as is generally the case in the cultural sector.

The working group considers its most important tasks and functions to be:

(a) Contact point, peer-to-peer counseling and intervention

The *AG Awareness* sees itself as a point of contact for students in the event of difficulties and conflicts with other members of the university, particularly lecturers. Existing bodies staffed by lecturers, such as the Board for Equal Opportunities and the Diversity Officer, tend to lack neutrality and independence due to institutional interdependence. Accordingly, the members of the *Awareness working group* conduct initial discussions and refer affected persons to the relevant internal and external, independent bodies on a case-by-case basis. On request, they accompany those who are affected and represent their interests dealing with teachers or the university (*intervention*). Students can initially make contact at events, via members and via an email inbox (*hfm.awareness@m18.uni-weimar.de*) herstellen. Our aim is to set up open weekly consultation hours with peer-to-peer counseling. Special education on the matters and further training for members are prerequisites for the professionalization of the contact point and may be opened up to interested non-members if capacity is available. In this way, the values and skills of the working group may be shared among our fellow students (*allyship*).

(b) Evaluation and advice for teachers

The *AG Awareness* sees it as its task to identify universitarian structures and processes that promote and allow discrimination and unequal treatment, such as disproportionate forms acting against one another by and towards students and to encourage everyone to change. Our focus is particularly on the relationship between teachers and students. By documenting and collecting cases, the *AG Awareness* aims to identify and disclose systemic deficiencies (*evaluation*). The working group offers its support to the university regarding the development of guidelines and recommendations for action and intends to develop their own proposals.

(c) Presence and community building

The *AG Awareness* aims to promote a public sensitization to the topics of discrimination, proximity and distance, inclusion and diversity. By providing information about events, workshops and lectures and setting up its own formats, the *AG Awareness* aims to create spaces for exchange and for those affected (*community building*). The aim is to strengthen students' awareness of their rights and limitations (*empowerment*).

§ 3 Bodies and organization of the AG Awareness

The working group follows a grass-roots democracy approach. Meetings take place regularly and protocols are kept. In principle, general meetings are competent to pass resolutions. It passes its resolutions with an absolute majority of the members present. The *Awareness working group* invites the elected student confidants to co-operation and active participation.

§ 4 Structural integration and networking

The *Awareness working group* acts as independent from existing universitarian structures. Formally, it is part of the *Student Council* of the FRANZ LISZT University of Music Weimar. The student council represents the working group in university committees. The *AG Awareness* sets its own goals and projects and organizes itself. It is in contact with offices within and outside the university and cooperates on a project-by-project basis.

Important contacts on the student side are the *Student Council* ('StuRa') of the FRANZ LISZT University of Music Weimar and initiatives at the Bauhaus University Weimar such as the *Diversity Guides* and the *Awareness AG*. The exchange with the *Board for Equal Opportunities* and the *Diversity Officer* as well as with the *Academic Quality and Development unit* ('LQE') and the Presidential Board is to be sought.

§ 5 Membership

Membership is open to all students of the FRANZ LISZT University of Music Weimar.

Members are invited to participate actively and are encouraged to attend meetings regularly. They are entitled to be informed about the activities of the working group and the use of funds. They are obliged to observe the statutes and resolutions of the working group.

Membership ends when they leave the working group or leave the university. Expulsion is possible if a member grossly and repeatedly violates the interests and values of the working group and, in particular, breaches the voluntary commitment to confidentiality. This may be decided democratically through a vote.

§ 6 Use of funds

The funds of the working group are acquired through donations, campaigns and events or through donations from other university committees.

The working group is a non-profit organization and membership is honorary. Decisions on the use of financial resources are to be made democratically. In particular lectures, workshops, events and advertising are those intended ends.

§ 7 Code of conduct

The members of the working group are committed to non-violent and non-discriminatory communication, which includes the use of gender-neutral language. They act in accordance with anti-racist, anti-fascist, anti-sexist, anti-classist, intersectional-feminist and inclusive principles.

In their function as a contact point, the members of the working group are guided by ethical standards of counseling, such as voluntarism, trust, equality, shared responsibility, independence and neutrality. They act exclusively with the explicit consent and in the interests of the persons concerned and commit themselves to maintain confidentiality and discretion about cases brought to them. Any violation may be punished by exclusion from the working group.

§ 8 Dissolution of the working group

The dissolution of the working group requires the consent of all members. Any remaining funds shall be donated to charitable associations with a similar purpose.

§ 9 Entry into force

The Statutes shall enter into force upon adoption by all members present on 17.01.2024.